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United States Department of Agriculture

Natural Resources Conservation Service

760 South Broadway
Salina, Kansas
67401-4642

Subject: PER - USDA/AmeriCorps - Kansas
Third Quarterly Report

Date: July 6, 1995

To: Lloyd Wright, Director, Community Assistance and Resource Division, NRCS, Washington, D.C.

File Code: 360-5

Enclosed for your information is the third quarterly report for the USDA AmeriCorps Projects in Kansas.

ACTING FOR
James N. Habiger
State Conservationist

Enclosures

cc:(w/enclosures)
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Adrian Polansky, Acting State Executive Director, CFSA, Manhattan, KS
Kenneth W. Hoffman, Area Conservationist, NRCS, Topeka, KS
Robert O. Plinsky, Team Leader, NRCS, Topeka, KS
H. Lynn Gibson, Area Conservationist, NRCS, Emporia, KS
H. Dan Owens, Team Leader, NRCS, Emporia, KS
Thomas W. Badger, Area Conservationist, NRCS, Manhattan, KS
Kelly J. Klausmeyer, Team Leader, NRCS, Manhattan, KS
Patrick L. Abel, Team Leader, NRCS, Manhattan, KS
Jesse F. Crockford, Area Conservationist, NRCS, Hutchinson, KS
Gary L. Parks, Team Leader, NRCS, Hutchinson, KS
Daniel H. Meyerhoff, Area Conservationist, NRCS, Hays, KS
James L. McDowell, Team Leader, NRCS, Hays, KS
Michael D. Marshall, Area Conservationist, NRCS, Dodge City, KS
Dwaine Daniels, Team Leader, NRCS, Dodge City, KS
Norman Lister, Watershed Delineation Team Leader, NRCS, Salina, KS
Robert Barbee, KDWP, Pratt, KS
Mike Nyhoff, KDWP, Glen Elder Reservoir, Glen Elder, KS
Rick Martin, KDWP, Kanopolis Reservoir, Marquette, KS
Mark Mohler, KDWP, Milford Reservoir, Wakefield, KS
Gary Bernasek, KDWP, Perry Reservoir, Ozawkie, KS
Michael Zajic, KDWP, Webster Reservoir, Stockton, KS

The Natural Resources Conservation Service, formerly the Soil Conservation Service, works hand-in-hand with the American people to conserve natural resources on private lands.

AN EQUAL OPPORTUNITY EMPLOYER

AMERICORPS
THIRD QUARTERLY REPORT

TIME PERIOD: April 1 through June 30, 1995

SITE INFORMATION

Operating Site Name:	USDA/KANSAS
State:	KANSAS
Site ID No.	N/A
Your Name:	LARRY D. MILES
Your Position:	PROJECT DIRECTOR
Telephone Number:	(913) 823-4578
Fax Number:	(913) 823-4540
E-Mail Address: (If available)	N/A
Date Report Completed:	JUNE 30, 1995
Reporting Period:	APRIL THROUGH JUNE 30, 1995
Program Start-up Date:	OCTOBER 1994

MEMBER INFORMATION

FULL-TIME MEMBER INFORMATION

Number of members authorized for your site:	
Environmental Corps Members:	25
Rural Development Corps Members:	18
Number of members enrolled at end of quarter:	32
Environmental Corps Members:	16
Rural Development Corps Members:	16
Number of members at beginning of quarter:	38
Environmental Corps Members:	20
Rural Development Corps Members:	18
Total hours of direct service for previous quarters:	34,866
Environmental Corps Members:	16,712
Rural Development Corps Members:	18,154
Total hours of direct service for this quarter:	15,636
Environmental Corps Members:	7,105
Rural Development Corps Members:	8,531
Total hours of direct service to date:	50,502
Environmental Corps Members:	23,817
Rural Development Corps Members:	26,685

MEMBER INFORMATION

PART-TIME MEMBER INFORMATION

Number of members authorized:	1
Environmental Corps Members:	0
Rural Development Corps Members:	1
Number of members enrolled at end of quarter:	1
Environmental Corps Members:	0
Rural Development Corps Members:	1
Number of members at beginning of quarter:	1
Environmental Corps Members:	0
Rural Development Corps Members:	1
Total hours of direct service for previous quarters:	0
Environmental Corps Members:	0
Rural Development Corps Members:	0
Total hours of direct service for this quarter:	520
Environmental Corps Members:	0
Rural Development Corps Members:	520
Total hours of direct service to date:	520
Environmental Corps Members:	0
Rural Development Corps Members:	520

VOLUNTEER ASSESSMENT

NON-AMERICORPS MEMBER VOLUNTEERS	
Total Number of non-AmeriCorps Volunteers: (Involved in AmeriCorps service activities in this quarter)	420
Total hours of AmeriCorps service activities: (Completed by non-AmeriCorps member volunteers in this quarter)	3,390

SIGNIFICANT CHANGES THIS QUARTER

Program structural changes made this quarter:

In April, Secretary of Agriculture Glickman put a hold on wetland inventories. Since that time the wetland and riparian area delineation teams have worked on other than wetland inventories. Nine-five percent of the teams' time has been spent on the riparian inventory.

Number of members who have left the national service this quarter:	6
Total-to-date:	11
Number of members who have gained employment through their AmeriCorps service:	Unknown

MEMBER ASSESSMENT
at the end of this quarter

TOTAL AUTHORIZED POSITIONS: 43 TOTAL EMPLOYED: 32

TOTAL ENVIRONMENTAL CORPS POSITIONS FILLED: 16
TOTAL RURAL DEVELOPMENT CORPS POSITIONS FILLED: 16

DEMOGRAPHICS OF AMERICORPS MEMBERS

Box 1 - GENDER	
Number of Males:	24
Number of Females:	8
TOTAL:	32

Box 2 - RACE	
Number of Caucasians:	31
Number of African Americans:	1
Number of Native Americans:	0
Number of Hispanics:	0
Number of Asian Americans/Pacific Islander:	0
Other:	0
TOTAL:	32

Box 3 - EDUCATION	
Number w/out High School Diploma or GED:	0
Number with High School or GED:	4
Number with some college:	4
Number with College Degree:	24
Number with Graduate Degree:	0
Number w/Professional or Trade School:	0
TOTAL:	32

NOTE: Totals in boxes 1-3 should be the same number and should be the same as TOTAL EMPLOYED.

Box 4 - OTHER	
Number receiving Health Insurance from NRCS:	25
Number receiving Child Care through AmeriCorps:	4
Number of children:	5
Number w/Disabilities:	0

BUDGET INFORMATION

Federal dollars spent on AmeriCorps (Local Level Only) Project Manager completes this section	
Percent of your time spent on AmeriCorps Approximate dollar amount:	75 200,00
Cost for any other Federal employee spending time on AmeriCorps:	15,000
Travel costs for members and managers:	0
Training costs:	0
Supplies:	0
Uniform costs:	0
Program Costs: (Please explain what these costs were)	0

Partner dollars spent on AmeriCorps	
Supplies:	1,000
Travel:	1,000
Training:	500
Program Costs:	0
Other (Supervision Salaries):	130,000

PROJECT DIRECTOR COSTS

(One per state - Above site level costs only)
Do **NOT** include any costs already captured by the project manager.

Federal dollars spent on AmeriCorps	
Percent of your time spent on AmeriCorps	40
Approximate dollar amount:	$ $30,000
Cost for any other Federal employee spending time on AmeriCorps:	$110,000
Travel costs for members and managers:	$ 5,000
Training costs:	$ 2,000
Supplies:	$ 500
Uniform costs:	$ 1,000
Program Costs: (Please explain what these costs were)	None

Non-Federal Funds Spent (Explain)	None

PROGRESS TOWARDS MEETING COMMUNITY SERVICE OBJECTIVES:

Landowners and operators are learning about the benefits of wetlands and riparian areas. Recreational uses of state parks are being restored. Members are providing community service in many aspects of the areas where they live and work. Community service activities are (hours of community service):

- volunteered as a hunter safety instructor (4)
- worked with County Sheriff Department Volunteer Reserves (28)
- refurbished picnic shelter damaged by vandals (120)
- assisted in preparation of display for sport and travel show (8)
- assisted with construction of Boy Scout Shelter (32)
- assisted with Heritage Village Community Development Project (32)
- provided outdoor classroom training (150)
- designed and planned a parking lot and boat ramp (60)
- presented to Lyons Middle School a program on the importance of wetlands (4)
- installed fish habitat using recycled Christmas trees (16)
- worked with the City of Hutchinson zoo (30)
- assisted local residents cleanup ice storm damage debris (100)
- worked with a rest home to cleanup storm damage debris (7)
- helped at a wildlife refuge by cleaning bird houses and conducting a wildlife survey (34)
- assisted with a paper recycling project (12)
- worked with forestry team to build a stream channel restoration project (54)
- stenciled storm drains with "no dumping" signs for the City of Topeka (100)
- assisted local conservation groups with information booth at area farm show (16)
- assisted local conservation groups with information booth at local lawn and garden show (16)
- escorted blood donors to the bloodmobile (8)
- assisted state and federal agencies with mapping for public use areas (13)
- presented wildlife program to Cub Scouts (3)
- presented career day program to Jefferson High School students (4)
- helped City of Valley Falls remove ice storm damage debris from city park and adjacent area (30)
- helped state conservation group with streambank stabilization demonstration at state farm show (5)
- worked with Emporia area Boys Scouts for natural resource project training (67)
- worked with Emporia Middle School to plant trees (30)
- gave a talk on wetlands to the Chapman 5th grade class (3)
- plant cedar trees at Kanopolis State Park (8)
- eleven members and the state facilitator worked with state parks personnel to restore Meade State Park to use by renovating fire damage (450)
- assisted with planting 8500 trees in Ellis, Graham, Rooks and Russell Counties (36)
- made riparian area and wetland benefits presentations to several schools in northwest Kansas (12)
- assisted in setting up a recycling program in the City of Hays (24)
- helped with Big Creek trash clean up day (24)
- assisted with survey and design of Big Creek restoration project (20)

COMMUNITY SERVICE OBJECTIVES: (Continued)

- helped the wildlife biologist plant 5000 trees at the Jeffery Energy Center Wildlife area (20)
- assisted the Kansas Bow Hunters Club plant 7000 trees on the Tuttle Creek Wildlife area (30)
- assisted the wildlife biologist plant 400 trees near the town of Emmit (8)
- participated with the Kansas Commission for Community Service in providing assistance to four community service projects in Topeka during the Community Service Day recognition (250)
- assisted with establishment of an outdoor classroom at Blue Valley High School (36)
- assisted with the construction of a wetland at Tuttle Creek Reservoir (54)
- made a presentation to two elementary schools in Marysville about the importance of riparian areas and stream restoration (18)
- conducted an aquatic training session for the Blue Valley High School "Envirothon" team (8)
- assisted the Kansas Department of Wildlife and Parks on a stream restoration project in the Konza Prairie Research Area (27)
- served as group leaders for a field day at Meade State Fishing Lake for fifth graders from Cimarron School (18)
- planted trees at Ford County Lake (32)
- gave 18 presentations on wildlife habitat to 550 sixth grade students for Conservation Days at Dillons Nature Center (8)
- gave 18 presentations on surveying equipment and how to stake out a pond to 550 sixth grade students at Conservation Days at the Dillons Nature Center (8)
- assisted with stream bank protection project on West Creek in Greenwood County (36)
- applied weed barrier to tree planting area at Emporia Middle School (26)
- worked with Boy Scouts on conservation projects (62)
- served as group guides for Butler County wildflower tour attended by 240 people (16)
- assisted Emporia Middle School with Outdoor Wildlife Learning Center (8)
- helped with Lyon County Wildflower Tour with an attendance of 35 by serving as group leaders (6)
- organized and participated in intersession classes for 45 Butcher Elementary School students (52)
- assisted state and federal agencies develop digital maps of park areas at Milford Reservoir (6)
- assisted the American Red Cross Bloodmobile (10)
- assisted with park clean up at Kanopolis Reservoir (9)
- assisted with clean up of beach house at Milford Reservoir (24)
- presented a wildlife program to 250 Girl Scouts (4)
- assisted the city of Valley Falls in pumping sewage lagoons (4)
- instructed Valley Falls High School students in the installation of goose nesting and bluebird houses (6)
- worked with Marshall County fair board to help prepare church sponsored concession booth (6)
- worked with Waconda High School Sophomores and Cawker City Elementary School 3rd graders to plant 250 trees (8)
- gave a tour of Horsethief Canyon Park (6)
- provided a program for 40 students on fossils and minerals (4)
- provided a program for 20 Girl Scouts on park management (4)
- provided a wilderness survival program for Boy Scouts (5)

COMMUNITY SERVICE OBJECTIVES: (Continued)
- provided an interpretive fishing clinic (24)
- worked with local merchants on prize donations for fishing clinic
- provided a program at a child care clinic on how people and animals use their senses (6)
- provided an information program at Aylward Ranch for 55 Girl Scouts (8)

Total community service hours add up to over 2400 hours.

PRIMARY ACCOMPLISHMENTS:

Members are learning the value of doing things as a team. Their improved team work skills have been observed on numerous occasions.

State park managers have stated they are very pleased with the state park restoration teams and the significant progress they are making toward park restoration.

During recent wetland oversight reviews, National Resources Conservation Service (NRCS) area wetland team leaders praised the contributions made by the AmeriCorps members in support of the Kansas Wetland and Riparian Inventories. Wetland oversight or quality control is carried out by representatives of the four federal agencies (Environmental Protection Agency, Corps of Engineers, Fish and Wildlife Service, and NRCS) that have the lead in wetland activities.

A good network has been developed with non-USDA AmeriCorps projects in the State. The Kansas Commission for National Community Service (Pat Kells) and the state program director for the Corporation for National Community Service (Jim Byrnes) have been helpful in getting our program up and running. We meet quarterly with these two groups to compare notes and learn from other experiences.

Specific project accomplishments are:

Wildlife and Parks Teams:

Kanopolis Reservoir:
- installed 163 international signs
- installed 2 wind warning devices
- cleaned and painted park workshop
- planted 150 cedar trees
- installed 6 fishing regulation signs
- placed fish structures (cedar trees) in the lake
- cleaned and repaired 25 bluebird boxes
- pulled flight feathers and banded 60 geese
- built 24 wood duck boxes
- rebuilt 30 picnic tables
- installed drain pipes in 4 beaver dams
- trapped and relocated beaver causing damage to the park
- built two information shelters
- assisted high school student with research project
- assisted with snow removal

Kanopolis Reservoir: (Continued)

- repaired park vehicles
- assembled and transported 24 geese nesting structures
- repaired and modified 8000 feet if fence
- repaired water crossing
- cleared 16,000 feet of trail
- captured and relocated prairie dogs to flood damaged areas
- dug and transplanted 40 trees
- planted trees in wildlife area
- moved picnic tables and refuge containers above high water area
- repaired and installed courtesy fishing docks
- picked up flood debris
- renovated hiking trails
- installed sales display at park office
- worked with fisheries biologist to obtain walleye eggs
- assisted with controlled burn on 15 acres
- installed gate and repaired water crossing on multi-use trail
- repaired four goose nesting structures
- rebuilt information shelter
- painted four trail signs
- repaired 300 feet of swimming beach rope
- removed fence from wildlife refuge
- cut dead trees on wildlife refuge
- planted grass on the wildlife refuge
- planted trees in nursery at Wilson State Park
- marked grills and buoys at Wilson State Park
- repair pit toilets at Ottawa State Fishing Lake
- repaired park facilities damage by hail storm
- worked at noxious weed control at Wilson Wildlife Area
- planted food plots at Wilson Wildlife Area
- place weed barrier around newly planted trees
- installed two wood duck boxes
- renovated the fish cleaning station
- assisted with installation of water line and electric line in new Lovegrass area
- planted 300 seedling trees at Otoe nursery

Wilson State Park:

- removed protective wire and support ropes from transplanted trees
- assisted fisheries biologist with walleye netting and egg collection
- assisted with tree and flood debris removal
- transplanted numerous cedar trees in campgrounds
- rebuilt fee collection booth

Webster Reservoir:

- installed 60 feet of fence and gate to control hunting access
- installed barrier posts to control access to 4 wildlife areas
- repaired damaged gates and fence at Sheridan Wildlife Area
- cleaned flood debris from 106,000 feet of reservoir shoreline
- repaired park maintenance equipment
- cleaned campsites and support facilities and stocked with firewood in preparation for hunting season
- mulched new trees
- cut and removed over 150 flood damaged trees

Webster Reservoir: (Continued)

- placed cut trees in reservoir for fish habitat
- assisted fisheries biologist with trout stocking
- constructed over 100 brush piles for wildlife habitat
- assisted wildlife biologist with deer survey
- rebuilt 6 damaged picnic shelters
- repaired boat docks
- removed damaging trees from Rooks State Fishing Lake Dam
- assembled gill nets for fishery biologist
- picked up debris at Rooks State Fishing Lake shoreline
- refinished 20 picnic tables
- cleaned, organized and inventoried park supply storage facility
- repaired 10,500 feet of fence
- repaired flood damaged boat docks
- repaired flood damaged picnic tables
- repaired damaged fences
- put up signs closing roads due to 1995 flood
- made 1995 flood damage survey
- replaced trees killed by flood damage
- restored campground gravel surface material
- restored fire-rings damaged by flood waters
- restored campsite markers
- restored shower houses for full camping use
- weighted handicapped fishing pier to prevent flood damage
- worked with landowners and wildlife biologist to make tree and shrub plantings on private lands
- participated in controlled burn for a wildlife area in the park
- prepared fishing nets for use by the fisheries biologist
- constructed a predator control fence at the geese area and limited access area

Glen Elder Reservoir:

- repaired 79,000 feet of fence
- assembled and finished picnic tables and shelters
- cleaned camp grounds
- completed deer survey
- prepared fire break
- repaired road
- repaired and maintained park vehicles and equipment
- assisted with computer input of park agricultural permits
- cleaned up and burned trees at the camping sites
- installed 45 stone posts
- installed fish habitat (cut trees) at Lovewell Reservoir
- installed fish habitat (cut trees) at Glen Elder Reservoir
- repaired 15 gates
- conducted two wildlife surveys
- installed 300 signs
- rebuilt a toilet facility
- prepared 25 bags of grass seed
- cleaned restrooms
- conducted weekly public use surveys
- routed, stained, and painted seven signs for shooting range
- assisted fisheries biologist fertilize and transport 20-20 million walleye eggs to the hatchery

Glen Elder Reservoir: (Continued)

- planted 10,000 trees as replacement for trees lost due to flood damage
- planted 11 five gallon buckets of acorns
- constructed 5 barricades
- transported 3 truck loads of debris to landfill
- sprayed 100 acres of park to control musk thistle
- planted 100 acres of grass
- assisted with vehicle repair and maintenance during bad weather days

Perry Reservoir:

- installed 15 people control signs
- erected one large informational kiosk
- repaired one informational kiosk
- updated 6 informational kiosks
- cleared trees and brush from 22,000 feet of marsh dikes
- constructed over 100 brush piles for wildlife habitat
- removed ice storm tree debris from 26,000 feet of roadway
- repaired marsh outlet control structure
- conducted two deer surveys
- conducted four waterfowl surveys
- conducted two hunter surveys
- cleaned and repaired 4 geese nesting structures
- repaired 100 picnic tables
- painted 40 trash containers
- removed two courtesy docks
- planted two park flower plots
- installed 200 Christmas trees in reservoir for fish habitat
- repaired 18 rest rooms
- assisted fishery biologist set nets at Atchison State Lake
- repaired 1300 feet of fence at Green Wildlife Area
- cleared 5000 feet of hiking trail at Green Wildlife Area
- repaired and cleaned bluebird houses
- constructed boat ramp at Brown State Fishing Lake
- cleared limbs from 1300 feet of road at Brown State Lake
- constructed 1200 feet of fish habitat at Brown State Lake
- cleaned and organized workshop at Shawnee State Lake
- cleaned Shawnee Lake shoreline and camp grounds of brush and debris
- planted 8 trees at Shawnee State Lake
- repaired a floating dock
- repaired and repainted 4 rest rooms
- removed 6 tons of scrap iron from park
- repaired one bridge
- repaired 2.5 miles of boundary fence
- control burned 300 acres for improved wildlife habitat
- assisted fisheries biologist in test netting
- repaired 18 wildlife food plots for planting
- conducted pheasant crow count survey and quail whistle count survey
- mowed 44 miles of access road and 3 miles of horse trail
- mowed four miles of marsh dike
- assisted Canada Geese release and banding at Lassiter Marsh
- constructed and placed eight road barricades during period of high water
- sprayed noxious weeds on 100 acres
- mowed 240 acres of picnic area and camp sites

Perry Reservoir: (Continued)

- recorded traffic information from two counters
- constructed and placed 6 picnic tables
- clean up of Shawnee State Fishing Lake picnic area and shoreline
- rebuilt one courtesy boat dock
- repaired three restrooms
- cleaned up Lyons State Fishing Lake shoreline, camping area, and restrooms
- installed eighteen signs for traffic and people control
- assisted in designation of a swimming area
- clean up of picnic areas, camp sites and restrooms at Osage State Fishing Lake
- updated information material on two kiosks

Milford Reservoir:

- cleaned up ice storm debris from Pott. 2 SFL
- cleaned up Pott. 2 SFL shooting range
- preparing sites for building 3/4 of a mile of fence on Tuttle Creek Wildlife Area
- opened 1 1/2 miles of roads from ice storm debris at Tuttle Creek Wildlife Area
- helped fisheries division put in trout habitat at Tuttle Creek State Park
- replaced directional and boundary signs at Tuttle Creek Wildlife Area
- put up bird feeders at 4 nursing homes in Marshall County
- cleared the trees off 1/2 mile of the Nemaha Dam
- helped build wall extensions for lift stations in the state park
- picked up trash along shoreline of Rocky Ford Fishing Area and Pott. 1 fishing area
- applied stain to 20 benches for the chapel in the state park
- put 2 new seats on pit toilets at the Nemaha Wildlife Area
- made mulch out of Christmas trees for the state park
- general maintenance of the chain saw and tree planter and other wildlife area equipment

  established 200 feet of walkway along bank of trout stream for better fisherman access in the Tuttle Creek State Park
- aided fisheries biologist in stocking 1400 rainbow trout in streams below Tuttle Creek Dam
- applied 2 loads of sand to 2 miles of icy roads at Pott. 2 SFL
- put 4 loads of rip-rap into wash-out on the Tuttle Creek Wildlife Area to help prevent soil erosion
- planted 2 acres of new waterways to brome and native grass on the Tuttle Creek Wildlife Area
- cleared trees, prepared sites and planted 10 acres of native grass west of Blue Rapids
- helped the parks clean out the beach house to get ready for the summer concession stand
- helped wildlife biologist prepare 4 floating nest structures to be placed at Tuttle Creek State Park
- retrieved plow from TCRR wildlife area and prepared it for operation
- picked up pallets and trash from Pott. 2 SFL
- received defensive driving training and conflict and resolution training
- assisted in placing boat dock in the Tuttle Creek River pond area
- helped build a staircase in the park office

Milford Reservoir: (Continued)

- made approximately 105 cement patties for sinking fish habitat in Tuttle Creek Reservoir
- repaired 1300 feet of access road at Tuttle Creek Wildlife area
- installed historical sign at Pillsbury Crossing area
- two members attended 8 hours of burning training
- applied herbicide to flood damaged areas to prevent spreading of noxious weeds
- performed a controlled burn on the Pillsbury Crossing Wildlife area
- constructed a 120 foot ramp at Rocky Ford Fishing area for improved public and emergency access
- constructed a boat ramp at Pott. #1 recreation area
- cleared debris from park roads following wind storm
- assisted personnel with office renovation at Blue Rapids office
- placed gravel on Pott. #1 & #2 recreation area roads
- restore Pott. #2 access road drainage structures
- assisted with public use survey for Pott #1, Pott #2, Rocky Ford, and Pillsbury Crossing public use areas
- repaired and installed a fish feeder at the Tuttle Creek State Park below Tuttle Creek Dam

Wetland and Riparian Area Teams:

Dodge City:

- completed remote sensing for Ford County
- remote sensing underway for Meade County with 6 townships completed
- completed remote sensing for over 50 percent of Gray County
- completed remote sensing for Hodgeman, Meade, and Ness Counties
- participated in numerous site visits to comparison sites to acquire field data to verify remote sensing observations

Topeka:

- wetland inventory completed for Douglas County
- riparian inventory completed for Douglas County including 105 transects covering 800 miles of riparian habitat
- gathered, identified, mounted and verified 80 wetland plant specimens for use by the NRCS area staff
- started wetland inventory for Shawnee County
- riparian inventory started for Osage County
- riparian inventory completed for Shawnee County including 102 transects
- completed riparian inventory for Osage County
- utilized state of the art Ortho/digital photography and stream layer data in Osage County to apply GIS technology in the riparian inventory
- begin riparian inventory for Hillsdale watershed
- assisted with the oversight review of riparian inventory for Douglas, Osage, and Shawnee Counties

Manhattan:

- competed 390,000 acres of remote sensing for Riley County
- assisted with 50 on-site wetland field reviews
- completed riparian inventory Riley County including 80 transects
- completed 23,000 acres of remote sensing for Republic County

Manhattan: (Continued)
- completed 25 percent of the riparian area inventory for Geary County
- completed off-site riparian mapping for Geary, Marshall, Pottawatomie, and Republic Counties
- completed remote sensing for Republic County (437,000 acres)
- completed transects for Geary County (80)
- completed 30 transects for Pottawatomie County
- completed 25 transects for Marshall County

Emporia:
- completed the riparian area inventory for Lyon County including 50 transects and all points marked with GPS
- riparian area inventory completed for 125,000 acres in Morris County
- completed the remote sensing for Lyon County (360,000 acres) and Morris County (450,000 acres)
- riparian area inventory completed for Chase, Marion, and Woodson Counties
- riparian area inventory completed for about one half of Allen County
- completed 35 vegetative transects for Morris County riparian inventory
- riparian inventory completed covers about two million acres

Hutchinson:
- completed remote sensing for Rice County (330,000 acres)
- remote sensing is underway in Harvey County
- assisted staff biologist and soil scientist develop resource information
- completed off-site riparian inventory for Harvey, Kingman, McPherson, Pratt, Reno, Rice, Sedgwick, and Stafford Counties
- completed eighty three on site transects to establish quality control for the riparian inventory
- assisted Kansas Department of Wildlife and Parks set up three vegetative comparison sites in Rice County

Hays:
- held informational meetings with producers in Rooks County to explain the work of the team
- completed 75 transects for Rooks County riparian inventory
- completed all off-site determinations for Rooks County wetland inventory
- discovered 262 potential wetlands in Rooks County
- completed riparian mapping for 25 townships in Ellis County
- completed off-site determinations for Ellis County
- sent all of riparian inventory access letters to owners
- completed 12 riparian inventory transects for Ellis County
- completed over 70 road checks of signatures/potential wetlands
- all Ellis County data entered into wetlands program
- started Trego County inventories
- completed riparian transects in Russell County
- completed riparian area mapping in Gove, Graham, Logan, Osborne, Russell, Sheridan, Sherman, Thomas, Trego and Wallace Counties
- assisted Kansas Wildlife and Parks install weed barrier

Watershed Area Delineation Team:

- thirty-one 8-digit hydrologic unit area delineations have been completed using 600 USGS quadrangle maps
- drafted 8-digit hydrologic unit area maps used for the delineation of the 11-digit and 14-digit hydrologic unit areas
- traced, scanned and filed the completed 8-digit, 11-digit, and 14-digit hydrologic unit area boundaries
- checked the finished 8-digit hydrologic unit areas incorporated in the hydrologic unit area database
- completed an additional twenty-five 8-digit hydrologic unit area delineations including tracing, scanning, checking and filing the maps mapping to date has involved the use of over 1000 USGS quadrangle maps

Abilene Livestock Waste System Team:

- provided cost estimates for 10 waste storage ponds and waste storage structures
- drafted plans for 8 waste management systems
- performed engineering operations such as planimeter measurements, calculating cuts and fills, and developing hydrology information
- assisted with surveying 8 waste management systems
- assisted with stake out of 5 waste management systems
- assisted with checkout and spot-check of diversions, pipe outlets, terraces, and waterways
- assisted with checkout of 5 waste management systems

(No further progress since second quarter. Member transferred to Wetland and Riparian Team.)

PROJECTED OUTCOMES FOR NEXT QUARTER:

Even better progress is expected the next quarter. Members are preparing to complete their term and move on. Some are interested in projects for next year and others are pursuing full-time jobs or education.

PRIMARY CHALLENGES:

Diversity was a challenge during recruitment. While the overall diversity of our teams is comparable to the diversity of the communities served most efforts to achieve greater diversity were unsuccessful. More lead time in recruitment will help some; however, the need to recruit locally in order to reduce attrition makes achieving greater diversity even more difficult.

Recruitment and getting 45 members on the roles was just about more than we could do in the limited time needed to accomplish it. Without the "outstanding" effort from our personnel staff and our AmeriCorps facilitator we could not have begun to accomplish it.

We are disappointed at having lost several members to resignations. As job opportunities with much better pay becomes available, members are making the decision to forego the educational award for greater economic security. We plan to approach our 1996 recruitment and selection with the goal of

finding members that have the need or the desire to pay off student loans or further their education. With out one of those incentives, it is too easy for members to quit and take on a better paying job. We are having a difficult time motivating our people to begin recruitment in earnest, since there is uncertainty about the likelihood or extent of the 1996 AmeriCorps Program.

There continues to be a significant lack of communications between the state corporation and the national corporation. The state group tends to want to do things without involving the national. We have been working closely with both, but they do not talk much to each other, if at all.

We ordered and purchased our own sweat shirts, since none have been made available as promised by USDA. Other things such as notices of events have been forwarded to us in an untimely manner. We received notice of AmeriCorps service award nominations via FAX from Joel Berg's office on March 21, 1995, but the deadline for nominations was February 24, 1995. These are just a couple of examples.

PRIMARY TRAINING AND TECHNICAL ASSISTANCE NEEDS:

Without much guidance from the national office, we have developed our own training program for members. The following training has been provided:

- General Program Orientation
- CPR (provided by AmeriCorps extension team)
- First Aid
- Defensive Driving
- Conflict Resolution
- HIV/Aids Training
- Sexual Harassment

Total training involves 3300 hours.

MEDIA COVERAGE:

The following media coverage information is provided:

- Shawnee County NPS News Release, undated (first quarter report)
- Wichita Eagle, November 1, 1994 (first quarter report)
- Kansas AmeriCorps Information Tape, October 30 or November 6, 1994 (previously provided)
- Kansas AmeriCorps Kickoff News Tape, October 19, 1994 (previously provided)
- McPherson Sentinel, October 20, 1994 (first quarter report)
- Salina Journal, September 24, 1994 (first quarter report)
- Salina Journal, September 24, 1994 (first quarter report)
- Topeka Capital, September 24, 1994 (first quarter report)
- AmeriCorps News Tape WIBW, September 23, 1994, (first quarter report)
- McPherson Sentinel, State Park Write up, September 22, 1994 (first quarter report)
- USA Weekend, September 16, 1994 (first quarter report)
- USA Today, September 12, 1994 (first quarter report)

MEDIA COVERAGE: (Continued)

- Salina Journal, September 5, 1994 (first quarter report)
- SCS News Release, September 2, 1994 (first quarter report)
- SCS News Release, July 12, 1994 (first quarter report)
- Salina Journal, March, 18, 1995 (second quarter report)
- KSNC Channel 3 Wichita, Mid-February (Park members in action, copy not available)
- Herington Times, February 1995 (second quarter report)
- NRCS News Release, February 21, 1995 (second quarter report)
- NRCS News Release, March 15, 1995 (second quarter report)
- Salina Journal, June 9, 1995 (attached)
- Salina Journal, June 16, 1995, Guest Editorial by Kansas AmeriCorps Facilitator, Jim Meisenheimer (attached)
- Hutchinson News, June 21, 1995 (attached)
- Kansas Wildlife and Parks, July/August 1995 (attached)
- NRCS News Release "AmeriCorps Volunteers Help Meade Park", June 30, 1995 (attached)

A potential story with the AmeriCorps tie to the original CCC work exists as a result of the community service done by the members at the Meade State Park. The dam at the park and some of the park facilities were constructed by the CCC. That particular camp was one of a very few African American CCC camps in Kansas. Some video footage was taken and is in the process of being reviewed for possible use.

OTHER DOCUMENTATION:

Our AmeriCorps Facilitator, with assistance from the members, has published two newsletters this quarter(attached).

USDA/AmeriCorps
Natural Resources Conservation Service
760 South Broadway
Salina, KS 67401-4642
(913) 823-4500
FAX (913) 823-4540

Subject: PER - AmeriCorps Program - Trip Report
Week of July 31-August 4, 1995

Date: September 7, 1995

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

The week ended on a happy but sad note. The graduation ceremony, August 4, Kanopolis State Park, was the concluding activity of the week. After doing a couple of hours of less than intense community service, we gathered at the Corral Shelter for a buffalo burger feed and graduation activities. We were honored to have the following present: 1) Natural Resources Conservation Service - James N. Habiger, State Conservationist; Delbert E. Prophet, Assistant State Conservationist (Programs); and Robert Plinsky, Team Leader; 2) Kansas Department of Wildlife and Parks - Robert Barbee, Public Lands Specialist; Alan Stark Regional Supervisor; Rick Martin, Park Manager; and Jerold Hover, Director of Parks and Public Lands; 3) Kansas Commission for National and Community Service- Patricia Kells, Executive Director; and her assistant Hillary Peguero; and 4) The Corporation for National Service - James M. Byrnes, National and Community Service State Program Director. Brief comments about the program and members were given by Jim Habiger, Robert Plinsky, Robert Barbee, and Pat Kells.

I was very pleased to have Pat Kells, Jim Byrnes, and Hillary Peguero travel from Topeka to be with us. The networking developed with the afore has been very supportive throughout the year.

The ceremony August 4 and the closing out session July 3 caused a lot of mixed feelings for me. I was happy for the members that their tours of service were to be about over. It was good to see the members of the two corps interact and share thoughts about AmeriCorps. The days were also sad for me, as I realized my time with this fine group of young men and women was coming to an end. Part of our time was spent expressing the deep feelings we held toward each other. It was interesting to see the bonding that had taken place between many of the members. Jim Peterson and Neil Bass of the Emporia team, said they intend to keep in-touch with each other after their tours are complete. I am sure their intentions are not atypical of the other members.

The United States Department of Agriculture Certificate of Merit presented to each of us by Mr. Habiger and Mr. Prophet took me by surprise. The flattering compliments given by you to the group, about my service, were almost too much to handle. I do not deserve that kind of adulation. As I said to the members and

guests, your support and presence made my job easy.

The opportunity to give out the awards to each member, and to say something about each team was appreciated. I tried to note the community service activities of each team, as well as some interesting, if not humorous story about each member. Kurt Grimm, after receiving his certificates, showed the audience the dead western diamondback rattlesnake he had killed in the area of our community service. Kurt later noted that I had not shaken hands with him when I gave him his award. He wondered, correctly, if it was because he had just handled the snake. Even though I knew that snake was dead, I kept looking over my shoulder to make sure there was no movement in the bag which contained it.

The ceremony ended with the recognition of Ryan Webster for his heroic actions of July 23. Ryan and a Kansas Department of Wildlife and Parks conservation officer saved a boating victim's life that day. During the recognition, Ryan was told that Glenda Henley, Director of the Kansas Health and Safety Extension Corps, had learned from the victim's family that the victim was in good spirits, was recovering well, and hopeful he would not lose the use of his foot for balance. The post card from Pat Kells to Ryan thanking him for his service was read, and then given to him. Pat then came to the podium where she presented Ryan with a certificate honoring him for his actions. After Pat's presentation to Ryan, she addressed the corps and thanked them for their service and talked about the future. Ryan, unexpectedly, then asked permission to speak to the gathering. I still get choked up when I think of the kind words expressed by the participants at the gathering.

The picture post card made and sent by Pat Kells July 31 contained seven pictures from the April 19 Kansas Day of Celebration. Four of the seven pictures on the post card were taken by us.

The afternoon of August 3 was devoted to closing out the AmeriCorps project for 1995. Kathy Razak, Personnel, reviewed the needed forms and discussed their hours. A video from the Meade State Park was viewed during the break. Breakout groups were formed after the intermission.

In the breakout groups the members were asked to give their views on how the program could be improved for the next AmeriCorps class. The following are suggestions made:

* Make sure participants loans qualify to be paid by the trust before members are selected.

* Clarify the service requirements before the members are selected.

* Give members the option of receiving stipend and award, or just an increased salary.

* Make the loan companies aware of the AmeriCorps payment plan. Appoint someone to notify loan companies of each member's position and loan forbearance provisions.

* Give more personal time to members, 40 hours is not enough.

* Eliminate the child care hassle and confusion.

* Kevin Feleay suggested, "Jim be kept as the facilitator."

* They want to be issued more warm clothing.

* Do a community service project with all members together during orientation.

* They want more interaction between the corps and between the members.

* When park teams are assigned to more than one reservoir, cut down the travel time between the reservoirs.

* The riparian team members want more time out of the office.

* Count AmeriCorps service as federal time and status for hiring, job preference for hiring, and allow time to count toward federal service benefits.

* Increase the stipend.

* Allow more options to use the educational award, i.e. cash, home purchase.

* Allow members to pro-rate educational awards, even if they leave for other than compulsory reasons. They believe that will encourage some to stay longer.

* Select only those who have qualified existing student loans or intentions of continuing their education.

* Set up better communication between the Kansas Department of Wildlife and Parks and members. There were times when members never received messages.

* Set up a defined chain of command with the members.

* They want park supervisors to be better organized to deal with members, and to have more participation with them, as they serve.

* They need more clothing and they need it timely.

Several of the members will complete their tours of service within the next few days. I would like to send them a personal thank you letter before they leave.

Tentative schedule for the week of August 7-11:

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* 8	NRCS, Salina
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* 14 NRCS, Salina
* 15-18 Annual leave

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* 21-23 Annual Leave
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Jim Meisenheimer
Kansas AmeriCorps/USDA Regional Facilitator

cc:
Roger Lemmons, FSA, Manhattan, KS
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.

U.S. DEPARTMENT OF AGRICULTURE

REFERENCE SLIP

DATE 6/27/95

TO

Joel Berg

- [ ] ACTION
- [ ] APPROVAL
- [ ] AS REQUESTED
- [ ] FOR COMMENT
- [X] FOR INFORMATION
- [ ] INITIALS
- [ ] NOTE AND FILE
- [ ] NOTE AND RETURN
- [ ] PER PHONE CALL
- [ ] RECOMMENDATION
- [ ] REPLY FOR SIGNATURE OF
- [ ] RETURNED
- [ ] SEE ME
- [ ] YOUR SIGNATURE

REMARKS The picture in the Hutchinson News is not an AmeriCorps Member. The article written by the District Conservationist Tom Flowers will be cleaned up and sent to a couple of newspapers. A full report on the Meade State Park trip can be read in my weekly report for June 19.

FROM

Jim Meisenheimer

U.S.G.P.O.: 1985-525-216

FORM AD-514 (8-64)

United States Department of Agriculture

Natural Resources Conservation Service

P.O. Box 87
Meade, Kansas
67864-0087

June 23, 1995

Mr. Jim Meisenheimer
USDA Natural Resources Conservation Service
760 South Broadway
Salina, KS 67401

Dear Jim,

First of all, it was delightful to meet you and your crew of hard workers. The staff at the State Park are still in a whirl about all the work that was done!

Listed below are the addresses for the people who provided combine and tractor rides for Neil.

Attached is the first draft of a news release for our local paper. It will also be provided to the Liberal newspaper. Please change as you see fit and feel free to use your name on the byline. I think it would be great if Tim could get this in the High Plains Journal.

I will send you photos and the tape when they are available.

Yours truly,

Tom

Thomas L. Flowers
District Conservationist

cc: Mike Marshall, Area Conservationist

ADDRESSES

Rolland K. Wiens	Jerome Wiens	Lori Salyer
19151 # 20 Road	20146 #20 Road	P.O. Box 33
Meade, KS 67864-9524	Meade, KS 67864-9549	Meade, KS 67864

The Natural Resources Conservation Service
formerly the Soil Conservation Service
is an agency of the
United States Department of Agriculture

AN EQUAL OPPORTUNITY EMPLOYER

Americorps Volunteers Help Meade Park

by

Thomas L. Flowers

District Conservationist

Natural Resources Conservation Service

The alarm rings before 6:00 AM, and youthful bodies, stiff from a night on the ground in a tent, stretch and come to life, ready for a hearty breakfast and a hard day of work at Meade State Lake and Park. The year could have be 1936 and the people members of the Civilian Conservation Corps or CCC, but it is 1995, and the people are members of the Americorps program.

Three months following a catastrophic fire at Meade State Lake, a work crew of 11 Americorps volunteers and over twenty five Kansas Department of Wildlife and Parks employees decended upon the park with chain saws, tractors, axes and brooms to make the park safe again for camping.

Meade State Lake and Park is a recreational oasis in western Kansas with an annual visitation of over 100,000 people, but a wildfire on March 22 of this year killed or severely damaged many of the mature cottonwood trees in the park. A fire damage assessment team viewed the site on May 5th, and found nearly one half of the park area to be unsafe. These areas were then closed to public use.

Because of the size of the cleanup job, and the approach of the camping season, the assessment team sent in a request for assistance from the Americorps program.

Mark Goldsberry, Manager of Meade State Park was excited about the help. "The Americorps crew showed up Monday night, and we started working Tuesday morning."

The work was hard, dirty and dangerous. "We had six tractors and a large front end loader, ten large chain saws and a lot of hand tools" said Goldsberry. "Along with the Americorps people, we had machinery and KDWP employees come from Cedar Bluff, Webster, Glen Elder, Lovewell, Hays, Dodge City, Wilson, Liberal and Meade. We had one crew come 340 miles!" Goldsberry also pointed out that Jim and Myrna Perona of Fort Dodge, Kansas, and regular lake patrons volunteered their time and talents to cook and clean for the large crew.

"This is our lake too" said Jim Perona.

Mike Mitchner, District Wildlife Biologist from Liberal, and one of the project organizers said "This is the biggest project I've ever been on...I can't think of anything bigger in western Kansas. We had a job to do and everyone got together to do it."

"Everybody is working hard" said Goldsberry. "What they have done here has been far beyond my wildest expectations. They've done a heck of a job."

Jim Meisenheimer, coordinator for the Americorps volunteers, said "The work has been very hard, but

rewarding. The food has been great, and the hospitality has been super!"

The Americorps crew came to Meade expecting cold luncheon meat and cold cereal. They found home-made chicken noodle soup, roast beef, hamburgers and scrambled eggs.

"We've been eating like kings" said Mike Houck, one of the Americorps volunteers. "None of us is ever hungry."

Meisenheimer said "We brought in eleven of the best people in the Americorps to help clean up the park. I'm very proud of the job they have done!"

"This project has given the Americorps volunteers a chance to rub shoulders with a lot of people in the biology field" said Meisenheimer. "We're meeting people from all over the state who are employed by Kansas Department of Wildlife and Parks."

"You work, sweat, eat and play a bit with each other, and a bond is formed" said Meisenheimer.

"There are no bosses" said Meisenheimer. "Everyone is just working hard and helping each other. No one is slacking off."

"Everything has worked real well between agencies" said Houck.

Americorps volunteers and Wildlife and Parks employees camped out at the park in tents, pickups and even under an old tarp. "The camping was great except for the mosquitoes and raccoons" said Houck.

Goldsberry said the whole project has been overwhelming. "To have this much equipment, people and machinery in the park and have it all go so smoothly is amazing! I haven't had a chance to turn around and see all of the work, I just point to a job and it gets done! Everyone is being very careful and safety comes first. We've had no injuries other than a few bruises and blisters."

Not all of the time spent at Meade State Park was work for the Americorps volunteers. Some of it was also educational. Jerome Wiens, an area farmer was cutting wheat near by and agreed to let Neil Bass, a volunteer from Florida ride the combine. "I had never been in Kansas during harvest, and had never seen a combine. It was great!"

The volunteers also had a chance to visit the ghosts of days gone by...the barracks of the old CCC camp. "Americorps and the CCC are similar programs, and it is good to let the volunteers see what their roots are" said Meisenheimer. "The CCC built this place, we came to help fix it!"

Most of the volunteers from eastern Kansas didn't realize the beauty of western Kansas. "Some of us didn't realize there were trees and water in southwestern Kansas" said Houck. "A lot of the guys are happy to see another part of the state."

Thursday morning, the last work day, began with breakfast at 6:30 AM. Following breakfast, a safety meeting was held. With a backdrop of a blackboard with the words "BE SAFE" written on it, Goldsberry reminded everyone that they were coming down the home stretch. "Let's not get lax now. Keep your hard hats, chaps and ear plugs on, and pay attention to business."

The only question at the safety meeting..."Whats for lunch?" The answer..."All you can eat chicken noodles!"

All of the Americorps volunteers and KDWP employees want to thank the local businesses who donated food for the clean up project. These include: Schmidt Packing, Pizza Hut, Taylor Mart and Aunt Vi's of Meade, and National Beef of Liberal.

In just two and one half days, over three hundred cottonwoods (some over 150 feet tall) were fell, cut up and removed to burn piles. Hundreds of smaller trees were also removed. "We're tired, and I'm amazed!" said Mitchner. About forty acres of campground were re-opened to the public.

"We plan to open up some of the down timber to fire wood cutting" said Goldsberry. People cutting the wood will have to have a park permit, and leave 1/3 of the wood cut for use in the park. "It will be on the honor system" said Goldsberry. People interested in the wood should call the park office.

Americorps is a voluntary community service program of the United States Government. In return for nine months of service work, volunteers are paid a small wage for living expenses, and additional money is earned to pay off or provide educational loans. The 11 volunteers on the Meade State Park project range in age from 22 to 27 and eight are college graduates.

Berg

USDA/AmeriCorps
Natural Resources Conservation Service
760 South Broadway
Salina, KS 67401-4642
(913) 823-4500
FAX (913) 823-4540

Subject: PER - AmeriCorps Program - Trip Report
Week of July 10-14, 1995

Date: July 24, 1995

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

The week of July 10 was spent catching up on paper work, answering questions from members, and writing and rewriting drafts. At times I have to pinch myself and say AmeriCorps is for the members, not the facilitators. But, I too have grown from the experience, especially the days we spent in southern Missouri, what a beautiful experience. If only Cody and Kevin had received half as much from it as I did.

July 12 was spent with AmeriCorps member Dorris Hankins, at Milford State Park. Dorris is the only member at the park, and when I arrived she was staining wooden signs and railings. Whereupon, I grabbed a paint brush and joined her, and our conversation began.

Dorris does not have contact with other AmeriCorps members, except for the training sessions. She asked about Jennifer who was to join her from Tuttle Creek State Park, and was surprised to learn that neither we nor the Tuttle Creek Park people have seen or heard from Jennifer since my last visit there in early June. That news surprised Dorris, because Jennifer had told Dorris that Jennifer's mother wanted Jennifer to get the educational award in order to go to college. Dorris did say that Jennifer had been having some problems with a boy friend, but those problems had been resolved.

Wood staining in 90 degree temperatures is not fun. At noon, Dorris took it upon herself to take her pickup truck, find and bring in for lunch the young temporary employees who were mowing in the park. Those kids and other park employees are her peer group. After lunch, we painted the center concrete supports for shelters. Most of the supports did not need painting, but in the wisdom of park personnel, they needed a different color.

By 2:00 p.m., a radio station gave the temperature in nearby Junction City of 110. We both agreed that it was a least 110 in the shade, and we were both suffering. July 12 was the second day Dorris had worked alone under such conditions. While we worked, I learned that she had worked on recent flood damage within the park. I am concerned that she is spending too much time painting, and not enough time in restoration work.

I asked if park employees checked on her when she was working alone in oppressive temperatures. She stated they drive by once or twice a day to see if she is okay. I am concerned that when she is working alone in extremely hot temperatures, something could happen and she would not be found for a while. By 3:00 p.m. we were both extremely fatigued, even though we had taken brief breaks to get liquids.

My experience with Dorris points out the fact that facilitators, or a facsimile, are needed for 1996, if there are to be projects. Someone working side-by-side with the members is needed. That person, while working with the members, actually sees what the members are doing and can determine if that service meets the objective of AmeriCorps. I am not sure that painting and staining on a full-time basis meets the AmeriCorps objective. A team leader working for another agency may not realize that the goals of AmeriCorps are not being met. AmeriCorps members are not to be doing work that would normally be done by park or NRCS employees! By working with the members, the facilitator learns about the members and their concerns with the program.

I learned, as previously mentioned, that Dorris is really isolated from our other AmeriCorps members. Remember, due to her transportation problems, her situation is unique and we have made every effort to keep her. As she admitted, she almost quit. Ironically, it was Jennifer who talked her into staying. Dorris needs the educational award to pay off her defaulted student loan and to finance the completion of her licensed practical nursing degree.

Dorris needs more frequent contact with AmeriCorps members. Weekly, if not daily, meetings of AmeriCorps members need to take place for several reasons. The meetings are important for building team esprit de corps, keeping morale, and for defining work objectives. We need to find a better way to make sure that those meetings take place. I believe that the lack of team and cluster meetings have been our greatest weakness.

Keith Salmans from Tuttle Creek told me on July 13 and July 10 that Ryan is having trouble with his hours. He is spending too much time working in the park instead of the wildlife area. Ryan needs the educational award and is too close to completing his service to quit now. I will use my day off to meet with him on July 14 in order to resolve his problem.

Schedule for the week of July 17-21, 1995:

* 17, Training - Houston, Texas
* 18, " " "
* 19, " " "
* 20, " " "
* 21, " " "

Jim Meisenheimer
Kansas USDA/AmeriCorps Regional Facilitator

cc:
Roger Lemmons, CFSA, Manhattan, KS
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
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Jim Meisenheimer
Kansas AmeriCorps/USDA Regional Facilitator

cc:
Roger Lemmons, FSA, Manhattan, KS
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
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Berg

USDA/AmeriCorps
Natural Resources Conservation Service
760 South Broadway
Salina, KS 67401-4642
(913) 823-4500
FAX (913) 823-4540

Subject: PER - AmeriCorps Program - Trip Report
Week of July 24-28, 1995

Date: August 29, 1995

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

Monday, July 24, was spent at the Kansas State CFSA Office in Manhattan revising objectives for the proposed CFSA AmeriCorps Project with program specialists Roger Lemmons and Dennis Gaschler. The new USDA Management Team format was shown and discussed. Under the heading, "Project Director", we inserted the name, Larry Miles.

I was very pleased to find that we were missed by the members during our stay in Houston. Perhaps we provide more moral support than we realized.

My visit with the Kanopolis team on July 26 was satisfying. They too were waiting to see the pictures and hear of news from other members. After Chris, Scott, and Kurt had looked at the pictures, Troy Hrlburt asked to see the pictures. Troy previously resigned.

Later in the day, while building a grill for the USDA/AmeriCorps graduation, I told Troy I was pleased that he still wanted to see what the others were doing. I still considered him an ex-officio member of the team. Troy seemed very pleased by my remarks.

Kurt Grimm expressed a comment similar to the one I heard from the Houston team that took us to their island. The Houston members said they really missed a member who had resigned to go back to New Jersey. Kurt in reference to Scott Morris said, "I am going to miss him." We then talked about how Scott had grown and how the team had developed.

Kurt and the others wanted me to see the Western Diamondback Rattlesnake (crotalus atrox) he had almost stepped on while working on a trail. The four-foot three-inch snake, circumference of six inches, usually is not found north of the Oklahoma border. Even though the snake was dead and in the freezer, I declined the offer to view it.

Ryan Webster had left a message for me to call him. I soon learned he wanted to tell me about his experience on July 23, while serving extra hours at Tuttle Creek State Park.

On July 23, about 4:00 p.m., Ryan and Randy Conrad, Tuttle Creek State Park Conservation Officer, were near the Big Dog Marina when they heard screaming. When they investigated, they found a Louisville man, Clyde Wheeler, 44, had been in an inner tube being pulled by a Ranger bass boat. The boat slowed to an idle to turn around to pick up Wheeler. When the driver was unable to steer away, the rear propeller of the boat made contact with Wheeler's feet, cutting them to the bone. Two park employees in a boat near the incident were able to get Wheeler into their boat and get him to shore.

When the man was at the shore, Ryan along with Conrad began giving first aid. Ryan said he was able to use the first aid training given to him and the other AmeriCorps members. The training for first aid and CPR was provided to our members by the Kansas Health and Safety Extension Council (KHSEC) AmeriCorps.

Ryan stated they worked with the victim for about 25 minutes, even though it "seemed like an eternity." The first thing Ryan and Randy did was elevate the victims legs and stop the bleeding. The injury extended from the waist to the knee, with three to four inch wide wounds to the bone. Ryan said he kept talking to the victim to keep him from going into shock. The man had about a four inch wound from his waist down, and his leg bone could be seen though the severed muscles and tendons. The bones in the ankle were also exposed.

On July 28, I spoke to the first medical person to respond, Joe Clark, EMT. When he arrived, he discovered that Wheeler had lost half a foot, and severed an artery among other injuries. Clark said the "kid" (Ryan) had a towel over the wound and was applying pressure. Ryan asked Clark if he wanted to see the wound. Clark said he declined the offer. As the bleeding had stopped and told Ryan, "he was doing a fine job." Clark said, "I was glad they were there."

Clark went on to say that the victim had lost 85 to 90 percent of his body fluids and they were having trouble getting a blood pressure reading. Clark said the action of Webster and Conrad "saved the victim's life."

Ryan said he learned that the injuries of the man were too severe for the Manhattan hospital to handle, so the man was flown to the Kansas University Medical Center. As of July 27, the victim was still alive.

When I praised Ryan for his actions he said, "I was thankful that I was there, but I wished that I hadn't been. Anybody in my position would have done the same thing."

Ryan was still very emotional about the incident when he spoke to me about it on July 27. He said "it has crossed my mind every night this week before I go to sleep."

Ryan's actions will be noted at the graduation ceremony on August 4. The KHSEC AmeriCorps Training helped Ryan react as he did. The fist aid training did exactly as we hoped would do, it allowed our member to act as responsive citizens in time of need.

I have sent letters to the press, Pat Kells of the Kansas Commission for National and Community Service and staff, and Jim Byrnes, State Director for the Corporation for National and Community Service.

The Kansas Department of Parks and Wildlife Service is paying for 35 new t-shirts depicting Kansas USDA/AmeriCorps. In return, Larry Scott, Administrative Officer NRCS, Salina, has agreed to allocate funds for the condiments at the buffalo burger feed on August 4.

Schedule for the week of July 31- August 1, 1995:

* July 31, NRCS, Salina
* August 1, Perry Wildlife Area
* August 2, NRCS, Salina
* August 3, NRCS, Salina, closing out activities with corps
* August 4, Kanopolis, graduation ceremonies

Jim Meisenheimer
Kansas AmeriCorps/USDA Regional Facilitator

cc:
Roger Lemmons, CFSA, Manhattan, KS
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.

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Subject: PER - AmeriCorps Program - August 5-9, 1996 Trip Report

Date: August 28, 1996

To: Larry D. Miles, Kansas USDA/AmeriCorps Project Director, NRCS, Salina, Kansas

File Code: 360-5

Graduation is always a happy and a solemn occasion. When I arrived at the Red Coach Motel, Wichita, Kansas, at 11:00 a.m. the members of the Hays, Kanopolis and Topeka teams were checking in. By 1:30 p.m. everyone except for Paula Meek, Milford team, was present. I later learned that Paula had opted to go to western Kansas to visit a friend with a new baby instead of attending graduation. It is obvious that the educational award is not very important to Paula.

I have learned that the community service given by members during graduation exercises is often half hearted. Many of the members are tired, many have finished or have about finished their tours and are ready to move on with their lives. Our service at the Kansas Department of Transportation (KDOT) parks was hindered by the lack of equipment. KDOT had promised a front end loader to help with spreading wood chips for park trails. Due to a mechanical break down, the loader was not available.

While the service was not as energetic as that given during orientation, it did show again that AmeriCorps members get things done. Again, I think our members accomplished more than KDOT or Kansas Department of Wildlife and Parks officials expected. The community service also allowed members to talk to members outside of their own teams. Before we started the service Ken Urban, Big Creek Project Leader, helped me number off the members into three teams. We had decided that it would be good for members to interact with other team members, therefore, we separated the members from their basic teams.

Before we each went our separate ways with the teams, Ken Urban remembered the first day of community service and asked, "How do I get to the hospital?" During orientation at the beginning of the service year Ken was with Kari Hacker when she was injured doing community service. Ken was the one who drove her to the hospital and called her mother. The event is significant because Ken did not know the route to the hospital. This time no one was injured and he did not have to find an emergency room.

At 8:25 a.m., August 7, most of the members met in the lobby of the Great Plains Nature Center where Bob Gress, Education Director, explained the function of the new building and gave a tour of the facility. Before the tour ended, Dale Sparks offered Mr. Gress a live bat that he had been carrying in his pocket. Dale was hoping that the center could use the bat in one of its exhibits. Due to technical reasons, his offer was politely rejected. Jennifer Halstead, as expected, immediately became concerned about the bat's well being.

At 9:00 a.m. you conducted the end-of-term session with all of the members. You led them through the two completion forms: National Service Trust End-of-Term of Service and the AmeriCorps Member Exit. The only questions came when I reviewed the means to acquire their educational award.

Hindsight says that we should have informed the members on how to get their educational award before graduation. Those who have finished their tours or those near completion could have been asking the Corporation for their educational packet. The packet is especially important for those who need to use their educational award as soon as possible.

Members were given two handouts about educational awards. One handout explained how to obtain the award, and the other described valid expenses the award will pay. Members' questions about the award included: 1) How long will it take to get the college or lending institution to receive the money once the paperwork is sent in?; 2) How are transportation costs figured?; and 3) Will a member be charged tax on the interest the Corporation pays on the interest from a student loan?

Second year members were helpful with a couple of the questions. Second year member Kurt Grimm told the graduates that he received the requested amount from he National and Community Service Trust in a few weeks after requesting it. Second year member Rich Linneman told class that it took several weeks to get the amount needed for his college. I informed the graduates that Rick's case was unusual as he had a pro-rated award and that his paperwork had gotten lost at the Corporation.

Neil Bass told members about his first year team mate working out an agreement with the college about transportation costs. The point being, members will need to work with their respective colleges to establish transportation costs and miscellaneous personal expenses.

I did not have an answer for the question about taxes on the interest the Corporation will pay on loans granted a forbearance or deferment. I, with your help, suggested the members consult a tax accountant about that question. It would be helpful if someone from the national office could address that question.

The end-of-term session was concluded with the twelve minute video that I had put together with the help of the Topeka team members. The video showed members from various teams providing service. The overall

reaction of the members was positive, even though the sound was barely audible and the picture quality was not always good. Before I showed the video, I told the members that due to the lack of a sound studio, good editing equipment, and poor video tapes, the quality of the tape was not good. However, I wanted the members to see themselves and remember their service. Dennis J. Brinkman, District Conservationist, Shawnee County, later told me that the quality of the video was not as poor as I thought. Dennis wanted the video to be shown to the guests at graduation. He thought we could amplify the sound with an exterior microphone.

Every team of AmeriCorps does good service. It would be nice to be able to record a few of the activities of each team with a good video. With proper equipment and technical expertise, a year-end video could be compiled for USDA personnel and others.

I took our three books filled with pictures from all of the teams and placed them in the lobby of Great Plains Nature Center. Several of the guests and most of the members thumbed through the books before and after graduation. The members looked for pictures of themselves and their team members. The guests were interested in seeing the kinds of service the members had been engaged in.

Larry, you are to be commended for your handling of the graduation exercises. Your recognition of the members on behalf of James N. Habiger, State Conservationist, was well received. The invited guests you recognized included:

Alan Stark, Regional Supervisor, Kansas Department of Wildlife and Parks, Wichita
Will Carpenter, Kansas Wildlife & Parks Commission, El Dorado
Charlie Lyons, Department of Veterans Affairs, Wichita
Rob Manes, Assistant Secretary of Operations, Department of Wildlife and Parks, Pratt
John Shaver, City Parks Department, Hays,
Jerry Schmidt, Manager Cheney State Park, Cheney
Rick Martin, Manager Kanopolis State Park, Kanopolis
Ken A. Urban, District Conservationist, NRCS, Hays
Dennis J. Brinkman, District Conservationist, NRCS, Topeka
Norman Sawyer, Shawnee County Non-point Coordinator and Team Co-Leader, Topeka

I appreciated your conveyance from Pat Kells, Executive Director, Kansas Commission for Community Service, congratulating the members. Due to illness, Pat has had to curtail her travel and could not be with us.

After the welcoming and introductions of guests, you turned the podium over to me to present the certificates to the graduates. That was difficult and I had to bite my lip very hard to keep from showing tears of emotion. It was especially difficult to say good bye to second year members Kurt Grimm and Neil Bass. We have been through a lot in the past two years. As each member was invited to receive their certificate, I said something special about each.

The following is a listing by team of what each member plans to do after her/his service:

FSA Team

Southeast Kansas:

Tisha Stewart - Become a claims adjustor, operating from a drug store in Moline, Kansas

NRCS Teams

Glen Elder:

Julie Grauerholz - Attend graduate school at Fort Hays State, and/or become a second year AmeriCorps member

Tony Ifland - Sign up for another AmeriCorps term

Rick Moore - Return to school

Kanopolis:

Kurt Grimm - Finishes his second AmeriCorps term, hopes to be employed by the Kansas Department of Wildlife & Parks

Kathy Oberle - Continue her schooling

Diane Spear - Reapply for AmeriCorps

Cheney:

Kari Hacker - Attend Wichita State University next spring

Shana Martin - Reapplying for an AmeriCorps position

Carolyn Wooten - Continue as a seasonal at Cheney

Scott VanGieson - Working at Arrow Head West, Wichita (This is a result of spending time with TECH members)

Milford:

Rick Henry - Start night school at a community college and become a physical therapist

Kerry Kitchener - Take a professional truck driving course

Perry:

Darrell Cronn	- Attend Kansas University, study petroleum engineering
Rick Linneman	- Complete second year with AmeriCorps and return to Kansas University to work on a graduate degree in environmental geography
Betty Mills	- Relocate to Arkansas, take business courses and sell real estate
Travis Wahlmeier	- Attend Fort Hays State University and obtain a degree in criminal justice after completing second year with AmeriCorps

Topeka:

Larry Ballou	- Undecided
Bree Enderle	- Attend graduate school at Eastern Kentucky University
Jennifer Halstead	- Attend graduate school at Emporia State University
Gary Larson	- Attend graduate school at Kansas University
Cody Lind	- Undecided after completing second year of AmeriCorps, because his wife his going to have their first child
Judy Logback	- Work with a native grass seed company in Arizona and travel (To my surprise, Judy presented me with a team AmeriCorps t-shirt they had made. Their t-shirts are the most cerebral of the t-shirts that I have seen.)
Milton Nokes	- Has reapplied for a position on the Topeka team
Kimberly Rose	- Has reapplied for a position on the Topeka team

Hays:

Neil Bass	- Will take six months to hike the Appalachian Trail starting in Maine and ending in Georgia - Then apply for the Peace Corps - Has completed two years of AmeriCorps
Tracy Beach	- Attend graduate school at Fort Hays State University - Has completed two years of AmeriCorps
Andrew Burr	- Reapply for AmeriCorps

Lance Hockett	- Hopes to work for the Kansas Department of Wildlife & Parks - Has completed two years of AmeriCorps
Brian Johnston	- Attend graduate school at Fort Hays State University
Kevin Pritchard	- Will reapply for AmeriCorps
Dale Sparks	- Will begin work on his Ph.D. at Indiana State University
Krista Dome	- Undecided
Melody Meeks	- Transferring to Southwestern University/Oklahoma State University at Weatherford, Oklahoma
Lisa Mermis	- Transferring to Kansas University
Brock Rogers	- Continue studies at Fort Hays State University

As can be seen, many of our members are going to immediately use their educational award to further their education. Others, like Judy, are using the award to help pay off student loans.

After members received their certificates prepared by NRCS and signed by you and the state conservationist, you presented the following special awards to:

The Community Award to the City of Hays, accepted by John Shaver John's wife accompanied him to graduation and unbeknown to us at the time, she works for Fort Hays State University and was representing them at the event.

USDA Environmental Corps Award to the Cheney team, accepted by Carolyn Wooten, Shana Martin, Kari Hacker, and Scott VanGieson.

Individual AmeriCorps Award to Milton Nokes from the Topeka team. Milton was both surprised and embarrassed. He modestly said, "There were others who were more deserving."

USDA AmeriCorps Manager Award to Rick Martin, Kanopolis State Park Manager.

USDA AmeriCorps Rural Development Award to the Topeka Aquatic Habitat Restoration team, accepted by Milton Nokes, Bree Enderle, Jennifer Halstead, Judy Logback, Kimberly Rose, Gary Larson, and Cody Lind.

After the presentations were concluded, an all corps picture was taken. Later as the members prepared to leave for the buffalo burger cookout, members were observed taking group pictures. The Topeka team members gave their team award to Norman Sawyer and asked that he display it in the Shawnee County District NRCS Office.

The food at the cookout was paid for by the Cheney Lake Association. Rick Martin and other Kansas Department of Wildlife and Parks personnel cooked the buffalo burgers. The cookout was the final time for me to see several of the members. Neil Bass and Kurt Grimm and others promised to keep in touch.

Larry, I am very proud of our AmeriCorps members and what they have accomplished as team members and as individuals. Yes, there have been conflicts between members, sad times when members terminated, or did not perform well. However, the upside of what they did and how they represented AmeriCorps negates the negative. Our 1995/1996 member attrition rate seems to be less than last year. Members did not blatantly leave for jobs as many did last year.

After the lunch, I joined Tisha and her husband in the trip back to Howard, Kansas, and the Elk County FSA Office. I picked up the remaining car the FSA team members had been driving and brought it back to Salina. Tisha had driven the other car, loaded with the team's material, to Wichita. A member of the Hays team drove it from Wichita to Salina after graduation. I learned that the trip from Wichita to Howard is much shorter when it is shared with others.

Tony Ifland called on August 8 to talk about his future. He is very much interested in another tour of AmeriCorps, although travel will be a problem since his team at Glen Elder would not be renewed. Tony's other concern was his team member Julie Grauerholz. Julie has applied for a position on the Hays team for next year. Tony confessed in his telephone discussion of August 8 that Julie has been a problem all year. He never felt confident to send her out alone to do a job. He felt like he was always baby sitting her. In addition, her constant needling of him had finally taken its toll. Tony does not want to be on the same team with Julie again.

I have observed and have documented Julie's comments and behavior throughout the year. Even though she has a degree in psychology, her remarks are often not thought about before delivered. Hopefully, maturity and experience will negate those traits, but Tony cannot wait to see that happen.

If our teams are to continue for 1996/1997, what do we do with Julie? She is a good person, a very sensitive person, and I would not like to see her hurt. While she is functional, she is not real adept in personal or physical skills. I am cognizant that second year members are not automatically accepted back for a second year. However, one needs to be as sensitive as possible with this case.

I travelled to the Hutchinson Community College, south campus, on August 9. At the invitation of Glendia Henley, Director of the Kansas Health and Safety Extension Corps, Shana Martin, Kari Hacker joined participants in an international work camp. The camp began on July 29 and was to conclude on August 10. Young people from 22 nations plus AmeriCorps members from Kansas and Missouri were present. The foreign students were from

France, Poland, Slovakia, Italy, Germany, Spain, and Japan. A member of the Bridges Across the Heartland team, Kansas City, Missouri, and a participant in our special project was also there. To my surprise, three members of the St. Louis AmeriCorps team who had been with Cody Lind and me in Commerce, Missouri, during the summer of 1995 were there. One of the members of the St. Louis team was a former USDA Illinois member.

The participants of the international work camp were extremely tired when we met them. Shana and I painted with a young woman from Italy. While all of the foreign participants spoke English, it was textbook English and they had trouble understanding us. I asked Shana to slow her speech when speaking to the students for better understanding. The three of us hung precariously to the edge of a top story warehouse we were painting. Shana was worried that Kari was not getting her normal break, and at lunch I learned that Kari was concerned about Shana.

On August 12, almost a week after our graduation, we received AmeriCorps Certificates of National Service signed by Harris Wofford and Diana Rodriguez-Algra. In addition, we received a packet of lapel pins different than we had purchased and distributed along with our own certificates at graduation. There needs to be better communication between the states and national headquarters.

Schedule for the week of August 12-16, 1996:

12 Salina, NRCS
13 Salina, NRCS
14 Salina, NRCS
15 Salina, NRCS
16 Salina, NRCS

Jim Meisenheimer
Kansas AmeriCorps/USDA

cc:
Roger Lemmons, FSA, Manhattan, KS
Larry Holmes, AmeriCorps Program Manager, CARD Division, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Office of Public Affairs (Communications), Washington, D.C.
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE

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Subject: PER - AmeriCorps Program -
Week of August 12-16, 1996
Week of August 19-23, 1996

Date: August 30, 1996

To: Larry D. Miles, Kansas USDA/AmeriCorps
Project Director, NRCS, Salina, Kansas

File Code: 360-5

The position I occupy is most rewarding when one can go out and serve with the members. One can listen, laugh, sweat, and get dirty. One doesn't have to say a lot, just being there gets the members to talking. I met Kurt Grimm, Kanopolis Team Leader, at the park headquarter at 7:00 a.m. on August 20. After giving "Tigger" the cat attention, we drove to Ellsworth to pick up Diane and Kathy, and then travel to Wilson State Park. During the trip to Wilson everyone was fairly quite, then they began to talk.

They asked, "What are you going to do with Julie Grauerholz next year? She wants to be on the Kanopolis team and we don't think Rick Martin, Kanopolis State Park Manager, will accept her." When I asked why, they stated that during lunch at graduation, Julie kept trying to take Rick's service revolver from his holster. The more he denied her persistence, the harder she tried. She reportedly told him that she only wanted to hold the revolver. Rick had to get firm with her in his denial. Later in the week, I confirmed the story about the weapon in a discussion with Rick.

The members also said that Julie could not find her room in the motel without assistance. She also had a propensity to leave her motel key hanging in the lock to her room. Tony Ifland has stated that Julie often had trouble finding her way to sites within the park, even to the ones she had spent time at. Julie has the ability to learn through memorization and is able to use big words, but she seems to lack common sense at times.

Our duties for the day at Wilson were to finish staining the ceiling of a fish cleaning station and to repair deteriorating picnic tables. The 1993 flood damage to the park is still very evident. Periodically, Brian Montague, Wilson State Park Manager, drove by to check on the members. The members appreciate Brian's checking to see that they are not having trouble. Brian seems to be a close clone to Rick Martin in temperament and in his ability to get along with members.

During the morning when Kathy Oberle and I were alone staining a ceiling, she talked about her relationship with Diane Spear. Throughout the year

Kathy and Diane have had their ups and downs. Sometimes, they are so nice to each other that it is sickening. At other times, I have been told, they fight like siblings. They seem to be on a mild down side now. That was evident in some remarks between the two.

Kathy, and later Kurt, expressed concern about her being able to finish her 1700 hours of service. They are of the opinion that she needs to have her hours completed by October 1, which is now impossible. She has not been able to give extra hours as planned, due to illness and family obligations. I told them that she had 12 months to complete her service even if it were beyond October 1, assuming there was money to pay her stipend. Kathy began her term November 26, 1995, and has until November 25, 1996, to complete it. As we stained the ceiling, the morning sun glistened off the lake's water and for Kansas in August it was relatively cool and wind less. I asked Kathy if she missed the sounds of a radio. Kathy said, "The sound of nature is all I need, I like listening to the birds and the wind." Due to abundant moisture, the grassland around the park was unusually green for August. Kathy mentioned that it would only be nicer if she could look out and see buffalo grazing. Brian has told them the requirements for good fences keeps them from having buffalo.

In the afternoon, I helped Diane repair picnic tables close to the water's edge. I soon realized that Diane is afraid of spiders. In a moment of panic she came flying out from beneath a picnic table. I was astonished. I did not know a robust person like her could be so agile or move so fast. Diane is one of our typical out door types who seems to be able to tolerate any type of wildlife or insect, except for spiders.

The applications we are receiving are less and not as good I would like to see. Not being able to definitely say if we are going to have a program is hurting our recruiting efforts. The low stipend for the environmental team members is also hurting recruiting. I wish that all of the members could be on rural development teams. To my pleasant surprise, I have had two calls from Native Americans about positions. Whether they will return applications is yet to be seen.

On August 26, I received a telephone call from Julie Grauerholz. She had gotten my letter suggesting AmeriCorps members seeking a second term look for employment, in case USDA/AmeriCorps does not continue. The letter also states, "positive recommendations from team leaders and site supervisors will be required for past AmeriCorps members seeking a second term." She wanted a clarification as to what that meant. She felt my letter to her was an oxymoron. I disagreed. I then inquired about her attempting to take Rick Martin's revolver from his holster. She admitted that she had tried to do it. She stated that she just wanted to hold it. I told her how disappointed I was with her actions. She then apologized and said, "I was only trying to be cute." I told her I didn't think those kind of actions were cute. I then asked her what she thought the consequences would have been if she had been allowed to take the weapon and it discharged while she was holding it? Her answer, "I didn't think of that." She indicated that she had been allowed to hold the weapon of the assistant field manager at Glen Elder while they were in the field.

At 7:15 a.m. on the morning of August 28 she called and asked for an appointment to meet with both of us on September 3. I told her that I did not know what your schedule was, and due to you being out of the office for the past two weeks, you had a lot of paperwork to get caught up on. She said she only wanted to talk to us for thirty minutes. In addition, she wants to give us pictures and homemade wild berry jam. She is giving the jam to people at her park and she wants us to have some. I thanked her for the offer of the jam but declined. I told her to contact us later in the week if she still wanted to speak with us. There was a favorite saying several years ago, "_____ doesn't get it." Julie now doesn't get it. I don't want to hurt her!

When Rick Henry stopped last week to pick up an application for another term, he commented that whenever I met with the Milford team he was absent. I promised him a final visit before his term ended. I drove to the Milford Wildlife Area on August 27 in dense fog. Due to the fog, members were late in arriving. As I waited for them, I thought of the only time Charles Sims, FSA, Washington, D.C., came to visit during the first term. I took Charles to meet the 1994-1995 Milford team at the compound. While I waited and remembered, a dog, new to me, kept watching me and crying. The dog was lonely and wanted to get into the car.

After Paula and Rick arrived, I asked if Kerry Kitchener had finished his 1700 hours. Paula informed me that Kerry had 80 hours left in order to complete the 1700 hours required. She indicated that Mark Mohler, Milford Public Land Manager, had told Kerry that he could have his educational award prorated without completing the needed 1700 hours. Mark supposedly based his remarks on a handbook he had read. I quickly told Paula that Mark's remarks were in error. I explained the criteria for obtaining a prorated educational award. Paula assured me that Kerry would complete his hours.

The original plan for the day was to spray weeds. However, the plans changed when we loaded a tractor, mower, and a motor driven weed eater and drove some twenty miles to Geary State Fishing Lake to mow and clean. When we arrived, Rick started mowing, Paula began work on cleaning rest rooms, and I was given the weed eater. This is not the kind of service I expect our members to be doing on a daily basis as I consider it normal employee work. However, I did learn that the members don't like the weed eater and I now know why.

After using the weed eater for two hours and being hit in the head by a rock, thrown by the weed eater, and after having my pant legs and glasses covered with wet grass, I was ready for a break. During a short break, I realized that my arms and hands were tingling from the vibration of the weed eater. Not only did I feel the vibrations, I felt the strain of the machine on my shoulders and back. I had been using muscles not used every day. Throughout the year we should have insisted that every member using a weed eater wear a hard hat and safety goggles. We are fortunate that no one was really hurt this year, because they had not been wearing safety gear.

Before we went to lunch, Paula gave me a break with the weed eater. She commented as we looked across the lake, "**This is the point where the Federal Bureau of Investigation (FBI) believes the bomb used in Oklahoma City was made.**" I was shocked. I knew the truck used to haul the bomb came from nearby Junction City, but I had forgotten that the alleged perpetrators had supposedly built the bomb at this fishing lake. Paula mentioned that FBI agents had taken a shelter from where we were standing. She showed me the remains of the shelter. She also mentioned that Kerry Kitchener, who wasn't a member in 1994/1995, was working in a field across from the lake where we stood on the day the bomb was made. She mentioned how the "Denver Post" has contacted Kerry several times recently. She said that Kerry told the FBI and the newspaper that he didn't see anyone. I thought about how we and the first year members were in Topeka April 23, 1995, attending a day of National Celebration when we learned of the bombing. I thought of the memorial service for the bombing victims we and the members, including Kerry, conducted in Topeka this year, not knowing how close Kerry may have been to the alleged bombers and bomb.

Lunch was a time for the three of us to talk. Rick and Paula told me how they disliked using the weed eater. They too had felt the physical sensations I was feeling after having used the weed eater. In regards to safety, we reminisced about the importance of chain saw safety chaps. Rick mentioned how the chaps had saved him from serious injury. Rick mentioned that the material in the safety chaps will gum up the chain saw. They stated that Jeff Goeckler, ex-team leader, made them view a safety film before handling a chain saw. We all agreed that the same safety procedures used for chain saws should apply to weed eaters.

Paula's question to me about our selection of the Kansas USDA/AmeriCorps member of the year indicated that she did not approve of it. I told her the selection had been difficult and we could have chosen any of several members to receive the award. However, we made our selection based on achievements and activities the member had volunteered for and accomplished. She seemed satisfied with my answer.

Before the members and I departed, we talked about their service and our time together, like the time Paula pulled me from the water when I fell through the ice as we were walking across it, and Rick's accidents. It is hard leaving these members, knowing that I may never see them again. Before I left for Milford, I was told by a NRCS staff member how much he thought I had influenced the Kansas USDA/AmeriCorps members during the past two years. The reverse can be said for the members, as their enduring service, their openness, and their vitality has affected me and everyone they have come in contact with.

Schedule for the week of August 26-30, 1996: Salina, NRCS

Jim Meisenheimer
Kansas AmeriCorps/USDA

cc:
Roger Lemmons, FSA, Manhattan, KS
Larry Holmes, AmeriCorps Program Manager, CARD Division, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Office of Public Affairs (Communications), Washington, D.C.
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE

USDA/AmeriCorps
Natural Resources Conservation Service
760 South Broadway
Salina, KS 67401-4642
(913) 823-4500
FAX (913) 823-4540

July 15, 1996

Mr. Joel Berg
USDA/Office of Communications
National Service Division
AG Box 1301, Room 536-A
14th & Independence SW
Washington, D.C. 20251

Dear Joel:

I am sure that you are tired of my questions and requests for help. However, you are the only person I know in high places that I think can and will help. Before I get to the personal items there are the AmeriCorps items.

We have received a copy of our Cheney video from KSNC, Channel 3, Wichita. It is good, very good and we will send you a copy. The copy sent to us does not have the news commentator's remark on the end that says, "that is a good program." Her reference is to AmeriCorps, at least I think it is. We do have her comment on tape and we want to add it to the video we will send you.

We will make a eight or nine minute tape about this year's program. I want to borrow from the Corporation's 95-96 Orientation 9:42 minute video. I want to dub much of the video with pictures of our members in service, including you speaking in Topeka last November. Is it permissible to use their tape in this manner? I hope to have help in developing the video this week.

Now for the personal issues: I have heard unofficially from NRCS personnel that if FSA Kansas gets an AmeriCorps project for next year Kansas State FSA Executive Director Adrian Polanksy has worked out an agreement with FSA Administrator Grant Buntrock to have a floating County Executive Director in Kansas. Adrian could then fill my old position in Osborne County and allow me to stay with AmeriCorps. Remember, no one from FSA has informed me of this! This is strictly off the record from an excellent NRCS source.

Today I received another notification that I was not qualified for an NY-3 position. The position was for a Program Officer with Learn and Serve. That is the second NY-3 Learn and Serve position that I have not qualified for.

I have qualified for a NY-2 position at a $42,000 salary. I believe that I am well qualified and experienced enough to hold any NY-3 position with the Corporation. I am starting to wonder if it is an age problem that I have? Or, is it due to the optional application form 612 I am using? The Corporation's rules say that a 612

is acceptable. Do you have any thoughts on the applications? I believe that I am as experienced, as dedicated, and as qualified as any AmeriCorps staffer in the field. What keeps me from advancing? Perhaps my thoughts on my qualifications are grandiose or pompous?

Respectfully,

Jim Meisenheimer
Kansas AmeriCorps/USDA

Attachments

Positions that Jim Meisenheimer has applied for with the Corporation for National Service:

Position	Announcement Number	Date of Application
Program Officer, NY-3 Department of the Executive Director,	96-07	May 19, 1996
Training Coordinator, NY-2 Southern Service Center	96-12	May 17, 1996
Human Resource Specialist, NY-3 Office of Human Resources	96-17	May 17, 1996
Program Officer, NY-3 Department of the Executive Director	96-18	May 25, 1996
Senior Program Officer, NY-4 Office of Learn and Serve America	96-19	June 21, 1996
Community Relations Specialist, NY-2 National Civilian Community Corps	96-23	June 21, 1996
Assistant Program Director, NY-3 National Civilian Community Corps	96-24	June 8, 1996
Assistant Program Director for Training NY3 National Civilian Community Corps	96-25	June 8, 1996
State Program Specialist, NY-2 Department of Executive Director	96-26	June 8, 1996
Senior Evaluation Specialist, NY-3 Department of the Executive Director	96-31	June 21, 1996
Employee Relations Specialist, NY-3 Office of Human Resources	96-32	June 21, 1996
Program Officer, NY-3 Executive Director AmeriCorps*State/National	96-34	June 21, 1996

CORPORATION
FOR NATIONAL
SERVICE

July 10, 1996

Mr. James D. Meisenheimer
829 E. Minneapolis
Salina, KS 67401

Dear Mr. Meisenheimer:

Thank you for your interest in seeking employment with the Corporation for National Service. A review of your application has determined the following:

Announcement Number: 96-18

Title: Program Officer, NY-3

_____ You were found qualified and your application was referred to the selecting official. We will send additional notification of the final outcome of the selection process.

_____ You were found qualified; however, you were not in the group of best qualified candidates referred to the selecting official.

__x__ You did not meet the specialized experience/quality of experience requirement.

_____ You did not meet the general experience requirement.

_____ You did not meet the mandatory rating factor requirement.

_____ You did not meet the time-in-grade requirements.

_____ You do not have federal employment status/eligibility and are therefore ineligible to be considered.

_____ This announcement was cancelled.

_____ Your application was received after the closing date of the announcement and will not be considered.

_____ Other: _____

We encourage you to continue seeking employment with us. To learn about future vacancies, please call our job hotline at (202) 565-2800.

1201 New York Avenue, NW
Washington, DC 20525
Telephone 202-606-5000

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National Senior Service Corps

USDA/AmeriCorps
Natural Resources Conservation Service
760 South Broadway
Salina, KS 67401-4642
(913) 823-4500
FAX (913) 823-4540

Subject: PER - AmeriCorps Program - July 29-August 2, 1996 - Trip Report

Date: August 5, 1996

To: Larry D. Miles, Kansas USDA/AmeriCorps Project Director, NRCS, Salina, Kansas

File Code: 360-5

After a the telephone conference with Larry Holmes, NRCS, Washington, D.C., I mailed a Kansas USDA/AmeriCorps advertisement to nine newspapers across the state. Only the name of the area was changed in the individual newspapers. The advertisement reads: "USDA AmeriCorps seeks applicants for teams in the ---- area. Applicants must be 17 or older, interested in the environment and community service. Basic living allowance, educational award, and other benefits. Call (913) 823 4539." The advertisement was sent to newspapers in: El Dorado, Hays, Hutchinson, Lawrence, Manhattan, McPherson, Salina, Topeka and Wichita. The dates for the advertisements to be run are: July 26, 27, and 28; August 2,3, and 4; and August 9, 10, and 11, 1996.

Letters and recruiting packets explaining USDA AmeriCorps have been sent to biology departments at: Emporia State University, Fort Hays State University, Kansas State University, Kansas University, Pittsburg State University, Washburn University, and Wichita State University. A letter and packet were also mailed to the Kansas Biological Society, in Lawrence, Kansas.

Letters and recruiting packets have also been mailed to the following minority contacts in the state: League of United Latin American Citizens, Garden City; St. Andrews Missionary Baptist Church, Wichita; Hispanic Family Ministry, Wichita; and the Urban League, Wichita. The All Nations Indian School, Lawrence, Kansas, was not contacted.

The All Nations Indian School was not contacted after discussions with their personnel last year. I was told that Native Americans attend the school without charge, and when they graduate they quickly acquire jobs. Therefore, they would have little interest in AmeriCorps positions.

At my vintage age, one has to learn by doing. I have learned first hand how difficult it is to put together a quality video tape without proper equipment and quality video tape. We have several video tapes of our own and at least four taken by television stations. The problem with much of our video is quality. Sharpness and quality is lost when copies are made. We do not

have the ability to do captions, i.e., show words over video, insert, and edit.

We do not have the ability to overlay with background music. We are putting together a video with early twentieth century technology and very little expertise.

On July 29, I took a box filled with ten video tapes to the Shawnee County District Office where I was joined by Topeka AmeriCorps members Larry Ballou, Bree Enderle, and Cody Lind. With a cheap Radio Shack mixer, purchased by the Shawnee County Conservation District, we began making the video according to the outline I had written. The basis of the video is the Corporation for National Service's orientation video.

The first part of the orientation video shows the tradition of service in America, including the Red Cross, Civilian Conservation Corps (CCC), and Peace Corps. Eli Segel, former AmeriCorps Chief Executive Officer, then explains how AmeriCorps has followed that legacy of service. The story is shown through the scenes of AmeriCorps members speaking and captions. The captions show the four goals of AmeriCorps: getting things done, strengthening communities, encouraging responsibility, and expanding opportunity.

After the first two minutes and thirty seconds of introduction showing the roots of AmeriCorps, we cut out the speaking members on the original video and dubbed in scenes of our members between the captions, and i.e., getting things done, strengthening communities, encouraging responsibility, and expanding opportunity. To make the connection with the CCC, we took scenes from the 1995 special project at Meade State Park. The park was built by the members of the CCC. The scenes at the park included two of our second year members.

The Topeka members have experience in operating the mixer as they had used it to piece together video of their team's service. However, the task became formidable when we tried to match our music with the original, and when we tried to get our scenes to fit without video lapses in the spaces designated. We spent considerable time going through our videos deciding which scenes to use, remembering which tapes those scenes were on, and where in the tapes the frames were located. We did not have the equipment to immediately recall and bring forth the scenes we wanted. We also had trouble with overlaying the audio.

We finally decided to record the audio separately on an old recorder whose connectors were not compatible with the mixer. That necessitated a trip to Radio Shack where I purchased the necessary connectors. After the video is put together, the video will be overlaid.

After two days of taking two steps forward and one backwards, I realized that we were not going to complete it in the allocated time. Therefore, I decided to leave the project and return to Salina. It was a matter of spending at least another day of putting the pieces together, and the members could do it without me. The members and I agreed on the scenes and the original dialogue to be inserted into the footage. If they decide to

make changes in the outline, they have my authorization. I value their judgement on what to use and not to use. If only we had the use of a sound studio, proper editing equipment, etc. We have enough original video for a nice story. Perhaps in hindsight, I should have asked the Kansas Extension Service for help. They have the equipment and expertise to do what we wanted.

During my two days with the Topeka members, I listened to them talk about their team. This has been a model team that has accomplished a great deal. This diverse group of members have gotten along exceeding well all year long, until now. At least three members confided in me that the members were feuding. Why? Is it a normal end of year thing to be feuding? What are they feuding about? One answer is perhaps, they are bickering about things that have bothered one or more of them all year long. Example, one member has finally indicated that he doesn't think the female members should doing traditional male work. Another example, they had agreed as a group on how to use money earned from the sale of collected scrap. One member then went against the group's decision and found a way to spend part of the money on a plaque that will be placed in the area.

When I asked for an explanation on why the members are now feuding, one member hypothesized that, "it is easier to depart mad than sad. Some of the close knit group will never see each other again after their service is complete." The last day for a few members will be within the first full week of August.

Milton Nokes called on August 1 and said that the team members want, if it permissible, to write a story about AmeriCorps, their team, and send it to the Topeka Capital Journal in either the form of a paid advertisement, editorial, or letter to the editor. I dissuaded him from a paid advertisement. I gave my permission on the article, guest editorial, or letter to the editor. However, I asked that before the story is submitted to the paper, I want to read it and clear it with Joel Berg.

Graduation activities are set for August 6 and 7, at the Great Plains Nature Center in Wichita. I am disappointed that many of the invited guests have notified me they cannot attend the graduation. I am very pleased that Mr. Lyons from the Veterans Administration (VA), Wichita, will attend. That is a tribute to the Cheney team members who have given extra community service to the VA. Mr. Lyons and Wichita VA personnel have openly thanked the members for their contributions to the VA.

Schedule for the week of August 5-9, 1996:

5 Salina, NRCS
6 End of term, Great Plains Nature Center, Wichita
7 Graduation, Great Plains Nature Center, Wichita
8 Salina, NRCS
9 Hutchinson/ Kansas Health and Safety

Jim Meisenheimer
Kansas AmeriCorps/USDA

cc:
Roger Lemmons, FSA, Manhattan, KS
Larry Holmes, AmeriCorps Program Manager, CARD Division, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Office of Public Affairs (Communications), Washington, D.C.
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE

Berg

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Subject: PER - AmeriCorps Program - Trip Report
Week of January 15-19, 1996

Date: January 24, 1996

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

Knowing that you; Del Prophet; Roger Lemmons, FSA State Office, Manhattan; and Joel Berg, National Director, Washington, D.C., are available to answers questions and listen makes this job easier, as evidenced by the events of the week.

I was displeased that we did not plan to do anything on January 15, Martin Luther King, Jr.'s holiday. The late notice of being uninvited to the Kansas Commission's event in Topeka made it impossible for us to schedule any type of community service endeavor. I did go to the Dr. King Observance in Salina on January 14. At the observance, Cheryl Brown Henderson, President of the Brown Foundation, Topeka, suggested that Dr. King would want all Americans to give a day of community service on January 15.

The attendance at the sexual harassment/HIV awareness training on January 17 was excellent. All of the members of the Hays team, including the veterans, and the part-time members attended. I was also pleased with the participation and the attention of the members during the presentations. Darlene Locke's presentation on HIV awareness was good and well received.

The weather for the last two training sessions has caused us trouble. During the last defensive driving class, there was an ice storm causing the Cheney and Topeka teams to take extra time to arrive home. The weather during the afternoon of January 17 changed drastically causing the Glen Elder/Webster and Hays teams to experience adverse driving conditions on their way home. I did receive a phone call from the site managers for the Glen Elder and Hays teams late in the afternoon of January 17 asking when their respective teams had left Salina. Both managers were concerned about the safety of their members.

The extra winter clothing provided the members on January 17 was well received. I did not bring any clothing back to the office. We still need five more field jackets and at least 30 pairs of hard-toed boots for members. I am working on a way to get the boots.

The Natural Resources Conservation Service formerly the Soil Conservation Service, works hand-in-hand with the American people to conserve natural resources on private lands

AN EQUAL OPPORTUNITY EMPLOYER

At the end of the session I spoke with Kickapoo member Kristen Mitchell. During the session, I noticed that she did not really seem happy. My observation was confirmed and she said that, "you always find me when I am most depressed." During our long discussion, I learned that things were not going well on the reservation, and that both she and member Chaline Owings had been called degrading names by several of the youth who frequent the recreation center on the reservation. She also mentioned that Chaline's children were being spat upon and degraded as they rode the school bus. In fact, one evening Chaline's son got off the bus dripping with saliva.

Between 7:30 p.m. and 8:00 p.m. January 17 I received a phone call from Kristen. During the conversation I learned that while Kristen was at the training session Chaline had received a threat. When I spoke to Chaline, she was upset with the situation she, her kids, and Kristen were in. Chaline wanted to know if we were going to support them. At the time I spoke to them during the night of January 17, neither Chaline or Kristen felt safe in their environment. The weather during that night was also bad, as the temperature was plummeting and the winds were sweeping the state with gusts in excess of 50 mph. After my discussion with the two, I drove on the very icy Salina streets to the NRCS office in order to call Roger Lemmons at his home in Manhattan. I wanted Roger to know what I was hearing from the members, and I wanted his advice. We both agreed that I should contact Joel Berg early the next day and to converse with you via VoiceCom. Before leaving the office, I did contact you by VoiceCom. I appreciated your phone call shortly after I returned home that night.

Thursday, January 18, was spent speaking with you, Del Prophet, Joel Berg, Rod Winkler (Kickapoo Site Leader), Roger Lemmons, and the Kickapoo AmeriCorps members. During my afternoon conversation with the members, I learned that they wanted time to re-assess their situation, even to the point of not leaving the project. During my discussions with them earlier in the day and the night before, I thought that there was no question about them wanting to leave. I can only imagine what they have gone through.

AmeriCorps member Neil Bass and I drove to Elk County and the towns of Howard and Elk Falls on January 19 to meet with Southeast Kansas AmeriCorps member Katrina Hine. Katrina has a project that volunteers from the corps might be interested in doing as a group. After meeting Katrina in Howard, we went to view the iron bridge in Elk Falls which has been designated as a historical land mark, and is now only a foot bridge. When we arrived at the bridge, we learned that a class from the Coffeyville Community College had repaired about three-fourths of it. After reviewing the work to be completed, we decided that it would not take more than a half day to repair the north end of the bridge and do the needed welding.

Elk Falls is a very small town. It is almost a ghost town. The city council has little money and there are no city employees. The citizens are trying to revitalize their town by making it attractive to tourists, as there are a couple of historical sites there. The town center needs painting, and due to the aging population of the residents they find it difficult to do. The cemetery, with several graves of Buffalo soldiers, needs tomb stones resurrected which have been vandalized. In addition, there are trees and shrubs that need to be removed within the city limits. Larry D.

A representative of the city council asked if we could fix the bridge, paint the outside of the community center, help fix the grave stones, and remove the trees, if materials and equipment were provided. Both Neil and I agreed that the bridge project, by itself, was not large enough for a crew of more than five. We agreed that if there was enough work for three days, and if the citizens would provide food, lodging, equipment and materials, we could consider doing the work during the spring or early summer months.

During the week I learned: Nathan Sexton, of the Topeka team, will be offered a position with the Wichita Zoo; and Jerri Senger of the Glen Elder team has been offered a temporary position as office secretary with the Glen Elder State Park.

During another one of those evening calls, I learned that Jerri wants to go part-time with AmeriCorps beginning January 29, retroactive to October 15. I told her that I did not think we could do that, but I would ask. I sent a fax to Ron Demunbrum on January 18 asking if it were possible to change her to part-time. Jerri did not take the health insurance and she has become pregnant. I did not mention her pregnancy in the fax.

I have learned of conflict with in the Hays team. The team has a division between four members work extremely hard, and four who do very little, unless I show up. The team leader, when associating with the later group also has a tendency to slack off. When the team leader is not with the slothful group, he does a commendable job. The person complaining has discussed the problem with the team leader with little success. It is a problem not uncommon to people in the workforce.

Schedule for the week of January 22:

22 Salina, NRCS
23 Salina, NRCS
24 Salina, NRCS
25 Salina, NRCS - Meet with Shana and Milton on conflict resolution class
26 Scheduled day off

Jim Meisenheimer
Kansas AmeriCorps/USDA Regional Facilitator

cc:
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Farm Service Agency, Washington, D.C.
Roger Lemmons, Farm Service Agency, Manhattan, KS

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Subject: PER - AmeriCorps Program - Trip Report
Week of January 8-12, 1996

Date: January 22, 1996

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

The snow storm on the east coast fouled up the schedules of government employees in the Washington area, as well as mine. I was scheduled to attend the NRCS AmeriCorps Regional Coordinators meeting, January 8-10, 1996. However, due to the storm I was not allowed to board the plane on January 7.

Arrangements are complete for the sexual harassment/HIV awareness session, January 17, 9:30 a.m., Kansas Highway Patrol Training Academy, Salina. I have sent a letter to the academy's director, Captain Furbeck thanking him for the use of the facility and the audio visual equipment. Except for the member orientation session, we have held all of our training sessions at the academy without cost.

Jack Salva, Farm Service Agency (FSA), Manhattan, Kansas, has provided video to me for my presentation on what constitutes sexual harassment. Material gleaned from FSA, NRCS, the National MultiCultural Institute, and current periodicals are the basis for my presentation.

I learned on January 11, that even though Pat Kells, Executive Director for the Kansas Office For Community Service, had invited the Topeka team to the Martin Luther King, Jr. Day celebration on January 15, there would not be room for us at the event. It was an awkward moment when Gail Huesmann gave me the news. This is the first time the commission did not have room for our teams. Consequently, I called the teams in the Topeka area to inform them of the change in plans.

Kim Warren, Field Supervisor for the Bridges Across the Heartland AmeriCorps, Kansas City, has suggested that we send a group of our Topeka members to Kansas City for a few days, and they would send a group of their members to the Topeka area. A meeting for more than a day would cause problems with housing, especially from our perspective. However, I will discuss the topic with the Topeka team and ascertain how many of them would be interested in spending a day with her members. The experience of our members spending time with non-USDA team members in an urban project may be very enlightening for them. The same could be said for their members.

My quest for winter clothing for our members continues. I have contacted Mike Dean, GSA, Overland, Kansas. Mike is responsible for the states of Iowa and Missouri. He has agreed to help us acquire hard-toed boots for our members. He will be going to Ft. Leonardwood, Missouri, January 16, where he will find out if their DRMO has boots and field jackets that our members might have. I have learned that DRMO at McConnell Air Force Base did receive some boots and gloves this week. Therefore, I will make another trip Friday to see what I can acquire. Kanopolis AmeriCorps Team Leader, Kurt Grimm will join me on that trip.

Kanopolis member Faye Yoder called on January 12, to say that her father had been taken to a medical facility in Kansas City and that regretfully she was resigning. She wants to come in and talk to me about her situation. It is obvious that she did not want to terminate, but due to family reasons she finds it necessary to do so. She agreed to hand deliver or mail a written resignation. Would this be grounds for compulsory termination and the proration of the education award, if she has served 15 percent of her time? After speaking with her, I immediately called personnel at Kanopolis to inform them of Faye's resignation.

My day with FSA AmeriCorps member, Katrina Hine in Howard, Kansas, was rewarding. On my way to Howard, I passed a spot along side Highway 96 called "Needle in a Haystack." The spot on the Kansas prairie is marked with a tall silo looking structure, adorned with the symbol of a pin cushion, and a needle and thread dangling from the cushion. Howard, Kansas, in Elk County, is extremely rural and sparsely populated area of Kansas with a population of 3,400.

Katrina's project, Agricultural Education on the Farm and in the School System, has been a challenge. The Kansas director for Ag. in the Classroom resigned, and a replacement was hired only last week. Therefore, it has been very difficult for her to get materials from that organization. Part of Katrina's problem is that she is doing the project by herself. I am sure that her research is not original, but she has had to find the material by herself. It has also been difficult for her to get school instructors to allow her to come into their classes and inform students about the importance of agriculture. Once she has a completed unit plan to show the instructors, she may be able to gain that access to students. We are actively seeking another member to serve with her. Unless she can spend more time in the bordering counties and be closer to her children, she may resign to take a position with her local school system.

Katrina is very adept at meeting people and in getting them to give her information. She has spent a considerable amount of time searching and compiling material for her class room and safety presentations. The FSA Ag. in the Classroom team in Washington State sent her materials and suggestions. She has received a cornucopia of material from the Ag. in the Classroom programs in Minnesota and Florida. She has contacted and received free materials from various companies such as John Deere and Farm Bureau.

In fact, Katrina has had good success working with Kansas Farm Bureau personnel in Southeast Kansas, and in other areas of the state. She has a good working relationship with several staff members of the Kansas State University (KSU) Extension Service who have provided her with a wealth of material. Her problems

with the extension service tend to be on the local level, where most consider her program to be redundant or a duplication of what they are doing.

Part of Katrina's project is to help farmers and rural people become knowledgeable in farm safety and water quality. The county extension service (CES) personnel have programs that cover those types of concerns. They also have a great deal of information in those areas that they could share with her. However, the CES agent in Chautauqua County has been reluctant to give her much help because he is too busy and shorthanded. Katrina has told several CES agents that she only wants to help them do their job, and that she will even give them credit for the service. A few agents in her 12 county service area have been more cooperative.

With all of the tribulations in getting material and cooperation, Katrina has had some very gratifying accomplishments. She has successfully developed a water quality program with the help of personnel from the Extension Service, Farm Bureau, and Conservation Districts. The first water quality program was conducted in Chautauqua County this month.

Katrina, through her research, found that recent tests conducted by the Kansas Department of Health and Environment (KDHE) showed that six of six wells tested in Elk County and five of six tested in Chautauqua and in Montgomery Counties have high levels of E. Colis, and nitrates. The water in the tested wells in some cases was not considered safe to drink. She also learned that the county health departments and the extension service no longer provide water testing service to the citizens of their counties. After finding the test results, she decided to see how many residents in Chautauqua County would be interested in testing the water in their own wells.

She convinced the Chautauqua Farm Bureau and the Chautauqua County Conservation District to sponsor the project. She then contacted Qwal laboratories in Pittsburg, Kansas, to see if they would test the samples sent to them. She learned from them that it would cost $18.00 to make two tests from each sample brought to them. Katrina received plastic test kits from the lab which she packaged into sets of two and mark the bottles, as well as coding them for privacy. After seeing the complicated instructions on the testing kits, she rewrote them, making them easier to understand.

As part of her agreement with the sponsors, she agreed to do all of the necessary paperwork, and to hand deliver the samples brought in by participants to the laboratory. She has invited Mike Bradshaw, Ph.D., Health and Safety Specialist, KSU School of Family Studies & Human Services; and Morgan Powell, KSU Natural Resource Engineer, Department of Biological Engineering, to Chautauqua County, January 22, at no cost, to analyze the test results for the participants, answer questions, and give suggestions on how to rectify any problems.

Katrina developed a public service announcement for the weekly newspaper in Sedan, Kansas, the "Sedan Times Star," an area shoppers guide, "Good News," and a regional radio station in Coffeyville, Kansas, "KGGF." The radio station ran the announcement at least once a day for two weeks. The public service announcement explained the KDHE test results in Chautauqua County and

encouraged citizens to voluntarily test their water. Citizens were informed in the public service announcement that there would be an $18.00 fee for the service. Katrina assured the participants that the test results would be held in confidence, and she developed a method of ensuring confidentiality.

Interested participants were asked to pick up the kits during the week of January 2- 5. The speculation among the sponsors was that only five residents of the area would avail themselves of the service. Twenty Chautauqua County citizens, and a citizen from a bordering county in Oklahoma picked up kits and 21 were returned. Katrina called the recipients on January 8 to remind them that January 8 was the return date for the samples. One of the ladies whom she called at a ranch, several miles from the county seat of Sedan, was not able to bring in her sample, so Katrina drove out to get it.

Katrina noticed that the hands of another participant were red from the cold and brown from water. The water being brought in was also extremely brown. Upon inquiry, Katrina learned that the brown water had been retrieved with a rope and bucket from the participants well, reminiscent of days long ago.

Due to Katrina's success with the project in Chautauqua County, the Elk and Montgomery County Economic and Development Groups now want her to conduct similar clinics in their counties. The request from Montgomery County is surprising because they have a county sanitation director. The Labette County Forester has also asked her to conduct a similar project in his county.

Katrina's service is not limited to only testing water. She has attended a non-point source pollution meeting conducted by the Chautauqua County Conservation District. She has become an area resource person. At the meeting chaired by Dennis Baker, KDHE, Katrina helped him with the facts and figures on research she had previously done on area resources that he was unaware of. In reality, Katrina believes that Baker had no reason to know these facts.

In the area of the collection of hazardous waste material found on farms, county landfills, and households she found resources to take these materials. She has learned the Montgomery County waste site would accept hazardous material from surrounding counties, but officials there want her to talk with county commissioners from other counties to work out the plan for the acceptance of the material. She has learned that Clearwater Trucking of Wichita will pick up waste motor oil from sites. Pueblo Chemicals of Garden City, Kansas, will travel through the counties and shred two and one-half gallon plastic pesticide containers or larger, free of charge.

While doing research on the disposal of toxic wastes, Katrina learned that many of the county leaders, especially heads of rural fire departments in her area, do not have a listing of volatile chemicals and substances stored at specific sites. She learned from KDHE what chemicals are stored within the counties. She is now in the process of creating an inventory of those ingredients and their locations within Elk County. The inventory, in easy access form, will be given to the Elk County Rural Fire Department, Elk County Sheriff, and the USDA Emergency Director. The sites where dangerous materials are stored range from the county's rock quarry which has dynamite, fertilizer businesses, to the telephone building which has

sulfuric acid. She realizes most farms have bottled oxygen and acetylene, fertilizer, and fuels.

In her research, she learned that the members of the rural fire departments within the area, especially Elk County, have had little training in fighting fires and less in handling hazardous materials. She also learned that the 200 volunteer Elk County Rural Fire Fighters have not had CPR or first aid training. Katrina has now arranged for Joe Thibodeau, President of the Kansas Fire Fighters Association, to take time outside of his already scheduled 1996 training calendar to go to Howard on March 1-2, to train fire fighters from Elk County and those from surrounding counties. Katrina is not naive enough to believe that all 200 volunteers from Elk County will attend, or that there will be a large number of volunteers from other counties. She knows that all of the volunteers have farms, jobs and businesses to attend to. But if she can get only a few from each county to attend the two sessions, her efforts will be considered worthwhile.

Finally, Katrina's other major concentration has been on farm safety. With the assistance of the Elk County Farm Bureau personnel and the local John Deere implement dealer, she has developed a farm safety program. She conducted a farm safety clinic at the January 11, O'Malley Equipment Parts & Service Expo. Again, this is something that the CES has done in many parts of the state. While visiting with Katrina, I learned that Gordon Swan of the Kansas Health and Safety Extension Corps (KHSEC) is conducting a workshop on farm safety March 8 in McPherson, Kansas. I have encouraged Katrina to contact Gordon for assistance. We also learned that KHSEC has an AmeriCorps member at nearby Coffeyville Community College that Katrina can contact and cluster with.

Katrina's other plans are to develop a plastic covered emergency shutdown instruction procedure that farmers can complete and post somewhere near the controls of their tractors or combines. The instructions would give people unfamiliar with the machine instructions on how to stop the machines motor. She has learned that in many cases when family members or rescue people find a victim entangled in a bailer, power take off, or some other power driven piece of equipment, they do not know how to shut off the motor, especially on diesel powered equipment.

While the plans for the instruction procedure are not complete, and may need National Safety Commission /Council approval, the theory has been tested. Katrina reports that during her presentation January 11, she tested her theory by asking farmers if their wives or children knew what to do if they found them entangled in equipment. Would family members know how to shut off the power? The question not only caught the attention of the men but also the wives who were nearby. The wives are not only concerned about their husbands, but also about their children. In rural areas it is not uncommon for children, as young as six years old, to be allowed to drive tractors for short distances by themselves. In an improvisation, during her discussion, she took triangle labeled key chains borrowed from another station and put them next to the levers on a tractor that needed to be pulled in order to disengage the motor. Not only did her advice catch the interest of the husbands and wives, it also caught the interest of an area representative of the John Deere Corporation who was listening to what she was saying, and was observing what she was doing. He may ask her to demonstrate

safety procedures to others in his area. Katrina will further develop her idea on how farmers can post disengagement instructions somewhere on the tractor, bailer, combine, or swather. I look forward to her full report of the farm expo.

Finally, I received word from Dee Strong, Project Director SERV, Fort Hays State University, that she has arranged for a community service project at Russell, Kansas, which will include her team and ours for the area.

Schedule for the week of January 15-19, 1996

15 Martin King, Jr. Holiday
16 Salina, NRCS
17 Training, Kansas Highway Patrol Academy, Salina
18 Kanopolis State Park
19 Salina, NRCS

Jim Meisenheimer
Kansas AmeriCorps/USDA Regional Facilitator

cc:
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Farm Service Agency, Washington, D.C.
Roger Lemmons, FSA, Manhattan, KS

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Subject: PER - AmeriCorps Program - Trip Report
Week of November 6-10, 1995

Date: November 20, 1995

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

November 6-7 were spent at the DRMOs at Ft. Riley and McConnell Air Force Base. I was able to get, at no cost, twenty-eight pair of insulated pants from Ft. Riley, estimated value $3,215.80. The trip to McConnell Air Force Base was more beneficial, as I received an estimated value of $7,029.41 worth of clothing. The clothing from McConnell consisted of parkas, insulated pants, three pair of boots, twenty chemical suits, rain suits, etc. The personnel at McConnell are more helpful and courteous than those at Ft. Riley.

The training session for team leaders held on November 8 went well. The topic of the meeting was conflict and team forming. I was pleased with the dialog among the team leaders. Hopefully, the handouts and material presented will be useful for them and their team members.

Shana Martin from the Cheney team joined me at McConnell Air Force Base on November 7. While we picked out winter clothing for the members, we discussed the issue of conflict and how to deal with it. Shana has taken classes and attended seminars on conflict. Her mother teaches classes on how to deal with anger in several counties, at no charge. I hope we can use Shana, her mother, and Topeka member Milton Nokes (Milton has a masters degree in psychology and has worked in a half way house), to present our class on conflict to all of our members. I asked the team leaders at their session if they wanted to be present at the session on conflict with their team members. Most of the leaders stated they would like to be present.

My travel on November 9 took me to the Hays team where I met with all of the current members, including the current part-time members. Ken Urban was conducting a team meeting with the full-time members when I arrived. I was impressed with the content of the meeting and the scope of their mission. Ken went over their goals in detail, which includes stream bank stabilization and some moderate construction work. When the project discussion was finished the members discussed their plans for community service.

Our members are taking their 20 percent community service much more seriously than last year. In fact, some teams are perhaps going too far with it. Some of the items the Hays team have done or will be doing are:

* Helping clean side walks at nursing homes in the city after snow storms
* Painting, clearing snow, and decorating at Old Fort Hays
* Giving talks at various schools in the area about conservation
* Helping with the Sternberg Museum
* Getting publicity for AmeriCorps as shown by their presence on the public access channel

Working (serving) with the Hays team was another good experience. I was allowed to put on hip-wadders and work with a couple of members dragging debris out of a stream. I learned from Andy that he and his wife, as a lark, had gone parachute jumping. Brian likes the corps and what he is doing. He was concerned about his unsubsidized Stanford loan.

I learned as a result of a summer accident, Dale has a bad wrist and serves with pain. He works hard and needs a glove to protect the wrist and the exposed hand. Due to the inability to grip, he presses everything he picks up against his body. Consequently, he gets dirty quicker than the others. Dale, our member from Kentucky with the southern accent, wants to begin work on a Ph.D. at Indiana State University.

Kevin, the senior member of the team, also blends in well. The other male members are veterans from last year. Lance, team leader, seems to be doing more coordinating and directing than actual hands on service. Perhaps that is necessary when you have a team as large as this one.

The part-time members are somewhat of an enigma. Lisa doesn't seem to like to get dirty. While I was there she seemed to be with Lance all of the time. Kris needs appropriate clothing for the project. Kris mentioned a desire to transfer after the winter or spring semester to another project. Kris is a photographer for the college and we could use her skills in that area. Both Kris and Lisa want to attend the CPR/First Aid training session on November 15. I only briefly met Melody. If my first impression is correct, she may provide more service than the other two. Neil and the other veterans swore in the part-time members at the university site while I was there.

November 10, a paid day off for the members, was spent in Wichita with the Cheney team, minus Shana who had other commitments. We met at the veterans hospital where they had volunteered to help with Veteran's Day activities. The members were welcomed and well received. National Chief-of-Staff for Kansas, the Military Order of the Purple Heart Robert Holzman was enthused with their presence. He wants me to send him more material about AmeriCorps in order to contact others about it.

The members were very intrigued with the 100 year old World War 1 veteran they met. The centenarian is very alert and physically fit. He still drives his own car in and around Wichita. The members liked talking to a person who could accurately remember the details of the past century. The veteran, many years ago, had been in-charge of Red Cross units for several parts of the nation. The AmeriCorps members and the centenarian could all relate to community service. Several of the members commented that he will definitely be a part of their diary.

Volunteer duties at the hospital included: helping take and return veterans from the nursing wing of the hospital to the Veterans' Day Ceremony in the auditorium, distributing cards, and talking to veterans in the hospital. Kari did especially well with the visiting aspect. She did so well that we often had to go find her when the others had finished their rounds. She was always found conversing with a veteran.

The Cheney team is a group that has probably gone too far with their extra community service. They could give every Friday to the patients at the veterans' hospital. The hospital's director was very pleased with their presence and help. The team is also involved with a day care center in Hutchinson and are wanted there whenever possible. They also have several other community service activities scheduled. I have suggested that they limit their extra community service activities to a selected few. I hate to stifle enthusiasm for extra community service.

Schedule for the week of November 13-17:

13 A.M. Find shoes for Milford Member Rick Henry
P.M. NRCS, Salina
14 A.M. NRCS, Salina
P.M. meet with FSA teams at FSA State Office in Manhattan
15 CPR/First Aid training, 4-H Building, McPherson
16 Meet with Topeka team
17 Scheduled day off

Jim Meisenheimer
Kansas AmeriCorps/USDA

cc:
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Farm Service Agency, Washington, D.C.
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Meisenheimer: rc: 11/15/95
File Name: tripnov6.dcx

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Subject: PER - AmeriCorps Program - Trip Report
Week of January 1-5, 1996

Date: January 12, 1996

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

Preparations, through updating my material for the sexual harassment awareness class on January 17, is basically complete. I will conduct the sexual harassment awareness session and Darlene Locke, Training Coordinator, NRCS, Salina, will discuss HIV session.

The preparation for the in-house presentation of conflict resolution continues to go well. I have contacted the office of the Mennonite Church, Central Committee, Newton, Kansas, and they will send audio and video tapes for review, at no expense. I will review the videos to ascertain what is applicable for our members. Material from the Central Kansas Foundation will also be used for the class.

Linda Bode, DRMO McConnell Air Force Base, Wichita, called on Tuesday to see if we wanted more parkas and field jackets. After calling two teams, it was decided there are still members who need them. Fourteen coats, nine ear muffs, and 16 lined coveralls were picked up on January 5. Shana Martin and Scott VanGiesen, Cheney team members, met me at McConnell and helped me pick out the items. The sound deadening ear muffs can be worn by those using chain saws. The lined coveralls can be used for protection against the harsh winter winds.

January 3 was spent with the Cheney team. We spent the day drilling holes into discarded Christmas trees and tieing concrete weights to them. Approximately 250 trees were moved and weighted. When a pontoon boat is available, the members will load the trees on to it and place them in the lake for fish habitat. One does not realize how much exercise the members get until picking up those 50 to 60 pounds of cement weights. The members have been doing that kind of service for several days and were tiring of it.

The Cheney team continues to work well together. Member Kari Hacker's day care provider still has not received payment for Kari's child. Kari has continue to pay the provider out of her funds. I wonder if the delay is due to the furlough, or is it just the slowness of AmeriCare? If the later is correct, it is taking too long to get the day care providers paid!

The second Offutt Air Force GSA car was taken to Holton on January 4 for the FSA Kickapoo team. Holton is a short drive from the reservation. I have learned that the tribal council has reimbursed both Kristen and the ex-member Patrick May for the money Steve Stout borrowed from them. Stout was the team leader for the other corps that was on the reservation. While the GSA car was going north, I was travelling west to meet with the Hays team. However, before I could meet with them, I was asked to contact Jerri Senger's loan company, USA Group Loan Services Inc., Indianapolis, Indiana, about her student loan. This is the second time that I have called the loan company for her. They have continually asked Jerri to repay her student loan even though it is eligible for forbearance.

When I called on her behalf on December 12, I was told she had sent them an incorrect form and that they would send her the correct one and everything would be taken care of. Jerri completed and sent back their form as soon as she received it. Then on December 26 she received another letter telling her that she was past due on her payment. When I spoke with company personnel on January 4, they said they could not discuss Jerri's case without her authorization. After she gave them permission, I spoke with them once more. This time they said that no one from AmeriCorps had validated that she is a member. I relayed that information to Jerri and had her fax me their form, which she properly completed and signed. There was not a space for validation on the form. On January 5, I sent a letter to the company certifying that Jerri is an AmeriCorps member who should be eligible for the forbearance. If that does not satisfy them, I will refer the case to Joel Berg's office for help.

My meeting with the Hays team was good. The team had spent two days clustering with the Glen Elder team earlier in the week. I think their presence was somewhat unsettling for the Glen Elder members. The Hays team members were asked by a Glen Elder member if they ever took breaks and when they were leaving. Members of the Hays team said, "If we had pushed it, we could have finished our task in one day instead of the allotted two days." Team leader Lance Hockett said that Glen Elder team leader Tony Ifland has his hands full with a few of his members. Lance is also busy keeping the six strong, energetic, and intelligent men busy, especially during the cold days when they cannot work along the designated streams. In addition, he has three part-time college students to keep going. Just keeping track of the hours, especially those of the part-time members, is a challenge.

My day with them was spent at the City of Ellis's museum, painting. The curator of the museum found it difficult to stay ahead of the members. Once the weather starts getting better, the team will again be concentrating on their project.

Danny Green, a member of the Perry team, called late on January 5. He asked if I had heard of his quitting. I previously missed a telephone call from his team leader, Rick Linneman. Know I now what Rick was calling about. I asked Danny if he quit because he wanted to or because he was asked to. I knew that he had received two reprimands because of absenteeism. Danny said that he was kind of forced to quit. He said the absenteeism was his fault and he had just gotten his life straightened out when the discussion with Rick occurred. It seems that he was late again for service, after a double shift at a convenience store that week. I told Danny that if he really wanted to stay on the team, which he said he does, he

needed to contact Rick and Gary Bernasek, Wildlife Park Manager, and discuss the situation again. I told him the issue was between the three of them, and I did not want to get involved with an internal matter, unless I had to. I did tell Danny that if he did ask for reinstatement on the team, he would probably have to give them a contract saying that if he were late again for service, except for unavoidable circumstances, he would resign. I have not heard Rick's side of the dismissal. I did leave Rick a message with my home telephone number. As of Saturday morning, January 6, he had not called me.

I called Gail Huesmann, Kansas Office For Community Service, about the Martin Luther King, Jr. Day of Service scheduled on January 15. The event is scheduled to take place at the school that Brown attempted to integrate and from which the famous U.S. Supreme Court case Brown vs Topeka Board of Education took place in 1954. Gail told me that the event was in jeopardy, due to the government shut down. Even if the furloughed members are sent back to work, it is uncertain things could be ready in time for January 15.

Katrina Hine of the FSA team in Southeast Kansas has contacted me about doing community service at a United Methodist Church that burned on December 21 in Howard, Kansas. The sanctuary of the church was badly damaged. Katrina asked if AmeriCorps could help clean it up as it was a disaster. I contacted the church minister's wife to see if they needed assistance. She will get back to us.

Before I would commit AmeriCorps members to such a project, I would want to make sure that it does not violate AmeriCorps rules about assisting churches. Marlene Turner, of The Mennonite Housing AmeriCorps team in Wichita, expressed interest in sending her team to help with the project. The Cheney team also expressed interest and ! have mentioned it to Kathy Brown, Wichita State University AmeriCorps Leader. If we are asked to help and are given permission to do so, I would ask for volunteers. Also, I would make sure that the congregation of the church provided food and housing, if we gave more than a day of service for the clean-up.

Katrina has also asked permission via mail to serve from her home instead of the Elk County FSA Office where it is difficult for her to concentrate on her preparations. I have not been able to talk to her or the Elk County executive director about the matter. However, in letter I sent her containing an application for another potential member of her team, I did say that FSA would not look favorably on its members serving out of their homes. I suggested that if the FSA office was not suitable, perhaps she should contact personnel at the county extension office and NRCS to see if they had suitable office space available. I doubt if either of the afore have any more space than the FSA office.

Finally, I have asked Kathy Brown and Reverend James Hough to help us find a minority member for the Cheney Team. Kathy told me at the MultiCultural Diversity Institute workshop that she would help us make contacts. I met Reverend James Hough, an African American, who works at DRMO, McConnell Air Force Base, Wichita. He also promised to help with that endeavor.

My schedule for the week of January 8-12, 1996:

7 Leave for coordinators meeting Greenbelt, Maryland
8 Meeting cancelled due to storm, NRCS, Salina
9 NRCS, Salina
10 Elk County FSA, Howard
11 NRCS, Salina
12 Scheduled Day Off

Jim Meisenheimer
Kansas AmeriCorps/USDA Regional Facilitator

cc:
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
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Subject: PER - AmeriCorps Program - Trip Report
Week of December 18-22, 1995

Date: January 11, 1996

To: Larry D. Miles, AmeriCorps Project Director, NRCS, Salina, Kansas

File Code: 360-5

This was the week for teams and the weather to be storming. Twenty-one AmeriCorps members braved ice and snow to attend the defensive driving course conducted by Sergeant Brown, Kansas Highway Patrol, on January 18. Prudently, I had Katrina Hine from the Southeast Kansas FSA team come to Salina the evening of January 17. If I had known how bad the conditions were before she departed for Elk County, I would have insisted that she spend the night on January 18 in Salina. Katrina did not arrive home until 11:00 p.m. that night. She informed me later that she stopped and assisted a motorist who had slid off the road.

It took the Cheney and Topeka teams over three hours, instead of the normal hour and one-half, to return home.

All of the members, who attended the defensive driving session on January 18 with whom I spoke, assured me that they remembered everything Sergeant Brown had told them. In my opinion, the tax payers' money for the training was well spent.

My time listening and serving side-by-side with the Glen Elder team on January 19 was interesting. As soon as I arrived, AmeriCorps member Jerri Senger showed me a letter from the company that had her student loan. The company was demanding repayment, with interest, even though she had sent them the proper AmeriCorps material and had called them. I called the company and asked what the problem was. I informed them that I would contact the Corporation for National and Community Service if we could not straighten out Jerri's problem. Suddenly, there was no problem. The person I spoke to said the incorrect forms had been sent in and she would immediately send Jerri the correct forms. I was told to tell Jerri to ignore her letter of December 12 demanding payment.

Jerri was also pleased to tell me about her pregnancy. A doctor had told Jerri and her husband that she would never be able to have children. She and her husband very pleased with her condition. This is our first known pregnancy with a member.

Within a few minutes after speaking with Jerri and dealing with her company in Indiana, AmeriCorps member Jennifer Rima wanted some time to visit. Jennifer, who travels three hours a day round trip, wondered when the team would start going to Webster Reservoir, near her home. She had been told that the team would spend half of its time at Webster and half of the time at Glen Elder. To-date the team has not spent time at Webster. She has spent a few days, when road conditions were not good or when she was not serving a full day, at Webster by herself. She also complained that the others were getting ten hour days and she was only getting eight hour days. Furthermore, "some of the members are not really earning their stipend and their award." I asked her if she had spoken to team leader Tony Ifland and Mike Nyhoff, Glen Elder Wildlife Director, about the issues. She said that Mike was dictating the hours. I informed her that her issues were an internal problem that should be worked out with Tony and Mike. Besides, I only wanted to get involved with the issue when the three of them could not work things out. I did promise to discuss the issues with Tony and Mike before I left.

Julie Grauerholz, another member of the Glen Elder team, also visited with me. The other members of the team tease her about the five syllable words and the German words that she uses around them.

It was also learned that member Rick Moore had his car stolen recently and the Mitchell County sheriff will not, after finding it, release it. Rick asked, "What should I do?" He had listened as I helped Jerri. Due to Jerri's hospitality, Rick has been riding to the park with her. Rick has also had some AmeriCare problems which we have been able to help with. I informed Rick that I was not in a position to deal with the sheriff. I did suggest that if I was being told everything about the car, he should contact the Mitchell County attorney to ascertain why he was not getting his car back.

The day at Glen Elder was well spent. Enduring the bitter cold, we cleared brush and burned. The cold weather clothing we have been able to procure, at no cost through GSA's Wally Schlueter, is invaluable. My one complaint with the team at Glen Elder is that the women tended to stand a lot while the men worked. Perhaps it was the day or the type of work they were doing? Before I left, I spoke to Tony about Jennifer's complaints.

Tony said at times the team gangs up on Julie or Jennifer. They tend to fight among themselves like young adolescents. There are times when he just wants to throw up his hands and say, "enough!" I have been told by a staff member at the Central Kansas Mental Health Foundation that conflict among us is common during this time of year, and that they have seen a lot of it recently.

I did speak with Mike Nyhoff before leaving the park and he said the team this year, "is a lot more productive than last year's." He said he would help Tony dissolve the internal problems and the misconception about time that Jennifer was having. He also has a couple of applicants who could fill the open slot on the team. I suggested that he consider giving the person a part-time position with only 950 hours.

I did receive a call at home the evening of January 21 from Julie. While we were burning on January 19 she had made a flippant remark to Jennifer that she (Julie) was going to get a gun and shoot Jennifer. "Now everyone is mad at me and they are ganging up on me. What should I do?" I reminded her that she was the one with the psychology degree. I asked if she had apologized for the remark and if she had spoken with Tony. She had done both. We discussed the problem of speaking before thinking and what I had done when I found myself in that position. After thirty minutes of talking to her about the issue, I had nothing left to tell her. I do know that the teams are ready for a class on conflict resolution.

The morning of January 20 was my time to apologize to the Kickapoo Tribal Council for remarks I had made about them in an earlier report. In my zeal to spend part of that day with the Perry team, I arrived at the Kickapoo Tribal administrative offices at 8:30 a.m. after a three hour drive. Much to my consternation, they had expected me at 11:00 a.m. However, Fred Thomas, Tribal Chairman and Tom Conklin, Vice-Chairman, graciously invited me into the tribal chambers to listen to my apology. They promised to convey my apology to the rest of the tribal council. After I apologized, Mr. Thomas told me to get both sides of a story before I put things in my reports. I believe he was referring to the comment I made about Steve Stout, AmeriCorps Site Supervisor, which they fired. I had commented that when I first met Steve at the AmeriCorps house on the reservation, Steve complained that he was having trouble with the council. I should have checked with the council before stating that.

Betty Mills, Travis Crickenberger, T.J. Wahlmeier, Rick Linneman, and the dog named "MeriCorps" were waiting for me when I arrived at the Perry Wildlife area at 10:30 a.m. on January 20. Team leader Rick complained that Dan Green and Jeff "Buddy" Ariza had again missed several days. He is ready to give Dan a second reprimand and Buddy his first. Before I left, we discussed the possibility of replacing Dan and Jeff, if they quit or are dismissed. The rest of January 20, another cold, wet, and dreary day, was spent with all terrain vehicle (ATV) training and sign making. Betty, before I arrived, learned to drive the four wheel drive tractor. Even I was given instructions on how to drive the ATV.

Snow greeted me again on January 21, and I, like those who attended the defensive driving classes, practiced what I had learned, even though I did not officially take the class. Everyone but AmeriCorps member Rick Henry was present at Milford. Upon my arrival at Milford, I answered my previous day's telephone calls. Team leader Kurt Grimm at Kanopolis wanted to know the status of his member Faye Yoder. Faye has been absent for over a week due to the illness of her father. Jerry Schmidt, Cheney State Park Director, was also called.

Cheney State Park AmeriCorps member Kari Hacker had approached me on January 18 and asked about selecting a new team leader. I asked if she wanted the position," no!" was her reply. She said, "we want member Carolyn Wotten to have that position." I asked if that was her opinion or the team's opinion. She assured me it was a "team decision." I then mentioned that Carolyn would be receiving the $12,000 stipend instead of the $7,945 as the others, and I asked if that would make a difference in their opinion. Again, Kari said, "we want her to have that increase." Therefore, I called the park on January 21 and discussed the issue with Jerry. Based on his concurrence, we will proceed with the team's desire.

While at Milford, I met their mascot named "Shop Foreman." Shop Foreman is a long-haired cat who lives in the office and shop. They said that Shop Foreman has killed 217 mice this fall and winter. They even had to fix the shop ceiling because the cat kept falling through as he chased the mice.

Team leader Jeff Goeckler said the members, minus Linda Johnson, spent several hours during the night of January 20 doing a deer survey. Braving the still, damp, cold night they spotted 185 deer. They will have two more surveys. Jeff and Mark Mohler, Wildlife Park Manager, discussed Linda Johnson's situation. It is their opinion that Linda is in the wrong project with AmeriCorps. Linda has never worked outside and his having trouble grasping the use of chain saws and other equipment.

Linda is also studying to pass a drivers test that will enable her to quit the project and go to semi-driving school in Oklahoma. Therefore, in addition to her marital problems, her concentration level is not good. Jeff has had to take her aside several times to show her how to do things.

Even though member Rick Henry was absent, he was discussed. Jeff said like others on the team, Rick has a nickname, "Reckless Rick." Jeff showed me Reckless's chain saw chaps. The chaps had several significant holes in them. Without the chaps Rick would have been seriously injured. I told Jeff to bring the chaps to the next all AmeriCorps training session in order for us to show the other members how important the chaps are for protection. I also learned that on January 20, while driving the ATV on ice at the marsh, Rick broke through the ice, rear end first, into waist deep water. Only after much effort were Jeff and Rick able to get it out. Rick had assured the others that it was okay to drive the ATV on the ice, as he had been doing it for three days. Others, including member Kerry, have also broken through the ice, but not with the ATV.

Rick is also the team tease. He especially likes to tease Linda about the fake fur she wears around her boots and collar. He tells her that it is coyote fur and that the coyotes in the wildlife area will be attracted, in a hostile way, to its scent.

During the afternoon, while Mark Mohler and Linda Johnson used chain saws in the large marsh, Jeff, member Paula Meeks, and I found and removed duck nests. The setting was beautiful. The ground and ice were covered with an inch of fine powdery snow, and not a whisper of wind. The flakes of snow coming down were large and puffy and the temperature was near freezing. We saw the different animal trails as we walked through the vegetation control in the area. One could see how deep the water had gotten during the summer of 1993 and 1995. One had to pinch himself to believe what was being observed. I laughed when Paula and Jeff would break through the ice and get a leg wet.

Suddenly, while walking in my U.S. Army Mickey Mouse boots, I fell through the ice with both feet into water that rose to slightly above my knees. Only then did I realize the harshness of the cold. After several attempts to extricate myself from my dilemma and get back on the ice, Paula gave me her hand and pulled me up. It was their turn to laugh. Being at least a quarter of a mile from dry shoes and socks, Jeff told me to keep going. He told me that the water in my boots would warm and keep my feet from being harmed. All the members had broken through

the ice at least once, and several had gotten wet up to their waist. Now I know how they felt when breaking through the ice. The three of us have a shared experience. Jeff did say that he wished we could have found warm boots for his team members and others. I do have a lead at Fort Leonardwood, Missouri, that I would like to check on for obtaining boots. I will long remember that day at Milford with the team. I only wish all our members could have enjoyed the beauty of nature as I did on that day.

FSA AmeriCorps member Katrina Hine called this morning to tell me about her experience with the Salvation Army in Wichita on January 20. She helped volunteers distribute toys to those in need. She was amazed to see the parents who came through. She was particularly impressed by the vast numbers and the ethnic groups observed. She, in particular, remembers a man of Slavic origin who was so excited that he almost cried. Katrina's experience is another that I wish the other members could have experienced.

Schedule for the week of December 25:

25 Holiday
26 Annual Leave
27 NRCS, Salina
28 NRCS, Salina
29 Scheduled Day Off

Jim Meisenheimer
Kansas AmeriCorps/USDA

cc:
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Office of Public Affairs (Communications), Washington, D.C.
Roger Lemmons, FSA, Manhattan, KS

Berg

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Subject: PER - AmeriCorps Program - Trip Report
Week of December 11-15, 1995

Date: January 10, 1996

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

The week of December 11-14 was spent in Overland Park, Kansas, at the National Multicultural Institute's, "Program Training Making Diversity Work for AmeriCorps" workshop. Joining me from our team were Kickapoo AmeriCorps member, Kristen Mitchell and Brown County Farm Service Agency (FSA), County Executive Director (CED) Rod Winkler. We and 13 other participants thoroughly enjoyed the session put on by Judith Bailie and Keone Nunes. Judith and Keone were very qualified and did an **excellent job in the presentations.**

Kristen said that, "she wished every AmeriCorps member could attend such a workshop." Winkler said, "the training was some of the best he had ever had." I met new managers and was able to get reacquainted with others. Cecilia Roark, USDA/NRCS AmeriCorps Supervisor, Arkansas, was one of the new managers that I met for the first time.

Cecilia endured the four days even though she is very, very, pregnant and is scheduled to present her husband with a set of twins in March. Cecilia was an active participant each session, even though she looked miserable with her swollen feet slightly elevated by cushions on top of chairs. Never once did she complain about her condition. Even though her large size made walking seem difficult, and as uncomfortable as she seemed, she participated in a night out at the famous Kansas City Plaza where several of us dined, observed the holiday lights, and did some last minute shopping.

These types of meetings allow for networking, as well as for training. Dee Strong, Director Project Serve, Fort Hays State University, will help me arrange for her team and our teams from Hays and Glen Elder to do some community service in the central location of Russell, Kansas. Don Chronister, Executive Director Topeka Youth Project, and I discussed clustering with his team. Kathy Brown, Hugo Wall School of Urban Public Schools, Wichita State University, and I agreed to formalize plans for clustering with her team and our teams at Cheney and Southeast Kansas. Kathy can also help with recruiting in the African American, Hispanic, and Asian American communities of Wichita. Kim Warren, Sherice Anderson, and Alex Drye, AmeriCorps Bridges Across the Heartland, Kansas City, Missouri, and I agreed to share newsletters and to formulate clustering plans with the Topeka team.

The make up of the group at the training session depicted a good cross section of diversity across our region. Included in the group were: a white middle aged male, a pregnant white female, a pregnant black female, a black male Muslim, several white males, and several black and white female participants. There was also a good diversity of educational levels within the group.

Class members became very sensitive to differences caused by ethnicity, race, religion, cultural, age, gender, and sexual orientations. At the beginning of the session, we agreed to the norms to be used in the class. Example, whenever a member of the class was offended by a remark from an instructor or class member, the member has the right to say, "I am offended by that remark, or I wish that you would say...." The member of the Muslim religion, used the norm to explain how he was offended by being invited to a Christmas party. Thereafter, we spoke of "holiday parties." After the term sexual preference was used repeatedly, one member asked that the term sexual orientation be used.

The objectives for the workshop were: knowledge, personal awareness, facilitating a multicultural organization, relationship building, recruitment, retention, team facilitation, training, and action planning.

It was reemphasized that we need to think before we speak, something that I have not done well. We learned that when an insensitive remark is made in one's presence that person should intervene with the "I" statement. I was told during the week that due to my written remarks in my first report about our team at the Kickapoo reservation, that I was not liked by the tribal council and a couple of the team members. That deeply hurt me, just as I had unintentionally offended the subjects of the remarks. Keone and Jim Hickman, Director of the Multicultural Institute, have shown me ways to apologize to the council and to the members. This morning, December 15, I called the Chairman of the Kickapoo Tribal Council, Fred Thomas and made an appointment to meet with the council on December 20, a.m. to give them my apology. The apology has to be made in person.

Keone has also given one-on-one time to Rod Winkler, Kristen Mitchell, and myself discussing how we can better interrelate with the members of the Kickapoo tribe and with other tribal people in the area. Kristen is still uncertain whether she will stay with this project. The training helped her better understand herself and the complexity of situation at the reservation.

I have also learned that before members are sent to any project site there should be some analysis of the cultural diversity of the area. We were told that the Mormon Church does a very good job in preparing members for missionary work. Perhaps AmeriCorps, FSA, and NRCS could learn something from the Mormon training methods?

I have called the Topeka office of Rural Economic Community Development (RECD), as referred to me by Jim Coyle of Joel Berg's office, and spoke to a Martin See about our Kickapoo project. Martin's main resource is the people he knows at the reservation.

After getting the surplus vehicles in Nebraska, I learned that nothing is free. Both vehicles needed new brakes. A windshield and drive belt needed replacing one of the vehicles. Both vehicles need new mufflers, which we will not replace. I was able to get additional winter clothing, at no expense, for our Topeka team from the Topeka Federal Surplus Center via the auspices of GSA Administrator Wally Schlueter. Kimberly Rose, the Topeka AmeriCorps member with two broken toes, was able to get a pair of hard-toed boots. Mr. Schlueter has been invaluable during the past year.

Faye Yoder, Kanopolis team member, called this morning to tell me that her father is having severe medical problems. Faye asked whether she could take off two weeks in order to be near him. She stated, and it was obvious by her tone of voice, that she is having a emotionally difficult time dealing with his illness. I assured her that she could take the time off without pay. I also suggested that if needed to get extra hours while being near her father at Wichita, she could spend time with the Cheney team, or might be allowed to transfer to that team. She indicated that she that she does not want to resign at this time. After our discussion, I called the Kanopolis Park Secretary Linda Koonz and informed her of Faye's situation.

Linda informed me that AmeriCorps member Jim Talley has been absent with the flu. In addition, his wife is having problems with her pregnancy. Therefore, Jim continues to miss days of service.

My desire to conduct our conflict resolution training class with in-house instructors may cost more than originally planned. I need to spend at least two or three days with AmeriCorps members Shana Martin and Milton Nokes in the preparation of the material for the class. I still believe that we can give a very comprehensive and informative class to the members at an expense less than was spent last year.

Schedule for the week of December 18-22, 1995:

18 Defensive Driving Training, Salina
19 Glen Elder
20 Kickapoo and Perry
21 Milford
22 Salina, NRCS

Jim Meisenheimer
Kansas AmeriCorps/USDA

cc:
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
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Subject: PER - AmeriCorps Program - Trip Report
Week of October 30-November 3, 1995

Date: November 6, 1995

To: Larry D. Miles, AmeriCorps Project Director, NRCS, Salina, Kansas

File Code: 360-5

AmeriCorps members Kristen Mitchell and Patrick May met me at the Kickapoo Trading Post at 8 a.m. on October 30. We were able to immediately meet with the Tribal Council which included: Fred Thomas, Chairman; Thomas Conklin, Jr.; Lena Belle Smith; Bobbi Darnell; Wesley Cadue; June Simon; Kathy Schuetz; and Richard Beams, the Agricultural Specialist. I introduced the members and expressed my concerns with the situation as discussed in the last report. I wondered out loud if and whether our team should be there. Mr. Thomas reassured the members that their services were wanted and needed. Project objectives such as: education, environment, soil testing, planning of recreational areas, safe water, and crop production were reviewed. We learned that the Kickapoo Tribe owned 5,000 acres and the soil needed testing again.

The situation with the ex-Kickapoo AmeriCorps Director was again reviewed. Later in the morning at the Trading Post, AmeriCorps member Chaline Owings joined me, Kristen, Patrick, and Peggy Strube, Trading Post Director. I showed them a draft of my report and each was amazed. Kristen and Chaline made two corrections. Each statement referred to by Steve Stout were contradicted. Kristen said, "I never called him an Indian, even in a joking manner." Chaline stated that she never said or insinuated that Kristen was a racist. After reading the report, Peggy asked that the members again meet with the council in the afternoon. During our meeting with Peggy, we learned that Chaline had experienced her own difficulties with Steve Stout.

Steve had verbally coerced a lady to rent a house to Chaline. The house needed major repair including: fixing the windows and walls, cleaning the house of cockroaches, cleaning out the refrigerator, fixing the wiring. The landlord joined us in the impromptu meeting at the Trading Post and said that she was embarrassed by the house's condition, but she didn't have the money to fix it. Chaline related that when she plugged items into the electrical outlets sparks flew. The refrigerator smelled because food had been left in it, and the hot water heater had ceased to function. Steve had promised her the refrigerator from the AmeriCorps office, located a few miles away.

Chaline was devastate when she learned that Steve had asked Patrick and Kristen to each give him $80.00 and $20.00 to use towards deposits on her house. In fact, Chaline had given Steve a $50.00 check for a propane deposit. We also learned that Steve had used Patrick's personal credit card in the amount of about $375.00 for one of Steve's AmeriCorps members. Supposedly, Steve's credit card was full and he needed help. Patrick did get his money back on that endeavor. Peggy stated that Steve had told her that the AmeriCorps house needed a new stove. After a new stove was purchased, it was learned that the old stove needed only to be connected to a fuel source in order to work.

During the afternoon session with the council my report was read by several of the members. Mr. Thomas was disappointed that I stated in the beginning of my report that, " Steve Stout had blamed the tribal leaders for his problems" when I met with him on October 24. Mr. Thomas said that, "Steve had used everyone." The council agreed to refund the money to Patrick and Kristen and to get things fixed at Chaline's house. The council even promised the members a vehicle. We again discussed the objectives of the team, and again the council urged the members to stay with them. Mr. Thomas stressed that the kids on the reservation needed role models. Chaline stated that the kids needed someone they could trust. During the session, Patrick asked if the tribal leadership needed a person with a biochemistry degree. They told him his services are needed.

After the afternoon session, we went to the AmeriCorps house located a few miles from the tribal office and met the new Kickapoo AmeriCorps Director, Donna Oldrich. It was there we met Carla (I do not know Carla's last name), from the Corporation for Community Service in Washington, D.C., who was reviewing the Kickapoo AmeriCorps team's objectives. At first she thought our objectives and their objectives were the same. During our session with her, we discussed the situation with the young woman in Hiawatha and Steve's actions, etc. Also, we learned from Richard Beams that Steve Stout had called him and stated that unless the tribal leaders released his payroll check by 5:00 p.m., October 30, he was going to the press in Hiawatha about everything. It was 4:15 p.m. and the tribal leaders were holding their ground with Steve.

The tribal leaders would give Steve his check once money paid back to Patrick, Kristen and others had been taken out. Then I met with Richard Beams, Patrick, Kristen, and Renee (the Kickapoo team leader). Richard asked Renee and Kristen if a woman would know if she had been sexually assaulted. The reference was to the 18 year Kickapoo AmeriCorps member who had never drank and was forced to do so on the night of October 20. The young woman awoke and realized that she had been sleeping without clothes among several young men. Both Kristen and Renee told Mr. Beams that a woman who had been drinking and had passed out may not know what had happened to her. It was then that Mr. Beams, not knowing what to do next, suggested that we do something he had never done before because he had never been in a situation where a person was blackmailing people, pray. We all held hands and he led a prayer that things would work themselves out.

When we returned to the tribal offices and entered the council chambers, I overheard Mr. Thomas speaking to Steve on the telephone and saying they would not give in to his demands, and that Steve would have to use his lawyer, in any manner he saw fit. Later I learned from Mr. Thomas that Stout had never hired a

lawyer. Mr. Thomas also stated that if he gave in to Stout's demands, there would be other demands.

On October 31, I went to the Brown County USDA Office to brief Rod Winkler, County Executive Director (CED), and Matt Sprick, District Conservationist (DC), on the situation. We agreed that our members needed an office area away from the AmeriCorps house on the reservation. We agreed that our team needed a new day to day contact person. Richard Beams had been designated as the new person by the tribal leaders. Rod and his county office trainee accompanied me to our team at the reservation.

We met with Mr. Beams in his office at tribal headquarters where Kristen said she had decided to stay. It was not until noon that Patrick told me of his intentions to stay. The team was offered and accepted an office at the Trading Post. The team was also given space at the Farm Service Agency Office in Hiawatha.

Before I left the members on October 31, I stressed that we did not want them to be seen sitting around doing nothing. I also conveyed a message from Pat Kells, Executive Director for the Kansas Commission, to Kristen and Chaline that there had been a high number of incidents in their area where women had been assaulted and abused. I told them to be careful. Chaline adroitly stated that happens anywhere people are living in poverty. It happens where people, especially men are frustrated.

I left the team knowing they were to meet again with Richard Beams about details and service to be done. I left knowing the CED and DC would be there for them. I left knowing the three team members are well qualified for their positions and are very mature and capable people. I only wish that Patrick and Kristen had not had to endure two weeks of confusion, etc. I wish that Chaline had not been abused in her own way by Stout. I wished and asked for, without success, an advance in pay for Chaline. Chaline had been promised many things by Stout and had received the "run around" at great expense. She needs money for her and her children. Before I left, Chaline politely told me to relax. She told me not to worry about being so politically correct. She said Native Americans are "very forgiving."

On Friday Patrick called. He is still frustrated with what they are doing. The Brown County Extension Agent says the Kickapoo soil does not need testing again. Patrick has learned that to test the water in the lakes, owned by the tribe, will cost money and there doesn't seem to be funds to do it. Patrick needs the education award from AmeriCorps and he doesn't want to go back to a project in California. Patrick wants to give useful service. I am wondering if we are seeing a clash of cultures.

I met for thirty minutes with the Aquatic team in Topeka. They need rubber boots, rubber gloves, and cold weather gear. Bree needs a small sized sweat shirt. This team is very active and one will have to walk fast to stay ahead of them.

Wednesday, November 1, was spent with the Perry team. Travis' father is terminally ill and he has missed several days. Buddy has missed five days, and Dan has missed several days due to a bad tooth. Team leader Rick Linneman says he wishes he had several members like Betty Mills.

Buddy and Dan arrived fifteen minutes late to the site. It seems as though Dan's car ran out of gas and Buddy picked him up. Dan's tooth was still hurting and due to he wet weather prohibiting little outdoor work, Rick told him to go to the dentist and get it fixed. Buddy had not gotten his bank deposit records to the area office. In fact, Buddy said the reason that he was late was because he got lost at the federal building in Topeka, the location of the area office. Whereupon, Rick took him back to Topeka to get the matter corrected.

During the trip to Topeka, Rick discussed Buddy's absenteeism with him. Rick told Buddy that they needed him on the team and if he wasn't going to commit to it, he should resign so someone else could be found.

I am very pleased with the Perry team and Rick's leadership. He has gotten the Wildlife Park Manager to purchase chain saw chaps, and goggles for each of the members. I hope all the park teams do that. The members are also working well. This year they are keeping diaries and are taking some pictures on their own. Betty shared some of her diary with me, especially the part where she tells how they spotted deer at night. That night she "spotted owls, cows, raccoons, possums, horses, and 57 deer...but I never spotted a fence post." In the diary she mentions the chain saw safety training they took. She discusses how she was afraid in the beginning that she would not be able to keep up with the guys. She now finds that each is very helpful, and I wonder if they can keep up with her. Before I left Perry, Rick volunteered to go to the Kickapoo reservation, thirty miles away, and help our team when needed. All I told the Perry team about the situation at the reservation was that the team leader of Kickapoo's AmeriCorps team was fired.

Thursday, November 2, was spent with the team at Glen Elder Reservoir. The team leader was absent as he was preparing for his wedding on Saturday. The first person I met was Jennifer and she complained that member Rick was lazy. She complained that he was taking too many breaks and was not carrying his load. After Jennifer and I talked Jeri, Julie and Rick arrived with a parks biologist. The group had been out on the lake in the cold picking up nets of fish to be used in a survey. The fish had to be extracted from the nets, counted, weighed and in some cases cut open. Also, a class of students from Down High School were coming to see the catch. Before the morning was over we all smelled like fish.

While extracting the fish from the nets I learned how diverse this team is. Julie is a college graduate and likes to listen to Mozart, New Orleans jazz, and gospel music. Julie also has a large vocabulary and uses big words. In contrast, Jennifer has never gone to college and likes to listen to Motley Crew, Queen, White Snake, and Meat Loaf. Jeri likes country music and Rick listens to anything except Julie's type of music.

The night before they caught the fish, Julie went home, found a book on fish indigenous to the area and memorized it. She told us the page and paragraph where each species was found. Julie and the biologist had a malted shake bet that she could not identify all of the kinds of fish netted. He was correct and it turned out to be a learning experience for all of us.

The Glen Elder team lacks direction when the team leader is gone. Unlike the Kanopolis and Perry teams, there are no returning members on the Cheney, Milford and Glen Elder teams. Jeri and Jennifer and I spent part of the afternoon trying to find gates that needed closing and fixing before the advent of pheasant season. Being new to the wildlife area, they had trouble reading the map and finding the gates.

Julie at Glen Elder is living in a low rent housing complex and asked if her stipend would cause her rent to go up or down. She realizes that she does not technically receive a wage and is hoping for a break. I have photocopied pages 70 through 74 from our manual. This material will be given to her team leader on November 8 at our team leader training session.

During a telephone call with the Cheney team, I learned they want to use their Veteran's Day Holiday to help vets at the Wichita Veteran's Hospital. They have arrangements to transport several vets to sites in the city and to "rap with them." Last year no one would give up a day off. Yes, I will join them. The members want me to contact one of the three TV stations in Wichita and tell them what the members are doing. I asked the members to write and fax a brief story explaining who, what, where, why. There is a good connection between their service and the service the veterans gave to their country. We may even send the story to the Wichita Eagle Newspaper.

I have also heard a complaint from a Cheney team member that the team leader is too rough with equipment. A training session with team leaders is scheduled for November 8, and I will discuss several issues.

I have made arrangements to go to Fort Riley early on November 6, and to McConnel Air Force Base on November 7. Each haves some winter clothing that our members could use. I have to beat the Missouri forestry people to Ft. Riley in order to get the winter pants we need. So far, the supplies, as compared to last year at McConnel and Ft. Riley, seem limited.

I am still very frustrated with the FSA teams. Louis on the Southeast Kansas team disappeared. Katrina is spending a lot of time making contacts with schools and county extension people. Extension people on the county level don't seem receptive to her offers of help. However, if she ever gets into the class room or in with the 4-H kids, she will have a lot offer. Katrina, like those on the Kickapoo team, is having a difficult time showing service completed.

Schedule for the week of November 6:-10

6 Fort Riley, DRMO/NRCS, Salina
7 McConnel Air Force Base, Topeka/NRCS, Salina
8 NRCS, Salina (Team Leadership Training on Conflict)
9 Team at Hays
10 Join Cheney Team with Veterans, Wichita (Holiday)

Jim Meisenheimer
Kansas AmeriCorps/USDA

cc:
Roger Lemmons, FSA, Manhattan, KS
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
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Subject: PER - AmeriCorps Program - Trip Report
Week of April 8-12, 1996

Date: April 18, 1996

To: Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

The schedule has been set for the Kansas USDA/USA AmeriCorps remembrance of the victims of the April 19, 1995 Oklahoma City bombing. Kansas USDA AmeriCorps will lead the ceremony on April 23, 10:00 a.m., Gage Street and Shunga Drive, Topeka. I have invited seventeen guests to join us for the 10:00 a.m. ceremony where AmeriCorps members will remember the victims by planting 11 trees. Several guests I invited have also been invited by the Kansas Commission to their concluding event for the week of volunteering to be held April 30. I have invited:

* Ken Hoffman, Area Conservationist, NRCS, Topeka
* Pat Kells, Executive Director, Kansas Office For Community Service, Topeka
* Norman Sawyer, AmeriCorps Site Director, NRCS, Topeka
* Dennis Brinkman, District Conservationist, NRCS, Shawnee County, Topeka
* Scott Hesse, Legislative Aide, Senator Dole's Office, Topeka
* Mike Horak, Press Secretary, Senator Kassebaum's Office, Topeka
* Anne Emmerson, District Director for U.S. Representative Brownback's Office, Topeka
* Adrian Polansky, State Executive Director, Farm Service Agency, Manhattan
* James Habiger, State Conservationist, NRCS, Salina
* Larry Pierce, Director of Kansas Projects Management, General Services Administration, Federal Building, Topeka
* Steve Williams, Secretary of Kansas Department of Wildlife and Parks, Topeka
* Curt Loupe, Superintendent of Parks and Recreation, City of Topeka
* Dave Gaverson, Director of Parks and Recreation, City of Topeka
* Bill Riphahn, Parks and Recreation, City of Topeka
* Jim Byrnes, State Program Director, Corporation for National Service, Topeka
* Harry Felker, Mayor of Topeka
* Captain Hollemon, U.S. Coast Guard, Federal Building, Topeka
* Bill Graves, Governor of the State of Kansas
* Employees of the Federal Building, Topeka
* Pete Tremain, Faith Lutheran Church Pastor, Topeka

Bill Riphahn, Topeka Parks and Recreation, has agreed to be the master of ceremony for the event. Captain Hollemon, U.S. Coast Guard, has offered, and I

have accepted, a color guard. Pastor Tremain has agreed to say a few words during the ceremony. Pastor Tremain, whose previous congregation was in Oklahoma City, lost a parishioner in the bomb blast of April 19. Scheduled speakers include Larry Pierce, GSA, and an USDA Topeka AmeriCorps member. I need to make a map of how to get to the site, and send it to all of our teams. The Topeka team wants to order a banner that can be hung at a project site. The banner will give them instant recognition. The Kansas Commission has offered their banner for the April 23 event.

Hilary Peguero, The Kansas Office For Community Service, invited me and a member to join four other individuals in a review of the 1996/1997 Georgia Commission's projects. The Kansas and Georgia Commissions have a reciprocal agreement to review each others proposals. I was fortunate to be asked to participate in the review last year, and readily accepted this year's call. The Kansas Commission paid for my hotel room and for my meals. USDA Topeka AmeriCorps Member, Milton Nokes volunteered to join the session. Other members of the panel included: Glendia Henley, Program Director, Kansas Health and Safety Extension Corps; Mishkat Az-Zubair and William Scholl, Crew Chiefs United Way Neighborhood Corps, Kansas City, Kansas; and Angie Jones, Topeka Youth Corps. Due to networking with the Kansas Commission, I knew all of the participants except for Angie.

Hilary split us into two groups and gave each group five proposals to read. Along with the proposals, we were each given a booklet from which to score the proposals as we read them. The proposals averaged fifty pages in length. After each participant finished reading and scoring a proposal, the members met as a team and gave a team evaluation of each project. The evaluations done by the teams and the individual members will be forwarded to the Georgia State Commission.

I remembered several of the projects from last year. The exercise allowed the participants to see what is happening in another state with AmeriCorps. Several of the projects are currently in their second and third years of service. Items within the proposals that are germane to USDA projects include: stating and meeting objectives, member development, qualification of results, and management.

The style of writing influenced us as much as the content of the proposals. Hopefully, I can copy the writing style of the proposals that stood out. In addition, the exercise allows me to think about contents of NRCS and FSA projects. By reading and critiquing another state's proposals, I hope to become a better writer and developer of USDA proposals. The participants said they enjoyed the experience. I only wish we would have had more time, we had a day and a half to critique the ten project proposals.

If we could have used the techniques of an essay grader, i.e. read an essay, then leave it for a few hours and then read it again, it would have helped. In a second reading, one is able to see the things that are missed in the first reading, and able to give a more objective assessment. As it was, we were only given time to read the proposals one time through, which may not have been totally fair to the project.

Schedule for the week of April 15-19, 1996:

15 Salina, NRCS
16 Topeka
17 El Dorado, Parks
18 El Dorado, Parks
19 Scheduled day off

Jim Meisenheimer
Kansas AmeriCorps/USDA Regional Facilitator

cc:
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Office of Public Affairs (Communications), Washington, D.C.
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Subject: PER - AmeriCorps Program - Trip Report
Week of April 1-5, 1996

Date: April 17, 1996

To. Larry D. Miles, AmeriCorps Project Director,
NRCS, Salina, Kansas

File Code: 360-5

I received a telephone call from Karen Gangwere, Reporter, Hutchinson News, on March 29. I returned her call on April 1. She was writing an article about the members of the Cheney team and wanted information as to the status of AmeriCorps for 1997. I gave her Joel Berg's name and telephone number. After speaking to her about AmeriCorps, I called Joel and asked him to call her. A copy of Gangwere's April 4 article in the Hutchinson News is being sent to Joel.

I appreciated you going with me on April 2 to Cheney State Park.

There is nothing like visiting the team sites and being with the members. Listening to them and observing them is very stimulating. The first thing I told the members was the discussion I had with Karen Gangwere. They were eagerly waiting to see the article. We then reviewed the quarterly report. Member, Kari Hacker, wanted to see what the other teams, especially the parks teams, were reporting. Due to her request, I will make a copy of the entire report and give it to each team. Carolyn Wooten, Team Leader, asked me to join them on April 26, when they met with the Mennonite Housing Corps in Wichita. The Cheney team, due to their continuing interest in extra community service, is always interested in what the other teams are doing outside of their normal duties.

Jerry Schmidt, Cheney State Park Manager, joined us in a show and tell tour of the members' projects at the park. Cheney State Park is one of the most heavily used state parks in Kansas and there is a lot to fix. One area we saw was a fire swept area that burned substantial acreage within the park on Saturday, February 24. The fire, driven by 45 mph winds, came within a few feet of a sail boat storage area containing about 100 sail boats. The fire partially entered one of the boat storage areas.

Three of the Cheney AmeriCorps members were present in the park on the Saturday of the fire. It was the AmeriCorps members who saw the fire and reported it to local rural fire departments. The members, after reporting the fire, were joined by volunteers from two nearby rural fire departments in putting out the fire. Members of the sailing club publicly thanked the members and volunteers by name in a local newspaper. The members were not identified as serving with

AmeriCorps. Their names are listed with other Cheney State Park staff volunteers who helped fight the fire. As inferred in the March 25 report, AmeriCorps members need enough AmeriCorps logo clothing to wear more than once a week. The clothing would identify them as AmeriCorps members when they are with the public, which is often every day. Those on the environmental teams cannot afford to purchase extra AmeriCorps clothing. Rural development members are to receive polo shirts. Perhaps, the members of the environment teams should receive extra t-shirts and sweat shirts, in lieu of polo shirts.

April 2 was another 40 mph plus windy day in Kansas. Starting April 1, the Cheney members had been sandblasting light poles damaged by the 1993 and 1995 floods. Before they could begin sandblasting, they had to sift the large granules from the sand they would use. The method used by members was to spread a thin layer of sand on the parking lot, allowing the sun to dry it. Once the sand was dried, the members shoveled it into five gallon buckets which were hoisted to the trailer and dumped into one of three fifty gallon barrels. Frames with fine screen were placed on top of the fifty gallon barrels to sift out the larger granules. Members, using their hands, worked the sand through the screen. The endeavor was laborious and dirty. Lifting the five gallon buckets filled with sand from the ground to the barrels sitting on the low-boy trailer was strenuous. By the time I left, my eyes felt like they had several acres of dirt in them. While we sifted sand and lifted buckets I looked into the faces of the members. Their faces were dirty and they looked tired, but no one complained. I was tired after three hours of that kind of service, and they had been doing it for two days. They had at least one or more days to go before they were finished with that activity.

The Cheney members did say, while we worked with the sand, they did not want to go to Topeka on April 23 to join other AmeriCorps teams from across the state in participating in a day of community service remembering the victims of Oklahoma. Kari Hacker said, "We can plant trees here in remembrance of the victims." I had to be careful using "I" statements when hearing the remark. I understand that due to their distance from Topeka, they find it difficult to leave their service site by 6:00 a.m. The extra hours are especially difficult for Kari who is a single parent with a young daughter. I did tell them, if possible, I wanted at least one or two of them present at the April 23 event. In addition, I stressed the significance of the event and why I wanted as many of our members as possible to attend.

April 4 was spent with the Kanopolis team at Wilson State Park. When this team goes to Wilson State Park, Kurt and Aimee meet at the park office at 7:00 a.m., then they drive to Ellsworth to pick up Diane. Cathy meets the trio at the Wilson State Park Office. Aimee, as in the past, sleeps much of the way to the park. Aimee's torpidity when riding or resting seems less than in previous visits. Kurt tried to get me to get a picture of her checking out the back of her eye lids on two occasions, but every time I got the camera in position, the shields across her eyes lifted.

The morning of April 4 was cool and the wind, as usual, was brisk. A class of high school students from Sylvan watched as three Kansas Department of Wildlife and Parks biologists collected eggs from Walleye netted during the night of April 3. The biologists squeeze the fish and their eggs poured into pots. Stainless steel

ladles were then used to transfer the eggs to two stainless steel bowls. Cathy, Aimee, and I took turns stirring the eggs in the bowls with a feather. They are not allowed to use a spoon for stirring. While we stirred, Diane stood in the boat and recorded data given to her by the biologists for each Walleye. Kurt, wearing hip wadders, went back and forth from the shore to the water.

After three to five minutes of stirring, liquid clay was poured into the bowls containing the eggs and stirred for another three minutes. During the process, the bowls were kept out direct sunlight. When stirring the eggs, the mixture looked like liquid tapioca pudding. After the eggs were thoroughly stirred, Kurt took each bowl of eggs and poured them into a vat that was submerged in the lake's water. Only the top of the vat was above the water. After all of the eggs were stirred, they were transferred from the submerged vat into plastic bags which are put into styrofoam boxes. The boxes are taped shut, labeled, and ready for shipment to the Milford Fish Hatchery. The several million Walleye eggs collected from Wilson and Glen Elder will eventually show up in other state lakes.

The members had been helping collect eggs during the morning for two days and had at least another two days to go, or until the spawning season ends. Like the service being performed at Cheney, the service was labor intensive. While serving with the members, I learned they had recently cut 30 trees, planted 18 acres of cool season grasses, picked up flood debris trash and burned it, and fixed one ten foot gate and three information shelters. While listening to them, it became very apparent they need hard hats and goggles when cutting trees. We all needed goggles when working with the sand at Cheney. The Kansas Department of Wildlife and Parks should be providing those safety items, and we should not have to ask for them. We have been fortunate that no member has been seriously injured while using a chainsaw, or walking through timber. The hard hats are good protection when members move through trees and brush.

During the afternoon at another site in the farthest western point of the Wilson Wildlife Area, Cathy and I talked as we stained a wooden sign. She said that Aimee is doing better (not so tired all of the time). I did mention to the team there had been suggestions that on a need basis, AmeriCorps members have access to professionals who could help with drug problems, and sexual harassment, on and off the site, etc. As mentioned in an earlier report, we learned that Aimee's need for sleep had been due to a resident in her apartment building harassing her, and she was not getting enough sleep. Aimee had been reluctant to share her problem with the team leader, or Kanopolis State Park Manager, even though her sleep deprivation was hurting her service and causing her to miss days. Only when confronted with the problem did she discuss the cause of the problem with the team leader and manager.

Cathy asked about the status of the AmeriCorps program for 1997. She asked what tools we were going to use for recruiting. We both agreed AmeriCorps should be recruiting at the current time for next year's class. We agreed, similar to what was discussed at the meeting in Rosslyn, Virginia, that high school counselors and college financial aid officers should be contacted immediately about the program. I asked her how she found out about USDA AmeriCorps. She had read an add the Kansas Department of Wildlife and Parks put in a regional newspaper.

In past visits with the Kanopolis team, I noticed that Cathy and Diane did not get along. The problem was discussed with Kurt Grimm and the park manager at a prior meeting. I had even discussed the matter with Cathy on a prior visit. Things have gotten better; however, I still heard a couple of unpleasant comments between the two while I was with them April 4.

Finally, unlike the Cheney team who does not want to attend our scheduled day for honoring the Oklahoma bombing victims, the Kanopolis team wants to go. Kurt Grimm wanted to know the details of the event. Kurt is a second year AmeriCorps member who was present in Topeka on April 19, 1995, at the Kansas Commission's Day of Celebration. He remembers the significance of the day and what the members of the Kansas Commission and USDA AmeriCorps did. There is not a second year AmeriCorps member on the Cheney team.

Schedule for the week of April 8-12, 1996:

8 Salina, NRCS
9 Salina, NRCS
10 Salina, NRCS
11 Topeka, Kansas Commission
12 Topeka, Kansas Commission

Jim Meisenheimer
Kansas AmeriCorps/USDA Regional Facilitator

cc:
Paula Cole Jones, Program Manager, AmeriCorps, PRG-CAR, NRCS, Washington, D.C.
Joel Berg, Office of Public Affairs (Communications), Washington, D.C.
Charles Sims, Office of Public Affairs (Communications), Washington, D.C.
Jeffrey R. Vonk, Regional Conservationist, Northern Plains Region, NRCS, Lincoln, NE
Roger Lemmons, Farm Service Agency, Manhattan, KS