

FOIA MARKER

This is not a textual record. This is used as an administrative marker by the William J. Clinton Presidential Library Staff.

Collection/Record Group: Clinton Presidential Records

Subgroup/Office of Origin: Americorps

Series/Staff Member: General Files

Subseries:

OA/ID Number: 24227

FolderID:

Folder Title:

USDA [Department of Agriculture]/AmeriCorps - Clinton Library Copies - 1995 Application (for FY 96) to the Corporation for National Service 4 [1]

Stack:
S

Row:
66

Section:
1

Shelf:
5

Position:
3

Community and Other Agencies Projects

California State Parks

70 miles of trail maintenance (Brushing/Hazard Reduction)
70 miles of road maintenance (Brushing/Hazard Reduction)

Storm Damage reclamation in:
Richardson Grove State Park
Standish Hickey State Park
Siskiyou Wilderness
Humboldt Redwoods State Parks

Para-professional assistance doing a variety FEMA work.

Bureau of Land Management

Trail building and maintenance in the Kings Range
Biological/Fisheries Surveys in key watersheds within the Mattole Basin.
Campground and facility maintenance.

City of Arcata

Natural Resource work associated with forestry, fisheries, wildlife habitat, recycling, wetlands and recreation.

"Project Serve" - Eureka High School

Environmental Education Programs

A joint Community Service Project at "Ryan's Slough".

Other Collaborators

There are a number of other partners which will make in-kind and cash contributions to this AmeriCorps Project listed under #4 Prospective Recipients/Partners.

What is hoped for result of the activities described above?

The Northern California AmeriCorps Program will result in an integrated program of public service conservation work and the development of AmeriCorps Members. The program will provide for critical resource based work that would not be accomplished if it were not for the AmeriCorps Program. The work and activities associated with AmeriCorps will have a number of positive benefits. Some of the key benefits will be restored watersheds, improved wildlife habitat, productive anadromous fisheries, quality recreational experiences, and protection of the nation's capital resources by repairing, improving and restoring it's campgrounds and other facilities. In addition, America's youth and the community will learn about the environment and the concept of "intergenerational equity".

The AmeriCorps Members themselves will have the opportunity to engage in an intensely integrated program of conservation work and experiential education. The program will be dedicated to the dual mission of public service conservation work and the development of young adults. The educational program is progressive and productive in achieving this mission. AmeriCorps members will learn the basic fundamental work ethics, learn how to live and work with others; the experience will enhance their educational opportunities and employ-ability, and further their understanding and appreciation of the earth and its natural resources. In addition, members will earn college level units of credit from the College of the Redwoods towards the Natural Resource Technician Certificate (30 semester hours).

We are hopeful that the collaborations we have developed will lead to a future of environmental and public land associations which will have long term payoffs.

How will you measure the quality of these activities?

The quality of the AmeriCorps activities will be measured through achievement and completion of projected goals. We will evaluate standards which meet the objectives of AmeriCorps, the Forest Service and our consortium which includes the California Conservation Corps, the College of Redwoods, and the local Land Management Agencies. Each project will be inspected to ensure objectives are met and quality control is maintained. We will also do scheduled self assessments of our program components and will spend quality time interviewing the AmeriCorps participants and Program Leaders to ensure success.

By what standard will you measure success?

Standards for measuring success will be evaluated by meeting or exceeding identified program objectives and targets, by project accomplishment, by meeting AmeriCorps Member goals, and minimal program attrition. In addition, AmeriCorps Member outplacement to colleges and other educational entities, work opportunities and other personal interests.

How many individuals will receive the benefit of the work your members perform?

The Six Rivers NF and surrounding public lands encompasses approximately 15 communities and serves over 200,000 people. Approximately 300 to 400 children will receive environmental education. There is an expected increase of 10 to 20% of visitors to the Forest and adjacent State and National Parks. The Six Rivers National Forest, other federal land management agencies, the contiguous public and others associated with Northwestern California will realize tangible and intangible benefits.

AmeriCorps members will receive life long experiential awareness in the area of ecosystem management, public service and "getting things done" in a team environment.

3. SUMMARY PAGE:

Accomplishments and Objectives: This proposal provides a strategy for community and economic revitalization in an area impacted by the declining

timber industry as a result of the listing of the spotted owl and marbled murrelet under the Endangered Species Act. This proposal also provides public service work to include restoration of watersheds and to areas damaged by the 1995 Floods and severe storms. Humboldt County, along with a number of California counties, has been designated as a Federal Disaster area. The recent flooding and severe storms have caused damage to infrastructures, trails, and roads. Storms have blown down trees and have caused slides. The flooding has also caused a potential threat to salmon population.

Community Needs: The Six Rivers National Forest is taking a leadership role in sponsoring a proposal which will enhance in the management of public land natural resources within Forest's boundaries as well as partnering with other land management agencies to provide AmeriCorps Members with an opportunity to be involved in an integrated program of conservation work and experiential education. The conservation work will address the needs of the community and the environment by working on high priority projects to respond to critical environmental and storm damage needs as well as public safety.

Typical Work Week: The project is a 5 day a week residential program for the resource based conservation crew. The para-professionals (Interns) will perform national service on 5 day a week schedule performing a variety of resource conservation and ecological assignments. Each day the Members will perform public service by engaging in an integrated program of conservation work, residential living, and applied education. The focus will be on applied resource conservation and protection. AmeriCorps members will also be provided the opportunity to work towards a college accredited Natural Resource Conservation Technician Certificate which can be used for qualifying for entry level Forestry/Biological Technician positions. Much of the instruction will be delivered at the work site based on kinetic learning where knowledge moves from the hand to the mind. In addition, classes will be made available for members desiring to obtain a General Education Diploma (GED). The natural resource crew will participate in a minimum of 10 spike camps. The para-professionals will be mentored and given assignments based on the approved program of work and their individual interests and abilities.

Recruitment: A diverse group of members will be recruited from both urban and rural areas. Because our local area and economy is economically depressed we will target family members of displaced timber workers as well as tribal members and representatives of minority groups. We will coordinate recruitment with the local high schools, junior college, and Humboldt State University, the EDD office, Private Industry Council, and other organizations and groups, and utilize the Corporation's applicant pool listings to ensure that our member composition is representative in terms of diversity, social, economic and educational backgrounds.

Staffing Structure: The Six Rivers National Forest will have a 37 person AmeriCorps Project. 28 members will be assigned to the resource based crew, 9 members will be selected to be part of the para-professional (interns) cadre.

The Forest Service will have direct responsibility for operating, managing, payrollling, and member processing.

Project Staffing will be comprised of:

- Project Director
 - HRP Staff
 - Project Manager
 - 2 Forest Service Crew Supervisors
 - Forest Service Project Leaders
 - Forest Service Para-professional mentors
- A Board of Directors comprised of the participating partners will be created to provide guidance, program evaluation and coordination of the project.

Partners: Six Rivers NF AmeriCorps Project will include partners from state local, city, educational, non-profit, and federal agencies. This AmeriCorps Consortium, will work together to provide a high quality, productive, meaningful collaboration in achieving direct results in addressing the nation's critical environmental/public lands. See #4. "Collaboration".

4. COLLABORATION

PRIMARY PARTNERS:

Collaboration - Contributions

Name of Contributor	Type	Monetary	Inkind
Six Rivers NF	Federal	\$15,000	supplies, transportation, administration, payroll, program oversight
California Conservation Corps	State Agency	\$32,592	supplies, transportation, room & board, tools, counseling, training, recruitment assistance
Bureau of Land Management	Federal Interior	\$10,000	project coordination/tools
Redwood National Park	Federal		project coordination/tools
California State Parks	State	\$75,000	project coordination/tools
City of Arcata, Environmental Services	City Govt	\$5,000	project coordination/tools

Eureka High School	City	classrooms, students, teachers' targeted environmental projects, "Project Serve" Coordination for AmeriCorps State Commission, recruitment
College of the Redwoods State		On-site instruction, materials, NRCT Certificate
Trinity Resource Conservation/Emergency/Watershed Program	Natural Res. Conservation Service, Federal, USDA	Technical support/tools
Natural Resource Conservation Service/Eureka	Federal/USDA	Technical support/tools
Eureka Chamber of Commerce	City	tourism information, will provide space for FS displays
Big Brother/Big Sister	Nonprofit	provide resources for Fishing Derby
Burnt Ranch Elementary School	County	provide classroom time and space for Environmental Learning
Trinity Valley School	County	provide classroom time and space for Environmental Learning
Freshwater Elementary School	County	provide classroom time and space for Environmental Learning
Cutten Elementary	School District	provide classroom time and space for Environmental Learning
Jacoby Creek School	School District	provide classroom time and space for Environmental Learning
St. Bernards Elementary School	Nonprofit	provide classroom time and space for Environmental Learning
Bloomfield School	City	provide classroom time and space for Environmental Learning

Redwood Logging Conference	Nonprofit	space for display during conference/media support
Public Access TV Arcata	Nonprofit	provides edit time for AmeriCorps to do video project/media support
Skyland County Park-Santa Clara	County	hosts a state wide nature learning experience for hundreds of youth
Girl Scouts (Campfire Program)	Nonprofit	provides resource and support for interns to do a campfire program
Caltrans	State	provides technical support/road funding, interface for storm emergency i.e. land slides
Humboldt State Univ.	State	provide resources for educational support of project, recruitment, career day site
Employment Development Department	State	provide resources for job seeking and personal growth, recruitment
Private Industry Council	County	recruitment and administers JTPA funds
Yurok Tribe	Federal	technical support and recruitment
California Indian Manpower Consortium	Federal	recruitment
Humboldt County Health Department	County	Public Health Training

5. Organization Capacity

The Six Rivers National Forest has an outstanding record for administering and managing human resource programs. The forest is involved with a number of human resource programs ranging from federally administered to direct host programs. During FY94, the forest hosted approximately 310 enrollees in various programs, and accomplished \$660,000 of appraised work on the forest.

The forest is currently operating a 25 person AmeriCorps Project. We believe that our program has been very successful in accomplishing the specified goals and objectives of the program. We have experienced minimal attrition since the

start of the program (3 members). The project diversity represents 54% minority, 54% women and 4% physically challenged. Our members have varying degrees of education ranging from graduate school to GED preparation.

The Six Rivers National Forest is extremely pleased and fortunate to be part of the AmeriCorps Program. Line managers are very supportive of the program, work is being accomplished which would not have been had it not been for AmeriCorps.

Key People involved the AmeriCorps Project:

Tony Montana Forest Service Project Director - Serves as the forest Human Resource Manager. Tony has varied experience in designing and administering Human Resource Programs. He has successfully implemented several programs including the TRIAD (Establishing a partnership with the CCC and College of the Redwoods to implement the Natural Resource Certificate) a college accredited curriculum which qualifies recipients for technician series with the Forest Service. He has demonstrated several years of successful experience as an Administrator in all aspects of administration.

Mary McManus Forest Service - Human Resource Coordinator, she has worked with the Director in implementing the AmeriCorps Project. For the past 19 years she has successfully worked in the human resource arena including direct experience with Job Corps.

Dan Ferriera California Conservation Corps - Currently serves as the CCC and AmeriCorps project developer. He has demonstrated several years of program success with the California Conservation Corps as a Conservationist. Dan is quite instrumental in the establishment of a number of human resource activities and programs.

Dan Owen Forest Service - Dan is the AmeriCorps Crew Supervisor Dan has varied experience including the military, and has also worked several years for the California Conservation Corps as a crew leader. He is successful in leading and directing resource conservation crews.

Bob Cox - PHD California Conservation Corps - Bob is a visionary who has successfully implemented experiential learning and kinetic learning principles for the CCC crews. He also was a leader in writing the TRIAD agreement with Tony Montana.

Mark Andre City of Arcata - Environmental Services Manager - Mark oversees the the management of the public lands within the city boundaries to include a Redwood Forest and the Arcata Marsh, and Wildlife Sanctuary, and the state of the art wetland wastewater treatment plant.

Don Beers California State Parks - Don is the resource program manager for the the State Parks in this locality. He has several years experience in resource work activity and program management.

Dave Fuller Bureau of Land Management - Fisheries Biologist. Dave has several successful years experience in working as a Fisheries Biologist and as interfacing with resource crews to complete program of work.

Terry Hofstra Redwood Parks - Terry is the resource program manager for the District Office. He has several years experience in resource management activities.

Alona Thomas Eureka High School - Alona is the designated network coordinator for AmeriCorps Projects for the northern portion of the State. She has successfully developed a network with all of the area projects and also implemented "Project Serve", a community based volunteer program. The FS has established a working relationship with the Eureka city schools in providing Environmental Education and Resource expertise to the students.

6. Innovation and Replicabilty

The current program being operated represents a number of unique features which are currently being duplicated or considered by other projects.

Our program is comprised of a residential member component as well as a para-professional or intern component. The "para-professional or intern" component has proved to be very beneficial and quite popular with the forest unit. The intern component features AmeriCorps Members who have the requisite skills, knowledges and abilities in a number of biological and other professional areas which are then tailored to a number of the key objectives planned for the project year. The interns work independently, in small groups, or with the resource based crew in getting things done.

This program also has a "work/learn" feature that provides for actual formal accredited educational college instruction, that allows for the AmeriCorps Members to gain the theoretical education coupled with the actual "hands on" experience in the course of project accomplishment. This feature awards units of college credit leading to a 30 semester hour "Natural Resource Conservation Technician Certificate". This phase of the program which is called the "Triad", is an existing approved agreement with Six Rivers National Forest, College of Redwoods, and California Conservation Corps. For this coming project year, we propose to recruit/place our AmeriCorps Members using the Federal Government Student Placement Appointment authority into entry level Natural Resource Conservation Technician series upon completion of their AmeriCorps appointment. The AmeriCorps members' experience will enable them to be eligible for placement in our Agency's Cooperative Education Program which leads to a career appointment in the federal service. One month prior to the member's graduation each selected participant would be assigned to forest for a formal work experience.

The collaborations we have established will allow for true cooperation by communities, land management agencies and the educational institutions to pool their resources and technology in getting things done for the betterment of the nation's public lands and overall environment. This effort may serve as a benchmark in fostering similar cooperative agreements in the future. This approach parallels the features of the "President's Plan" for the Northwest. This program will be a model of efficiency and will prove to be cost effective and innovative. The expansion to involve the community and increased cooperative efforts of the partners will influence the program replicability. The networking will strengthen our relationship with the communities as well as the other funded State Commissioned AmeriCorps programs to support and carry forward public service.

7. Recruitment Plan

Purpose:

To obtain high quality and a diverse group of applicants, recruitment outreach will emphasize personal contacts made with a number of organizations and media. Outreach of candidates will be conducted with the goal of achieving a representative intake of volunteers indicative of the demographics of this area in terms of education level, ethnic background, socio-economic class, religion, gender, physical abilities and age. Members will be selected for their desire to serve and the contribution that they can make to the program. The desired ratio of applicants is 4-1.

Candidates not selected for this program will be considered for California Conservation Corps opportunities along with other AmeriCorps opportunities nationally. We will coordinate with those other organizations and sites.

Goals:

- National AmeriCorps recruitment intake 20%
- Gender 50% women and men
- Majority Age group 18 through 25 (E/PL), with no upper age limit
- 30% recruitment will be from California State (CCC) and local corps
- 50% local recruitment special emphasis on:
 - Displaced timber worker (family members)
 - Native American tribes
 - Minority group affiliates

Education Levels:

- 30% college students, college graduates, or professional school graduates.
- 70% high school dropouts, high school graduates, vocation school students.

Recruitment Outreach Process:

May - July, 1995 - Recruitment outreach will be conducted using a variety of different outreach alternatives and media. Personal contacts will be made with a number of suggested organizational groups and councils. Applications will be accepted during this time frame.

Focus Groups

- Private Industry Council (PIC) - North Coast and Humboldt County
- Northern California Indian Development Council (NCIDC)
- State of Ca. Employment Development Department (EDD)
- California Conservation Corps (CCC) - Headquarters, local recruiters state-wide and 800 telephone number system.
- Local Indian Tribe Councils
- AmeriCorps National Recruitment Pool
- Local High Schools
- Local College and University (Student Placement Office) & SE Groups
- Community Based Organizations (non-profits)
- Civic and business groups (Rotary/Kiwanis) etc.
- Local government offices
- Local legislative offices
- Local women, and minority group organizations
- Other community sources

Outreach Recruitment Methods

- Broadcast Media - Development of short Public Service Announcement
- Local Newspapers - AmeriCorps Article(s)
- Distribution of AmeriCorps Posters, Flyers, and Brochures
- Local presentations and guest lectures
- Humboldt State University (Internet Electronic BB) posting

August 1, 1995 - Close application Process, review of applications, select 40 finalists.

August 3, 1995 - Begin interviewing finalists

August 18, 1995 - Selections are finalized.

7. Detailed Work Plan and Milestone Schedule

DETAILED WORKPLAN AND MILESTONE SCHEDULE

OBJECTIVE	TIME FRAME
Recruitment-Outreach to communities, media	May - Aug 1995
Procure supplies/equipment	July 1995
Partnership meetings	July 1995
Staff Selections and Training	August 1995
Interviews	August 1995
Selection of Members	August 15, 1995
Plan launch activities	August 1995

Project Start-up	September 5, 1995
Finalize Fall Program of Work	September 18, 1995
Members Orientation, Training and Development	September 1995
Team Building	September 1995
Board of Director's Meeting(s)	Quarterly
Program Evaluation Report	December 15, 1995
Forest Management Team Field Trip/Review	January 20, 1996
Finalize Spring Program of Work	January 25, 1996
Start Spring Project Work	February 15, 1996
Project Completion	July 1996
Graduation	July 14, 1996
Program Evaluation	July 1996

Sequoia National Forest

Field Proposal - FY 96 AMERICORPS

Project Title: Kern River Community Ecology Program
Sequoia Forest AmeriCorps Project

Address Location: Sequoia National Forest
Greenhorn Ranger District
15701 Highway 178
P.O. Box 6129
Bakersfield, California

Congressional District: 21st District

Other Congressional Area Served: 20th District

Project Type: Public Lands and Environmental Corps

Program Type: Non-Residential

Project Start Date: September 11, 1995

Completion Date: August 2, 1996

Number of Full-time Members: 20

Number of Part-time Members: 0

Submitted by: Patty Bates, Acting District Ranger
Greenhorn Ranger District
(805) 871-2223
FAX (805) 871-8231
DG Address: P.Bates:R05F13D54A

OBJECTIVE STATEMENT

The Sequoia National Forest is located at the southernmost end of the Sierra Nevada range of California between the Los Angeles Basin and San Francisco Bay population centers. With a diverse biological environment, as well as annual recreation visits of almost 10 million annually, the Forest will provide opportunities for AmeriCorps Members to serve their country in national service. The Kern River Community Ecology Program is centered on the Kern River Watershed, and will protect and enhance this unique resource, which includes nationally designated stretches of Wild and Scenic River, diverse natural resources and management challenges. The objective of the program is to provide learning opportunities integrated with service projects that implement ecosystem management, restore watersheds, improve wildlife habitat, and maintain and improve recreation facilities and trails. The work objectives of the 20 member AmeriCorps crew are to:

Conserve, restore and sustain natural habitats within various ecosystems; specifically within the Kern River watershed and adjacent areas of Sequoia National Forest.

Improve recreational opportunities by maintaining, improving and constructing recreation facilities including camp sites, day use picnic grounds, river rafting access, trail heads and trails to benefit users of the National Forest System;

Improve habitat for fish and wildlife. Complete habitat restoration and protection projects to improve the viability of threatened, endangered and sensitive species of plants and wildlife;

Improve forest health through timber stand improvement work, planting and restoration;

Improve resource conditions by completing watershed improvement and rehabilitation projects on the National Forest and assisting in disaster recovery efforts when requested;

Provide environmental education opportunities and education to the public that reside within and adjacent to the Forest;

Provide technical assistance as para-professionals assisting resource technicians and professionals in data collection and document preparation for compliance with the National Environmental Policy Act.

Program Components

Work to be done:

Enhance campgrounds, picnic areas and other developed recreation sites on the Sequoia National Forest. Sand, replace parts and paint 120 picnic tables and construct 20 tables. Move, rebuild and replace 65 campfire rings to meet current standards for safer public use. Repair signs and improve rest room facilities at 12 developed sites. Construct bulletin boards and signs at 12 sites. Provide graffiti removal, facility maintenance, litter pickup, tree hazard removal, plant landscape materials, construct 2 miles of rail fence,

construct 15 rock masonry structures and install 60 parking barriers. Grade and gravel sites and pathways for resource protection and accessibility for people with disabilities at 8 recreation sites. Construct one river rafting access area and improve rafting portage sites. Restore historical sites at Oak Flat Lookout and Cedar Creek Rockhouse. Work will meet guidelines set by District Recreation Officer and be completed by September 10, 1996.

Construct, reconstruct and maintain hiking, mountain bike, equestrian, motorcycle, snowmobile and cross country skiing trails throughout the Forest, meeting regional trail construction standards. Construction will occur throughout the year and be performed in partnership with Backcountry Horsemen, Kern Valley Hiking Club and local volunteers. Maintain 75 miles of trails within the Forest, completing low elevation trail maintenance by July 1 and high elevation by August 15. Maintenance would include the rehabilitation of trail structures, including retread work, turn pikes, crib walls, erosion control, improvement of 3 trail head facilities and informational boards and signing. Maintain 60 miles of off-highway vehicle (OHV) trails within the Forest, completing the work by September 1, 1996, meeting regional off-highway vehicle trail guidelines, in partnership with OHV clubs and state Greensticker funds.

Maintain and enhance the ecosystem for fish and wildlife resources, including threatened, endangered and sensitive species throughout the Forest, following guidelines set forth by the District Wildlife Biologist. Install 40 bird boxes and 20 bat boxes in developed sites and snag-deficient trails. Install 20 bat gates at abandoned mine sites. Install and maintain 15 guzzlers in areas without water sources in wildlife habitat project areas. Develop 12 water sources. Install 8 miles of fence and 20 barriers to protect known sensitive species, including willow flycatchers. Complete 120 acres of species and habitat surveys. Complete projects in a time frame that would be sensitive to the needs of individual species, but no later than September 1, 1996.

Improve forest health by planting trees on post-fire wildlife and timber harvest sites, as needed and appropriate, by July 1, 1996. Thin 300 acres and release 400 acres to promote healthier trees by September 30, 1996.

Complete watershed restoration projects, including erosion control matting, willow and grass seed planting and fertilization for protection of watershed on 35 acres of disturbed area. Guidelines would be developed by watershed specialist and monitored for one year following completion. Provide for soil erosion reduction by constructing road and trail closures to protect 20 areas, filling in 8 headcut gullies, and constructing 26 barriers at strategic locations to prevent unauthorized mechanical intrusion. Complete cleanup and restoration of 35 abandoned mine sites. Build 6 instream watershed structures to enhance fish habitat by July 31, 1996.

Complete interpretation programs. Provide information, education and interpretation on the Forest, including leave-no-trace outdoor skills and ethics and safety. Utilize the "Forest as a Classroom" to provide environmental education to local elementary schools, targeting approximately 320 children in 15 classrooms by June 15, 1996. Follow nationally identified training courses, including Hug-A-Tree, Project Learning Tree, Project Wild, and Leave-No-Trace. Develop 6 bilingual interpretive publications. Assist on

Generation of Fishing Festival, California Trail Days, and River Cleanup Events.

Assist in data collection in support of resource projects. Complete monitoring on 26 grazing allotment through collection of residual dry matter measurements and monitoring of riparian areas. Survey 3 meadows and conduct spotted owl surveys following regional protocols of 20 protected activity areas and 5 SOHAs.

Hoped for result of the activities:

The Sequoia AmeriCorps program will result in an integrated program of public service conservation work and development of AmeriCorps Members. The program will be highly visible and improve the quality of the recreational visit to the Forest and resource conditions, while providing Members with skill development and conservation ethics. The project will be completed in a timely and quality manner and the work performed by the Members will assist the Forest Service in implementing ecosystem management. The work will result in improved quality and safety of recreational visitors' experiences on the Sequoia National Forest, increased recreation opportunities and facilities, improved wildlife habitat, restored watershed conditions and healthier forests.

The outcome for AmeriCorps Members will include development of collaborative working skills, positive work attitude, enhanced communication and leadership skills, a conservation ethic, a positive attitude, independent thinking skills, technical skills, quality production and a sense of community service.

Additional, the activities will result in fostering good working relationships and partnerships with the private sector, non-profit clubs and organization and special interest groups through working together as teams to accomplish agreed upon objectives.

Measuring the quality of these activities:

Quality of the work will be measured against established project standards. Forest Service specialists will provide work standards and measurable project completion performance expectations. AmeriCorps Members will monitor quality of their experiences in their portfolios, which will include samples of work, daily logs, assessments, improvement plans, and reflections that will be reviewed at a post project review. The Sequoia AmeriCorps program will regularly review all activities focusing on our mission and objectives, and re-direct activities if necessary.

Standard to gage success:

The Sequoia AmeriCorps project will be measured by evaluating identified program component targets, specific project work accomplishments and individual AmeriCorps Member goals. The success of each project component will be gauged on the basis of it being completed in a timely manner and meeting established Agency quality standards. Customer satisfaction will also be considered, communicating with users to assure satisfaction with the quality and quantity of work.

AmeriCorps Member experience will be of equal importance. Members will provide feedback on the program and the experiences they have gained through individual portfolios. Assessments, observations, logs and plans will be collected and organized to evaluate performance in the areas of quality of work, collaboration and team work, problem solving, effective communication and leadership, and conservation ethics. Success indicators, such as satisfaction and skill development and enhancement, will be assessed through interviews. We will also complete follow-up monitoring through AmeriCorps Member outplacement to colleges and other educational entities, work opportunities and interest in continuing in conservation work.

Number of individuals to receive benefits of Members work:

The Sequoia National Forest is surrounded by 15 communities and serves over 700,000 local residents, as well as over 9.4 million visitors on an annual basis, all of who will receive the benefit of AmeriCorps projects. The enhancement and improvement of our recreational infrastructure, including campgrounds, trails and historical sites, will provide a more enjoyable experience for our forest visitors and encourage extended return trips to the area, benefiting local communities. The environmental education program will serve over 320 area school children and increase opportunities for local schools to take part in outdoor environmental education experiences. The bilingual interpretation program will provide informational and educational brochures to non-traditional visitors to the Forest. Improved habitat for wildlife will create greater opportunities for both sports enthusiasts (60,000 hunter days and 250,000 angler days) and wildlife observers. Fire rehabilitation and watershed restoration work will improve forest conditions and benefit both present and future residents. At the completion of the Sequoia AmeriCorps project, the value and quality of the resources will be improved, helping to meet the needs of customers today while providing for the needs of future generations.

In addition, the Members will benefit by learning employment skills and ecosystem management principals, providing public service to their community, and developing a conservation ethic. Finally, when AmeriCorps Members return to project sites with their families, they will have a sense of pride at their ability to get things done during their service in AmeriCorps.

SUMMARY PAGE

Project Accomplishment: The Sequoia National Forest AmeriCorps project would provide opportunities for AmeriCorps Members to complete national service through training and service projects that improve the Kern River ecosystem. The program incorporates community, opportunity and responsibilities through a variety of programs and projects that involve partnerships.

Typical Work Week: AmeriCorps Members in the Sequoia Forest Program will spend most of their time on service projects associated with the Kern River Ecology Program. After initial orientation, training will be spread throughout the service year. Most weeks will include 1/2 day of training on resource issues, career training and on site project instruction. As a non-resident camp, Members will meet at the AmeriCorps facility before heading out on service project work. It is anticipated approximately 20% of the time will be spent camped out on the work site, due to driving time. While most of the work will

be spent on the southern end of the Forest, there will be work days on partners service projects, working in one of the 5 wildernesses or 38 Giant Sequoia groves on the forest.

Community Needs: The program fulfills the community needs of improving recreational opportunity, protecting unique riparian dependant ecosystems, and expanding bilingual programs. The maintenance and construction of recreation facilities will serve diverse publics, the biological and physical resources of the Kern River will be improved through watershed protection and habitat improvement, and the community will be involved through partnerships. To manage and protect the Kern River, AmeriCorps work projects with community partners will include river cleanup events. Community involvement will be incorporated through events, education, interpretation and training. An important component of the program is assure outreach to the multicultural public, including public information, river safety and hiring.

Recruitment: To meet our goal of recruiting a diverse group of members in terms of race, education, ethnicity, socio-economics, gender and physical ability, the Sequoia Forest will work closely with local schools, civic service groups and media to complete the best outreach. By on-site presentation and follow up, we can assure a diverse pool of applicants to select from. We will also be holding workshops for applicants and providing communication facilitation through interpreters, telecommunication devices and video/audio tapes if needed.

Staffing Structure: The Sequoia Forest will host 20 AmeriCorps Members in a non-resident program. At the Forest level, there will be a AmeriCorps Program Manager to oversee the program and assure coordination at the leadership team level and with other agencies, cooperators and partners. There will also be a Project Coordinator to manage the coordination, direction and needs of the program Members. AmeriCorps Members will work as 10-person crews, with a Forest Service Crew Supervisor responsible for overall daily operations of all. Each 10 person squad will be working with a crew leader to provide training, safety standards and job site directions. In addition, Forest Service recreation and resource specialists will assist in training and technical project guidance for the Members.

Partners: The Sequoia Forest Project will involve a variety of private, state and federal partners. We will work with Bureau of Land Management, National Park Service and other National Forests in the area to provide a diversity in project work. In the State arena, we are cooperating with California Department of Fish and Game, California Department of Boating and Waterways and California Off Highway Vehicle Commission, all of whom are funding specific projects for ecosystem improvement projects. We will also be working with Kern County Fire Department, Kern County Parks Department and Kern County Sheriff's Department to complete cooperative projects. Private partners include many special use permittees, organized volunteer groups and clubs and community businesses that will assist on recreational and habitat projects.

COLLABORATION

PARTNER	TYPE	CONTRIBUTION
Job Training Partnership Act	Federal	Funding for work crew and leader (through Kern High School District)
USDI, Bureau of Land Management	Federal	Funding for project work; skill training; providing crew vehicles for AmeriCorps
United States Marines Corps 6th Engineering Support Battalion	Federal	Assistance on skilled project work
Los Padres National Forest	Federal	Funding for project work
California Off-Highway Commission	State	Funding for OHV work; partial funding for crew leaders
Bakersfield College	State	Class room, forest nursery and college credit for work experience
California Dept of Transportation	State	Funding for road and habitat work
California Dept of Fish and Game	State	Funding for habitat work and interpretation project.
California Dept of Boating and Waterways	State	Funding for river access work
Kern County Wildlife Commission	County	Funding for habitat and interpretation work
Kern County Fire Department	County	Housing and office facility for AmeriCorps program Members
Kern County Board of Trade	County	Support of interpretive work
Kern County Parks Department	County	Storage building for project supplies
Arvin High School	County	Support for interpretive work and bilingual translations
Bakersfield City School District	County	Support for classroom environmental education programs
Kern County Sheriff's Office	County	Assistance on facility and cleanup work

South Sierra Fat Tire Association	Non-profit	Assistance on trail work
Back Country Horsemen	Non-profit	Assistance on trail and campground work
California Living Museum	Non-profit	Work projects, provide training
Quail Unlimited	Non-profit	Donations for guzzler and spring development work
Bat Conservation International	Non-profit	Assistance on bat gates and bat boxes
Three Forest Interpretive Assoc	Non-profit	Funding for interpretive projects
The Nature Conservancy	Non-profit	Supplies and trees for riparian plantings
Kern Valley Historical Society	Non-profit	Assistance on historical site work
Hooked on Fishing, International	Non-profit	Funding for fishing events
California Trails Foundation	Non-profit	Assistance on trails celebrations
America Outdoors	Non-profit	Assistance and supplies on river cleanup work
Western Mining Council	Non-profit	Assistance on mining inventory and reclamation work
Kern Valley Hiking Club	Non-profit	Assistance on trails work
Friends of the River	Non-profit	Assistance on river work
Hispanic Chamber of Commerce	Non-profit	Support on projects, media involvement and community coordination
Outdoor Adventures	Private	Assistance on river work
White Water Voyages	Private	Assistance on river work
Kern River Tours	Private	Assistance on river work
Chuck Richards, Inc.	Private	Assistance on river work
Student Conservation Association	Private	Partial funding for project crew leaders

Southern California Edison	Private	Funding for recreation facility work
Rocks and Ruts	Private	Assistance on road work
Delano 4x4	Private	Assistance on road work
Bakersfield 4WD Club	Private	Assistance on road and trail work
Dirt Diggers	Private	Assistance on trail work
Dual Dogs	Private	Assistance on OHV trail work
Employee Training Resource	Private	Recruitment assistance
Private Industry Council	Private	Recruitment and project community coordination
PIP Printing	Private	Free printing of recruitment posters/brochures
California Land Management	Private	Funding and assistance on campground maintenance

ORGANIZATIONAL CAPACITY

The Sequoia Forest has a long history of successful human resource programs and project accomplishments. In FY '94, the Forest had 384 volunteers working on forest projects, of the equivalent of 10 person years of service valued at \$180,000. Highlights of our expertise in human resource programs during the past year include hosting 2 Youth Conservation Corps programs, Job Training Partnership Act, Tulare County Department of Education, California Indian Manpower Consortium, Tulare County Conservation Corps, California Department of Corrections, California Conservation Corps, Kern County Department of Corrections, Porterville Public High Schools, Community Service and Employment Training, Sequoia Students, Striving Towards Achievement and Responsibility and Student Conservation Association. The Forest also currently hosts 53 Senior Community Service Employment Program enrollees for 59,678 hours yearly.

The Forest has experience working on service projects with a variety of school, service and scout groups. Through school programs, career days and outreach, hosting internships through the community college and developing cooperative education positions, we have experience providing a positive and productive work and learn environment. The program will be centered in Bakersfield, which provides a full service community. We have developed community support, being a leader in developing and implementing partnerships with agency, private and individuals.

The Forest is committed to completing projects on the ground to benefit the resource and public and has a good track record of completing planning documents and projects in a timely and efficient manner. The Project would be administered by the Greenhorn District. Currently we have staff skilled in

working with diverse groups, implementing human resources programs and a committee to getting the job done.

INNOVATION AND REPLICABILITY

The Sequoia National Forest AmeriCorps proposal is an expansion of existing programs and partnerships that have been building within the Kern River ecosystem over the past 5 years. It is a program that hits at the heart of the Forest Service mission of serving people and caring for the land. The service work would improve customer service by improving recreation sites, improving habitat conditions, restoring degraded watershed conditions and improving forest health. By concentrating the work along the Kern River watershed, the work will promote the sustainability of this unique ecosystem, while providing excellent public service. We will also be able to expand our partnership base with the addition of this program.

It will be a program that meets the Forest Service reinvention goal of improving customer service and building the public's trust through improved efficiency and demonstrated competence. The AmeriCorps project will continue to improve high-quality public service and natural resource management, efficiency, and cost effectiveness through partnerships for the Kern River and the Sequoia Forest.

The service work completed in forest health, habitat improvement and recreational programs will provide a lasting contribution to the 9.4 million visitors to the Sequoia National Forest. The work also will provide an avenue to improve our partnerships with permittees, publics and cooperators, as well as community involvement through the educational programs. The expansion and increased involvement of our partners will make the program replicable. The Members will receive a diverse training in both job skills and natural resource education. There will be a change in the members through this training, counseling, mentoring, and development in academic, occupational and social skills.

The level of on the ground work that the AmeriCorps Members will provide could not be provided with existing funds or volunteers. The proposal is innovative in that it ties in the existing partnerships and interagency agreements to best serve the public, improve our community relationships and assist the agencies to work together to streamline and share resources.

RECRUITMENT PLAN

To obtain high quality and diverse group of applicants, recruitment outreach will emphasize personal contacts made with a number of organizational groups and media. Outreach of candidates will be conducted with the goal of achieving the full diversity considerations of our area in terms of educational level, ethnic background, socio-economic class, religion, gender, physical abilities and age. Members will be selected for their desire to serve, diversity and capability. The selection goal is to interview 80 applicants for the 20 positions.

Demographic Goals:

Even mixture of male and female
 Majority of Members at age 18 through 25,
 but no upper age limit
 Local outreach to hispanic youths from
 migrant farm backgrounds and Kern River
 Valley Native American tribes
 30% college students, college graduates, or
 professional school graduates
 70% high school graduates, vocation school
 students or needing GED
 35% recruited from disadvantaged
 socio-economic backgrounds
 5% recruited through disability services
 Statewide recruitment 25%
 National Americorps recruitment intake 20%

Outreach Recruitment Methods

Meetings will be held with local schools (high schools, adult school, community college and university). Recruitment will also focus on community civic groups and community events, including Private Industry Council, California Employment Development Department, local Native American Tribe Councils, AmeriCorps National Recruitment Pool, non-profit community based organizations, civic and business groups (Rotary, Kiwanis, etc.), local government offices, legislative offices, women and minority group organizations and other community sources.

In order to assure that a diverse pool of applicants are available, a copy of the recruitment press release will be sent to youth agencies, schools and key community contacts. Brochures will be distributed and presentations will be made to groups. We will also obtain the list of local residents interested in the AmeriCorps program who have called into the USDA and the Corporation for National and Community Service 800 telephone number.

Outreach will be made to local media sources as well. We will develop short Public Service Announcement for the broadcast stations, AmeriCorps articles, classified ads and news releases for local newspapers, distribute AmeriCorps posters, flyers and brochures, and send news releases to the TV networks. Each will also receive follow up contact.

Recruitment Timeline:

April 15, 1995: Finalize fact sheets on AmeriCorps recruitment program. Develop brochures and postures for effective recruitment.

April 20, 1995: Mail recruitment packages, including brochures and posters, to schools and youth organization.

May 1, 1995: Launch media campaign to advertise recruitment. Send news releases, public service announcements, posters, flyers and brochures out.

May 10, 1995: Hold meetings with guidance counselors, principals, clergy, college department chairs, college and vocational schools financial aid officers and college student activity coordinators.

May 15, 1995: Complete presentations and lectures, and distribute brochures at schools and service organizations.

June 1, 1995: Place follow-up telephone calls at recruitment locations.

August 1, 1995: Application period closes.

August 10, 1995: Hold workshop for applicants for interviews.

August 15, 1995: Review applications and begin selected interviews.

August 20, 1995: Send list of final selections to national office for approval

August 25, 1995: Selections are finalized.

Recruitment Contact List:

KVLI Radio
Drawer T
Lake Isabella, CA 93240
News Director

KCNQ
P.O. Box 3434
Lake Isabella, CA 93240
News Director

Kern Valley Sun
P.O. Box 3074
Lake Isabella, CA 93240

KAFY Spanish Radio
230 Truxtun Ave.
Bakersfield, CA 93301-5312
(805) 324-4411

KGET-TV 17
2831 Eye St.
Bakersfield, CA 93301
Ken Hunter
(805) 327-7511

KGEO AM & KGFM
P.O. Box 260
Bakersfield, CA
(805) 631-1230

KHIS AM
521 "H" Street
Bakersfield, CA 93304
(805) 327-0631

County of Kern
P.O. Box 2700
Bakersfield, CA 93308

KERO 23
P.O. Box 2367
Bakersfield, A 93301
(805) 325-9107

News Director
KBCC FM
1801 Panorama Dr.
Bakersfield, CA 93305
(805) 395-4523

News Director
KWAC Spanish Radio
5200 Standard Street
Bakersfield, CA 93308
(805) 725-1010
News Director

Bakersfield Californian
P.O. Box 440
Bakersfield, CA 93302
(805) 395-7481
Jim Carnal

The Roadrunner
131 Pasatiempo Drive
Bakersfield, CA 93305
Attn: Editor

Shafter Press
P.O. Bin A
Shafter, CA 93263
News Editor

South Bakersfield
P.O. Box 427
Arvin, CA 93203
News Editor

El Popular Spanish Newspaper
1206 California Ave.
Bakersfield, CA. 93304
(805) 325-7725

Delano Center
1942 Randolph St.
Delano, CA 93215
(805) 725-8020

Bakersfield Adult School
501 S. Mount Vernon Ave.
Bakersfield, CA 93307
(805) 835-1855

KBAK 29, News Department
P.O. Box 2929
Bakersfield, CA 93303
(805) 325-6397

News Director
KCJH Spanish Radio
P.O. Box 1000
Delano, CA 93216
(805) 721-1010

News Director
KXEM Spanish Radio
3701 Pegasus Dr. Suit #102
Bakersfield, CA 93308-6842
(805) 393-0103

Bakersfield Cal
11529 Sycamore
Arvin, CA 9320
Christy Cortez

Lamont Recorder
P.O. Box 548
Lamont, CA 93241

Delano Record
P.O. Box 938
Delano, CA 93216-0938
News Editor

News Observer
P.O. Box 3624
Bakersfield, CA 93301

Bakersfield College
1801 Panorama Dr.
Bakersfield, CA 93305
(805) 395-4011

Weill Institute
2101 "K" Street
Bakersfield, CA 93301
(805) 395-4140

Cal State Bakersfield
9001 Stockdale Hwy.
Bakersfield, CA 93311
(805) 664-2011

Kern High School District
J T P A Services
501 S. Mount Vernon Ave.
Bakersfield, CA 93307
(805) 835-1843

Summit High School
5105 Lake Isabella Boulevard
Lake Isabella, CA 93240
(619) 379-3997

Project Impact
1002 11th Ave.
Delano, CA 93215
(805) 721-1854
Sal Cruz

Sherman Group Home
941 E. Brundage Lane
Bakersfield, CA 93307
(805) 861-9441
Ms. Dixon

Apostolic Assembly Spanish Church
8409 Panama Road
Lamont, CA 93241
(805) 845-3521

National Farm Worker Ministry
1324 1/2 Main
Delano, CA 93215
(805) 725-7445

Laurel Glenn Bible Church
2801 Ashe Road
Bakersfield, CA 93309
(805) 833-2800

First Missionary Baptist Church
1421 Wilson Ave
Oildale, CA 93308
(805) 939-5141
Ken Hosman

Employers' Training Resource
1120 Golden State Avenue
Bakersfield, CA 93301

State of California
Employment Development Department
1401 South "H" Street
Bakersfield, CA 93304
(805) 395-2500

Kern Valley High School
P.O. Box 1027
Lake Isabella, CA 93240
(610) 379-2611

Garces High School
2800 Loma Linda Drive
Bakersfield, CA 93305
(805) 327-2578

Junior Achievement of Bakersfield
5329 Office Center Court #227
Bakersfield, CA 93309
(805) 328-9373
Debbie Guseman

Teen Challenge
P.O. Box 1011
Bakersfield, CA 93302
(805) 399-2273

Kern County Southern Baptist Association
25 Garnsey Lane
Bakersfield, CA 93309
(805) 325-1265

Calvary Church
4850 Manor
Bakersfield, CA 93308
(805) 327-5921

Olive Knolls Church of the Nazarene
6201 Fruitvale Ave.
Bakersfield, CA 93308
(805) 933-3303

Kern County Veterans Service Office
2700 "M" Street, Suite 200
Bakersfield, CA 93301
(805) 861-2161

National Farm Workers Service Center
10907 Main
Lamont, CA 93241
(805) 845-3721

Kiwanis Club of Oildale
Division 33
P.O. Box 5001
Bakersfield, CA 93388
(805) 399-1280

Kern Valley Indian Council
112 Buena Vista Drive
Kernville, CA 93238
(619) 376-3761

American Indian Council of Central CA
2210 Chester Avenue, Suite A
Bakersfield, CA 93301
(805) 327-2207

Kern Valley Indian Council
5217 Blue Fountain Lane
Bakersfield, CA 93313
June Walker-Price (Paiute)

Kern Valley Indian Council
Tribal Chairperson
P.O. Box 168
Kernville, CA 93238
(619) 376-4240
Ron Wermuth (Tubatulabal)

Native American Heritage Council of Kern County
2619 Diller Avenue
Bakersfield, CA 93306-2505
(805) 871-0609
Robert Gomez Jr. (Tubatulabal and Yokuts)

Harold Williams (Kawaiisu)
813 Elm Street
Tehachapi, CA 93561
(805) 822-3383

Tule River Tribal Council
P.O. Box 589
Porterville, CA 93258
(T.B.) (209) 781-4271
Fax (209) 781-4610
Duane Garfield Tribal Chairman
Jip Woudstra Tribal Administrator

Tule River Elder Council
Rt. 7, Box 240
Porterville, CA 93258
(209) 783-2254
Isidore Garfield (Yokuts)

Western Shoshone/Paiute Council
P.O. Box 1207
Weldon, CA 93283
David & Clyde Robinson

Lalo Franco (Wukchumni)
1426 Sunview
Visalia, CA 93291
(209) 739-0931

Andy Green (Kawaiisu)
713 Brentwood
Tehachapi, CA 93561

Yokuts for Community Action
Rt. 7, Box 235-A
Porterville, CA 93257
Leona Dabney

DETAILED WORKPLAN AND MILESTONE SCHEDULE

OBJECTIVE	DATE
Finalize Project Guidelines and Work Processes	July 11, 1995
Preliminary Fall Program of Work Selected	July 20, 1995
Secure Program Support Service and Supplies	August 11, 1995

Staff Selections and Training	August 21, 1995
Selection of Members	August 25, 1995
Refine Program Publicity and Partnerships	September 4, 1995
Finalize Fall Program of Work	September 18, 1995
Project Startup	September 11, 1995
Register for College Work Internship Credit	September 18, 1995
Members Orientation, Training and Development	September 25, 1995
Start of Fall Project Work	October 10, 1995
Establish Forest Service Mentoring Program	October 15, 1995
Preliminary Program Evaluation	December 15, 1995
Forest Management Team Field Trip/Review	January 20, 1996
Finalize Spring Program of Work	January 25, 1996
Start Spring Project Work	February 15, 1996
Project Completion	August 2, 1996
Program Evaluation	August 10, 1996

AmeriCorps 1996

Project Title: Olympic National Forest
Fort Worden AmeriCorps Program

Address/Location: Olympic National Forest
1835 Black Lake Blvd S.W.
Olympia, WA 98512-5623

Congressional District: 6th District, Congressman Norm Dicks

Additional Congressional District where work will be performed:
2nd District, Congressman Jack Metcalf

Project Location: Rural

CNCS Priority Areas: N/A

Project Start Date: October 01, 1995

Number of Full Time Members: 35 Number of Part Time Members: 0

Name of Person Submitting Proposal: Dave Johnson

Address: Olympic National Forest
Quilcene Ranger District
P.O. Box 280
Quilcene, WA 98376

Telephone: (360) 765-2221
FAX: (360) 765-2202
DG Address: D.Johnson:R06F09D02A

Prepared By: /s/ David F. Johnson
David F. Johnson, AmeriCorps Program Director

Approved By: /s/ Ronald R. Humphrey
Ronald R.Humphrey, Forest Supervisor

2. OBJECTIVE STATEMENT

The Olympic National Forest program will be residential with 35 Members. The Members will perform work on public lands to: conserve, restore, and sustain natural habitats within various ecosystems; maintain, improve, and construct recreational facilities including camp sites, trails, access points, and other significant projects benefiting the users of public lands (National Forest, National Park, city and county government public lands); improve habitat for threatened, endangered and sensitive species; improve forest health and sustain forest ecosystems through thinning, restoration, and planting; assist in disaster relief and recovery efforts (when requested) in the areas of flood control, forest firefighting, and earthquake events; provide environmental education opportunities and education to the public that reside within the Forest, as well as those who live adjacent to or outside the National Forest; provide technical assistance as para-professionals assisting resource technicians and professionals in data collection and document preparation for compliance with the National Environmental Policy Act.

Components of Objective Statement -

A) What work will be done? What service will your members engage in?

- * Construct/reconstruct and/or maintain hiking, mountain bike and motorcycle, and cross country ski trails throughout the Forest, meeting Regional trail construction standards. Construction to occur throughout the year. Trail maintenance will be performed in partnership with local Backcountry Horse clubs, Boy Scouts of America and local volunteers.

Construct/reconstruct 48 miles of new trail within the Olympic National Forest.

Snyder Ridge	2.0 Miles
Church Creek	2.5 Miles
Dry Creek	3.0 Miles
Mt. Rose	1.5 Miles
Kugel Bike	3.0 Miles
Bogachiel Loop	2.0 Miles
Wynoochee Lake Shore	5.0 Miles
West Fork Humptulips	4.0 Miles
Duckabush River	5.0 Miles
Anderson Butte	2.0 Miles
Dungeness	2.0 Miles
Graywolf	2.7 Miles
Tunnel Creek	3.3 Miles
Home Lake	0.8 Miles
Tubal Cain	1.0 Miles
Heather Basin	3.2 Miles
Deer Ridge	3.5 Miles
Mt. Townsend	1.5 Miles

Construct 5 miles of new trail as per A-15, Olympic National Forest Plan.

- * Maintain approximately 197 miles of wilderness and non-wilderness hiking trails within the forest. Fifty percent of the trail maintenance will be

completed by July 4, and the remainder by August 15. The work will meet Regional trail standards. Maintenance would include the rehabilitation of trail structures including shelters, bridges, puncheon, turnpike, crib walls, gabion, information boards and signing.

- * Rehabilitate campgrounds, picnic areas and other developed recreation sites on the Olympic National Forest, meeting guidelines set by project specialists for specific locations and completing the projects by July 1, 1996. The following (non-inclusive) locations are being planned:

Rehabilitate Coho Campground and day use area, Big Creek, Hamma Hamma, Wynoochee Falls and Lena Lake Campgrounds on the Hood Canal Ranger District.

Rehabilitate Klahowya and Klahanie Campgrounds and day use area on the Soleduck Ranger District.

Rehabilitate East Crossing and Dungeness Forks Campgrounds on the Quilcene Ranger District.

Maintain recreational facilities, Forest wide.

Repair picnic and campground tables.

Move and rebuild campfire rings.

Construct bulletin boards and signs.

- * Projects are being planned for restoration, maintenance and enhancement of ecosystems for threatened, endangered and sensitive species throughout the Olympic National Forest. Projects will include the construction and installation of 200 bird and bat nest boxes and the construction and installation of 20 habitat improvement structures in streams for endangered salmon stocks. Projects will meet wildlife and fishery specialists guidelines, and time frames that will be sensitive to the needs of individual species. All projects are to be completed no later than September 1, 1996, and are being planned at the following (non-inclusive) locations;

Habitat surveys for marbled murrelets would be performed on all districts.

Install bird boxes in snag-deficient areas.

Inspect and maintain bird and bat boxes.

- * Complete rehabilitation of impacted sites within the Olympic National Forest wilderness areas. This will include re-vegetation of impacted sites, elimination of social trails, and removal of fire rings. Projects would meet the criteria established in An Action Plan for the Wilderness Activity Review (February 1992) and the Wilderness Implementation Schedules.

- Wonder Mountain - 10 sites
- Mildred Lakes - 6 sites
- Juipster Lakes - 6 sites
- Moonshine Flats - 6 sites
- Camp Windy - 4 sites
- Silver Lakes - 4 sites

- * Watershed restoration projects such as placement of erosion control matting, willow and grass seed planting and fertilization for protection of municipal watersheds and salmon bearing streams on over two miles of stream bed.
- * Community development projects are planned in cooperation with State of Washington and local counties with the aim of reducing the potential for listing of threatened salmon species. Eighty percent of the projects would be completed in a time frame that would be sensitive to the needs of individual species, but no later than September 1, 1996. Guidelines would be developed with input from fishery specialists, (and monitored for one year following completion).

Construct or improve 20 in-stream structures essential for restoring critical salmon habitat.

B) What is the hoped for result of the activities described above?

We hope to improve the safety and quality of recreational visitors' experiences while on the National Forest. Many existing facilities are over 25 years old and AmeriCorps work to rehabilitate them will provide much needed improvements for continued future use.

We want to change attitudes about the National Forest and public lands through education and information. We expect to change, through hands on experiences the value that youth place on the environment around them. They will also learn of the impacts that millions of residents and visitors have on public lands.

We hope to foster good working relationships and partnerships with the private sector, non-profit clubs and organizations, and special interest groups, by working with them to accomplish our objectives.

C) How will you measure the quality of these activities?

These activities will be measured against standards in the Olympic National Forest Land and Resource Management Plan, handbooks and project work plans. Line officers will be responsible for the quality of work and will hold Members and third parties accountable as part of their performance expectations. Project sponsors will have the responsibility to provide clear, understandable instructions and guidance to team supervisors and leaders. A pre-project meeting will occur during the project application process, as well as a post-project review of work accomplished.

Educational professionals and specialists will be invited to review all educational material. The program will constantly review all activities, focus on our mission and objectives, and re-direct our activities as necessary.

D) By what standard will you gage success?

A number of areas will be focused on to measure success:

AmeriCorps Member experience will be measured. We intend to provide open opportunities for Members to reflect upon the program and the experiences they have gained. We intend to make full use of the educational awards with 100 percent Member retention. We hope that Members will continue to provide service, either through an additional year in the program or through volunteer service.

Customer satisfaction will be considered. We will constantly communicate with our customers to ensure we are meeting their goals. Are we completing their projects in a timely manner? Are they pleased with the quality and quantity of our work?

Our ability to leverage our AmeriCorps budget to work with other funding sources will be a visible indication of support and success. It will increase our flexibility to "get things done", while meeting the goals of our diverse group of project sponsors.

A major success will be a program that will serve as a model for public and community activity on public lands. The assurance this will provide is that the program funding will be continued in the future, and that our program will be stronger and larger as a result.

Support among the Forest Service community, with a feeling among our peers that AmeriCorps really does "get things done" will measure success.

E) How many individuals will receive the benefit of the work your members perform?

In the short term hundreds of forest users, local communities, children and young adults will benefit. In the long term thousands will benefit, through the use of the recreational infrastructure, including campgrounds, visitor centers, hiking trails, historical sites and more.

Additional benefits will be to the AmeriCorps members and staff who years down the road, will return to project sites with their spouses and children and have a sense of pride about their ability to "get thing done" during their service in AmeriCorps.

3. Program Summary

The Olympic National Forest Fort Worden AmeriCorps program will be a residential program with 35 full time Members. The program will provide training and opportunities for members to develop and practice teamwork , conflict resolution, leadership and work skills, and develop a work ethic.

This will be accomplished through a combination of classroom training and on-the-job experience. Members will accomplish a broad range of forest management related projects including trail construction and maintenance, developed recreation site construction/reconstruction and maintenance, restoration and enhancement of habitat for threatened, endangered and sensitive species, wilderness rehabilitation, fish and wildlife habitat improvement and watershed restoration.

These projects will be completed on the National Forest and City and County public lands. The program will operate with Members working as crews and individually on projects. Crews will spend much of the time in spike camps away from the Fort Worden facility. A typical week might include a Monday morning meeting, loading tools and equipment for work and traveling to a spike camp. There, the Members would meet with the project sponsor who would explain the background of the project, history, specifications, expectations, etc. The crew would work on the project each day for eight to nine hours. The project sponsor would periodically meet with the crew to check progress and help with any concerns. The crew would return to Fort Worden on Friday afternoon for the weekend. Optional recreational or cultural field trips will be available one weekend each month.

The AmeriCorps project work will meet needs identified within the community. Projects will be screened to assure that high priority needs will be met. These projects will improve recreational facilities to meet ADA standards, complete backlog trail maintenance and improve fish and wildlife habitat.

The Members will include 17 males and 18 females with diversity (cultural, educational, and economic) among the members. Recruitment will be aimed at meeting a goal of at least 40% culturally diverse Members.

The program will be managed through a third party agreement. The agreement will require that the contractor provide at a minimum four crew leaders, a project/recreation coordinator, and a supervisor. In addition the Forest Service will provide a Program Director, project coordinator and part time clerical help. Crews will include nine members plus the crew leader. An assistant crew leader position will be identified from within the crew as well as a safety officer, tool manager and vehicle manager. These positions will be rotated among members for experience and training.

Sponsors include Jefferson County, Clallam County, both county governments within the state. Olympic National Park, Mt Baker-Snoqualmie National Forest and the Olympic National Forest are all federal agencies.

Jefferson County and Clallam County have both applied under President Clinton's Economic Adjustment Act for Rural Community Assistance grants to fund AmeriCorps crews under this proposal.

4. Collaboration

The 1995 Fort Worden AmeriCorps Camp was operated under a Financial Assistance Agreement with Northwest Youth Corps (NYC), and the 1996 program will also be operated by NYC. Northwest Youth Corps has operated residential youth camps and programs for the past 11 years.

EMTA (Emergency Medical Training Associates) provides First Aid and CPR training at a greatly reduced cost. EMTA is a private company. Estimated contribution: \$500.

Jefferson and Clallam County each received \$100,000 Forest Service Rural Community Assistance grants to utilize AmeriCorps crews. This program may be continued and expanded in FY 96. The Counties are local governments. Estimated funding: \$100,000.

U.S. Navy, Port Hadlock Detachment is interested in a partnership to accomplish needed work at Indian Island. The U.S. Navy is a Federal Agency and could contribute funding for program. Estimated funding: \$40,000.

Port Townsend Marine Science Center will be a partner to provide education to members. The Marine Science Center is a non profit organization. Estimated contribution: \$2,000.

U.S. Navy, Whidbey Island Naval Air Station has provided furniture and appliances for the facility. Estimated value: \$10,000.

Civilian Conservation Corps Alumni Association will provide training in primitive tool care and use and CCC era construction methods. Estimated value: \$2000.

Mt Baker-Snoqualmie National Forest is located close enough to provide work sites. A partnership may be arranged to utilize Fort Worden AmeriCorps crews on both Forests in the future.

Olympic National Park is located immediately adjacent to the Olympic National Forest and may be interested in an agreement to accomplish needed work in the future.

The National Oceanic and Atmospheric Administration's new Olympic Coast Marine Sanctuary is adjacent to the Olympic Peninsula and may be interested in a partnership to accomplish sanctuary and environmental clean up projects.

Jefferson County and Clallam County have applied, under President Clinton's Economic Adjustment Act for Rural Community Assistance grants to fund AmeriCorps crews to accomplish work. The amount of these grant requests total \$200,000. It is unknown at this time whether these grants will be approved. In addition, a grant request for \$50,000 has been submitted to the National Forest Foundation for funding in 1996. If these grants were received the amount of Forest Service funding requested in the budget would be reduced by the amount of the grants.

5. Organizational Capacity

Olympic National Forest

The Forest Service Program Director for the the Fort Worden program will be Dave Johnson of the Quilcene Ranger District. Dave is the District Staff Assistant responsible for Human Resource Programs and Rural Community Assistance. Dave has been employed by the Forest Service for 25 years and has considerable experience working with young adults. Dave is the Program Director for the 1995 AmeriCorps program and served as the Director for the

1994 Youth Forest Camp, an 8 week program for youth-at-risk. Dave has good organizational skills and understands the objectives of the Corporation and the Forest Service. Program direction will be provided by Ben Kizer, Quilcene District Ranger.

Forest Service project coordination will be provided by Scott Burgwin of the Quilcene Ranger District. Scott has been employed by the Forest Service for the past 5 years and is the Project Coordinator of the successful 1995 AmeriCorps program. Scott has experience in working with young adults in a variety of projects. Scott successfully developed and implemented the Quilcene Ranger Corps in 1993. This program is targeted at helping youth understand the Forest Service and environmental issues through work projects. Under Scott's supervision this group of volunteers has accomplished needed work on the Forest. Scott has excellent organizational skills to successfully coordinate projects.

In addition, each Forest Service project will have a Project Sponsor who will be responsible for making sure that all National Environmental Policy Act (NEPA) work is completed, that all supplies are purchased and on hand prior to the project, and monitor the project. The Project Sponsor will meet with members prior to beginning work to give an overview, background, explain job specifications and discuss the time required for completion. The Project Sponsor will monitor progress of the project and provide an evaluation once work is completed.

Northwest Youth Corp (NYC)

The Olympic National Forest program will be operated by a third party agreement with Northwest Youth Corps. NYC was created in 1983 to offer youth a residential job training, employment, and education experience. Modeled after the Civilian Conservation Corps of the 1930's, NYC programs integrate hard work and education that promote confidence, self esteem, individual responsibility, understanding of basic job skills, and an awareness of environmental issues.

Over the past 10 years, NYC has served over 1700 youth from all economic and ethnic backgrounds. Since 1983, NYC participants have completed over 350,000 hours of resource management projects through out Oregon, Washington and Idaho. In 1993, NYC crews worked on projects for 31 National Forest Districts on 14 National Forests. NYC has a reputation throughout the Northwest for providing hard working crews and top quality work.

NYC will recruit camp staff from both the immediate camp vicinity and nationwide. NYC's success in recruiting, hiring, and training staff is demonstrated by the program's exceptional safety record, a project completion rate averaging 92 percent, a high percentage of referrals from previous participants, and ongoing support from parents and project sponsors.

NYC Principle Staff:

Art Pope, NYC's Executive Director has been in charge of program operations since the program was created in 1983. Since that time the NYC program has grown into an organization operating six different programs and serving over 300 youth each summer. Prior to working with the development of the NYC program, Art held a wide variety of positions in forestry, outdoor recreation, and camp operations. He has worked as a logger, a tree planter, and foresters

assistant. He was employed by the Forest Service as a Wilderness Ranger and supervised a historic restoration project. He worked for Outward Bound as a youth leader and spent four sessions as a Camp Director for Portland outdoor school programs. He also was the Camp Director of a non-residential YCC camp and two 40 person residential YCC camps.

Keith Brown is NYC's AmeriCorps Program Coordinator for the Rogue River and Olympic National Forest programs. Keith has been with Northwest Youth Corps for four years. Keith has extensive administrative/management background and years of experience working with teenage youth. Initially employed as a crewleader, Keith has worked with NYC in nearly every capacity and brings to the AmeriCorps program a diversity of experience in resource management, youth leadership, construction, training, and program management.

Tom Westrum, the Program Director has been employed by NYC since 1989. During that time he has worked as Crew Leader, Project Coordinator, and has now assumed the role of Program Director. Tom has a current secondary education teaching certificate and has worked with youth in a variety of residential settings. He worked with YMCA for two summers as a Recreation Director and as a backpacking and canoe guide for two summers with an international scholarship camp. Tom also has extensive experience in a wide variety of recreation, conservation and reforestation projects and is currently working on the development of an NYC staff manual detailing the process staff need to follow to complete these projects.

Training:

NYC knows that the success of any youth corps program depends upon the commitment and skills of the staff who work directly with youth. In order to assure the most highly trained and skilled staff possible, NYC has developed extensive staff training and curriculums, leadership handbooks, and operational manuals. NYC will conduct an 8 day staff training program which focuses on leadership, supervision, conflict resolution and youth leadership. This training will also address a wide variety of safety issues including vehicle safety, back road driving, project camp safety, fire safety, emergency procedures, and the development of a safety analysis for each project. Additional areas covered will include specific project skills (ie: chainsaw certification), spike camp operations, paperwork requirements, Member evaluations, motivational techniques, educational programs, recreational activities, and AmeriCorps program guidelines.

Institutional Strengths:

NYC's 11 years of experience in operating residential youth programs is their greatest institutional strength. Tried and proven methods of operation are utilized to facilitate successful operation. NYC has developed staff manuals that address all aspects of leading a youth crew: safety manuals, staff training manuals, leadership manuals, job training and environmental education curriculums and a camp cookery handbook.

6. Innovation and Replicability

The Olympic National Forest AmeriCorps resident program is modeled on a combination of work activities and educational opportunities to maintain

Members enthusiasm and commitment for the program. Projects are selected that will challenge Members not only to "get things done" but to also learn skills that will be helpful in their future. One of the sought after aspects of our program is that each member is given the opportunity to work on individual or small team projects directly with a Forest Service employee. The purpose of the individual projects are to give Members experience to work in a field that has specific interest to them. Many Members have college degrees or other skills but lack experience in their field. Many of these are in areas where the Forest Service is desperate for help. This is a great opportunity for the Forest Service to get a project completed that is important to us while providing experience to a Member who can then show "experience" on future job applications. While working on individual projects members are under the direct supervision of a Forest Service employee and covered by the Federal Tort Claims Act.

Much of the Olympic National Forest is covered with snow during the winter months and not accessible. Local communities surrounding the Forest are in need of help to accomplish projects supportive of community development. Through State and Private Forestry, grants for Rural Community Assistance under President Clinton's Economic Adjustment Act, local counties were able to have AmeriCorps crews accomplish a large number of projects. This provides opportunities for work while National Forest lands are not accessible. This has been extremely successful with other local county governments requesting services of the Members for 1996. This also provides the opportunity for members to observe management from another perspective and gain insight into the operation of local communities. Our hope is that this insight, coupled with the experience and training received from the Forest Service program, will lead to life changing behaviors. For example, if Members work on projects within the community to remove or repair vandalism, they should be less inclined to participate in or tolerate this type of behavior from others.

Another part of this program that allows innovation is the fact that this program is a residential program. This allows for weekly educational opportunities to be offered to the Members in a wide variety of subjects. Wednesday evenings are devoted to education with "guest" speakers. Speakers are arranged for any subject that is of interest to the members. Topics in 1995 included: personal financing, AIDS and bloodborne pathogens, leadership, forest management, wildlife biology, fisheries, outdoor survival, Leave No Trace camping, and fire history of the Olympic Mountains. These educational opportunities give members the chance to gain specific knowledge in a broad range of subjects.

These items can be added into any program and can make each program run smoothly and help develop a quality program with high enthusiasm among Members.

7. Detailed Recruitment Plan

Recruitment for participants in the AmeriCorps - Fort Worden Camp will be a cooperative effort between the Olympic National Forest and Northwest Youth Corps, contract camp operator. The Forest Service will take the lead role in recruitment and selection of participants.

In order to assure that a diverse pool of applicants are available, a copy of the recruitment press release will be sent to the following agencies:

Youth Organizations: Recruitment packages, including brochures and posters will be mailed by July 08, 1995. Follow up telephone calls will be placed during the week of July 18-22, 1995.

I-WA-SIL Youth Program (United Indians) Seattle
Contact: Lola Romero
102 Prefontaine Pl.
Seattle, WA 98104

Jamestown S'Kallam Tribal Center
Contact: Danni Breen
033 Old Blyn Hwy.
Sequim, WA 98328
Phone: 360-681-4603

Port Gamble S'Klallam Tribal Center
Contact: Youth Services
31912 Little Boston Road NE
Kingston WA 98346
Phone: 360-297-2646

Quinault Indian Tribal Center
Contact: Dar Burgan
P.O. Box 189
Taholah, WA 98587
Phone: 360-276-8211 Ext: 313

Skokomish Tribal Council
Contact: Nikki Burfind
N. 80 Tribal Center Road
Shelton, WA 98584
Phone: 360-426-4232

Hoh Tribal Business Center
Contact Amy Benally
HC-80 Box 917
Forks, WA 98331
Phone: 360-374-6582

National Association of Service & Cons. Corps
666 Eleventh Street NW,
Suite 500
Washington, DC 20001

Larry Pickard
Quilcene School District
PO Box 40
Quilcene, WA 98376
Phone: 360-765-3363

Lower Elwha Tribal Center
Contact Mel Wheeler
2851 Lower Elwha Road
Port Angeles, WA 98362
Phone: 360-322-1622

Makah Tribal Center
Contact: Rose Tageant
P.O. Box 115
Neah Bay, WA 98357
Phone: 360-645-2201 Ext: 449

Quileute Tribal Council
Contact: Ron Blace
P.O. Box 279
LaPush, WA 98350
Phone: 360-374-6163

Squaxin Island Tribal Council
Contact: Mark Snyder
SE 70 Squaxin Lane
Shelton, WA 98584
Phone: 360-426-9781

Asian Council Ref. Service
Contact Ben Kim
1032 S. Jackson, Suite 200
Seattle, WA 98104
Phone: 206-720-5351

Dave Broom
Washington Service Corps
P.O. Box 9046
Olympia, WA 98507-9046
Phone: 206-438-4009

Bill Basil
Employment Security Dept
Washington Service Corps
Mailstop KG11
Olympia, WA 98504-5311

Mrs. Marsha Harris
Chimacum School District
PO Box 278
Chimacum, WA 98325
Phone: 360-732-4481

Tacoma Urban Academy
ATTN: Lois Jones
2550 South Yakima
Tacoma, WA 98405
Phone: (206)597-6435

Olympic Educational
Service District #114
ATTN: Frank Deevach
105 National Avenue North
Bremerton, WA 98312
Phone: 360-479-0993

Central Area Motivation
Program Camp
ATTN: Fred Bloodson
722 18th Ave.
Seattle, WA 98122
Phone: 206-329-4114

Safe Streets
ATTN: Jess Moultray
934 Broadway
Tacoma, WA 98402
Phone: 206-272-6824

Peninsula College
ATTN: Kathy Murphy-Carey
Peninsula College Campus
Port Angeles, WA 98362
Phone: 360-452-9277

Seattle Urban League
ATTN: Fred Ritsema
105 14th AVE.
Seattle, WA 98122
Phone: 206-461-3792

Central Area Youth Association
ATTN: Tony Orange
119 23rd Ave.
Seattle, WA 98122
Phone: 206-322-6640

Volunteers for Outdoor Washington
ATTN: Sue Altengarten
4516 University Way NE
Seattle, WA 98105-4511
Phone: 206-723-2988

Al Davies Boys and
Girls Club ATTN: Tony Ginn
1620 South 17th Street
Tacoma, WA 98405
Phone: 206-383-2731

Washington Conservation Corps
Department of Ecology
Mail Stop PV-11
Olympia, WA 98504
Phone: 206-407-6000 .

Superintendent
L.H. Bates Voc-Tech
701 South 37th
Tacoma, WA 98408
Phone: 206-596-1524

Young Life
ATTN: Kevin Hunt
7030 Tacoma Mall Blvd.
Tacoma, WA 98405
Phone: 206-473-0812

Western Washington Univ.
ATTN: Pru Nathan
Peninsula College Campus
Port Angeles, WA 98362
Phone: 360-452-9277

Central Area Motivation
Program Camp
ATTN: Gregory Davis
1305 East Jefferson
Seattle, WA 98122
Phone: 206-726-9572

Cascadia Quest
ATTN: Dwight Wilson
4649 Sunnyside
Seattle, WA 98103

Youth Job Readiness Program - Seattle
Contact: Anita Wyman
119 23rd
Seattle, WA 98112

NAACP - Tacoma
Contact: Oscar Morris
P.O. Box 5223
Tacoma, WA 98405
Phone: (206)272-0357

Centro De La Rosa
Hope For Youth Program
Contact: Jason De La Rosa
2524 16th Ave. South
Seattle, WA 98144
Phone: 206-329-2974

NAACP - Seattle
Contact: Carolyn Payne
19531 32nd Ave. NE
Seattle, WA 98155
Phone: 206-324-6600

Lakeside School
Contact Jenny Kelso
14050 First Ave NE
Seattle, WA 98125
Phone 206-440-2740

Hiltop Community Services
Contact: Larry Norman
2320 S.Wilkeson
Tacoma, WA 98405
Phone 206-386-1888 Work
206-272-8133 Home

Radio: Public Service Announcements will be sent to the following radio stations by July 15, 1995.

KLSY/KIXI
ATTN: Alice Porter
12011 NE 1st Street, Suite 206
Bellevue, WA 98005
Phone: 206-454-1540
FAX: 206-455-8848

KJR
ATTN: Nicole Bell
190 Queen Anne Ave. N
Seattle, WA 98109
Phone: 206-285-2295
FAX: 206-286-2376

KJUN
ATTN: PSA Director
6310 16th E
Tacoma, WA 98424
Phone: 206-874-0132
FAX: 206-922-2495

KMPS
ATTN: Brian Nelson
113 Dexter N
Seattle, WA 98109
Phone: 206-443-9400
FAX: 206-448-4038

KNDD
ATTN: Travis, PSA Director
1100 Olive Way, Suite 1550
Seattle, WA 98101
FAX: 206-292-1077

KMTT
ATTN: Dave, PSA Director
1100 Olive Way, Suite 1650
Seattle, WA 98101
FAX: 206-233-8979

KRWM
ATTN: Marlene, PSA Director
1109 1st Ave
Seattle, WA 98101
Phone: 206-292-8600
FAX: 206-292-6964

KUBE
ATTN: Christy, PSA Director
120 Lakeside Suite 310
Seattle, WA 98122
Phone: 206-322-1622
FAX: 206-726-9393

KVI/KPLZ
ATTN: PSA Director
200 Tower Building
Seventh and Olive
Seattle, WA 98101
Phone: 206-233-5700
FAX: 206-292-1015

KBRO
ATTN: PSA Director
P.O. Box 1490
Bremerton, WA 98310
Phone: 206-377-2325
FAX: 360-922-3348

KAPY
ATTN: Shirley, PSA Director
P.O. Box 1290
Port Angeles, WA 98362
Phone: 360-452-9228

KONP
ATTN: Scooter Chapman
313 W 1st
Port Angeles, WA 98362
Phone: 360-457-1450
FAX: 360-457-9114

KIRO
ATTN: Jean Allenbach
2807 3rd Ave
Seattle WA 98121

Network TV: News releases will be sent to the TV networks by July 15, 1995.
Follow up contact will be made by July 22, 1995.

KING 5
ATTN: Scott Miller
333 Dexter Ave. N
Seattle, WA 98109
Phone: 206-448-5555
News FAX: 206-448-4525

KIRO Channel 7
ATTN: John White
2807 Third Ave.
Seattle, WA 98121
Phone: 206-728-7777
News FAX: 206-441-4840

KOMO Channel 4
ATTN: Steve Konen
100 4th Ave. N
Seattle, WA 98109
Phone: 206-443-4000
News FAX: 206 443-3422

KSTW Channel 11
ATTN: Julie Furlong
P.O. Box 11411
Tacoma, WA 98411
Phone: 206-572-5789

Newspaper Advertisement: The following newspapers will be contacted to run a classified ad or will be sent a news release about AmeriCorps and the Fort Worden Camp:

Seattle Post Intelligencer
ATTN: Kimberly Mills
P.O. Box 1909
Seattle, WA 98111
Phone: 206-448-8000

Tacoma News Tribune
ATTN: Sandy Dunham
P.O. Box 11000
Tacoma, WA 98411
Phone: 206-597-8752

Bremerton Sun
ATTN: Jack Swanson
545 Fifth Street
Bremerton, WA 98310
Phone: 360-377-3711

Peninsula Daily News
ATTN: Debby Ross
P.O. Box 1330
Port Angeles, WA 98362
Phone: 360-452-2345

Scanner Group (AA)
ATTN: Bobbie Dore Foster
P.O. Box 12770
Seattle, WA 98111

Port Townsend Leader
ATTN: Scott Wilson
226 Adams
Port Townsend, WA 98368

The Daily World
P.O. Box 269
Aberdeen, WA 98520
Phone: 360-532-4000

Forks Forum-Peninsula Herald
P.O. Box 300
Forks, WA 98331
Phone: 360-374-2281

Seattle Media
ATTN: Juanita
2600 S Jackson Street
Seattle, WA 98144
Phone: 206-323-3070

Shelton-Mason Journal
P.O. Box 430
Shelton, WA 98584
Phone: 360-426-4412

El Hispanic News
Juan Prats
901 SE Oak St.
Portland, OR 97214
Phone: 503-234-2194

The Sequim Gazette
P.O. Box 1750
Sequim, WA 98382
Phone: 360-683-3311

Presentations: Brochures will be distributed and presentations will be made to the following groups, by July 22, 1995:

Jefferson County Commissioners
County Courthouse
Port Townsend, WA 98368
Contact: Glen Huntingford
Phone: 360-385-9100

Clallam County Commissioners
County Courthouse
Port Angeles, WA 98362
Contact: Dave Cameron
Phone: 360-452-7836

Port Townsend Rotary Club
Contact: Marcia Harris

Quilcene Lions Club
Contact: Ben Kizer

Quilcene/Brinnon Chamber
Contact: Anne Ricker

Port Townsend Chamber of Commerce
Contact: Tim Caldwell

Port Townsend First Baptist
Contact: Gerald Ballien

Port Townsend First Presbyterian
Contact: Tim Dolan

I will obtain the list of local residents interested in the AmeriCorps program who have called into the USDA and the Corporation for National and Public Service 1-800 toll free telephone numbers by July 15, 1995.

Last day to receive applications will be August 01, 1995. Applications will be reviewed and applicants selected for interviews. Selected applicants will be interviewed by August 30, 1995. Approximately 80 applicants will be interviewed.

8. Detailed Work plan and Milestone Schedule

Pre-Camp Activities and Planning

Notification of Tentative Grant Award to 3rd Party Contractor
Pending CNCS Approval

Apr 1

Organizational meeting with 3rd Party Contractor	May 1
3rd Party Contractor site visit and inventory	May 1
3rd Party Contractor begin advertising Site Supervisor and Project Coordinator positions	May 1
Begin soliciting project proposals and plans	June 5
3rd Party Contractor begin advertising staff positions	July 1
3rd Party Contractor begin interview/hire process for Site Supervisor and Project Coordinator	July 11
Forest Service begin member recruitment	July 14
3rd Party Contractor begin staff interviews	Aug 2
3rd Party Contractor hire Site Supervisor and Project Coord.	Aug 11
Site Supervisor and Project Coordinator begin work	Aug 25
Forest Service and 3rd Party Contractor Select Members	Aug 31
Select projects for first quarter	Sept 1

On-Site Activities and Training

3rd Party Contractor Staff begin work	Sept 18
3rd Party Contractor staff training	Sept 18-22
3rd Party Contractor program staff travel to Camp	Sept 25
Camp preparations begin	Sept 25-29
Final Camp cleanup and preparations	Sept 30

Camp Operations

AmeriCorps Members arrive at Camp	Oct 1
Member and parent orientation	Oct 1
Member orientation	Oct 2-10
Members first work day	Oct 14
Camp Closed for Christmas Holiday	Dec 24-Jan 1
End first term of work	Feb 6
End second term of work	May 16
Last day of work	Aug 28
Final ceremonies, end of Camp	Aug 29
Completion of program evaluations and reports	Sept 15

ROGUE RIVER AMERICORPS

**Rogue River National Forest
Star Gulch Facility, Jacksonville, Oregon**

Congressional District #2

Project Site: Rural

CNCS Priority Area: N/A

**Start Date: October 1, 1995
Completion Date: September 1, 1996**

35 Full-time AmeriCorps Members

Respectively Submitted By:

Mindy Martin, AmeriCorps Program Manager

**Rogue River National Forest
Applegate Ranger District
6941 Upper Applegate Road
Jacksonville, OR 97530**

**(503) 899-1812 Office
(503) 858-2401 Fax**

2. OBJECTIVE STATEMENTS

A. What work will be done? What service will your members engage in?

Community Interface Activities

Protect City of Ashland municipal water supply from catastrophic fire by reducing fuel and vegetation levels in urban interface areas adjacent to the 14,500 acre watershed. Brush and vegetation will be hand cut and piled for burning outside of fire season. Work will be accomplished in cooperation with the City of Ashland, under the supervision of the Fire Chief.

Rehabilitate and protect streambank and riparian areas on key streams in the Applegate watershed. This project is endorsed by the Applegate Watershed Council and will consist of planting conifers and willows to provide streambank shading and stability on lands adjacent to the National Forest.

Restore vandalized recreational facilities originally constructed by the Civilian Conservation Corps. Obliterate and block informal trails and roads, install erosion control devices, and reconstruct 1.5 miles of trail on Roxy Ann Peak. This project will be accomplished in connection with the City of Medford Parks and Recreation Department.

Resource Management Projects on the Rogue River National Forest

RECREATION

Construct 4 miles of mountain bike trail on National Forest land adjacent to the Ashland urban interface. This project has been developed in close coordination with private landowners in the urban interface in an effort to discourage use of "maverick" trails which contribute to erosion in the watershed and often result in trespassing. Local landowners have pledged \$1,000 for construction materials for the project.

Restore Harlow Cabin historic structure for use as handicap accessible recreational rental. Replace front porch and construct rustic furniture and benches. Clear area around structure to improve accessibility and reduce fire hazard. Construct accessible trail to nearby creek.

Build 15 recycling facilities for placement in campgrounds. This project will institute a recycling program in recreational facilities Forest-wide.

Construct 200 yards of split rail fence to protect the Chinese Walls historic mining site on the Applegate Ranger District. Construct interpretative area trail and install interpretative sign posts.

Reconstruct and maintain 160 miles of wilderness and non-wilderness trails Forest wide. High priority trails will be identified by District personnel. Maintenance will be accomplished in cooperation with local off road vehicle, equestrian, mountain bike, and recreational clubs.

Renovate and enhance campgrounds, dispersed camping areas, and recreational facilities Forest-wide. High use recreational areas will receive seasonal maintenance and facility improvement.

WILDLIFE/FISHERIES:

Enhance habitat for big game species by hand cutting and piling brush on several critical sites on the forest.

Enhance Bald Eagle habitat around Applegate Lake, by removing underbrush and clearing areas around nest sites.

Restore streambank shadecover and wood complexity on several streams containing critical anadromous fisheries on the Forest. Thin riparian areas to promote conifer development.

Plant 2000 willows to enhance sport fisheries in Applegate Lake.

Assist District biologists with small mammal riparian habitat study in key watersheds. Small mammals will be live trapped, identified, sexed, weighed, and released over thirty day period.

Construct 100 bird boxes for installation at selected sites. Maintain fifty existing bird boxes.

Construct several fish wiers in areas affected by timber harvesting.

WATERSHED IMPROVEMENT:

Construct several water bars and check dams to mitigate extreme hillside erosion.

Plant native grasses and shrubs on 20 acres in the Beaver/Palmer watershed to protect and retain soil.

Construct fire safe areas around 2 campgrounds in the Big Butte Watershed.

FOREST VEGETATION:

Improve future timber supply by pruning, fertilizing, mulching, scalping, precommercial thinning, and protecting seedlings on 1,200 acres forest-wide.

Assist regional Forest Service Nursery with harvest and propagation of diverse native plants, grasses, and conifers. Maintain nursery irrigation system.

FIRE:

Perform fuel reduction in post timber sale units by hand piling and burning slash.

Assist Forest Service in emergency wildfire suppression activities when needed.

B. What is the hoped for result of the activities described above?

The activities described above will achieve the following positive results. First, they will engage communities in a program of wildlife habitat enhancement, watershed improvement, and fire prevention in the public/private land interface. Second, forest visitors will experience safer and improved recreational facilities and trails, resulting in a greater number of visitors to the local communities. Third, nmeriCorps Members will acquire and apply a broad base of resource management, team, and leadership skills while performing valuable community services. Last, this program will develop trust and cooperation between land management agencies, residents and civic/community organizations.

C. How will you measure the quality of the activities?

Service performed under Forest Service supervision will be evaluated by guidelines set forth in the Rogue River National Forest Plan, handbooks and project specifications. Additionally, quality will be measured long term, through a program of monitoring and evaluation. Monitoring of the previous years activities with recommendations for improvements will be incorporated into the ongoing program of work. Feedback and critique will be solicited from project sponsors, interest groups, community members, partners, and AmeriCorps Members.

D. By what standards will you gage success?

Success will be indicated by community interest, support, and funding. The ability to attract partners and projects will be a direct and measurable indicator of success. Success will also be measured in terms of whether or not our work produces the desired outcome. A returning salmon, a bald eagle fledged from the nest, a safe family recreational experience, a backpackers smile, will be more intangible measures of success. The degree to which we can decrease fear of catastrophic fire in the communities will serve as an indicator of success. More importantly, if our work in the interface reduces loss of life, property, and the cost of suppressing fires when they occur, then success will be measured in lives and dollars saved.

E. How many individuals will receive the benefit of the work your members perform?

The Rogue River National Forest is surrounded by more than 25 small, timber dependant communities, with the Medford/Ashland metroplex being the hub of southern Oregon. The Rogue serves over 175,000 local residents as well as over 1.5 million visitors on an annual basis. The enhancement and improvement of our recreation facilities will not only provide a more enjoyable experience for our Forest visitors, but it will encourage extended stays and future trips to the area. This will continue to benefit local communities by increasing visitor traffic and enhancing the tourism trade. In addition, the timber stand improvement activities will benefit the local timber related businesses as well as the Forest Service by improving the value and quality of the resources.

The extensive environmental education program on this forest serves over 41,000 area school children. Local school districts will utilize the improved facilities by continuing to provide a more diverse learning experience for

students of all ages. The improved sites will also provide increased opportunities for local schools to take part in outdoor environmental education experiences, while encouraging repeat visits by area classes. The enhancement of wildlife habitats will provide important learning experiences for forest visitors.

3. PROGRAM SUMMARY

Rogue River AmeriCorps is a residential camp accommodating 35 full-time male and female Members. The camp is located at the Star Gulch facility in the Applegate Ranger District near Medford, Oregon. The primary purpose of the program is to "get things done" by completing natural resource projects improving forest and watershed health, and enhancing fish and wildlife habitat. Daily work projects integrate safety, education, community service, meaningful work experiences, with recreation and personal growth and development woven into all facets of camp operations. Projects are located on the Rogue River National Forest, as well as adjoining Federal, State and County lands. In addition to important skills that Members gain during work projects, a focus on education and team work is stressed. Intensive initial orientation and weekly training sessions include topics such as First Aid/CPR, cultural diversity, sexual harassment, conflict resolution, college skills/success training, and ecology and forest health issues.

The 1996 Rogue River AmeriCorps program will not only focus on the importance of forest health issues, but it will also place a heavy emphasis on watershed health in the interface lands adjacent to Rogue River National Forest. Changes in climate, ecology, population densities and demographics highlight a need to address resource management issues crossing ownership boundaries. Many of the proposed projects will address Forest priorities as well as the issues and concerns of the communities we serve. Education will continue to be an important component of the program. A partnership with Southern Oregon State College provides the opportunity for Members to earn college credits during their term of service, and Rogue Community College will provide GED training and certification as needed.

AmeriCorps Members work in crews of 9 during most of their service. Each crew has a supervisor who directs the daily activities. The individual project leader educates the crew and provides specific instruction for the completion of the project. Crews work 8 or 9 hour days during the week, returning to Star Gulch each evening. As part of the educational component of the AmeriCorps program, Members work with Forest Service specialists on an individual basis. The projects are tailored to individual interest areas, and these sessions have proven to be one of the most beneficial areas in the 1995 program. Crews often "spike" camp in different areas of the forest. During the winter months, the program utilizes empty barracks located on other Ranger Districts. The summer months provide the opportunity for Members to camp out at the job site. The ability for crews to "spike" out cuts down greatly on travel time, allowing additional time for accomplishing projects. Educational time at specific project sites is worked into each week as needed.

The daily operations of Rogue River AmeriCorps is managed through a third party agreement with the Northwest Youth Corps (NYC). Through the required competitive process, NYC has been selected to operate the 1996 program. NYC is responsible for providing all on-site supervision, crew bosses, meals, and

daily project management. The Forest Service provides a Program Manager, and a Project Manager who serves as liaison between the Forest Service project sponsors and the crew bosses. The Forest Service selects all projects to be completed according to the priorities outlined in the Rogue River National Forest Plan, the President's Forest Plan and local community Action Plans.

Applicants for the 1996 program will be interviewed and selected by the Forest Service. Northwest Youth Corps will assist in the interview process. Applicants will be recruited nation-wide, with an emphasis on selecting Members that will mirror the population of southern Oregon.

4. COLLABORATION

Partnerships that have been established during the 1995 AmeriCorps program have proven to be an integral part of a successful program. Local agencies and community organizations have provided funding, educational opportunities, and positive feedback to the program. These partnerships will continue to be strong in 1996. New partnerships and the local community interest in AmeriCorps has opened further opportunities to diversify the goals and objectives of the 1996 AmeriCorps program. Additional partners would allow Members to provide service outside of National Forest lands, fostering more community service objectives. The following list describes current partners and possible future partnerships.

ROGUE RIVER NATIONAL FOREST has made the AmeriCorps program a top priority, expending considerable time and money updating and expanding the Star Gulch facility accommodating the current and future programs. To date, the Forest has obligated over \$200,000 in materials, contracts, supplies and personnel for the facility.

NORTHWEST YOUTH CORPS has been selected as the non-profit organization that will manage the daily operations of the program. The partnership with NYC has proven to be the most efficient and cost-effective method of managing the 1995 AmeriCorps program. The goals and objectives of NYC are very similar to those of AmeriCorps, and the partnership continues to be mutually beneficial.

BUREAU OF LAND MANAGEMENT will become an "official" partner in the 1996 program. The BLM has been a strong supporter of the 1995 program, providing several successful projects this year. The Medford BLM plans to contribute \$50,000 to the 1996 program for project work focusing on watershed restoration projects and fire recovery projects on land adjacent to private and National Forest lands.

The **CITY OF ASHLAND** desires to be an integral part of the 1996 AmeriCorps program. The Forest Service is currently developing a partnership with Ashland to accomplish critical fuel reduction work in the interface areas of the Ashland watershed. City officials hope to contribute over \$30,000 to fund the work of AmeriCorps crews.

The **APPLEGATE WATERSHED COUNCIL** will provide additional funding for streambank rehabilitation and riparian area protection in the Applegate Watershed. Estimated funding: \$8000.

OREGON DEPARTMENT OF FISH AND WILDLIFE has provided several projects for AmeriCorps in 1995. The Hull Mountain fire recovery project proved to be a high visibility project providing immediate results for all Members. ODF&W has expressed interest in continuing to work with the AmeriCorps program.

THE JOB COUNCIL of Jackson and Josephine counties has expressed an interest in partnering with AmeriCorps in 1996. Depending on available funding, the Council would like to contribute \$50,000 to help provide employment opportunities for local young people.

SOUTHERN OREGON STATE COLLEGE will provide college level coursework to all AmeriCorps Members. The classes to be negotiated include College Skills/Success and Southern Oregon Ecology delivered at the Star Gulch facility at a GREATLY reduced rate. Members would also be permitted to take credit classes of their choice on their own time at reduced rates.

ROGUE COMMUNITY COLLEGE is currently providing the mandatory GED certification at a reduced rate.

CRATER LAKE NATIONAL PARK has expressed an interest in the work of the AmeriCorps crews. Projects include fire hazard reductions in the Park, and possible interpretation and environmental education opportunities for the AmeriCorps Members.

Projects in the COMMUNITIES OF BUTTE FALLS and PROSPECT are continuing to be an extremely successful aspect of the program. Community Assistance grants have allowed crews to perform badly needed improvements to many of the facilities in both communities. Community support and in-kind contributions have been enormous, and most of the timber-dependent communities have/applied for additional funding next year.

OREGON STATE PARKS continues to support the program and is requesting additional 1996 funding for AmeriCorps crews.

5. ORGANIZATIONAL CAPACITY

The Rogue River National Forest has placed the Rogue River AmeriCorps as a top priority, and fully supports the goals and objectives of the AmeriCorps program. The Rogue hired a full-time AmeriCorps Program Manager to administer the program. Mindy Martin was selected for the position and has been directing the 1995 program on the Applegate Ranger District. Mindy has a degree in Education and an extensive background in youth education and program management. Her background in grants, agreements and public involvement has allowed her to integrate local agencies and communities into the AmeriCorps program. She is currently administering a highly successful program and has received positive feedback on the accomplishments of AmeriCorps Members by the local media and community members.

The Rogue also identified a need for a full-time Project Manager to coordinate the projects and educational component of the program. Bill Fleeger is serving as liaison between the project leaders and the AmeriCorps crews, Northwest Youth Corps and other agency personnel. Bill has excellent planning and organizational skills, and a desire to complete projects in an efficient and productive manner. He works well with outside agency personnel and

communicates expectations and results effectively. Bill has a personal goal of providing a comprehensive education program for all Members that will have a lasting impact in future years. Bill and Mindy are committed to making the 1996 AmeriCorps program a success by providing quality projects and educational opportunities for all Members.

The Northwest Youth Corps has a long history of successful Youth Forest Programs. Over the past 10 years, NYC has served over 1700 youth from all economic and ethnic backgrounds. Since 1983, NYC participants have completed over 350,000 hours of resource management projects throughout Oregon, Washington and Idaho. In 1993, NYC crews worked on projects for 31 ranger districts on 14 National Forests. NYC has a reputation throughout the Northwest for providing hard working crews and top quality work.

NYC will recruit camp staff for the following positions:

- Site Supervisor: responsible for all camp activities and record-keeping.
- Project Coordinator: organizes crews for daily work projects. Safety inspector.
- Crew Bosses (4): Direct responsibility for crew supervision.
- Relief Crew Boss: Relieves crew bosses, additional project support.
- Camp Cook: Prepares all meals, stocks kitchen facilities.

NYC will recruit from both the immediate vicinity and nationwide. NYC's success in recruiting, hiring, and training of their staff is demonstrated by the program's exceptional safety record, a project completion rate averaging 92%, the high percentage of referrals from previous participants, and support from local communities and government agencies.

NYC knows that the success of any youth corps program depends upon the commitment and skills of the staff who work directly with youth. In order to assure the most highly trained and skilled staff possible, NYC has developed extensive staff training and curriculums, leadership handbooks, and operational manuals. NYC will conduct an 8 day staff training program which focuses on leadership, supervision, conflict resolution and youth leadership. This training will also address a wide variety of safety issues including vehicle safety, back road driving, project camp safety, fire safety, emergency procedures, and the development of a safety analysis for each project. Additional areas covered will include specific project skills (ie: chainsaw certification), spike camp operations, paperwork requirements, Member evaluations, motivational techniques, educational programs, recreational activities, and AmeriCorps program guidelines.

Art Pope, NYC's Executive Director has been in charge of program operations since the program was created in 1983. Since that time the NYC program has grown into an organization operating six different programs and serving over 300 youth each summer. Prior to working with the development of the NYC program, Art held a wide variety of positions in forestry, outdoor recreation, and camp operations. He has worked as a logger, a tree planter, and foresters assistant. He was employed by the Forest Service as a Wilderness Ranger and supervised a historic restoration project. He worked for Outward Bound as a youth leader and spent four sessions as a Camp Director for Portland outdoor school programs. He also was the Camp Director of a non-residential YCC camp and two 40 person residential YCC camps.

Keith Brown is NYC's AmeriCorps Program Coordinator for the Rogue River and Olympic National Forest programs. Keith has been with Northwest Youth Corps for four years. Keith has extensive administrative/management background and years of experience working with teenage youth. Initially employed as a crewleader, Keith has worked with NYC in nearly every capacity and brings to the AmeriCorps program a diversity of experience in resource management, youth leadership, construction, training, and program management.

Tom Westrum, the Program Director has been employed by NYC since 1989. During that time he has worked as Crew leader, Project Coordinator, and has now assumed the role of Program Director. Tom has a current secondary education teaching certificate and has worked with youth in a variety of residential settings. He worked with YMCA for two summers as a Recreation Director and as a backpacking and canoe guide for two summers with an international scholarship camp. Tom also has extensive experience in a wide variety of recreation, conservation and reforestation projects and is currently working on the development of an NYC staff manual detailing the process staff need to follow to complete these projects.

NYC's 12 years of experience in operating residential youth programs is their greatest strength. Tried and proven methods of operation are utilized to facilitate successful operations of the programs. The partnership with NYC is and will continue to be a strong and successful part of the Rogue River AmeriCorps program.

6. INNOVATION AND REPLICABILITY

Innovation in the Rogue River AmeriCorps program is a response to the changing character of the rural communities in southwest Oregon. Changes in climate, ecology, population densities and demographics have highlighted a need to address resource management issues crossing ownership boundaries.

"The "interface" has become an important sociological concept for those involved in forestry, indicating not only those geographical locations where we find conflicting uses of adjacent lands, but also the area in which differing social perceptions of the value of our forest resources clash..." (Sturtevant, 1989).

Interface issues are exacerbated by the threat of wildfire. Population increases, coupled with decades of fire suppression and drought, have set the stage for catastrophic fires, such as Hull Mountain, which drastically alter the landscapes surrounding our rural communities.

A primary innovation of the Rogue River AmeriCorps program is to engage communities in a program of wildlife habitat enhancement, watershed improvement, and wildfire prevention in the public/private land interface. To accomplish this goal, AmeriCorps Members will participate in a program integrating academic and resource management course work with service in a variety of Forest Service skill areas including silviculture, recreation, wildlife, range and fisheries. Members will acquire a comprehensive understanding of the unique ecological and social interactions occurring in interface areas, and perform service addressing interface issues.

The portion of the Members' service time spent in interface service will be funded through partnerships with the BLM, local Watershed Councils, civic organizations, City, County, and State agencies, other non-profit organizations, and private donations. This program of work, education and training would be supplemented by academic course work offered by Southern Oregon State College. Classes would meet every other Friday throughout the program. Participation would be voluntary and on the Members own time.

The Rogue River AmeriCorps program is a unique and valuable tool positively addressing community and interface issues. AmeriCorps members acquire a broad base of academic, resource management, and teamwork skills while performing service as AmeriCorps work crews. This program combines the goals of the AmeriCorps program and the Rogue River National Forest, while providing direct benefits to the communities and the land. Initial responses to our program indicate a willingness to fund the AmeriCorps to address land use, water and wildlife issues crossing public and private land boundaries.

7. DETAILED RECRUITMENT PLAN

Rogue River AmeriCorps will recruit and select Members that mirror the population of southern Oregon. The program will seek people with a diverse mix of educational levels, incomes and ethnic identification. It is the intent to recruit a gender equal population.

By May 1: Complete local recruitment brochure describing the activities of Rogue River AmeriCorps. Organize complete recruitment packet.

April/May: Make formal presentations to all local high school Seniors outlining the Rogue River AmeriCorps program. Current Members will assist with recruitment in local schools.

By June 15: Distribute complete recruitment packages to employment agencies, Job Council, county commissioner offices, Chamber's of Commerce, and other important information sites.

By July 1: Meet with Forest Special Emphasis Program Management (SEPM) staff to ensure outreach to local African and Asian Americans, Native Americans, Hispanic, women's and disabled populations.

By July 15: Distribute recruitment packages to all local and regional youth, and SEPM contacts.

By July 15: Send press release and Public Service Announcements to to all area media outlets, including minority newspapers and radio stations. Follow-up with phone calls to each.

By July 30: Meet with financial aid counselors at local colleges, community service coordinators and the Oregon State Employment Office, including African-American, Hispanic, and Native American organizations.

By July 30: Prepare and run classified ad in all local newspapers.

By August 1: Obtain applications of individuals interested in the program who have called into the national 800 telephone line.

August 4: Last day to receive applications.

August 7: Select finalists for interviews.

August 8-18: Interview finalists.

August 21-23: Open House at Star Gulch facility. Encourage all local applicants to attend orientation meeting. Provide important program information. Provide transportation to work site to allow finalists to meet/work/talk with current Members.

August 23: Selections are finalized. Notify new Members and as many of those not selected as possible.

By August 25: Mail information packets to all new Members.

October 2: First day of 1996 AmeriCorps program.

8. DETAILED WORK PLAN and MILESTONE SCHEDULE

PLANNING

Notification of tentative grant award to third-party contractor pending CNCS approval	April 1
Organizational meeting with 3rd party	May 15
Contractor site visit and inventory	May 15
Contractor begin advertising Site Supervisor and Project Coordinator positions	May 1
Contractor begin advertising staff positions	July 1
Contractor begin interview/hire process for Site Supervisor and Project Coordinator	July 11
Forest Service begin member recruitment	July 14
Contractor begin staff interviews	Aug 2
Contractor hire Site Supervisor and Project Coord.	Aug 11
Site Supervisor and Project Coordinator begin work	Aug 25
Forest Service and Contractor Select Members	Aug 31
Select projects for first quarter	Sept 1

ON-SITE ACTIVITIES AND TRAINING

Contractor Staff begin work	Sept 18
Contractor Staff training	Sept 18-22
Contractor program Staff travel to Camp	Sept 25
Camp preparations begin	Sept 25-29
Final Camp cleanup and preparations	Sept 30

CAMP OPERATIONS

AmeriCorps Members arrive at Camp	Oct 1
Member and parent orientation	Oct 1
Member orientation	Oct 2-10
Members first work day	Oct 14
Camp closed for Christmas Holiday	Dec 24-Jan 1

End first term of work	Feb 6
End second term of work	May 16
Last day of work	Aug 28
Final ceremonies, end of Camp	Aug 29
Completion of program evaluations and reports	Sept 15

AMERICORPS 1996

Project Title: TWO MOUNTAIN AMERICORPS
Pacific Northwest Region Six, USFS, USDA

Facilities location:

Columbia Gorge Ranger District (Metro, Non-residential Site)
Mt Hood National Forest
31520 SE Woodard Road
Troutdale, Oregon 97019
Congressional District: State of Oregon, Third District: Ron Wyden

Mt. Adams Ranger District (Mt. Adams Site, Residential Site)
Gifford Pinchot National Forest
Trout Lake, Washington 98650
Congressional District: State of Washington, Fourth District: Linda Smith

Additional Congressional Districts where work will be performed

State of Oregon: First District: Elizabeth Furst
Second District: Wes Cooley
State of Washington: Fifth District: George Nethercut

CNCS Priority Area: Empowerment areas and Enterprise Communities areas include the urban metropolitan Portland, Oregon area which will be an emphasis area for recruitment as well as a community in which projects occur, and the rural lower Yakima County, also an emphasis area for recruitment.

In addition, areas of high poverty are targeted in Klickitat and Skamania Counties in the state of Washington where unemployment rates are very high due to a transition from a timber dependent based economy to tourism based. Klickitat County, home of the Mt. Adams Residential Site, has the highest unemployment rate and lowest per capita income in the Pacific Northwest.

Project area includes:

- the Mt. Hood and Gifford Pinchot National Forests, the Columbia River Gorge National Scenic Area,
- the metropolitan Portland-Vancouver area,
- rural Klickitat County as well as other timber dependent communities in both Oregon and Washington that surround the Mt Hood and Gifford Pinchot National Forests and the Columbia River Gorge National Scenic Area

Start Date: September 5, 1995
Completion Date: August 9, 1996

110 Full-time AmeriCorps Members

Submitted By:

Wendy Evans, Human Resource Program Manager, Mt. Hood National Forest
W.Evans:R06F06D09A
Mt Hood National Forest
Zigzag Ranger District
70220 E Highway 26
Rhododendron, Oregon 97049
(503) 622-3191 X 613 (Office) (503) 622-5622 (Fax)

2. OBJECTIVE STATEMENT.

The Two Mountain AmeriCorps Program is intended to accomplish work on Forest Service lands managed by the Mt. Hood and Gifford Pinchot National Forests as well as the Columbia River Gorge National Scenic Area.

In a competitive Requests For Proposals (RFP) administered by the Pacific Northwest Regional Office of the USFS, the Northwest Service Academy (NWSA), operated by Education Service District 112 of Vancouver, Washington was selected as the operator of the Two Mountain AmeriCorps Program.

The NWSA, will complete it's first year of service July 1995 and was initially funded by the Commission of National and Community Service (CNCS) from 1993-95 under subtitle D.

The NWSA is currently providing a quality experience for its 90 fulltime AmeriCorps Members "learning civic responsibility by providing service to the community and the environment" both on and off National Forest lands. Sixty of its Members operate out of the Columbia Gorge Ranger District (Metro) non-residential site, while 30 are in a residential program at Mt. Adams.

The NWSA intends to use this requested Forest Service funding, along with both their cash and in kind contribution, in combination with a direct grant they are submitting directly to the CNCS, to fund an AmeriCorps program that will accomplish work both on and off the Forests and support 110 fulltime Members.

The Forest Service funding will allow the NWSA to continue to operate the Mt Adams residential site and expand the number of Members served by the existing program. Without the Forest Service funds, the number of Members served will be reduced and the residential site will be closed which would not serve the diverse rural Members and the communities.

The Mt. Hood, Gifford Pinchot and Columbia River Gorge National Scenic Area have an immeasurable amount of unfunded priority work to be accomplished on National Forest lands.

These three units are not able to fund this work by Forest Service work crews or contracts and are unable to utilize individual volunteers to get the work done, due to the remoteness of the work, the technical knowledge needed and the need to provide detailed supervision. All three Forest Service units have projects ready to submit for accomplishment by Two Mountain AmeriCorps, and once the funding is finalized a priority process will occur to select specific projects. This project identification process will also allow us to take advantage of completed watershed analysis on priority watersheds.

Projects off-Forest will be selected by a process which evaluates the need of project against the NWSA objectives.

What work will be done?

NWSA service projects aim at **GETTING THINGS DONE** both in the natural and community environment by focusing on providing community service, community building, and member development.

The objectives of the NWSA are to

restore Columbia River watershed habitat

strengthen the rural and urban communities surrounding its National Forest land base

conserve and restore local ecosystems

Sustainable communities will be promoted by reducing environmental risks and conserving natural resources. The NWSA will continue **STRENGTHENING COMMUNITIES** with its involvement in both urban and rural communities that surround the National Forests served.

A process for scheduling priority projects will be implemented within one month of the final grant approval, according to the AmeriCorps community and natural resource objectives. Approximately 40 person years (over 72,000 hours) of work will be accomplished on National Forest lands with the following mix:

- 40% Recreation (including non-wilderness trail maintenance)
- 10% Trail Construction
- 10% Anadromous Fish
- 10% Wildlife
- 10% KV Reforestation
- 10% Reforestation Vegetation Management
- 5% Threatened, Endangered & Sensitive Species Habitat Management
- 5% Wilderness (including wilderness trail maintenance)

Projects on National Forest lands will include:

- * identifying hazard trees in campgrounds that are weakened by disease or insects,
- * supplementing interpretative services and visitor education efforts at heavy use recreation sites
- * reconstruction of trails in areas with resource damage
- * restoring fish and wildlife habitat, with a special emphasis on riparian areas where visitor impacts have caused deterioration
- * planting trees in "frost pocketed" areas where reforestation efforts have been challenging
- * pruning and stand enhancement as well as removal of competitive vegetation
- * revegetating impacted areas of the wilderness, implementing projects identified in the wilderness implementation schedule.
- * surveys for threatened, endangered and sensitive species.

Projects in the communities will include:

work in a blighted area of Portland where members will be involved in

- * developing community gardens which will provide food and eliminate trashed sacrifice areas supporting drug activities
- * lead abatement
- * Habitat for Humanity projects

In both urban and rural communities, shelters for domestic violence will be developed or improved, environmental education messages will be brought into the schools, and riparian areas will be cleaned up and rehabilitated.

Work projects will be developed in "strands" where AmeriCorps Members are organized into teams that rotate through a variety of project activities designed to encourage their growth and development.

EXPANDED OPPORTUNITIES late in the service year could include strands where individuals or miniteams of AmeriCorps Members participate in short termed individual placements that support their service learning objectives. Forest Service managers and technicians would act as mentors for highly motivated individuals to gain specialized training and invaluable work experience that link members to life long educational priorities.

What is hoped for the result of the activities described above?

The mission of the NW Service Academy is to "learn civic responsibility by providing service to the community and the environment." The NWSA is committed to educating the leadership of the next generation while GETTING THINGS DONE, meeting the critical environmental AND community needs.

In addition, COMMUNITIES WILL BE STRENGTHENED, rural and urban neighborhoods are being revitalized by NWSA teams, as they build community schools and rehabilitate shelters for battered women.

The quality and safety of recreational opportunities for millions of recreationists visiting these three Forest Service units should increase with the accomplishment of backlog recreation projects.

Youth in both urban and rural schools that are exposed to environmental education programs such as Cascade Streamwatch and a Salmon Life Cycle game developed by last year's members and in place at the Portland, Oregon Washington Park Metro Zoo will result in a more environmentally aware future population.

How will the quality of these activities be measured?

The quality of the activities will be measured by a variety of tools including, meeting Forest Service standard specifications as appropriate, the positive attention these projects receive in the local media and the continued expansion of local partnerships.

403

Evaluation forms are provided for all project managers to insure that all projects are completed to the specifications and standards of the project sponsor.

In addition to the detail in the quarterly reports provided to the Forest Service and the Corporation, Western Rural Development Center at Oregon State University will be providing a detailed evaluation of staff, health and safety, food service, physical facilities, education, work projects (including the time spent on each project), the educational programs, vehicles, expenditures and other items as needed.

Another evaluation of quality comes from the members themselves as they assess their impacts both in the natural and community environments.

How will success be gauged?

Standards of success will be measurable and demonstrable.

They will include both social categories, like number of homes contacted in lead abatement programs (both paint and drinking water), and natural categories, like the number of miles of Forest roads restored to a natural condition or the number of miles of fence built to preserve riparian areas along Northwest streams. The NWSA is working closely with the State of Oregon and Washington AmeriCorps Commissions on a system of documenting the cost effectiveness of each project that should be in effect by the beginning of the second service year.

How many individuals will receive the benefit of the work the members perform?

Those who spend over 11 million recreation visitor days on the Mt. Hood and Gifford Pinchot National Forests and the Columbia River Gorge National Scenic Area will benefit by the improved safety and quality of their recreational experience.

Six thousand public school students will have received environmental education messages from Academy Members, in addition to the 4,000 served in the first year of service.

The urban Northeast Portland area, home of well over 30,000, will benefit from a decrease in blight and drug trade as their community is recaptured through community garden development.

The rural community of Trout Lake, home of the Mt. Adams residential NWSA program as well as its 700 residents will benefit from the further development and improvement of the Trout Lake Community School developed by the NWSA members in the 1995 service year.

Those who live near, work or recreate on National Forest lands will benefit from the variety of resource improvements accomplished by AmeriCorps Members.

3. PROGRAM SUMMARY

Through a third party agreement, the Two Mountain AmeriCorps program will be incorporated into the Northwest Service Academy (NWSA) AmeriCorps program which

will engage 110 full-time Members at both a metropolitan non-residential site in Troutdale, Oregon and a residential site at Mt. Adams, Washington.

NWSA is designed as a team based program with teams ranging from 7 -10 Members plus a team steward (supervisor). Approximately 35 percent of the work will occur on National Forest Lands managed by the Mt. Hood and Gifford Pinchot National Forests as well as the Columbia River Gorge National Scenic area while 65 percent of the work will occur in both the metro community of Portland-Vancouver as well as the rural timber dependent communities surrounding National Forest lands on these 3 units in both Oregon and Washington.

Making the best use of the community resources resulted in the development of a larger non-residential site located on the western and more heavily used portion of National Forest lands and a smaller, residential site located on the eastern end where community development would emphasize smaller, rural setting. Both sites take advantage of "underutilized" Forest Service facilities. The settings allow the NWSA to meet the needs of the urban and rural communities during the winter months when most of the National Forest lands are snowed in.

The NWSA goal of "Learning civic responsibility by providing service to the community and the environment" will occur by members accomplishing needed environmental work both on and off forest as well as service to the communities the three Forest Service units embrace.

The NWSA was originally conceived as the result of the labors of a large and diverse collaborative group of over a dozen Federal, state, county, and community organizations. In addition to the states of Oregon and Washington, collaborators include the Bonneville Power Administration, the Cities of Portland and Gresham, Oregon, Hood River and Troutlake School Districts, the Mid Columbia Council of Governments, the Yakima Tribal Nation, the Urban League of Portland, the Human Resources Consortium, WolfTree, Inc, Mt. Hood Community College, and Klickitat and Wasco Counties. Expanded partnerships for the second year of service include: Washington State University, METRO, Washington State Department of Ecology, and the Oregon Department of Fish and Wildlife. Total cash contributions of the nonfederal partners will be at least \$185,000.

A typical day in the life of a NWSA AmeriCorps Member begins with stretching exercises. Project plans are reviewed, equipment is prepared, and teams travel to their service site, where they meet with the project manager who initially outlines the specifications of the work to be done, provides detailed safety training, reviews the crew's progress and arranges for service learning presentations. The service day is usually 9 hours long and includes time for discussion, reflection, and debriefing. During the late spring through early fall, one crew per week will "spike" camp out at or near the work project, to cover a greater geographic area than a daily commute would allow. Before the service year is complete, Members will experience many different types of service in the community and natural areas of the Pacific Northwest. Diversity has been the hallmark of the NWSA. Current cultural diversity is at 27 percent for NWSA members in two states that are only 10-12 percent culturally diverse. Ages currently range from a low of 17 to a high of 72 and over half the Members have either completed college or been in college while 8 percent are working on their GED. The recruitment techniques that resulted in

70
this successful cross section of diversity will be even more finely tuned and successful for this second recruitment period.

4. COLLABORATION:

The NWSA, the recipient of the Two Mountain Cooperative Agreement was conceived as a collaborative bi-state, three Forest, multicounty proposal to match the opportunity of National Community Service with the needs of the Pacific Northwest area in the Columbia River Gorge surrounded by two mountains, Mt. Hood and Mt. Adams. A Memorandum of Understanding (MOU) outlining the collaborative commitment was signed during the first year of service and will continue to support the NWSA. Those signatories of the MOU include:

State Agencies

- The State of Oregon *
- Washington Service Corps
- Oregon State University *
- Educational Service District 112 (that serves SW Washington)

Federal Agencies:

- R-6 USDA Forest Service *
- Bonneville Power Administration

City and County Governments:

- Mid-Columbia Council of Governments
- City of Gresham *
- Hood River School District
- Trout Lake School District *

Tribal Governments:

- The Yakama Tribal Nation *

Community Based Non-Profits

- Urban League of Portland
- Human Resources Consortium

Environmentally Based Non-Profits

- WolfTree, Inc.

In addition, fee for service support and private donations totalling \$185,000 are projected. During the first year of service those listed above with * as well as the following organizations provided funding for the NWSA.

- NIKE, Inc.
- Bank of Tokyo
- Thompson-Mc Dougall Corporation
- City of Portland
- Klickitat County
- Marquam Park Association
- The National Forest Foundation
- Mt. Hood Meadows Corporation
- Mt. Hood Community College
- And many others....

Additional partners are making plans for the upcoming year and they include Washington State University, METRO, Oregon Department of Fish and Wildlife, the

cities of Troutdale and Portland, Oregon, and the State of Washington Department of Ecology as well as Wasco County (Oregon).

The NWSA has developed a partnership with Mt Hood Community College from which Members receive 8 credit hours of transferable credit while in service and we hope to increase that to 36 credit hours next year when a new natural resources curriculum is fully implemented.

5. ORGANIZATIONAL CAPACITY

The Forest Service

The Mt. Hood, Gifford Pinchot and Columbia River Gorge National Scenic Area have a great deal of experience successfully implementing programs including a wide variety of non-residential programs as well as the Camp Cody and Camp Adams residential Youth Forest Camps, the Multnomah County Alternative Service Program, and they were some of the strongest advocates for the conception of the Northwest Service Academy.

Forest Service oversight of the NWSA/Two Mountain AmeriCorps will be provided by one of two experienced Manpower Development Specialists with 15-20 years of experience each in implementing Human Resource Program partnerships, as well as an assistant (Works Coordinator) who will provide the link between Forest Service project managers and NWSA staff, insuring that projects selected meet objectives of the Forest Service, the NWSA and the Members.

In addition, Forest Service project managers (technicians and biologists) who propose projects will be providing the technical specifications for each project, monitoring the work quality and quantity, and assisting in coordinating service learning opportunities tied to each project.

The Northwest Service Academy

The NWSA is part of the Educational Service District 112, of Vancouver, Washington, a 501.3C organization, and the second largest educational institution in the state of Washington with over 3100 employees. ESD 112 has the organizational capacity to fully support the NWSA including processing living allowances, providing liability and workman's compensation insurance. As the NWSA was selected through a competitive process to run the Two Mountain AmeriCorps, a third party agreement will be developed with ESD 112.

For 1995-6 the NWSA plans to have 20.5 staff and 10 AmeriCorps Leaders. Staff at each center will include a Center Director, a Project Coordinator, a Senior Team Facilitator (who oversees all staff and personnel matters), an Educational Coordinator, from three to six Team Stewards (crew leaders) and five Academy Leaders (individuals who have previously completed a year of service and are given additional responsibilities).

The NWSA staff have had one year's experience operating an AmeriCorps program (under subtitle D), have the proven experience to work with a diverse group of Members and are skilled and experienced.

NWSA Principle Staff include:

Jon Stewart, Academy Director, a career Forest Service employee with over 20 years experience specializing in a variety of Human Resource Programs. Jon is "on loan" to the ESD through an Interagency Personnel Agreement.

Joe Parvankin, the Metro Center Director, worked extensively for the Washington County Educational District Service (Oregon) and has four years experience operating Camp Cody, the only residential Youth Conservation Corps Camp in the Forest Service nationwide.

Jerry Gabay, the Mt. Adams Center Director, has worked in public affairs in the Pacific Northwest Regional Office, and has strong connections with various congressional delegations and the press in the rural Mid-Columbia area.

All team stewards have been selected for their proven field experience working with youth programs as well as conservation projects. About half of the staff have gained their skills by working as fish and wildlife biologists, field technicians, and crew leaders for the Forest Service. The team leaders ability to maintain high morale while successfully completing a variety of conservation resource projects (in all types of weather!) has been proven in the first year of service.

Training

Training, which does not exceed 20 percent of a members total service year, is ongoing and focuses on a natural resources curriculum that includes the history and ethics of national service, team building exercises, conflict resolution, fire training, CPR, first aid, chain saw certification and a wide scope of educational activities most of which are tied directly to the projects being accomplished. Training is presently organized around monthly forums, and all academy summits that help build a strong environmental ethic and commitment to service.

All staff receive the core competencies of all AmeriCorps programs which includes Standard Red Cross First Aid, CPR, conflict resolution, etc. All staff and members who have a safe driving record and who are over 21 years of age receive a complete defensive driver's training program.

NWSA has developed detailed training curriculum, leadership handbooks, and operational manuals including a NWSA Member's handbook.

6. INNOVATION AND REPLICATION

Innovation is threaded throughout the NWSA AmeriCorps model and includes the strong collaborative base resulting in its development, the blending of projects that serve communities surrounding and tied to a National Forest land base as well as the natural resources found on National Forests.

The NWSA provides an innovative opportunity for three Forest Service units to:

- make good use of underutilized buildings as a result of downsizing and reorganization

put to good use the skills of former temporary employees whose jobs with the agency have vanished

better serve their communities in terms of rural development initiatives and assisting in the transition from a timber based economy

get needed, unfunded work done with a workforce that comes with training and supervision

Many aspects of the NWSA AmeriCorps program can be replicated throughout the nation.

Other urban forests could benefit from the model of one crew based program that serves both urban and rural needs and has a metro non-residential program as well as residential component located in a more rural setting.

The residential aspect of the program allows for an increased level of personal growth and development for Members as they have a more concentrated opportunity for meeting and learning from other Members of a diverse group and more time set aside for evening programs.

The blending of project work on-and-off-Forest provides many perspectives to natural resource work as well as provides work site opportunities year round (which would not happen for a program of this size if the work was limited to Forest lands, due to a limited field season

7. DETAILED RECRUITMENT PLAN

Active recruitment is already taking place at college fairs and high schools with up to 20 percent being targeted on a national basis this coming year.

The peak recruitment period is April through June as we try to target this critical student population. Hour long interviews based upon Peace Corps recruitment criteria start in May and continue through August as we select potential participants. Orientation begins in August with Members sworn in after three weeks of training starting on September 4, 1995.

Recruitment will demonstrate the Northwest Service Academy's commitment to assemble a diverse group of AmeriCorps members. Members will represent all the various ethnic, geographic, economic and educational groups listed below.

GOALS

- Gender: 50% female/50% male
- Average Age: 23
- Ethnic background:
 - 10% African American
 - 10% Hispanic
 - 5% Native American
 - 5% Asian
- Geography:
 - 50% Columbia River Basin
 - 30% Greater Washington and Oregon

20% National AmeriCorps

Income: A diverse population will be targeted for recruitment. This may include poor, middle class and wealthy individuals

Education level: 50% Four year college & university students
30% Two year community college students
20% High school graduated and GED

RECRUITMENT PROCESS

Recruitment will be conducted targeting specific focus groups utilizing various outreach techniques. March 27 through May 1, 1995 is the primary time.

FOCUS GROUPS

- Local Colleges and Universities
(NWSA has contacted 40 two year and 70 four year colleges)
 - *Student Activities Office
 - *Specific Educational Departments
 - *Women and Minority Organizations
 - *Environmental Clubs
 - *Student Government
 - *Non-traditional Students Office
 - *Career Planning and Placement Office
 - *Financial Aid Office
 - *Co-op/Internship Office
- Existing International, National, State and Community Service Programs
 - *Washington and Oregon Peace Corps and Vista Offices
 - *AmeriCorps State Offices and other Programs in WA and OR
 - *Local Lions, Kiwanis, Rotary, etc.
- City and Community Governments. Amy Neal (Metro)
 - *Portland Neighborhood Organizations
 - *Trout Lake Town Hall and City Council
 - *Urban League
- AmeriCorps National Recruitment
 - *Interested Washingtonians and Oregonians
 - *National magazines and service careers listings
 - *Others willing to relocate

OUTREACH TECHNIQUES

- Personal contact and presentation (wherever possible)
- Supportive connections/contacts
- Local newspapers
- Broadcast media
- Materials distribution
- Internet

RECRUITING TIMELINE

- FEB. 6 Recruiting plan developed
- FEB. 7 Photos taken
- FEB. 16 Recruitment Plan approved
- FEB. 16 Brochure/poster done for content
- FEB. 21 Begin scheduling outreach visits for March and April
- FEB. 22 Materials to layout/design
- MARCH 13 Materials to printer
- MARCH 8 Orientation to staff/members 12:30-3:30
- MARCH 27 Finished products ready to distribute
- MARCH 15 **INTAKE SYSTEM DESIGNED AND ON-LINE**
- MARCH 27 Begin outreach
- MARCH 27 Teach For America (interview orientation)
Reed College 6:00-8:00 PM
- APRIL Continue outreach...follow a tight schedule
Continue through MAY 1
- APRIL 3 Center specific materials developed
- MAY 1 **EARLY APPLICATION DEADLINE**
*interviews/open houses by May 19
*orientations May 22-June 2
- JUNE 15 Final deadline
*interviews/open house June 5-16
*orientations start June 19-July 14
- JULY 28 **FINAL DECISIONS**
- SEPTEMBER 5 Training Starts
BEGIN YEAR OF SERVICE

RECRUITMENT RESOURCES

HIGH SCHOOLS

*Stanley Smart Louit Tribal School
Toppenish, WA 98948

EXISTING SERVICE PROGRAMS

WASHINGTON: AMERICORPS

Washington Commission for National & Community Service: 360-753-1814
Corporation for National & Community Service: 206-553-4975

- U.S.D.A. - Public Lands and Environment Team: Dave Johnson, 360-756-3368
- EPA - Urban Stream Restoration Project: Susan Handley, 206-553-1287
- U.S. D.O.T. - Drainage Corridor Restoration Project: Phil Oaks, 360-696-8171
- Youth Volunteer Corps - David Kelly-Hedrick, 206-885-0477
- Literacy AmeriCorps - Edith Johnson, 206-684-6648
- JustServe Community Public Safety Project - Lynn Livesley, 206-727-0377
- Ecumenical Program for Urban Service - Terry Ross, 206-525-1213
- Youth and HIV/AIDS Service Partnership - Kris Urv-Wong, 206-383-3452
- *Salmon Corps - Chuck Williams, 503-298-3474
- Natural Resources Conservation Service - Dave Kreft, 509-773-5823
- Teach for America - Anne Mahle, 206-298-7082
- Farm Worker Pesticide Protection Project - Dan Ford, 206-464-5933
- Rural Development Team - Mary McBride, 509-664-0249
- Puget Sound Local Initiatives Support Corporation - Angelina Allen-Mpyisi, 206-358-0673
- AmeriCorps Green Lights Project - Marc Ross, 503-448-0474
- Youth Fair Chance Program - Veronica Rivisto, 206-448-0474
- Public Awareness Commitment of Kitsap - Diana Theroux, 360-426-3990

CITY AND COMMUNITY GOVERNMENTS & ORGANIZATIONS

*American Friends Service Committee 2249 East Burnside Con Calento/Alice Perry 503-230-9427 (phoned and sent informational letter 2/22/95	Urban League of Portland 10 N Russell 503-280-2600
---	--

NATIONAL RECRUITMENT RESOURCES

Earthwork P.O. Box 550 Charlestown, NH 03603 (student conservation association) "Job Scan" is a major section of this magazine	Sierra 730 Polk St. San Francisco, CA 94109
Nature Conservancy Magazine 1815 N. Lynn St. Arlington, VA 22209	Wildlife Conservation New York Zoological Society Bronx, NY 10460
Wild Earth 68 Riverside, Apt. 1 Canton, NY 13617	Environmental Opportunities Box 788 Walpole, NH 03608-0788 603-756-4553

Buzzworm: the environmental journal
2305 Canyon Blvd., Suite 205
Boulder, CO 80302
"Connection" section: volunteer
opportunities and environmental jobs

Association for Experiential Education
Box 249 CU
Boulder, CO 80309
303-492-1547
Publishes: Jobs Clearing House
(monthly)
Newsletter (three/year)

National Audubon Society
950 Third Ave.
New York, NY 10022

Greenpeace Magazine
1436 U St. NW
Washington, D.C. 20009

National Association of Service and Conservation Corps
666 Eleventh St. NW, Suite 500
Washington, D.C. 20001

Job Seeker
Route 2, Box 16
Warrens, WI 54466-9501
(608)-378-4290

Center for Service Learning
Gail Albert
Univ. of Vermont
Nicholson House
Burlington, VT 05405

Job opportunities for Liberal Arts Majors:
Non-profit jobs listing

NEWSPAPERS/NEWSLETTERS (local)

El Hispanic News
901 SE Oak ST.
Portland, OR 97214
503-234-2194
Juan Prats

The Enterprise
220 Jewett Blvd.
White Salmon, WA
509-493-2112
D. C. Jesse Burkhardt

The Oregonian

Ruralite Market
P.O. Box 558
Forest Grove, OR 97116
Deadlines for ads:
April issue: 2-28-95
May issue: 3-31-95

Daily Chronicle
414 Federal Street
The Dalles, OR 97058

Seattle Post Intelligence
P.O. Box 1900
Seattle, WA 98111
206-448-8000
Kimberly Mills

RADIO AND TV STATIONS

KBOO 92.7
White Salmon

KCGB 105.5
Hood River

KFAE 90.3
Goldendale

KMCQ 104.5
The Dalles

KOPB 91.5
Portland

8. DETAILED WORKPLAN AND MILESTONE SCHEDULE

Pre-Camp Activities and Planning

NWSA Contractor submits National Direct Application...May 9, 1995
 Interviews/open house at Mt Adams Center.....May 19, 1995
 Orientation at Mt. Adams Center.....May 22-June 2, 1995
 Open houses for members and family at both Centers....June 5-16, 1995
 Orientations and interviews for member selection.....June 19-July 14, 1995
 Notification of Grant Award to NWSA.....July 18, 1995
 Organizational meeting with NWSA Contractor.....July 20, 1995
 Active Forest Service project solicitation begins.....July 21, 1995
 End of Mt Adams NWSA 1994-95 year.....July 21, 1995
 End of Metro NWSA 1994-95 year.....July 28, 1995

On-Site Activities and Training

Training calander for 1995-96 year prepared.....June 14, 1995
 Academy Leader and staff training begins.....Aug. 14, 1995
 Center cleanup and preparations.....Aug. 28, 1995
 Final preparations.....Aug. 31, 1995

Center Operations

AmeriCorps Members arrive at Centers.....Sept. 5, 1995
 Academy wide safety training.....Sept. 5-15, 1995
 Project work begins.....Sept. 18, 1995
 Fall recruitment period begins.....November 15, 1995
 Christmas holiday.....Dec.24-Jan 7, 1996
 Winter safety training for new members.....Jan. 8-12, 1996
 NWSA closed for spring break.....March 16-24, 1996
 Last day of work.....August 8, 1996
 Graduation day and concluding ceremonies.....August 9, 1996
 Completion of program evaluations and reports.....August 23, 1996

9 DETAILED BUDGET (detailed on a separate sheet)

THE CHATTAHOOCHEE-OCONEE AMERICORPS CONSERVATION CORPS

PROJECT TITLE: The Chattahoochee-Oconee AmeriCorps Conservation Corps

ADDRESS/LOCATION: Chattahoochee-Oconee National Forest; 508 Oak Street;
Gainesville, GA 30501

CONGRESSIONAL DISTRICT OF CENTRAL PROJECT SITE: 9th, 10th & 11th

ADDITIONAL CONGRESSIONAL DISTRICTS IN WHICH SERVICE WILL BE PERFORMED: 3rd

This will be a rural project. Some of the areas where work will be performed are located in high poverty counties.

PROJECT START DATE: October 1, 1995

PROJECT COMPLETION DATE: June 30, 1996

NUMBER OF FULL TIME MEMBERS: 25

NUMBER OF PART TIME MEMBERS: 0

George G. Martin
Forest Supervisor
Chattahoochee-Oconee National Forest
508 Oak Street
Gainesville, GA 30501

Telephone: 404-536-0541
FAX: 404-534-4411
DG Address: R08F03A

TABLE OF CONTENTS

	Page
I. OBJECTIVE STATEMENT	1
II. COMPONENTS OF THE OBJECTIVE STATEMENT	1-3
III. SUMMARY PAGE	4
IV. COLLABORATION	5
V. ORGANIZATIONAL CAPACITY	5-6
VI. DETAILED RECRUITMENT PLAN	7
VII. DETAILED WORKPLAN AND MILESTONE SCHEDULE	8-10
VIII. BUDGET NARRATIVE	11
APPENDIX A: CONSOLIDATED EBLI & DISTRIBUTION	
APPENDIX B: DETAILED BUDGET WORKSHEET	

OBJECTIVE STATEMENT

The primary objective of the Chattahoochee-Oconee AmeriCorps Conservation Corps (COACC) is to engage 25 full-time AmeriCorps members to address Chattahoochee-Oconee National Forest's (CONF) critical environmental needs by providing the highest quality of public service in natural resource management, environmental protection, recreation development, and conservation. The COACC members will conserve and restore CONF environmental treasures by implementing physical improvements and services for maximum use and minimum impact on Georgia's watershed, fisheries, wildlife and recreational resources. The work of the COACC will achieve direct benefits for Georgia's environmental health, tourism, recreation, agriculture and local economy.

COMPONENTS OF THE OBJECTIVE STATEMENT

A. What work will be done? What service will your members engage in?

Projects that AmeriCorps will accomplish and the number of hours worked:

--Trail Construction	8,240 hours
--Trail Maintenance	10,120 hours
--Recreation Facilities Construction and Maintenance	11,900 hours
--Wildlife Habitat Improvements	3,060 hours
--Fisheries Habitat Improvements	680 hours

B. What is the hoped for result of the activities described above.

The COACC will deploy three crews with one work leader each to develop trails, including a trail for persons with disabilities; improve fisheries habitats, and rehabilitate trails, campgrounds and other recreation resources.

Trail Construction will include the following trails: A five mile hunting trail with blinds for people with disabilities will be constructed on the Oconee National Forest. Twenty six miles of horse trails in the Upper Chattahoochee River Recreation Area will be constructed. Eight additional miles of new trail will be built on the Brasstown District.

Trail Maintenance will take place a variety of trail types including foot, bike, ATV, OHV and horse trails. Trails ranging from development levels 1 through 5, as well as National Recreation trails and the Appalachian Trail. A National Scenic Trail is included in this project also.

Recreation Facilities Construction and Maintenance will include rehabilitating all campsites in Lake Russell Recreation Area and rehabilitate 30 dispersed campsites in the Upper Chattahoochee River Recreation Area. Members will construct picnic tables, install lantern posts and fire grills, spread gravel on impact zones, repair and paint buildings, construct retaining walls and a variety of other jobs involved in campground maintenance on the Tallulah, Chattooga, Chestatee, Brasstown and Oconee Districts.

41

Wildlife habitat improvements and rehabilitation on 20 acres of game food plots in the Lake Russell Game Management Area and the Chattahoochee River Game Management Area. Members will also construct linear openings, construct, maintain and install a variety of song and game bird nesting boxes as well as bat boxes.

Fisheries habitat improvement will take place on trout streams in Chattahoochee Game Management area, the Lake Russell Game Management area and other streams on the Tallulah, Chattooga, Chestatee, Brasstown and Oconee Districts. Fish structures will be constructed.

C. How will you measure the quality of these activities?

The field staff of all SCA programs receive a high level of training to insure that all work projects performed for SCA agency partners are completed to meet or exceed agency specifications. AmeriCorps members will receive work skills training to perform the work projects. Team leaders will give daily guidance and assess project quality daily, weekly and monthly. The project leader will work closely with the Chattahoochee-Oconee National Forest staff to ensure all projects meet specifications.

D. By what standard will you gage success?

The quality and standard of success will be a joint effort involving SCA, Forest Service and the public. All SCA programs are evaluated in writing by participants, field staff, supervisors and agency coordinators. Site visits by Forest Service and SCA management will be continuous. An annual team review of overall program administration and structure will be made. The normal Forest Service standards that we use for all projects will gage the success of the projects.

E. How may individuals will receive the benefit of the work your members perform?

The Chattahoochee-Oconee National Forest is located within a one to two hour drive from Atlanta. More than 12 million people visit the Forest each year. The two visitor centers annually receive international visitors from as many as 40 foreign countries. The number of both domestic and international visitors are expected to skyrocket during the summer of 1996 due to the Olympics being held in Atlanta. The enhancement of recreation facilities will provide these individuals a enjoyable experience at the same time providing benefits to local communities by increased tourism trade.

SUMMARY PAGE

The Chattahoochee-Oconee AmeriCorps Conservation Corps (COACC) will be operated by Student Conservation Association (SCA), in partnership with the Chattahoochee-Oconee National Forests. The COACC will engage the 25 full-time National Service members, of diverse geographic, racial/cultural, and educational backgrounds. Through its endeavors the COCC will promote

418

productive adulthood by providing youth the highest quality of public service opportunities in natural resource management.

COACC will meet Georgia's critical environmental needs by providing the highest quality public service in natural resource management, environmental protection, recreation development, and conservation. The COACC members will conserve and restore Georgia's environmental treasures by implementing physical improvements and services for maximum use and minimum impact on Georgia's watershed, fisheries, wildlife and recreational resources. The work of the COACC will achieve direct and demonstrable benefits for Georgia's environmental health, tourism, recreation and agriculture.

The COACC will begin October 1, 1995. The COACC will deploy 3 teams with one work leader each to repair and develop recreational trails, improve fisheries habitats, conserve water resources, develop a trail for persons with disabilities, and restore camping and recreational resources. In addition, the youth will be provided with comprehensive career services and on-going training to enhance their long-term employability. A project leader and an assistant project leader will provide overall direction and act as on-site liaison to forest staff. The assistant project leader will also be an AmeriCorps member.

SCA will direct all work, training and administrative functions for the COACC. SCA will provide the liability and health insurance, workers compensation, child care, and 15% in-cash matching funds for members' stipends. SCA will provide on-going coordination with members and the Corporation for National Service.

SCA will be responsible for recruitment, program implementation and follow-up services for members. Georgia youth between 17-25 will be recruited from the counties of Banks, Dawson, Fannin, Habersham, Lumpkin, Rabun, Stephens, Towns, Union, White, Greene, Jasper, Morgan, Oconee, Oglethorpe, and Putnam to perform work on the Chattahoochee-Oconee National Forest.

COLLABORATION

The Chattahoochee-Oconee National Forest selected the Student Association (SCA), through the competitive process to be our third-party.

Supplemental Funding Sources

SCA programs are funded in part through a cost-share arrangement between public and private agencies and the Association. Funding from cooperating agencies is provided on a fee-for-service basis. SCA raises its share of the cost through contributions from foundations, corporations, and its individual members. With its major federal partners, SCA operates under the terms of national cooperative agreements. Over 300 corporations and foundations contribute to SCA.

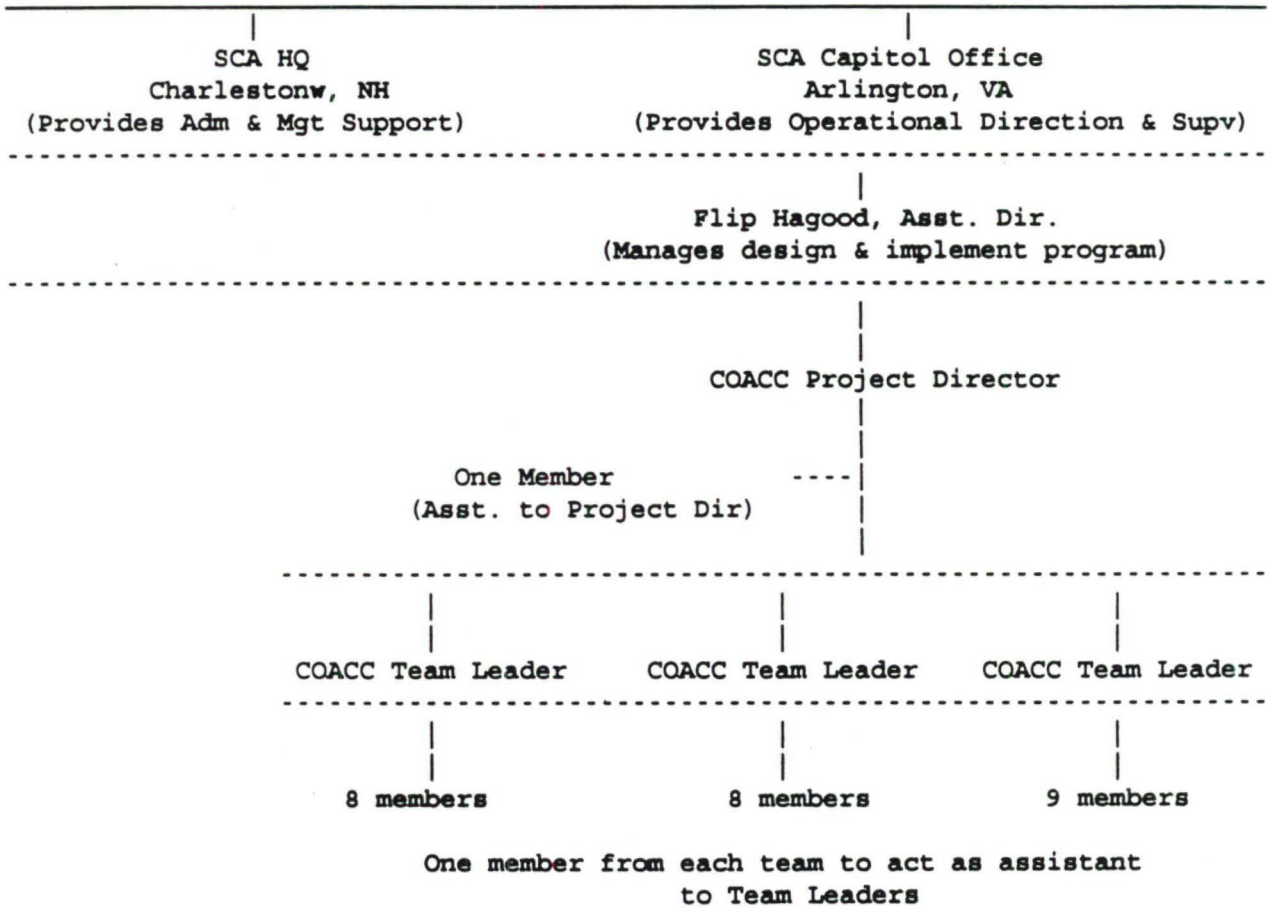
SCA will also seek corporate and foundation support specific for the COACC. This funding comes from both local and national corporations.

ORGANIZATIONAL CAPACITY

The Student Conservation Association (SCA) is a national, nonprofit organization dedicated to the conservation of America's natural resources and the environmental education of its youth. Since its beginning in 1957, the Association has become the country's oldest and largest provider of conservation volunteers. During the past thirty-seven years, over 22,000 SCA volunteers have participated in SCA programs, which are conducted in partnership with the National Park Service, the USDA-Forest Service, the U.S. Fish and Wildlife Service; the Bureau of Land Management, the National biological Service, and many state, municipal and private resource management agencies.

Proposed Staffing Methodology

COACC TEAM



RECRUITMENT PLAN

Participant Profile

Participants will be selected from an applicant pool generated by incorporating the Corporation for National Service recruitment system with local recruitment sources such as schools, youth organizations, and community organizations. SCA will seek to create a diverse applicant pool of 4 applicants for each position available. The program will be gender balanced and target individuals 17 and older from various socio-economic backgrounds concentrating on local youth in Georgia. Program staff will comprise a group of talented, diverse and experienced youth leaders trained in natural resource management. Specialized skill training and emergency medical training will be provided by SCA.

Recruitment Strategy and Philosophy

SCA currently uses a multimedia approach to recruit participants. As part of the recruitment strategy, SCA relies on a network which includes teachers and administrators from area schools. In addition, SCA has particular expertise in Georgia schools where staff members have had a direct, in-class recruitment and educational presence for several years. In seeking participants for COACC, SCA will use its existing network of Georgia teachers and administrators who are familiar with SCA programs. In addition, to enhance relationships with the targeted communities, SCA's recruiting staff will visit schools and community organizations, speaking about the COACC. SCA experience has proven that such personal visits are the most effective means by which to recruit students and prepare them for the program. SCA will work with local District Rangers to recruit and identify skilled youth. SCA will distribute program flyers, press releases, applications and make use of public service T.V. and radio to announce available opportunities.

Recruitment Time Line:

April 17, 1995	Launch crew leader and member recruitment campaign
April - June, 1995	Recruitment visits and interviews
July 7, 1995	Deadline for applications & start date for project leader
July 10-21, 1995	Final Interviews
July 28, 1995	Deadline for acceptance and declination for members and crew leaders

DETAILED WORKPLAN AND MILESTONE SCHEDULE

NOTE: All of these projects will be on various Districts which include Tallulah, Chattooga, Chestatee, Brasstown and Oconee

A. Trail Construction and Maintenance

Members will be involved in construction of new trails and maintenance of existing trails. A variety of trail types including foot, bike, ATV, ORV and horse trails will benefit from this work. Trails ranging from development levels 1 through 5, as well as National Recreation trails and the Appalachian Trail and a National Scenic Trail are included in this project. Members will build 26 miles of horse trails in the Upper Chattahoochee River Recreation

Area, a five mile hunting trail with blinds for people with disabilities and 8 miles of new trail construction on the Brasstown Ranger District.

The objectives of this work are to protect the natural resources, enhance visitor access and outdoor education, and create or improve accessibility for people with disabilities.

Participants will learn how and why trails are maintained/constructed to a certain standard and how these standards meet the above objectives. Participants will learn how hydrology, soils, and topography interact and how potential problems, such as erosion, from these natural forces are addressed through trail design and location. Carpentry skills will be learned or enhanced through the construction of foot bridges and observation decks. Members working on the trail for people with disabilities will broaden their experience in dealing with the needs of this group. This project will be overseen by a recreation/trail professionals. Participants will be working closely with the trails and engineering technicians.

TRAIL CONSTRUCTION EBLI IS CNTR AND APPROXIMATELY 29 OR MORE ACRES WILL BE ACCOMPLISHED

TRAIL MAINTENANCE EBLI IS NFRM AND APPROXIMATELY 100 OR MORE ACRES WILL BE ACCOMPLISHED

TOTAL HOURS: 18,360

DATES: November 1, 1995 - June 30, 1996

B. Wildlife Habitat Improvement

Participants will be involved in the construction, maintenance and installation of a variety of song and game bird nesting boxes as well as bat boxes. The objective of this work is to enhance the habitat and populations of Georgia's native and migratory birds and bats, some of which are categorized as protected, endangered, threatened or otherwise in danger of becoming extinct. Participants will learn about habitat requirements and nesting requirements of the various bird and bat species found on the National Forest and dependent on the Chattahoochee-Oconee National Forest for survival.

Participants will maintain wildlife openings by burning, mowing, seeding, fertilizing, etc. These plots are located in the Lake Russell Game Management Area, the Chattahoochee River Game Management Area and other areas on the Chattooga, Tallulah, Brasstown, Chestatee and Oconee Districts.

AmeriCorps participants will work along with agencies such as Dept. of Natural Resources under our Co-op Agreement. By working on habitat improvements with other agencies it will provide broad range experience for participants.

EBLI IS NFWL AND APPROXIMATELY 70 ACRES OR MORE WILL BE MAINTAINED AND UNKNOWN HOW MANY NESTING BOXES WILL BE CONSTRUCTED AND INSTALLED.

TOTAL HOURS: 3,060

SCHEDULED DATES: January 15 - May 15, 1996

C. Fisheries Habitat Improvement

Participants will be involved in the construction, maintenance and installation of fish structures in the cold water streams managed for several species of trout. The objective of this work is to enhance the habitat for not only trout but the many other fish and aquatic organisms that inhabit the cold water streams of North Georgia. Habitat improvements implemented at Dockery Lake and other streams will expose participants to a different type of fisheries and aquatic habitat. Participants will learn about these habitats and why the improvements are beneficial. They will also learn about hydrology, soil dynamics (sedimentation), fisheries biology and how these interact. Projects will be overseen by a Zone Wildlife Biologist, Forest Fisheries Biologist, Forest Hydrologist and District Fisheries Technicians.

Projects will take place on trout streams in Chattahoochee Game Management area and the Lake Russell Game Management Area. Work will also take place on other streams on the Brasstown, Chattooga, Chestatee, Tallulah and Oconee Districts.

EBLI IS NFIF AND APPROXIMATELY 55 PLUS ACRES WILL BE MAINTAINED AND NUMEROUS FISH STRUCTURES WILL BE CONSTRUCTED.

TOTAL HOURS: 680
SCHEDULED DATES: October 15 - November 30, 1995

D. Recreation Construction and Maintenance

Participants will be involved in the construction and maintenance of outdoor recreation facilities in developed campgrounds and picnic areas as well as sites dispersed throughout North Georgia. The objective of this work is to provide the opportunities for a variety of safe outdoor recreation experiences for visitors, tourists, and residents while protecting the natural resource. Participants will be involved in helping to maintain existing facilities to standard and learn why these standards are necessary to enhance the visitors experience and safety while protecting the natural resources from degradation. They will construct picnic tables, install lantern posts and fire grills, spread gravel on impact zones, repair and paint buildings, construct retaining walls and a variety of other jobs involved in campground maintenance.

Participants will also be constructing dispersed campsites near streams where heavy camping has degraded streamside zones to the point that areas are devoid of vegetation causing stream sedimentation and degradation of water quality. Participants will learn about soils, hydrology and erosion and how the design and proper placement of these designated campsites will enhance the campers experience, return vegetation to these critical areas and ultimately enhance water quality.

Work in both developed and dispersed areas will be overseen by the recreation, soil and water and fisheries professionals.

EBLI IS NFRM AND IT IS ESTIMATED THAT AMERICORPS MEMBERS WORK ACCOMPLISHED IN RECREATION AREAS WILL HELP US MEET OUR PAOT MAR TARGETS BY ENHANCING THE RECREATION AREAS.

TOTAL HOURS: 11,900
SCHEDULED DATES: October 15, 1995 - June 30, 1996

BUDGET NARRATIVE

A. PARTICIPANT SUPPORT COST

Includes funds for curriculum development, orientation training, speakers, field trips, participant handbooks, conferences, career services, SCA Work Skills training and environmental education.

B. STAFF

Includes funds for compensation and benefits for one Project Director and three project supervisors. There will also be one position to be the Assistant to the Director who will be an AmeriCorps Member, but funds for this position are included in Section F, Other Participant Support Costs.

C. OPERATIONAL

Includes funds for SCA and COACC staff travel, three vans and one administrative vehicle plus gas, safety equipment including cellular phones, beepers and access to SCA's emergency response system, office supplies and equipment, telephone, printing and postage expenses, recruiting expenses including travel associated with school visits, press releases and flyers, first aid supplies, field and camping equipment, and project tools and equipment.

D. INTERNAL EVALUATION

Includes funds for written materials to participants, Forest Service coordinators, and project supervisors, the development of individual participant portfolios, and SCA staff assessment costs. Cost are based on evaluation dollar levels as stipulated in SCA's National Cooperative Agreement with the U.S. Forest Service.

E. ADMINISTRATION

Based on the AmeriCorps regulation from the last fiscal year that administrative costs be capped at 5% of the total of budget categories A-F.

F. OTHER PARTICIPANT SUPPORT COSTS

Based on the AmeriCorps regulation from the last fiscal year that applicant organizations provide 15% of the living allowance, FICA and Worker's Compensation, and health care insurance in cash. SCA will obtain the later through the National Association of Service and Conservation Corps (NASCC) and their health insurance coverage with Willis-Corroon.

AmeriCorps USA
Public Lands and Environment Program

Daniel Boone National Forest
London Ranger District
London, Kentucky

Fifth Congressional District

Rural Area
(Not CNCS Priority)

PROJECT START DATE:
September 10, 1995

PROJECT COMPLETION DATE:
September 10, 1996

20 Full Time Members

Bradley E. Powell
Forest Supervisor
Daniel Boone National Forest
1700 Bypass Lane
Winchester, KY 40391

Telephone: 606-745-3100
FAX: 606-744-1568
DG Address: R08F02A

TABLE OF CONTENTS

	Page
I. ABSTRACT	1
II. OBJECTIVE STATEMENT	2
III. COLLABORATION	5
IV. ORGANIZATIONAL CAPACITY	6
V. INNOVATION AND REPLICABILITY	7
VI. DETAILED RECRUITMENT PLAN	8
APPENDIX A: DETAILED BUDGET WORKSHEET	
APPENDIX B: BUDGET NARRATIVE	

I. ABSTRACT

The Daniel Boone National Forest AmeriCorps USA program will recruit 20 participants, of diverse geographic, racial/cultural, and educational backgrounds, to perform work that will benefit National Forest programs and local community projects.

Projects that AmeriCorps will accomplish include the following (revised):

NFTE- Threatened and Endangered Species habitat enhancement.	12,600 hours
NFRM- Recreation facilities construction and maintenance.	8,700 hours
NFSI- Watershed improvement.	1,900 hours
NFRM- Environmental Education.	2,000 hours
NFRM- Community and National Forest beautification.	<u>2,000 hours</u>
Total Hours of Direct Service	27,200

A typical workweek will consist of receiving instruction from Forest Service personnel on how to do the project, why the project is necessary, and project safety. After receiving this instruction, corps members will work on the project until completion under the supervision of their crew leaders and with guidance from Forest Service personnel.

The projects accomplished by AmeriCorps members will benefit both the local communities and non local users of the National Forest by the following:

- The recreation projects will help provide a superior recreation experience for forest users and would increase local revenue through increased tourism.
- The Threatened and Endangered species habitat projects provide intangible benefits by helping to sustain the viability of these species.
- The watershed improvement projects will help to maintain the high quality water produced on the National Forest.
- The Environmental Education project will help to explain ecosystems and species relationships to tomorrow's users of the National Forest.
- The Community and National Forest Beautification projects will foster good working relationships between diverse groups and organizations and will help individuals to take pride in their community.

AmeriCorps members will be recruited from urban and rural areas by news releases, recruitment announcements at universities and vocational schools, and job services organizations. Announcements will stress that AmeriCorps is a service program open to all applicants regardless of race, sex, age, education, or physical ability.

The AmeriCorps staff will be recruited from Forest Service personnel who have an interest in working with Human Resource Programs. The Camp Director position will require an individual with organizational skills and experience. In order to give AmeriCorps members a broad understanding of natural resource management and different ecosystems, Field Supervisors will be recruited from personnel with different educations, backgrounds, and work experience.

Partners identified for this proposal include Laurel, Rockcastle and Rowan County Governments, Kentucky Department of Adult Literacy, Laurel County Board of Education, Kentucky Highlands Investment Corporation, Eastern

Kentucky University, Kentucky Department of Fish & Wildlife, The Nature Conservancy, and the Whitley and Laurel County Tourist Commissions.

II. OBJECTIVE STATEMENT

Our objectives are as follows:

- To perform work that will conserve, restore, and sustain natural habitats for Threatened, Endangered, and Sensitive species.
- To maintain, improve, and construct recreation facilities to benefit users of the National Forest System.
- To assist the local communities through involvement in environmental education outreach and community beautification projects.
- To assist in restoring natural beauty in the National Forests and assist in disaster recovery efforts and fire suppression when requested.

COMPONENTS OF OBJECTIVE STATEMENT

A) What work will be done? What service will your members engage in?

Members will work in support of Threatened and Endangered Species habitat enhancement and evaluation on the London, Somerset, and Stearns Ranger Districts for Red-Cockaded Woodpecker and Blackside Dace. The work would include the following:

- Prescribed burning will be done on 6,000 acres on the London, Somerset, and Stearns Ranger Districts to maintain, and increase suitable Red-Cockaded Woodpecker habitat by removing undesirable vegetation and to maintain an open stand to facilitate foraging.
- Surveys will be conducted on 4,000 acres on the London, Somerset, and Stearns Ranger Districts to determine unlocated Red-Cockaded Woodpecker colonies, potential new colony sites, new colony sites established by juvenile females leaving existing colonies, suitable habitat, and habitat enhancement needs.
- Artificial Red-Cockaded Woodpecker cavities will be placed at suitable locations on the Stearns Ranger District to prepare sites for juvenile females leaving the existing colonies.
- Surveys will be conducted on streams on the London, Somerset, and Stearns Ranger Districts that are known to contain populations of Blackside Dace. The data collected will establish the habitat needs of Blackside Dace and will be used to evaluate the potential of other streams to have populations of Blackside Dace.

Members will assist in other wildlife support projects, including the following:

- Stocking trout in designated streams (London and Stearns Districts).
- Prescribed burning will be done on 200 acres to benefit wildlife on the Stanton District.

Members will assist in recreation facility projects, including the following:

- A section of the Sheltolee Trace National Recreation Trail, 4 miles in length, will be constructed in the Milburn Hollow area (London District).

- A two mile section of the Sheltoewe Trace National Recreation Trail will be reconstructed (Stearns District).
- Two timber bridges, 30 feet in length, will be constructed, one on Clifty Trail at Sawyer Campground (Somerset District), and one on the Sheltoewe Trace National Recreation Trail over Whitman Branch (London District).
- One mile of loop trail will be rehabilitated and two sets of steps will be reconstructed at Alpine Picnic Ground (Somerset District).

AmeriCorps members will assist in watershed improvement projects, including the following:

- Stabilize 1/2 mile of shoreline on Cave Run Lake on the Morehead Ranger District.
- Maintain existing dams on the Stanton Ranger District by removing woody vegetation that could cause the dam to fail.

Members will work in community outreach projects, including the following:

- AmeriCorps members will help to expand the Cold Hill School Environmental Education Pilot Project to other schools. Members will assist with both classroom and outdoor environmental education programs (London District).
- Members would remove numerous household waste dump sites that exist around the Redbird Ranger District.
- Corps Members would assist with Laurel Lake Cleanup, a Federal Lands Cleanup Day activity jointly sponsored by the Forest Service and local communities (London District).
- Members will assist with National River Cleanup Week activities, including Rockcastle River Cleanup and Cumberland Falls State Park Cleanup.
- Members will assist in local community enhancement activities, including Laurel County, Rockcastle County, and Rowan County Cleanup Days.

B) What is the hoped for result of the activities described above?

It is hoped that the projects completed by the AmeriCorps enrollees will result in:

- Improved habitat for the Endangered Red-Cockaded Woodpecker.
- Critical resource data being collected for improved evaluation and management of Proposed, Endangered, Threatened and Sensitive wildlife and aquatic species.
- Improvements in the quality of recreation facilities, and in turn, the quality of National Forest visitors' experiences.
- Fostering good working relationships and partnerships with communities, organizations, special interest groups, and private individuals, by working together as teams to accomplish the required objectives.
- School children gaining environmental awareness and interest, as an outcome of environmental education programs.

- Enhancement of AmeriCorps members' skills, abilities, and attitudes, including: collaborative working skills; communication and leadership skills; positive attitude and work ethic; independent thinking and self-directed learning; a land-use conservation ethic and stewardship awareness; technical skills; and a sense of community service and citizenship.

C) How will you measure the quality of these activities?

Most activities will be measured against established and approved standards. Program managers will review all activities in progress, focus on objectives, and re-direct activities as necessary. Line Officers will be responsible for accepting the quality of work accomplishments, and will hold members accountable as part of their performance expectations. Pre-tests and post-tests will be used to help determine the success of environmental education programs.

D) By what standard will you gauge success?

Success will be determined by completion of projects in a timely manner, per established standards for quality.

E) How many individuals will receive the benefit of the work your members perform?

The Daniel Boone National Forest is located within a six hour drive of 23 million people. The forest hosted an estimated 5,278,000 visitors in FY 1992. The enhancement of recreation facilities will benefit these individuals by providing a more enjoyable recreation experience, and benefit the local communities by increasing and enhancing the tourism trade.

640 school children will be involved in environmental education programs with the help of AmeriCorps enrollees.

III. COLLABORATION

Name of Contributor	Type of Organization	Contribution
Kentucky State Department of Adult Education and Literacy	State	High School Equivalency - GED
Board of Education Laurel County	County	Environmental Education Cold Hill Pilot Project
Kentucky Highlands Investment Corporation	State	Community Service Projects
Eastern Kentucky Univ.	State	Environmental Education
Kentucky State Department	State	Environmental Education

of Fish & Wildlife		Project Wild Workshop
Tourist Commission Laurel & Whitley Counties	County	Community Service Projects
The Nature Conservancy	Non-Profit	Environmental Education
County Governments Laurel, Rockcastle, & Rowan Counties	County	Community Service Projects

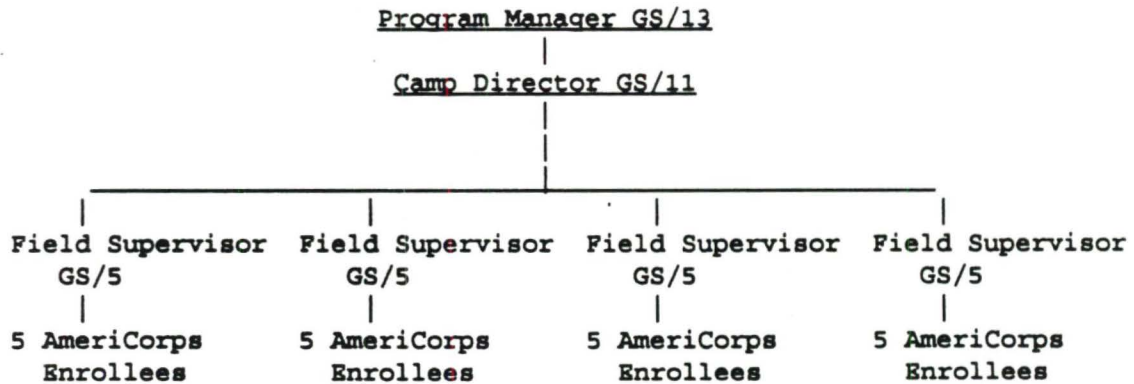
IV. ORGANIZATIONAL CAPACITY

The Daniel Boone National Forest has had significant success and experience in operating human resource programs. The Forest now operates two (2) residential Job Corps Centers. The Forest in the past has successfully operated residential Youth Conservation Corps Camps and Young Adult Conservation Corps programs. The Forest currently administers a large Senior Community Service Employment Program and hosts several other human resource programs (Summer Youth Employment and Federal Prison Crews).

Enrollees will receive approximately eight hours of training per week over the course of the program. Training goals will be to give enrollees a broad understanding of natural resource management and the environment. A GED program provided by local adult education services will be made available to those enrollees without a high school diploma.

The AmeriCorps camp will be non-residential, operating 5 days a week, from 8:00 a.m. - 4:30 p.m. daily. This camp will be a Forest level project. The program manager will be the District Ranger. The participants will be supervised by a qualified staff.

The following is a chart of the organization:



V. INNOVATION AND REPLICABILITY

This project will explore several innovations related to education, and community service. These concepts were developed as a result of our unique situation and may or may not be able to be used by programs in other areas.

A) Educational Sharing

Enrollees will be working with professionals in the field of resource management. Through this process, as well as a formal training program, they will be learning how resource management can improve our forests. They will then have an opportunity to share their experiences with others by acting as group leaders for an environmental education pilot project. That project began last year with one school. The use of AmeriCorps members will allow the Forest Service to expand this much needed program to other local schools. Trained volunteers will continue the program if and when AmeriCorps assistance is no longer available.

The enrollees will also be sharing with each other. Enrollees with advanced degrees will be expected to donate time to assist others who are working on attaining their GEDs. The Kentucky Department of Adult Education and Literacy has assured us that students will be able to continue work on their GEDs during the time that the camp is closed.

Participants will be working with a prison crew from the federal correctional institution in Manchester, KY on several projects. This will provide enrollees with a chance to learn from the prisoner's unique experiences within the prison community. All members of the work crew are screened and closely supervised.

B) Community Involvement

While the Forest Service has always been involved in the affairs of the community, the AmeriCorps program will allow the agency to take a more active role in these activities. AmeriCorps members will be involved in several community clean-up and beautification projects. Most of these community projects are on going.

VI. RECRUITMENT PLAN

The recruitment plan for this project will be designed to meet three primary objectives. Following is a summary of those objectives and the means by which they will be achieved.

A) Locate and enroll participants that have a strong desire to serve the community.

- 1) All recruiting announcements will stress that this is a SERVICE PROGRAM and that participants are making a commitment for a specific period of time.

- 2) The interview process for prospective candidates will include a discussion about what the applicant believes he or she will be able to contribute to the community.
- 3) All reference to reimbursement will stress that participants will receive stipends and grants; not salaries.

B) Locate and enroll participants with diverse backgrounds.

Recruitment efforts will emphasize the fact that the AmeriCorps program is open to all regardless of their race, gender or income. Candidates with physical disabilities will be evaluated solely on their ability to accomplish the work that needs to be completed. Enrollees who need to relocate for the program will be given information on local housing.

1) **Geographic Diversity** will be achieved by:

using statewide print and electronic media to recruit potential enrollees from Tennessee and Kentucky.

using the national recruitment pool to locate potential enrollees.

using the job services in Tennessee and Kentucky to advertise the program.

2) **Racial/Cultural Diversity** will be achieved by:

recruiting from both rural areas and large urban areas such as Lexington, Louisville, and Northern Kentucky (Cincinnati).

sending recruitment announcements and press releases to print and electronic media that target minority audiences in Lexington, Louisville, Cincinnati, and Knoxville.

sending recruitment announcements to colleges, universities and vocational schools throughout Kentucky.

making sure that organizations and agencies that work with minority populations are aware of the program. These will include but are not limited to the Lexington Urban League, Lexington Micro-city Government, Mayor's Training Center in Lexington, and Louisville Equal Opportunity Commission.

3) **Educational Diversity** will be achieved by:

sending recruitment announcements to both colleges and vocational schools.

publishing recruitment announcements in the state Department of Education adult education newsletter. This publication reaches GED teachers throughout the state.

making sure that the program provides a continuing education plan that takes into account each participant's current level of education.

C) Recruit and enroll participants with the skills needed to accomplish the job.

Due to the nature of the work that is to be accomplished, it will be necessary to recruit individuals that either have, or are capable of acquiring, skills related to the outdoors, construction, education and resource management.

- 1) The type of work that enrollees will be involved in will be discussed during the interview process and candidates will be rated on their willingness to learn new skills.
- 2) Recruitment announcements will be sent to colleges and trade schools that have curriculums related to the above areas of expertise.
- 3) Trade and professional organizations will be made aware of the AmeriCorps program.

Recruitment Time Line:

APRIL 15, 1995	Begin internal recruitment for Camp Director position
JUNE 1, 1995	Director hired
JUNE 15, 1995	Begin recruitment of enrollees and staff
AUGUST 1, 1995	All staff and field supervisors hired Begin interviews for AmeriCorps members
AUGUST 15, 1995	AmeriCorps members selected

VII. WORKPLAN AND MILESTONE SCHEDULE

A) Threatened and Endangered Species Projects

1) Red Cockaded Woodpecker

Surveys will be conducted on 4,000 acres on the London, Somerset, and Stearns Ranger Districts to determine unlocated RCW colonies, new colony sites from relocated juvenile females, suitable habitat, and habitat enhancement needs. Survey would consist of running transects through pine and pine/hardwood stands looking for indicators of RCW activity.

6,400 Hours

Scheduled dates: May 1 - June 30, 1996.

Prescribed burning will be done on 6,000 acres on the London, Somerset, and Stearns Ranger Districts to maintain, and increase suitable habitat by removing undesirable vegetation and to

757

maintain an open stand to facilitate RCW foraging. Corps Members will construct hand firelines at pre determined locations and assist in holding operations during helicopter ignition burning. Corps Members may also assist with burning on smaller areas.

5,000 Hours

Scheduled dates: March 15 - April 30, 1996.

Artificial cavity placement will be done on the Stearns Ranger District to prepare sites for juvenile females leaving existing colony sites. Few of the large Short-leaf pines present in the RCW habitat have heart rot, which makes it difficult for the RCW to develop their own cavities. Corps Members will transport equipment to and from the selected tree and assist in installing the artificial cavity.

400 Hours

Scheduled dates: October 15 - November 1, 1995

2) Blackside Dace

Surveys will be conducted on streams on the London, Somerset, and Stearns Ranger Districts that are known to contain populations of Blackside Dace. AmeriCorps Members will take measurements of stream width, depth, water temperatures, bank vegetation, stream structure, and other pertinent data. The information collected will be used by the Forest Fisheries Biologist to determine blackside dace habitat requirements. Using the developed habitat requirements, the Fisheries Biologist will analyze future stream surveys to determine if the stream has the potential to contain Blackside Dace. If analysis indicates that the stream may contain Blackside Dace, the Fisheries Biologist will schedule it for electro-sampling.

800 Hours

Scheduled dates: October 1 - October 30, 1995

B) Recreation Facility Construction/Reconstruction

1) Sheltowee Trace Relocation

The Sheltowee Trace National Recreation Trail was named for Daniel Boone who gained the name Sheltowee or "Big Turtle" after being captured by the Shawnee Indians in 1778. Chief Black Fish adopted Boone and named him "Sheltowee". The Trace follows some of the trails Boone used while exploring Kentucky. Some of the current locations of the Sheltowee Trace NRT are on secondary roads and need to be relocated from these roads in order to create a more challenging experience and to bring sections up to standard.

AmeriCorps Members will relocate and construct segments of the Sheltowee Tract NRT currently located on roads on the London and Stearns Ranger Districts. The work would consist of using hand tools to remove vegetation and constructing the trail according to typical sections.

The segment on the London Ranger District is located adjacent to Wildcat Mountain and would remove 2 miles of the Sheltoewe Trace from county road 737. The new location would be within Milburn Hollow, between County Road 736 and Happy Hollow. Approximately 4 miles of trail would be constructed.

The segment on the Stearns Ranger District is located between the Tennessee line and Great Meadow Campground. Segments within this 4 mile section would be reconstructed to bring them up to standard. Approximately 2 miles of trail would be reconstructed.

7,200 Hours

Scheduled Dates: July 1 - August 31, 1996

2) Trail Bridge Replacement

AmeriCorps Members will construct trail bridges on the Clifty Trail on the Somerset Ranger District and on the Sheltoewe Trace NRT across Whitman Branch on the London Ranger District. Work would consist of removing the existing bridge, transporting bridge material to the site, and constructing the bridge using standard plans. Bridge stringers will consist of 3 laminated pressure treated southern yellow pine 3" X 12" with an estimated weight per stringer of 300 pounds. All wood would be pressure treated southern yellow pine.

800 Hours

Scheduled Dates: August 1 - August 15, 1996

3) Developed Site Rehabilitation

AmeriCorp Members will replace the steps to the toilets in Alpine Picnic Ground. The work would consist of removing the existing steps, transporting material to the site, and constructing steps according to standard plans. In addition, heavy maintenance of the trail system will be conducted. The heavy maintenance would consist of brushing, cross ditch maintenance, and tread rehabilitation.

800 Hours

Scheduled Dates: August 15, 1996

C) Environmental Education

The London Ranger District is currently developing and implementing a natural resources education curriculum for 640 fourth grade students enrolled in the Laurel County School System. The curriculum is being developed with and tested on three classes of fourth grade students at Cold Hill Elementary School. The programs include the relationship of plants and animals with their habitat, basic plant physiology, and how to identify plants and animals.

AmeriCorps members will be used to expand the Cold Hill Pilot Project to other schools. Members will assist with both classroom and outdoor environmental education programs. They will be involved in teaching and program development. As outdoor leaders they will be responsible

for a group of 6-10 students. They will help the students complete learning tasks as outlined in a detailed lesson plan.

2,000 Hours

Scheduled Dates: October 1 - November 30, 1995
March 1 - September 10, 1996

D) Community Enhancement

Corps Members would remove numerous family dump sites that exist on the Redbird Ranger District. Historically local families have disposed of household waste by dumping it in remote areas. These dump sites have since been acquired by the National Forest and should be removed to increase the quality of water being produced on the National Forest.

800 Hours

Scheduled Dates: November 15 - November 30 (Redbird)

Corps Members would assist in removing trash from the shoreline of Laurel River Lake, the Cumberland River, and the Rockcastle River to maintain their scenic beauty and reduce potential degradation of the water quality.

1,200 Hours

Scheduled Dates: To Be Scheduled

E) Watershed Improvement

Corps Members would help stabilize 1/2 mile of shoreline on Cave Run Lake on the Morehead Ranger District. The work would consist of hand placing rip rap at pre-selected points along the lake shore where recent high water and wave action has undercut the banks. This work will help to maintain Cave Run Lake's high quality water.

1,100 Hours

Scheduled Dates: August 15 - August 30, 1996

Corps Members would maintain existitng dams on the Stanton Ranger District. The work would consist of using hand tools to remove woody vegetation that could cause the dam to fail. This work is necessary to protect water quality.

800 Hours

Scheduled Dates: August 15 - August 30, 1996

APPENDIX B
Budget Narrative

1) PARTICIPANT SUPPORT COSTS

a) Training and Education

Training will be provided by 1) Forest Service professionals and technicians 2) community specialists and 3) local agencies providing adult education and GED services.

b) Uniforms

Costs include uniforms, boots, hardhats, eye protection and gloves. Other specialized safety equipment will be provided by the benefiting project.

2) STAFF

Staffing needs funded by Forest Service matching funds are shown on the detailed budget worksheet. Personal benefits and training are included in the staffing costs estimates.

3) OPERATIONAL

a) Travel

Reflects per diem travel cost for the Program Manager and Camp Director at \$1000/ea = \$2000.

b) Transportation

Four each crew carrying vehicles - 6 passenger pickups.

FOR - \$251/mo x 9 mo = 2259 x 4 = 9040

EOR - \$.12/mi x 9 mo mi = 1080 x 4 = 4320

One each administrative vehicle

FOR - 200/mi x 10 mo = 2000

EOR - \$.10/mi x 10 mo mi = 1000

\$16360

c) Supplies

-Project Supply/Tools

All project supplies and tools will be provided by the District benefiting from the project.

d) Building Renovation

Renovate Baldrock Conservation Camp Administrative Office to meet administration needs of the Camp Director @ \$1200.

e) Utilities

The following are estimated utility costs for the Baldrock Conservation Camp. 15% of the total utilities will be attributed to AmeriCorps.

Telephone

Electric (Jackson Co RECC)) 1200/mo x 12 x .15 = \$2160

West Laurel Water

Garbage Service

f) Communications

Five ea mobile radios @ 500 ea = \$2500

g) Postage

\$23 postage/enrollee x 20 enrollees = \$460

4) INTERNAL MONITORING

\$100/enrollee x 20 = \$2000

5) ADMINISTRATION

Computer for Baldrock Conservation Camp \$1500
terminal, keyboard, printer, modem

Copy Machine 600

Office Supplies 1000

FAX Machine 600

Miscellaneous costs 5000

\$8700

NATIONAL FORESTS IN NORTH CAROLINA
AMERICORPS
FULL PROPOSAL REVISED
FY 1996

PROJECT TITLE: Natural Environment Ecosystem Management

ADDRESS: National Forests in North Carolina
P.O. Box 2750
Asheville, North Carolina 28802

LOCATION OF PROJECTS: Projects will be located on selected Ranger Districts located on the National Forests in North Carolina.

CONGRESSIONAL DISTRICT: 11th Congressional District

ADDITIONAL DISTRICTS: 1st Congressional District, 3rd Congressional District, 5th Congressional District, 7th Congressional District, 10th Congressional District

PROJECT: Rural and Urban

CNCS PRIORITY AREAS: The counties in which these Districts are located suffer unemployment rates higher than the national average, with Graham County experiencing a 24% unemployment rate.

PROJECT START DATE: September 5, 1995

PROJECT COMPLETION DATE: September 30, 1996

FULL-TIME MEMBERS: 30

PART-TIME MEMBERS: 0

PERSON SUBMITTING PROPOSAL: Fred Foster

ADDRESS: P.O. Box 2750
Asheville, North Carolina 28802

TELEPHONE NUMBER: 704/257-4262

FAX NUMBER: 704/257-4804

DG ADDRESS: F.Foster:R08F11A

OBJECTIVE STATEMENT

The National Forests in North proposes an Americorps program that will include 30 full-time members. The selected members will perform projects on public lands to conserve, restore, and maintain habitats within various ecosystems. To construct, refurbish, and improve recreational facilities including picnic sites, camp sites, trails, access points, and other projects that will significantly benefit the users of public lands (National Forests, National Parks, and city and county government public lands). The members will perform projects that will improve the habitat for Threatened, Endangered, and Sensitive species. They will assist in improving forest health and maintaining forest ecosystems by thinning, planting, and restoration. The members will assist in forest firefighting on an as-needed basis and other crucial efforts as requested. Our program will offer these members an opportunity to receive an environmental education.

Through this program, we will improve the quality of the experiences our recreational visitors receive while visiting our National Forests. Many of our facilities are in need of repair and refurbishing. Our program will teach our youth a sense of volunteerism, pride, and community spirit. It will also help these young people to understand the impact that more than 39,000,000 visitors have on the National Forests in North Carolina and our facilities each year. We will develop greater working relationships with the private sector, volunteer groups, and special interest groups.

The work accomplished by these Americorps members will benefit millions of forest users, local communities, adults and children through the use of recreational facilities, such as, picnic areas, camp sites, historical sites, hiking trails, bike trails, ORV trails, and wilderness areas. These members will be able to return to these sites at a later date, after their Americorps service, to see the benefit of their service and the enjoyment provided to millions of forest visitors.

The program will also generate increased income to local communities by attracting more visitors with the improved facilities and through the additional expenditures of member salaries.

Members will perform approximately 51,000 hours of work and training during the coming year. Members, with the assistance of their educational grant, will have an opportunity to pursue their GED, attend college, or even technical school. In many instances, this will be the only opportunity some of these young people may have to obtain a chance for higher education.

Our project list includes:

1. TRAIL CONSTRUCTION

Crews will construct 35 miles of trail through various terrains.

Construct 35 miles of trail CNTR Hours of Work - 14,200

- 2. **TRAIL MAINTENANCE**
Crews will perform needed maintenance on 275 miles of trail.
Maintain 275 miles of trail NFRM Hours of Work - 11,000

- 3. **RECREATION MANAGEMENT**
Crews will rehabilitate 25 campsites, construct 25 campsites, rehabilitate 40 picnic sites, repair 1,000 feet of boardwalk.
Maintain/construct 90 structures/sites NFRM Hours of Work - 1,700

- 4. **THORNBURG HOUSE - HISTORICAL SITE**
Crews will renovate the Thornburg House, which is a historical site.
Renovate 1 historical site NFRM Hours of Work - 400

- WILDLIFE HABITAT IMPROVEMENTS**
Crews will develop 24 acres for local wildlife feeding by seeding and planting desirable vegetation.
24 acres of Wildlife Habitat Imp. NFWL Hours of Work - 1,440

- 5. **LANDLINE MAINTENANCE**
Crews will rework 68 miles of landlines by scraping and painting boundary trees.
68 miles of landlines NFWL Hours of Work - 5,775

- 6. **ROAD MAINTENANCE**
Crews will clean culverts on 10 miles of Forest Service roads.
10 miles of road maintenance NFRD Hours of Work - 400

- 7. **WILDERNESS MANAGEMENT**
Crews will rehabilitate 20 campsites.
Rehabilitate 20 campsites NFWM Hours of Work - 400

- 8. **INLAND FISH OPERATIONS**
Crews will maintain 15 fish structures.
Maintain 15 fish structures NFIF Hours of Work - 200

- 9. **INLAND FISH OPERATIONS**
Crews will construct and install 25 fish structures.
Construct/install 25 structures NFIF Hours of Work - 250

- 10. **TIMBER STAND IMPROVEMENT**
Crews will provide improvements on 20 acres of young timber stands.
20 acres of timber stand improve. NFFV Hours of Work - 1,750

- 11. **REFORESTATION**
Crews will replant 55 acres.
55 acres of reforestation NFFV Hours of Work - 2,885

12. RANGE VEGETATION MANAGEMENT

Crews will measure vegetation on 20 acres of Songbird Monitoring Project.
20 acres of vegetation management NFRV

Hours of Work - 700

13. SOIL/WATERSHED IMPROVEMENTS

Crews will provide necessary soil and erosion control methods on 24 acres.
24 acres of soil/watershed imp. NFSI

Hours of Work - 2,675

14. TIMBER

Crews will complete pre-commercial thinning on 10 acres.
10 acres of thinning CWKV

Hours of Work - 550

TOTAL HOURS OF WORK:	87%	44,325
TRAINING/EDUCATION:	<u>13%</u>	<u>6,675</u>
WORK AND ALL OTHER ACTIVITIES:	100%	51,000

SUMMARY

Through the Forest Service heritage of "Caring for the Land and Serving the People", the Americorps community service program will provide vast opportunities for our young people and older adults to enhance the natural resources within the Forest, as well as, on adjoining public and private lands. The Americorps members will receive quality educational experiences and opportunities while serving in the Americorps program. We will provide the members with an initial orientation and training prior to starting work on projects. Specific training will be required throughout the program to meet the needs of the projects. The members' personal skills will be increased through additional training, which will include team work, communication, and leadership. Each Americorps member will receive formal training in safety, first-aid, CPR, and environmental awareness topics. Americorps members will receive hands-on training in forest ecology and ecosystem management.

Improving the National Forests has a positive impact on the adjoining communities since much of the tourism business in the communities is generated by the National Forests attracting visitors to the communities.

The National Forests in North Carolina is comprised of four National Forests, the Pisgah, Nantahala, Uwharrie, and Croatan. The NFNsNC covers 2,953,702 acres.

We hope to sustain the funding after Americorps thru Challenge Cost Share Agreements and community support.

Program recruitment will be through local colleges, high schools, Cherokee Indian Reservation, and local media in areas where projects are to be located.

COLLABORATION:

Much of the collaboration will be in-kind contributions from the vast number of volunteers that the National Forests in North Carolina has been able to assemble throughout the years. Not only does the Forest have one of the largest volunteer groups in the the Forest Service, but we have strong grassroots support from local communities around our Forest land.

Prospective Americorps Partners

National Forests in North Carolina	Federal, USDA	Primary Partner
Pisgah National Forest	Federal, USDA	Primary Partner
Nantahala National Forest	Federal, USDA	Primary Partner
Uwharrie National Forest	Federal, USDA	Primary Partner
Croatan National Forest	Federal, USDA	Primary Partner
Blue Ridge Parkway	Federal, USDI	Secondary Partner
Eastern Band of Cherokees		Secondary Partner
Graham County Chamber of Commerce	County	Secondary Partner

We currently have one Americorps member working with the Eastern Band of Cherokees under the Rural Development Americorps Program.

ORGANIZATIONAL CAPACITY:

National Forests Personnel Information:

The key staff on the National Forests in North Carolina that will be involved with this Americorps Program will be the Project Coordinator and 2 Manpower Development Specialists in the Human Resource Programs unit.

The Project Coordinator will oversee the entire Americorps Program.

The two Manpower Development Specialists will be working with each unit to ensure that projects are being accomplished and that training is taking place. These Manpower Development Specialists will also trouble shoot any programmatic problems that arise. These staff will also oversee the overall budget of the program.

Each Ranger District involved will plan and implement projects that have been previously listed.

Business Managers on the Districts will handle the on-site administrative tasks.

A Crew Supervisor will lead the members on all projects. He/she is responsible for the members well-being on the work-site, as well as, any training or equipment each member may need.

Forest staff, such as, Wildlife Biologists, various Recreation specialists, and Timber specialists will provide direct support and assistance to crews on a routine basis.

STRENGTHS

The National Forests in North Carolina has been involved with Human Resource Programs and volunteers for many years. We have one of the largest volunteer groups in the Forest Service. We currently have 5,839 volunteers on the National Forests in North Carolina. The Forest has also been involved with the Americorps Program this year through the Rural Development Program.

INNOVATION AND REPLICABILITY

This proposal is innovative in that it brings young people from various ethnic and socioeconomic backgrounds together to work side-by-side on public and private lands. The diversity in this group will represent a true picture of American society. This program will instill a sense of leadership, volunteerism, and community pride in each Americorps member.

BENEFITS

Members will be paid for 40 hours of work per week. Education awards will be available for those members who satisfactorily complete the one year program. Members will be selected from counties which surround the selected Ranger Districts on the National Forests in North Carolina.

LENGTH OF PROGRAM CYCLE

The program cycle is one year. Each member must perform a minimum of 1700 hours work and training.

TRAINING

Before each project, a Forest staff and the Crew Supervisor will explain the type of work to be performed, the significance of the job, and the benefit to the community. Forest personnel will teach the members forest ecology and ecosystem management techniques. The members will also receive training in chain saw operation, safety, first-aid, CPR, defensive driving, communication skills, leadership, and team work.

PROGRAM STRUCTURE

The work component will benefit the community and the entire country in the improvement of accessibility, physical appearance, beautification of public lands, and eventual increased income.

EVALUATION/MONITORING ACTIVITIES

The Project Coordinator and the 2 Manpower Development Specialists will evaluate and monitor the progress of the program by the measurement of target accomplishments. Another evaluation factor will be the effectiveness of the projects in conjunction with the fact that young people from various ethnic and socioeconomic backgrounds have come together to solve a common problem or concern, which in turn, will benefit each community. The experiences of the Americorps members will be used as an evaluation tool. Members will be encouraged to express their feelings and talk about their experiences while in the program.

DETAILED RECRUITMENT PLAN

Members will be recruited from counties which surround each of our selected Ranger Districts. These counties are economically depressed. Our intent is to structure our crews with young people from various ethnic and socioeconomic backgrounds. These crews will perform projects that will not only serve the local community, but the entire country in conserving our natural environment. We anticipate that our crews will be comprised of:

- 50% male
- 50% female and/or minority

Our selected Districts are located among large populations of African-Americans, Native Americans, Asians, and Hispanics.

All of our members will be full-time. Recruitment will be done by radio and television public service announcements, newspaper, through local high schools and colleges, word-of-mouth, and visits to local minority organizations. Members will be selected by each Ranger District with input from the Project Coordinator and 2 Manpower Development Specialists. Selection will be based on a variety of factors, however, the key factor will be need and a strong desire to participate in the Americorps Program.

DETAILED MILESTONES

The National Forests in North Carolina proposal will satisfy a national priority designated by the Corporation for National Service: **Natural Environment**. The National Forests in North Carolina is comprised of 4 forests: Pisgah National Forest, Nantahala National Forest, Croatan National Forest, and the Uwharrie National Forest. Two of these Forests are located in the western part of the state, one in mid-state and one in the eastern part of the state. The Forest, as a whole, hosts better than 39,000,000 visitors each year. Many of our Ranger Districts are located in counties that are economically depressed. These crews can assist in public lands management and at the same time learn valuable lessons about life, working with various people from different backgrounds, the outdoors, and the conservation of our natural resource environment.

PROGRAM DESIGN

The National Forests in North Carolina program is a year-round, non-residential program designed to work with economically and educationally disadvantaged people of all ages. Evaluations will be a joint effort by both the Crew Supervisor and Forest staff.

This program design will allow us to hold regular meetings for Members to exchange experiences and to receive training in a group setting. Meetings will be rotated from unit to unit, with members from other units getting a chance to see a different unit and experience more of the Forest and Forest Service.

TYPICAL WORK DAY

- 0730 - Report for work
- 0730 - 0800 - Tailgate safety training and daily project briefing
- 0800 - 0815 - Travel to work site
- 0815 - 1200 - Work on assigned project for the day
- 1200 - 1230 - Lunch
- 1230 - 1545 - Continue work on assigned project for the day
- 1545 - 1600 - Return to District Work Center
- 1600 - End of day

DETAILED WORKPLAN

OBJECTIVE	TIME FRAME
Recruitment - outreach to communities, media	May - August, 1995
Procure supplies/equipment	August, 1995
Interviews	August, 1995
Selection of Members	August 18, 1995
Plan launch activities	August, 1995
Members report	September 5, 1995

Orientation and Training for Members	September 5-15, 1995
Start Work Projects	September 18, 1995
Program Evaluation Report	December 15, 1995
Program Evaluation Report	March 15, 1996
Program Evaluation Report	June 15, 1996
Completion of Projects	September 15, 1996
Program Evaluation	September 29, 1996

THE GREATER JACKSON YOUTH SERVICE CORPS
"PUBLIC LAND AND ENVIRONMENT CORPS"

517 North Farish Street
Jackson, Mississippi 39202

Congressional Districts of 1 and 3 which includes
Hinds, Scott, Jasper, Newton and Smith Counties

This project serves youth from both rural and urban settings

The National priority to be addressed
includes the environment

The GJYSC headquarters is also located
in an Enterprise Community

20 Fulltime members

PROPOSAL SUBMITTED BY:

THE GREATER JACKSON YOUTH SERVICE CORPS
517 NORTH FARISH STREET
JACKSON, MISSISSIPPI 39202

(601) 353-1311 FAX (601) 353-0423

Contact Persons: Alfred L. Martin, Executive Director
Janice Tillman, Deputy Director

2. OBJECTIVE STATEMENT:

The Public Land and Environment Corps will work in the Bienville National Park performing various works on public land. The Greater Jackson Youth Service Corps operated a public land corps during the 1994-1995 year and will complete a wide variety of similar projects over the 1995-1996 program year. The corps operates with 20 fulltime corpsmembers. The project is designed to serve one key mission:

*) To offer young people from totally different backgrounds an opportunity to serve and work side-by-side on public lands performing such activities as trail maintenance, endangered species, pine thinning, trail maintenance and other related projects

Our desire is to help meet many of the available projects in the forest. While not displacing any workers, the corps is committed to making these public lands respectively assessable while educating the members during the actual work phases.

Corpsmembers will perform approximately 34,000 hours of work and training over the year performing forest service projects. Corpsmembers will also have the opportunity receive GED's, go to college, or even professional school. In return, they will receive a stipend of \$4,725 in post service benefits. More important, they should develop a sense of volunteerism and community pride.

The work includes:

1. RED-COCKADED WOODPECKER (RCW) HABITAT IMPROVEMENT.

The Red-Cockaded Woodpecker is an endangered species. There are 91 colonies located in the District. Improvements will be made in three phases:

- * A) RCW Survey Work of 13,000 acres which involves locating signs of RCW cluster activity.
- * B) RCW Monumentation Work of 200 acres which involves painting and signing cluster perimeters.
- * C) RCW Midstory Work of 100 acres which is the removal of midstory vegetation from RCW clusters.

NFTE: Hours of Work - 11450

2. BIENVILLE SCENIC PINE TRAIL.

Crews will recondition and repair a 1.8-mile hiking trail that goes through a virgin stand of Loblolly Pine. Also, make the trail more accessible for the physically disabled.

NFRM: Hours of Work - 800

3. SHOCKALOE HORSE TRAIL.

The Corps will perform light brushing and maintenance of this 23-mile horse/hiking trail.

NFRM: Hours of Work - 2100

4. OGLETHORPE OAK RESTORATION.

Crews will obtain advanced regeneration of 283 acres of Oglethorpe Oak through removal of competing overstory vegetation.

NFTI: Hours of Work - 2200

5. WILDLIFE HABITAT IMPROVEMENTS.

Crews will develop 10 acres of food plots for local wildlife population by seeding and planting desirable grasses.

NFWL: Hours of Work - 600

6. LANDLINE MAINTENANCE.

The Corps will refurbish 15 miles of landlines by blazing, scraping, and painting boundary trees

NFL: Hours of Work - 1800

7. CURVE DAYLIGHTING/ROAD MAINTENANCE.

There are numerous blind curves that require brush to be cut and removed to allow the public to travel these Forest Service roads safely.

NFRD: Hours of Work - 2000

8. TIMBER STAND IMPROVEMENT.

Pre-commercial thinning of 50 acres of young pine stands through removal of excess stems using brushing blades.

NFTI: Hours of Work - 2000

9. RECREATION MAINTENANCE AND IMPROVEMENT.

Crews will perform routine maintenance and upgrading of existing facilities at Shockaloe's Base Camps and the District's other recreational facilities. Construction of camping pad at Base Camp I (handicap accessible), Marathon recreation Trail, Shongelo Recreation Trail, Cohay Demonstration Trail, 2.3miles.

NFRM: Hours of Work - 2,050

Total Hours of Work:	80%	25,000
Training/Education:	<u>20%</u>	<u>6,000</u>
Work and All Other Activities:	<u>100%</u>	<u>34,400</u>

3. SUMMARY:

With the success of the 1994 - 1995 Public Lands Corps, The Greater Jackson Youth Service Corps (GJYSC) plans to again recruit twenty (20) participants in two Public Lands and Environmental Crews. These crews will implement and continue projects that will improve, conserve, and restore public lands, particularly the Bienville National Forest.

The GJYSC Public Lands Crews will work with the national forest personnel, to perform many very important and urgent conservation projects essential to the entire Southern portion of the country. The Bienville National Forest staff,

along with the GJYSC staff, developed essential key natural environmental projects which were listed above.

The GJYSC will strategically recruit a diverse (gender, race, geographical, economic, and educational) group of twenty (20) corpsmembers, to be teamed into two separate crews. The GJYSC will handle all administrative and programmatic duties. Two Crew leaders and their crews will work with the Bienville National Forest personnel, performing these projects. GJYSC Youth Development Department will be responsible for all educational matters and post-placement, including, but not limited to, G.E.D. testing, college preparation, and entrance. Corpsmembers without G.E.D.s will be required to work toward it for no less than 9 hours a week. The corpsmembers will also receive valuable pre-employment work maturity classes and basic life skills training, and upon completion of the program, post-placement will occur. The Corps' Post-Placement Coordinator will work to place all graduates in related jobs, or in school (vocational, two-year, or four-year). The primary partner is the USDA Bienville National Forest. The District Ranger, Bris Price, and his staff have worked very closely with the Corps to develop service projects and have pledged their full support. Matching funds of 25% is being brought in from contributions and foundations, in-kind, local and other outlets. The funding mix is crucial to the success of this project.

4. COLLABORATION:

The Public Land corps has formed a strong yet growing group of partners. They include the Scott County board of Supervisors, Sara Lee Corporation, Scott County Bank, Roosevelt State Park, East Central Community Action Agency. Most recently, the corps has begun talks with the National Forest Foundation and is scheduling talks with Georgia Pacific and the National Fish and Wildlife Foundation. Their roles include technical, financial, and evaluation assistance.

5. ORGANIZATIONAL CAPACITY:

GJYSC Personnel Information:

(a) Principal Staff:

The key staff of the Corps includes: Executive Director, Deputy Director, Project Coordinator, Crew Supervisor, Grant Monitor, Youth Development Coordinator, Post-Placement Coordinator, and Accountant.

The Executive Director oversees the entire operation of the GJYSC. He establishes goals and objectives for each of its programs, and provides overall coordination with funding sources, work sponsors and youth agencies.

The Deputy Director is responsible for the day-to-day fiscal management, contract negotiations and grant management. She also oversees all clerical functions staff and provides clerical and program support. In the absence of the Executive Director, she serves in that capacity.

The Project Coordinator is responsible for planning and implementing projects for the Public Land Corps. He handles all on-site administrative tasks. He also acts as a Crew Supervisor at times.

The Crew Supervisor leads the corpsmembers on all projects. He is responsible for the corpsmembers well-being on the work-site, as well as, the training or

equipment each member may need. He reports directly to the Project Coordinator.

The Grant Monitor observes the project and reports directly to the Executive Director on the problems and successes of the program. It is their responsibility to be sure the program is keeping with grant compliance. The monitor also works with the Deputy Director and Book Keeper on the fiscal management of the program.

The Youth Development Coordinator works with the members to provide adequate educational training. She also plans educational outings and provides motivational speakers for the corps.

The Recruiter/Post-Placement Coordinator monitors each member in the program to find out their educational and employment needs at the end of their service year. He is responsible for providing job placement assistance and college preparation, entrance criteria, financial aid, testing and any other area necessary. Also, assist with trade school enrollment.

The Accountant handles all fiscal matters for the program. She is responsible for payables, cash request, invoicing, financial report generating, etc....

(b) Institutional Strengths:

Currently, the GJYSC is operating on a USDA/AmeriCorps Grant as well as various other federal, state, and local grants. Also, the Corps has established solid relationships with various foundations and private contributors. The Corps has been in existence since 1990 and is very familiar with procedures relevant to administration of federal funds. The Corps' staff is very diversified and is no doubt the key reason the Corps has been able to address the needs of the community in the manner it has.

6. INNOVATION AND REPLICABILITY:

This program is innovative in that it brings together young people from an urban/inner city setting with young people from a rural background. These participants who represent a true picture of America, work side-by-side addressing many available needs of public land. As important, character, leadership, volunteerism, and a sense of community is instilled into the corpsmembers.

Benefits:

Corpsmembers will be paid for 30 hours a week of work. 10 hours per week will serve as voluntary service hours. Primary post-service benefits include:

- * Receive a living stipend of \$7,000 per program year.
- * (*) Education award of Approximately \$4,725.00
- * Job Placement
- * Education Counseling

(*) Educational awards will only be made available to corpsmembers who serve the required 1700 hours of work experience and the 340 hours of classroom/training. Participants will be selected from the Bienville National Forest which includes (5) counties. The participants shall be between the ages of 16 and 23 from both urban and rural counties. The Corps has a policy of diversity including, but not limited to, socio-economic and ethnic backgrounds.

Number of Crews:

The Environment and Public Lands Corps shall consist of two (2) crews with the capability of breaking into small crews depending upon the projects.

Length of Program Cycle:

The program cycle is one year. Each corpsmember must perform a minimum of 1700 hours in the Environment and Public Lands Corps. The GJYSC is committed to continuing these type projects for an indefinite period of time.

Training:

Before each project, a Bienville National Forest representative, along with a Corps supervisor, will explain the type of work to be performed, the significance of the job, and the benefit to the community. The forest personnel, will teach the corpsmembers the different types of wildlife that live in the forest and how essential it is to protect the habitat of the animals.

This training will be supported by slides, written material, and videos. Each corpsmember will be given CPR Training. Additionally, the Project Coordinator is a certified Emergency Medical Responder.

Program Structure:

The program will be structured with two components: Education and Environmental/Conservation.

The Education Component will entail:

- * Pre-employment Work Maturity Skills
- * Life Skills Subjects (parenting skills, conservation, environmental concerns, drug awareness, conflict resolution, etc.)
- * College Preparation
- * Leadership Development
- * Career Planning
- * Work Site Ethics
- * Following Instructions
- * Correct and Timely Completion of Assignments
- * GED Attainment

The Work Component will also benefit the community and the entire country in improvement of physical appearance and beautification of the Bienville Ranger District.

Evaluation/Monitoring Activities:

The Corps has two types of evaluation and monitoring tools in place, one being internal and the other from outside consultants. Internal methods are:

- * TABE (The Test of Adult Basic Education)
- * Daily Attendance
- * Cooperation
- * Volunteerism

The Corps currently uses the services of two private consultants. One primarily evaluates the Corps' structure and staff. A second evaluates the corpsmembers solely. Various testing and evaluation instruments are used to determine key

personal traits, levels, and characteristics. The key evaluator will be the effectiveness of the projects along with the fact that young people from totally different backgrounds came together to solve a common concern, which, in turn, benefitted the entire community.

7. DETAILED RECRUITMENT PLAN

Recruitment is a key element in the development of the Corps. Corpsmembers will be recruited from both the inner-city and the smaller communities surrounding the forest. These counties include: Scott, Smith, Jasper, Newton, and Hinds. All counties are located within the 3rd Congressional District with the exception of Hinds. Hinds County is located within the 2nd and 4th Districts. The intent is to put together in crews, young people from varied socio-economic backgrounds, performing conservation projects that will benefit the entire community, as well as the state and the country. Below is an illustration of the desired makeup of the participants:

- * 45% African-American
- * 45% Caucasian
- * 5% Native American
- * 5% Hispanic
- * 50% Without High School Diploma
- * 50% Economically Disadvantaged
- * 60% No Knowledge of the Outdoors
- * 40% With prior Knowledge of the Outdoors
- * 20% With Past AmeriCorps Public Lands Experience (2nd Year Participants)

The Corps will recruit 20 corpsmembers for the Public Lands Crews. All will be full-time. Recruitment will be done by radio and television Public Service Announcements, newspaper, through the schools, and by word of mouth. Corpsmembers will be selected by the GJYSC Intake Committee which includes the Executive Director, Deputy Director, Project Coordinators, Recruitment and Education Coordinators, and Crew Supervisors. Selection will be based on a variety of factors. However, the key factor is need and a sincere desire to be members of the AmeriCorps family.

8. DETAILED WORKPLAN AND MILESTONES:

The Greater Jackson Youth Service Corps will satisfy two critical areas of needs designated by the Corporation for National Service as national priorities: **Natural Environment and Education**. The Bienville National Forest is a very important part of Mississippi, as well as the southeastern portion of the country's national forests system. Located in the central part of the state, it is traveled by thousands each year. However, the forest has fallen victim to overwhelming workloads and manpower shortage. In addition, the Bienville National Forest has been consolidated, doubling its size. As a result, there are many opportunities within the forest. Fortunately, corpsmembers, in crews of no more than 10, once properly trained, can fill this void and assist the forest personnel, while learning valuable lessons about the outdoors and conservation.

While all projects are priorities for the forest, one project in particular is crucial to the survival of the **Red-Cockaded Woodpecker (RCW)** population. In 1970, the RCW was declared an endangered species. It now has the same protection given the better-known American Bald Eagle and the Whooping Crane.

But protection alone is not enough. On Federal and State lands, eco-system management practices are giving the birds a better chance of survival by creating favorable habitat. Currently there are 91 colonies located in the Forest. However, the problem is that the undergrowth and midstory vegetation below the nests are interfering with the birds' flight path and allowing predators to invade the nests. The GJYSC Public Lands Corps, along with the forest's Personnel, will work together on a RCW Habitat Improvement Program. The crews will first survey for new colonies, mark the boundaries of existing colonies, and then perform midstory work on new and existing colonies. This will be accomplished through the use of herbicides and hand tools.

Another key project is the **Bienville Scenic Pine Trail**. At 189 acres, the scenic trail is the largest known block of residential pine timber in Mississippi. The cover type consists of old growth Loblolly and shortleaf pines ranging generally in age from 125 to 200 years with a dense midstory composed primarily of young hardwoods. Along this 1.8-mile trail, you will find eight (8) stops at points of significant interest, such as the **Loblolly Prairie** and **Red-Cockaded Woodpecker Colonies**. Crews will do maintenance, reconditioning, and adding clay gravel to areas of the hiking trail. Also, the crews will make the trail more accessible for those who are physically disabled by building ramps, bridges, benches, and stands. The crews will perform brushing maintenance and reconditioning of 23 miles of a horse/hiking trail known as the **Shockaloe Horse Trail**.

Another vital project for the Corps is the **Oglethorpe Oak Restoration**. The objective is to obtain advance regeneration of the Oglethorpe Oak through removal of competing overstory vegetation. Crews will also perform **Road Maintenance** which entails daylighting and removing brush from curves on forest service roads, thus allowing visitors to travel the roads safely. **Timber Stand Improvements** and **Landline Maintenance** will also be performed.

Program Design:

The Greater Jackson Youth Service Corps is a year-round non-residential program designed to work with both economically and educationally disadvantaged young people as well as college students, graduates. Even those that come from "well to do" backgrounds will be recruited. The corps' age range is 16 to 23. The GJYSC Environmental and Public Lands Crew will follow all rules and guidelines currently in place at the GJYSC. The structure will consist of a Project Coordinator who will also serve as a Crew Supervisor, a second Crew Supervisor, and twenty corpsmembers. Forest staff will consist of the District's Rangers, Foresters, Biologist, and various technicians. Actual crew supervision will be the responsibility of the Corps staff. As well, administrative matters will be handled by the Corps. Evaluations will be a joint effort by both Corps staff and forest staff.

Typical day Schedule

- Monday - Friday
- 8:00 a.m. - Sign In
- 8:15 a.m. - Physical Training
- 8:30 a.m. - Transport to Work Site
- 8:45 a.m. - Work Orientation/Safety Training
- 9:00 a.m. - Work begins
- 12:00 p.m. - Lunch
- 12:30 p.m. - Resume Work

- 3:30 p.m. - Transport back to Headquarters
- 4:00 p.m. - Clean/Stow Away Equipment/Classroom Training
- 5:00 p.m. - End of Day

9. DETAILED BUDGET (SEE BUDGET DISKETTE FILENAME PL95FINA):

Narrative:

Training and Education:

20 participants recruited will receive approximately \$7650 for their year of service. You will note the 15% match. This will come from private sources.

Uniforms:

Corpsmembers will receive three uniforms. These uniforms will all have the AmeriCorps logo as well as the parent corps.

Staff Salaries:

This includes the staff that will work directly with the Public Land corps. Below list the amount of time the respective staff will work on the project. The compensation will follow the same percentages:

Executive Director	35%
Project Coordinator	100%
Crew Supervisor	100%
Acct./Bookkeeper	30%
Education Coord.	30%
Grant Monitor	50%

Training:

Training includes specific wildlife, conservation and first aid training. It also includes USDA, AmeriCorps and other relevant training.

Travel/Transportation

The bulk of this is allocated for transporting the corpsmembers to and from their work stations in the national forest. Corpsmembers from Jackson will travel approximately 40 miles each way daily. Corpsmembers living closer to the Forest will be responsible for their own transportation. Travel also includes training travel and expenses.

Supplies and Equipment:

This includes primarily tools, belts, lumber, saws, hard hats, and any other supplies needed to carry out the projects. There is a need for a four wheeler, trailer, etc...

BIENVILLE NATIONAL FOREST

AMERICORPS PROGRAM - POTENTIAL PROJECTS: To Accomplish on an Annual Basis Along with Additional Funding Needed on the Forest to Supplement this Program

FUND CODE/ACT	PROJECT DESCRIPTION	SALARIES	EQUIPMENT	SUPPLIES
NFTE	<u>RCW HABITAT IMPROVEMENT</u>	\$6,900	\$155	\$2,550
CT222	A) RCW midstory work, removal of midstory from within RCW clusters. This can be accomplished through the use of herbicide or handtools.			
	B) RCW survey work - Survey forested area for signs of RCW cluster activity - such as new RCW cavity trees.			

C) RCW monumentation work Designating RCW clusters in the field by painting and signing cluster perimeter.

NFRM AT232	<u>BIENVILLE SCENIC PINE TRAIL</u> 1.8 miles of hiking trail. Light Brushing and maintenance addition of clay-gravel to footpath.	\$2,000	\$ 50	\$2,450
NFRM AT232	<u>SHOCKALOE HORSE TRAIL</u> Light Brushing and maintenance addition of clay-gravel to footpath.	\$4,000	\$4,800	\$16,550
NFRM AT232	<u>MARATHON, SHONGELO, AND COHAY TRAILS</u> Light Brushing and maintenance	\$500	\$30	\$ 100
NFRM AD23	<u>RECREATION MTRNCE/IMPROVEMENT</u> Routine maintenance. Construction of camping pad at Basecamp I (handicap accessible)	\$1,000	\$35	\$1,100
NFRD LT232	<u>ROAD MAINTENANCE</u> Daylighting curves on FS Level II roads by removing brush.	\$900	\$50	\$ 100
NFFV ET25	<u>OGLETHORPE OAK RESTORATION</u> Obtain advanced regeneration of Oglethorpe oak through removal of competing overstory vegetation. This can be accomplished through the use of herbicide or handtools.	\$1,500	\$35	\$ 650
NFFV ET25	<u>TIMBER STAND IMPROVEMENT</u> Precommercial thinning of young pine stands through removal of excess stems using brush blades.	\$1,800	\$35	\$ 50
NFWL CW222	<u>WILDLIFE HABITAT IMPROVEMENT</u> Developing food plots by seeding and planting desirable grasses.	\$900	\$35	\$1,050
NFLL JL23	<u>LANDLINE MAINTENANCE</u> Refurbish landlines by blazing, scraping, and painting.	\$2,000	\$75	\$ 750
	TOTALS	<u>\$21,500</u>	<u>\$5,300</u>	<u>\$25,350</u>

White Mountain National Forest AmeriCorps
Bog Brook National Guard Training Facility
White Mountain National Forest
Route 2 Box 1140
Bethel, ME 04217

Congressional District at Central Site: Maine 02
Other Congressional Districts where work will be done: New Hampshire 1 and 2

Type of program: Public Lands/Environment in a rural area

Project Start Date: March 18, 1996
Project Completion Date: Labor Day, 1996 (900 hours)

Number of Full Time Members: 0
Number of Part Time Members: 32

Submitted By:

Rebecca Oreskes
White Mountain National Forest
33 Kanacamagus Highway
Conway, NH 03818
tel. 603-447-5448
fax 603-447-8405
DG: R.Oreskes:r09f22d05a

Objective Statement

The 1996 White Mountain National Forest (WMNF) AmeriCorps, in partnership with the Student Conservation Association's New Hampshire Conservation Corps, will expand on the successes of our 1995 program while creating a more efficient and cost-effective program. We will continue a 32-member, residential AmeriCorps devoted to fulfilling public need and land management on the White Mountain National Forest. The program will reduce a backlog in recreation facility maintenance and trail maintenance on the Forest's 1200 miles of hiking trails; provide for increased public information and safety; and reach out to local and urban youth through environmental education and role-modeling.

Our 1996 budget reflects a change to a 900 hour program running from March to September. This is to avoid the depths of a New Hampshire winter when meaningful work for a large group of people is extremely difficult to provide at a reasonable cost to taxpayers. With a 900 hour, warm-weather program we think our actual dollar for dollar return will be greatly increased.

The primary work to be completed by our AmeriCorps will be recreation and resource-related projects on the national forest. With 6 million annual visitors the WMNF plays a vital part in New Hampshire's economy and our AmeriCorps will assist with maintaining and enhancing the Forest infrastructure and ecosystem and the personal experiences of Forest visitors. In addition, our local communities will receive direct services in environmental education and resource protection.

After initial training and orientation AmeriCorps participants will perform the following projects or types of projects:

April-June: Information and education and public safety in Tuckerman Ravine. Famous for spring skiing, Tuckerman Ravine is one of the most heavily used recreation sites in the backcountry and a typical spring weekend will have 6,000 visitors to its small and fragile environment. Corps members will provide information to assist visitors in avoiding hazards of falling ice, avalanches, and assist Forest Service Snow Rangers and the Mt. Washington Volunteer Ski Patrol in providing search and rescue assistance as needed. They will also provide camping and leave no trace information. AmeriCorps will directly contact a minimum of 4,000 visitors.

Forest As a Classroom. In cooperation with the Appalachian Mountain Club and the local public schools, AmeriCorps participants will introduce children to the national forest, conservation and environmental education. 700 local school children will directly benefit from this program.

Project Learning Tree (PLT). In cooperation with PLT and Boston area schools AmeriCorps members will host 10-15 inner-city high school students for three days or more as they explore the national forest, careers in natural resources and work side-by-side with Corps members on trail maintenance or other projects.

4/60

Recreation Facility Maintenance. AmeriCorps members will provide facility maintenance on 300 developed campsites and 5 picnic areas. This will include increasing access for people with disabilities, repair and maintenance of picnic tables, bathrooms, and public buildings.

Backcountry Trail Sign Construction. The Corps will rout, stain and do any other necessary work to make 25 hiking and public information signs as part of the WMNF's 1200 mile hiking trail system.

Wildlife Habitat Improvement and Maintenance. Through prescribed burning and/or manual clearing the AmeriCorps will maintain 125 acres of wildlife habitat in concert with the WMNF Land and Resource Management Plan.

Fisheries Improvement. The Corps will assist with Atlantic Salmon restoration through the release of fry into the headwaters of anadromous streams for a total of 550 acres treated. In addition, they will assist with construction of nine fish habitat improvement structures.

July-September

Trail Construction and Maintenance. Over 300 miles of trails will be maintained to standards and guidelines outlined in our Forest Plan. This will include level one maintenance of brushing and blowdown clearing, sign maintenance and erosion control as well as level two maintenance and trail construction/reconstruction. They will also assist Forest volunteer "trail adopters" and mountain clubs by providing extra human-power to difficult trail projects. This will improve the experience for thousands of forest visitors and leverage the work of at least 25 forest volunteers.

New Hampshire Trails Day. In cooperation with other Federal, State and private organizations, AmeriCorps will provide 256 human-hours of work on NH Trails Day. They will also organize an additional 20 volunteers to work with them on Trails' Day projects.

Wilderness and Backcountry Education. AmeriCorps participants will provide "Leave No Trace", environmental ethics and mountain safety information to 3,000 visitors at cooperator visitor information centers, our five Ranger Stations and at key trailheads accessing 114,000 acres of designated wilderness and other backcountry areas.

Interpretation. AmeriCorps participants will present 32 evening programs at four national forest campgrounds reaching 1200 visitors. In addition, AmeriCorps members will present interpretive programs at the Appalachian Mountain Club Pinkham Notch Visitor Information Center to 500 adults and children.

Recreation Facility Maintenance. AmeriCorps members will provide facility maintenance on 300 developed campsites and 5 picnic areas. This will include increasing access for people with disabilities, repair and maintenance of picnic tables, bathrooms, and public buildings.

Backcountry Trail Sign Construction. The Corps will rout, stain and do any other necessary work to make 25 hiking and public information signs as part of the WMNF's 1200 mile hiking trail system.

Wildlife Habitat Improvement and Maintenance. Through prescribed burning and/or manual clearing the AmeriCorps will maintain 125 acres of wildlife habitat in concert with the WMNF Land and Resource Management Plan.

Fisheries Improvement. The Corps will assist with Atlantic Salmon restoration through the release of fry into the headwaters of anadromous streams for a total of 550 acres treated. In addition, they will assist with construction of nine fish habitat improvement structures.

Trail Construction and Maintenance. Over 300 miles of trails will be maintained to standards and guidelines outlined in our Forest Plan. This will include level one maintenance of brushing and blowdown clearing, sign maintenance and erosion control as well as level two maintenance and trail reconstruction/reconstruction. They will also assist Forest Ranger "trail adopters" and mountain clubs by providing extra manpower to difficult trail projects. This will improve the experience for thousands of forest visitors and leverage the work of at least 25 forest volunteers.

Hampshire Trails Day. In cooperation with other Federal, State and private organizations, AmeriCorps will provide 256 man-hours of work on NH Trails Day. They will also organize an additional 20 volunteers to work with them on Trails' Day projects.

Wilderness and Backcountry Education. AmeriCorps participants will provide "Leave No Trace", environmental ethics and mountain safety information to 3,000 visitors at cooperator visitor information centers, our five Ranger Stations and at key trailheads accessing 114,000 acres of designated wilderness and backcountry areas.

Interpretation. AmeriCorps participants will present 32 evening programs at four national forest campgrounds reaching 1200 visitors. In addition, AmeriCorps members will present interpretive programs at the Appalachian Mountain Club Pinkham Visitor Information Center to 500 adults and children.

create

and

and
igger
ic
her
ive
ilt by
ice

used

irect

year
ests and
ll leave
it to
this
eating a
e.

following
nts
and
of
pliance
Plan;

y
n, where
d/or
ompared to
ears when

and on the
l their
r arrives
e work
clude a
visitor
ekly "Town
education

The work AmeriCorps performs on the White Mountain National Forest will increase the enjoyment of thousands of forest visitors; provide increased safety for hikers, skiers and backpackers on the forest; increase visitor awareness to conservation and public land management issues; introduce local school children to the land which many of them have never explored; provide minority urban high school students with more understanding of career options in natural resources; improve ecosystem management through wildlife and fisheries habitat improvements; assist the forest with meeting its recreation facility and trail maintenance backlog; provide participants with greater understanding of public land management, national service and community based living.

Our primary partner for the White Mountain National Forest AmeriCorps, the New Hampshire Conservation Corps is experienced and skilled at running not only youth service programs but also the current WMNF AmeriCorps program and a State AmeriCorps program at Monadnock State Park. The staff to participant ratio will be 1:8.

In addition, the Forest Service will provide a Program Director to assist with participant recruitment, project coordination and cooperation with the various partners and agencies.

Other partners and cooperators with the WMNF AmeriCorps include: **Maine Army National Guard** (federal) providing the residential facility; **NH National and Community Service Executive Board** (appointed by the Governor) providing support and coordination for all AmeriCorps programs in New Hampshire, including joint training and community service days; the **Appalachian Mountain Club** (private, non-profit) providing program development, training and service for environmental education including room and board at AMC facilities as needed; **SOLO** (private) allowing AmeriCorps participants to receive Wilderness First Aid training and certification at a reduced rate; **Randolph Mountain Club** providing free room and board to on-duty AmeriCorps participants at RMC backcountry facilities; **NH Healthsource** (business) will cover the 3rd party share of health insurance cost for AmeriCorps participants (\$5,000 min.); **White Mountain Interpretive Association** (private) will provide a material contributions in the form of resource books, maps and T-shirts and two scholarships to the Interpretive Training Institute for AmeriCorps participants (total \$1,000); other Mountain Clubs and community groups will be solicited to work cooperatively on relevant projects.

Participants will be recruited through: local schools, community groups and organizations to attract local "North Country" residents; the SCA's minority outreach and placement program; the Dawnland Alliance and other local Native American groups; the national AmeriCorps recruitment pool and through SCA's national AmeriCorps recruitment pool (see detailed recruitment plan below).

Collaboration and Organizational Capacity

The Student Conservation Association's New Hampshire Conservation Corps was selected, after a competitive process, to work with the White Mountain National Forest 1996 AmeriCorps. They will be responsible for day to day supervision of the AmeriCorps participants, safety and group dynamics, fostering the AmeriCorps identity, day to day coordination with the Maine Army National Guard

at Bog Brook Training Facility and completion of projects provided by the Forest Service AmeriCorps Director.

Their administrative staff includes:

Bob Coates, New Hampshire Conservation Corps Director; Will Twombly, Director of Field Operations; Deborah Hinman, Director of Administration; Kristin Ells, Program Assistant; as well Student Conservation Association staff Scott Weaver, Vice President of Programs; Scott Izzo, President; and Jay Satz, Director of Field Operations.

The Student Conservation Association and New Hampshire Conservation Corps have over 37 years of experience providing partnerships in natural resource conservation on public and private land throughout the US, with high school work groups, resource assistants, conservation corps and AmeriCorps. As successful implementation of the 1995 WMNF Americorps is showing right now, SCA/NHCC have the skills and experience to manage a complex and ambitious AmeriCorps program.

Other partners and sources of funding are listed above.

Innovation and Replicabilty

Within the confines of the law, the WMNF AmeriCorps program will continue to encourage a program that thrives and builds upon the energy and creativity of our participants, and Forest partners. Our projects reflect the needs of AmeriCorps members, Forest specialists and partners with specific needs and programs related to national forest management. In addition, we are trying to be members of the larger State service community by having our AmeriCorps participate in State-wide service events. The partnerships for our program cross boundaries of Federal, State and Private cooperation, leading to greater efficiency of energy and effort.

By cooperating with several long-standing community conservation groups the WMNF AmeriCorps program fits in well to leverage existing volunteer and paid efforts but also to help expand into new programs that may well exist into the future. Examples of this include Forest As A Classroom, Project Learning Tree and other environmental education programs (Corps members will create materials and project outlines that can be used by others in years to come.) Increasing volunteer support for and participation in NH Trails Day is another example of how AmeriCorps energy can be used to support ongoing programs in the future.

For other sources of funding the NHCC is currently working with the James River Corporation and the Appalachian Mountain Club to discuss future options.

Detailed Recruitment Plan

Our goal for 1996 continues to be to recruit AmeriCorps participants with a variety of educational, socio-economic, geographic and ethnic backgrounds. This is not always easy in the relatively un-racially diverse regions of Northern New England. To meet this objective we will take the following actions:

Minority Recruitment will be aided by:

- * The Student Conservation Association's Conservation Career Development Program (CCDP) in Arlington, Virginia
- * Native American recruitment through the Dawnland Alliance and the New Hampshire Bilingual/ESL Resource Center, Concord, NH
- * The New England Multi-Functional Resource Center, Brown University
- * Project Learning Tree Boston-area school contacts

To reach the broadest socio-economic base we will recruit for AmeriCorps through:

- * New Hampshire Special Education Services
- * New Hampshire Job Training Council
- * The New Hampshire Food Stamp Newsletter.
- * Court Diversion Programs in New Hampshire
- * United Way supported agencies
- * New England Farm Worker's Council
- * Local Police Departments

In addition, we will place announcements in **Earthworks Magazine**, **Job Seeker**, **Environmental Opportunities**, and local and regional media. We will actively encourage local, north country applications through the Berlin, NH Technical College and the entire New Hampshire School for Lifelong Learning network.

The following schedule represents our current recruitment timetable:

- April-August 1995 Recruitment blitz to include mailing out 1996 application forms; personal visits to High School seniors in New Hampshire; visits with and telephone calls to High School senior advisors; mailing of information to High Schools throughout Maine; notices sent out to all New England College career offices; notices published in select publications (see above); meetings with Dawnland Alliance, CCDP representatives et. al (see above); tapping into the national AmeriCorps recruitment pool
- November 1, 1995 Completed application deadline
- December 15, 1995 Interviews with promising applicants completed
- December 15 1995- Offers Made
January 15, 1996
- February 15, 1996 All offers made and acceptances completed

March 18, 1996 Program begins. Waiting list maintained to fill in behind any attrition.

Detailed Workplan and Milestone Schedule

A detailed workplan will be developed when the program is approved. The following is a general milestone schedule:

- May 1, 1995 Concerted 1996 recruitment begins
- November 1, 1995 Application Deadline
- February 15, 1996 Recruitment is finalized and offers made to applicants
- February 19, 1996 March-May projects are finalized in concert with the Forest Service Program Director, our five Ranger Districts, the Supervisor's Office and Forest partners
- March 18, 1996 Participants arrive
- March 18-22, 1996 AmeriCorps' orientation
- March 25, 1996 Field projects begin
- April 8, 1996 Swearing-in ceremony and celebration
- April 15, 1996 May through September projects finalized and ready to go
- June 7, 1996 Have completed 450 hours of service
- Labor Day 1996 1996 Program Ends

FY 96 FIELD PROPOSAL

VERMONT AMERICORPS

1. COVER PAGE

a. National Service Academy - Vermont Americorps

b. Green Mountain National Forest, USDA-FS

Contact Person's Name: Greg Wright

Address: 231 North Main Street

City/State, Zip: Rutland, Vermont 05701

Telephone No/FAX No: 802-747-6700, Fax: 802-747-6766

c. Vermont

d. Some possible projects in Central New York on the Finger Lakes NF.

e. Rural

f. Environment, Public Safety, Education and Human Needs.

g. October 1, 1995

h. September 30, 1996

i. 20 Full Time Members

j. 0 Part Time Members

k. Third Party: Thomas L. Hark, Executive Director
Vermont Youth Conservation Corps, Inc.

l. PO Box 482
Waterbury, VT 05676

m. Telephone No. 802-241-3699 Fax No. 802-244-3908

2. OBJECTIVE STATEMENT

1. Narrative Statement

USDA AmeriCorps & National Service Academy - Background & Vision

The National Service Academy, funded primarily by AmeriCorps and the USDA, is a national service initiative aimed at combining service and education to help strengthen citizenship and productivity through an ethic of service. This service and education occurs simultaneously with the completion of high-priority and back-logged conservation work on the Green Mountain National Forest (GMNF).

This National Service Academy provides education and service opportunities for citizens of all ages to empower them with personal, career, and community growth. Corps Members will work to solve critical environmental problems, public safety issues, and education needs, while earning post-service benefits to help pay for future or existing educational expenses. Through the National Service Academy, an idyllic relationship between government, for-profit and non-profit organizations has been forged.

The mission of the National Service Academy is to train individuals to become leaders for the service and conservation corps throughout the world. Currently, with over 200 service and conservation corps are operating, and more beginning each year, well-trained, highly qualified leaders are in great demand. The National Service Academy, by excelling at meeting AmeriCorps goals, will also meet this demand for leaders. In the process, this nationally recognized program in Poultney, Vermont will attract additional private dollars each year and the longevity of this AmeriCorps program will reach far into the future.

The ultimate vision is to create a financially self-sustaining national service and education program on the Green Mountain College Campus, which will provide highly skilled and enthusiastic teams of volunteers to complete high-priority, backlogged conservation projects on the Green Mountain National Forest. Further, we envision this "service academy" to rank with our other national academies in terms of education, training and quality.

Primary Purpose

The primary purpose of this AmeriCorps program is the restoration, maintenance and management of national forest resources, while providing educational opportunities for individuals. The work completed will reduce the backlog maintenance of recreation facilities and trails, provide wildlife, fisheries and watershed improvements and improve accessibility standards for people with disabilities. Basic customer services will be provided to national forest visitors.

2. Components:

SPECIFIC AMERICORPS PROJECTS

The USDA Forest Service, Green Mountain National Forest residential camp will have work sites throughout the Green Mountain National Forest with a residential site to be established by the applicant. A total of 20 full-time Members will be interviewed and accepted, dependent on available funding and partnerships, to accomplish the objectives listed below.

Recreation Facility Backlog - Restoration of recreation facilities in campgrounds and day use sites - Work includes the grading and graveling of sites and pathways for resource protection and to better meet accessibility standards; replacement of fire rings and construction of picnic tables; and repair signs and restrooms. Project accomplishments would be the number of individual sites maintained to standard and accessibility. About 1-3 weeks per year will be spent retrofitting sites to meet accessibility standards for people with disabilities.

Trail Backlog - Restoration and maintenance of trails - Work includes the cleaning and repairing of trail drainage structures; repairing trail treadway; building small bridges; clearing down trees and trailside vegetation; maintaining trailside vista openings; repairing and replacing trail signs. About 8 to 11 weeks per year will be spent completing approximately 100 miles of heavy trail maintenance to standard.

Recreation Operations and Maintenance - Daily operations at campgrounds and day use areas - Work includes making visitor contacts, doing site cleaning and routine maintenance to facilities. In addition to the daily operations at campgrounds, some crew members may become leaders of youth work groups or other volunteers working on the Forest. Staff may also assist with visitor contact at Forest Service Offices. Project accomplishment will be the number of staff days provided and recreation visitor days. Approximately 8 to 11 weeks per year will be spent on recreation maintenance.

Visitor and Community Services - Visitor Contact Persons - During high visitor use months, visitor contact persons would be placed at key dispersed recreation take-off points, such as trailheads. Work would include providing information, education and interpretation to protect the scenic beauty and integrity of a the Green Mountain National Forest, providing information on low-impact camping and hiking, mountain safety and wilderness ethics. Project accomplishment would be the number of individuals contacted.

Wilderness Management - Work would include wilderness trail maintenance, restoration of dispersed user sites and making visitor contacts. Project accomplishment would be the miles of trails to standards, dispersed users sites restored, and number of staff days provided. About 2-3 weeks per year.

Watershed Improvements - Work would include restoration of closed roads, seeding and clearing of drainage structures; riparian revegetation. Project accomplishment would be the acres of restorations. About 1-3 weeks per year completing approximately 10 to 20 acres of restoration.

Fisheries - Work would include monitoring and maintenance and/or installation of instream fisheries structures and stocking of juvenile Atlantic salmon in headwater streams. Project accomplishment would be the number of fisheries sites monitored, acres of habitat improved, and the number of salmon stocked. About 2 to 3 weeks would be spent completing 5 to 10 acres of stream side planting and a variety of other projects.

Wildlife Habitat Improvements - Work would include wildlife habitat improvements, apple tree release projects, monitoring wildlife plots and participation in collecting and identification of small mammals as an element of wildlife monitoring activities. Project accomplishment would be the acres of wildlife habitat improved

461
and the number of wildlife sites monitored. About 8 to 12 weeks would be spent completing 100 to 200 acres of habitat improvements, monitoring and other projects.

Timber Stand Improvements - Work would include timber stand improvements and other activities related to forest health. Project accomplishments would be acres improved, using several different methods including prescribe burning. Approximately 5 to 10 weeks would be spent completing 50 to 100 acres of improvements.

Environmental Education and Interpretive Programs - Using "the forest as a classroom," participants would provide environmental education in coordination with Project Learning Tree and other resource-based environmental education curricula to local elementary schools. Project accomplishment would be the number of school students attending classes. Time included in all projects.

Road Maintenance - Culvert and drainage clearing and curve daylighting along Forest Service roads. Brushing and maintenance required to allow public to travel Forest Service roads safely. Approximately 2 weeks completing 3 miles of improvements.

Archaeology - Work would include site digs and evaluation, cataloguing and cleaning artifacts. Potential for interviewing and recording oral history from older area residence. Information being used for future site identification on the forest and to compliment Vermont Historical Society archived history. Project accomplishment would be the number of sites visited, number of oral histories completed and the number of artifacts cleaned and catalogued. Approximately 1 to 3 weeks.

b. Expected Results

The results of these service projects will greatly reduce the amount of back-logged work on the Green Mountain National Forest. In addition to "getting things done" on the National Forest, AmeriCorps Members will learn the value of a hard work ethic while strengthening citizenship, leadership, conservation, and environmental skills.

c. Measurement of Quality

Monitoring efforts will identify the condition of various resources and past national forest accomplishments. The quality and success of these projects will be measured in a comprehensive capacity. Project evaluatory measures include the following: comparative analysis to U.S. Forest Service plans, analysis by technical field experts, analysis by the Program Administrator's technical field staff, and analysis by partner organizations field staff.

d. Measurement of Success

These improvements will be weighed as to their effectiveness in producing a range of goods and services for the American public while maintaining the integrity of the social and environmental ecosystems located on the Green Mountain National Forest. Standards and guidelines for the Land and Resource Management Plans for the Green Mountain and Finger Lakes will be followed for all projects.

e. Expected Benefits

The program is designed to meet national priorities for improved environmental quality, public safety, education and human needs. In addition to direct benefits to the 20 corpsmembers, the completed projects will benefit many thousands of people in the towns and villages that are adjacent to the Green Mountain National Forest. More difficult to measure are the benefits to the many visitors to this Forest. The Green Mountain National Forest is located within an easy days drive of many millions of people that live in large population centers like Boston and New York City. Many of these people recreate on the national forests in the New England area. Much of the FY 96 program is designed to improve recreation benefits for these visitors.

3. Summary Page

A strong, supportive and enthusiastic community will be crucial to the success of the USDA AmeriCorps program at the National Service Academy. A successful community is one in which everyone feels accepted, appreciated, comfortable, included, happy, challenged and most importantly, productive.

All Corps Members and staff will live in Poultney, Vermont. They will utilize an entire dorm for all their needs. The men and women will each have their own floor and prepare and cook their meals in a suite of renovated rooms. In the basement classrooms the tools, camping gear and other equipment will be maintained and stored. The main living area has a large community room and dining room. Next to these rooms is a set of offices used by the director and crew leaders for administrative work, report writing and individual and small group conferencing. This one building contains all that that is needed for a small community to do its work, live, recreate and develop the AmeriCorps program.

Corps Members will work during the daytime, but there will be a number of evenings when seminars or other activities will take place. The goal will be to achieve a balance between structured and less structured time to participate in additional service activities in and around the Poultney area and the college.

In addition to evening activities, there will be rituals which will promote cohesiveness, learning, reflection and enthusiasm. Thoughts for the day, or moments of silence before meals, morning circles, morning stretches, and tail-gate safety sessions are a few examples. In addition, one evening per week will be set aside for the entire community to meet.

During the Corps Members' initial training, they will do structured team-building activities. There will be activities for almost every night and weekend during the first two weeks. The goal is to get the two teams conditioned and organized so that they can productively and safely complete their work assignments together.

There will be a few nights each week, on an on-going basis that the both crews will be present. One of these will be reserved for a community meeting. The goal for this meeting is to provide an arena to inform the community about the coming week, and special events, and to air and solve problems.

Corps Members will be actively involved in the larger community of Poultney by working with senior citizens, local school children and/or to join clubs at the

47.
college. Some evenings there will be educational activities and other nights will be open for a swim in the college pool, intramurals in the gym or even a movie.

The program recruitment will strive to mirror the Green Mountain National Forest multicultural organizational goals. To help facilitate this process, Fronteir Communications (formerly Long Distance North) has donated up to \$3,500.00 to the Youth Corps in the form of a free 800# to make it as easy as possible for applicants to apply. An extensive recruitment network developed by the Youth Corps over the past ten years will also be used to heighten interest in the program. This network includes over three hundred colleges nationwide, educators, administrators, guidance counselors, peer leaders, directors, law enforcement officials, and many others. The USDA/NSA will also recruit through the extensive Youth Corps network of past staff, Corps member alumni, private donors, NASCC, and others. In addition, the Youth Corps-NSA and Green Mountain College will jointly recruit corps members with an emphasis on diversity.

4. Collaboration

Green Mountain National Forest (GMNF)

The Youth Corps proposes to continue to operate through its agreement with the US Forest Service - Green Mountain National Forest to perform high quality, safe, backlogged conservation work. The Youth Corps will enroll teams of Corps Members and adults to accomplish this task under the supervision of the USDA National Service Academy Crew Leaders and the National Service Director.

The US Forest Service will continue to play an important role in each project. The Green Mountain National Forest staff will assist the Youth Corps in training, monitoring and evaluating our Crews. Because this proposed program would be new and unique, the US Forest Service will be provided with regular updates on program developments and project status throughout the season.

A designated contact person within the Green Mountain National Forest will work directly with the National Service Director and Crew Leaders to insure that the program is successful. In order to keep communication lines clear, all communication for the agency is directed through this contact person. This person will provide advice and direction. The National Service Director and Crew Leaders will keep the agency contact updated on program developments. All issues related to the USDA grant which funds this project will be discussed and cleared with the GMNF Contact.

Green Mountain College

The USDA National Service Academy is based in Moses Hall at Green Mountain College in Poultney, Vermont. The goal of the Youth Corps and Green Mountain College is for the USDA National Service Academy program to be a fully integrated part of the college. Corps Members will earn at least two and up to six 400 level environmental studies college credits while in the program, and are encouraged to participate in college-sponsored activities; particularly, educational and special events. Corps Members are welcome to use all college facilities including the indoor pool, library, health and counseling services and dining services. In addition, the task force designing the new Environmental Studies curriculum for the college has invited those Corps Members with interest and background to partake in

711
curriculum assistance for a new Environmental Studies degree program. Corps Member undergraduates are encouraged to apply for admission to the college.

Additional Partners Include:

Green Mountain Club, Vermont Leadership Center, Catamount Trail Association, National Forest Foundation, Student Conservation Association, Vermont Association of Snow Travelers, National Association of Service and Conservation Corps.

5. Organizational Capacity

Youth Corps Staff

Thomas Hark, Executive Director

The Executive Director is responsible for all aspects of the Youth Corps and ultimately, all operations of the National Service Academy. These include: program development, operation and facilitation, vision and inspiration.

Dana Hearn, Associate Director

The Associate Director is directly responsible for overseeing all program operations including but not limited to: program development, hiring, training, monitoring, evaluating, park operations, financial management and policy. The Associate Director is also directly responsible for the training of all personnel, the management of all projects statewide, and all expansion efforts. She provides an abundance of general support, specifically project support.

Bruce Kellman, Field Program Manager

The Field Program Manager is responsible for managing all summer program operations and managing the full-time staff members who carry out these annual responsibilities. The Field Program Manager works closely with the Associate Director to insure annual operations. The Field Program Manager works with the National Service Director to assist with program management and to monitor, support, and evaluate all projects.

Keith Hughes, National Service Director

The National Service Director is responsible for developing all aspects of the USDA National Service Academy. The National Service Director is directly responsible for staff and crew recruitment and management, crew administration, payroll, equipment coordination, and education. The National Service Director works directly with the USFS Agency Contact, the Youth Corps Executive Director, and the Crew Leaders to insure success of the program. Crew Leaders are supervised by the National Service Director.

Crew Leaders

Crew Leaders are responsible for the operations and management of the crew and the project sites. Crew Leaders will share responsibility for supervising the crews at the project site, educational program development and implementation, as well as the training, supervision, community building and the evaluation of Corps Members.

Corps Members

There will be twenty Corps Members at the Academy who will work in smaller teams on high priority conservation projects. Each Corps Member will be an

active participant in creating a safe, productive, and respectful environment. Corps Members will eventually lead formal and informal educational activities. Corps Members will participate and help to develop an intellectually and physically challenging environment for learning and personal growth.

6. Innovation & Replicability

The ultimate vision of the National Service Academy is to create a financially self-sufficient national service and education program on the Green Mountain College Campus, which will provide highly skilled and enthusiastic teams of volunteers to complete high-priority, backlogged conservation projects on the Green Mountain National Forest. We envision this "service academy" to rank with our other national military academies in terms of education, training and quality.

In order to reach our goal of becoming self-sufficient the National Service Academy is utilizing the local and state strengths of the Youth Corps coupled with an aggressive local and national public relations plan. In 1994 the marketing and public relations directors from the Youth Corps, GMC and GMNF met and began to draft a detailed public relations plan. This plan will be completed by May of 1995. The Youth Corps proposes to carry out this detailed plan and to continue working with all of the parties involved to showcase this USDA AmeriCorps project.

Specifically, the proposed plan addresses the following: All staff and Corps Members will wear a uniform shirt with AmeriCorps patch. Corps Members will also have AmeriCorps t-shirts and ball caps.

The USDA/National Service Academy will host all US Governors at the National Governors Association conference in the summer of 1995. The NGA will showcase this as an exemplary project.

An all-service conference will be held for all Vermont AmeriCorps volunteers at the National Service Academy. This event will bring considerable exposure to the program on a local and national level.

Finally, a committee of AmeriCorps volunteers will, on their free time and under the direction of the Academy Director, develop regular press releases which will be sent to home town publications of Corps Members for further publicity.

The ultimate goal is to bring significant attention to the USDA/GMNF AmeriCorps program.

7. Detailed Recruitment Plan

The program recruitment will strive to mirror the Green Mountain National Forest multicultural organizational goals. To help facilitate this process, Fronteir Communications (formerly Long Distance North) has donated up to \$3,500.00 to the Youth Corps in the form of a free 800# to make it as easy as possible for applicants to apply. An extensive recruitment network developed by the Youth Corps over the past ten years will also be used to heighten interest in the program. This network includes over three hundred colleges nationwide, educators, administrators, guidance counselors, peer leaders, directors, law enforcement officials, and many others. The USDA/NSA will also recruit through the extensive Youth Corps network of past staff, Corps member alumni, private donors, NASCC, and others.

41

In addition, the Youth Corps National Service Academy will fully utilize recruiting avenues provided by the Corporation for National Service, the United States Department of Agriculture, and the Vermont State Commission on National and Community Service. Furthermore, collaborative recruiting partnerships with other state commissions on National and Community Service will be utilized.

Moreover, the Youth Corps National Service Academy and Green Mountain College will diligently work together throughout the recruiting process with an emphasis on maximizing diversity.

8. Detailed Work Plan and Milestone Schedule

- 6/1/95 - Finalize plans/contracts for facilities (subject to confirmation of funding)
- 6/15/95 - Begin staff recruitment.
- 7/1/95 - Begin recruitment of corpmembers.
- 9/1/95 - Complete selection of staff and corpmembers.
- 9/15/95 - Complete training for new staff.
- 10/1/95 - Project start-up.
- First Quarter - FY 96 - Training in early phases and during bad weather. Project accomplishment - trails, TSI, wildlife openings. Heavy field emphasis early in quater.
- Second Quarter- FY 96 -Corpmembers off. Detailed project planning and coordination for 3rd and 4th quarters.
- Third Quarter- FY 96 - Project Accomplishment - Prescribed burning, reforestation, fisheries, recreation site opening, trail clearing will be emphases.
- Fourth Quarter- FY96 - Project Accomplishment - Trail construction, road maintenance, soil&water imp., on-going recreation work.
- 9/30/95 - Project Completion

9. Detailed Budget