

Volunteer
M
Maryland!



For audio 866-740-1260. Access code 7676231.



For the past 25 years Volunteer Maryland has partnered with over 700 organizations to shape volunteer programs creating lasting results.



Since 1992 Volunteer Maryland has

- 714 AmeriCorps to mobilize
- 130,324 Volunteers
- 1,730,624 Hours of service
- \$40,773,501.44 Value

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Volunteer.Maryland.gov

Contact –

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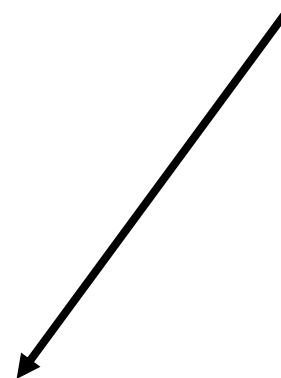
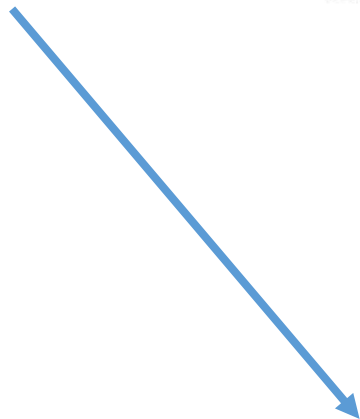
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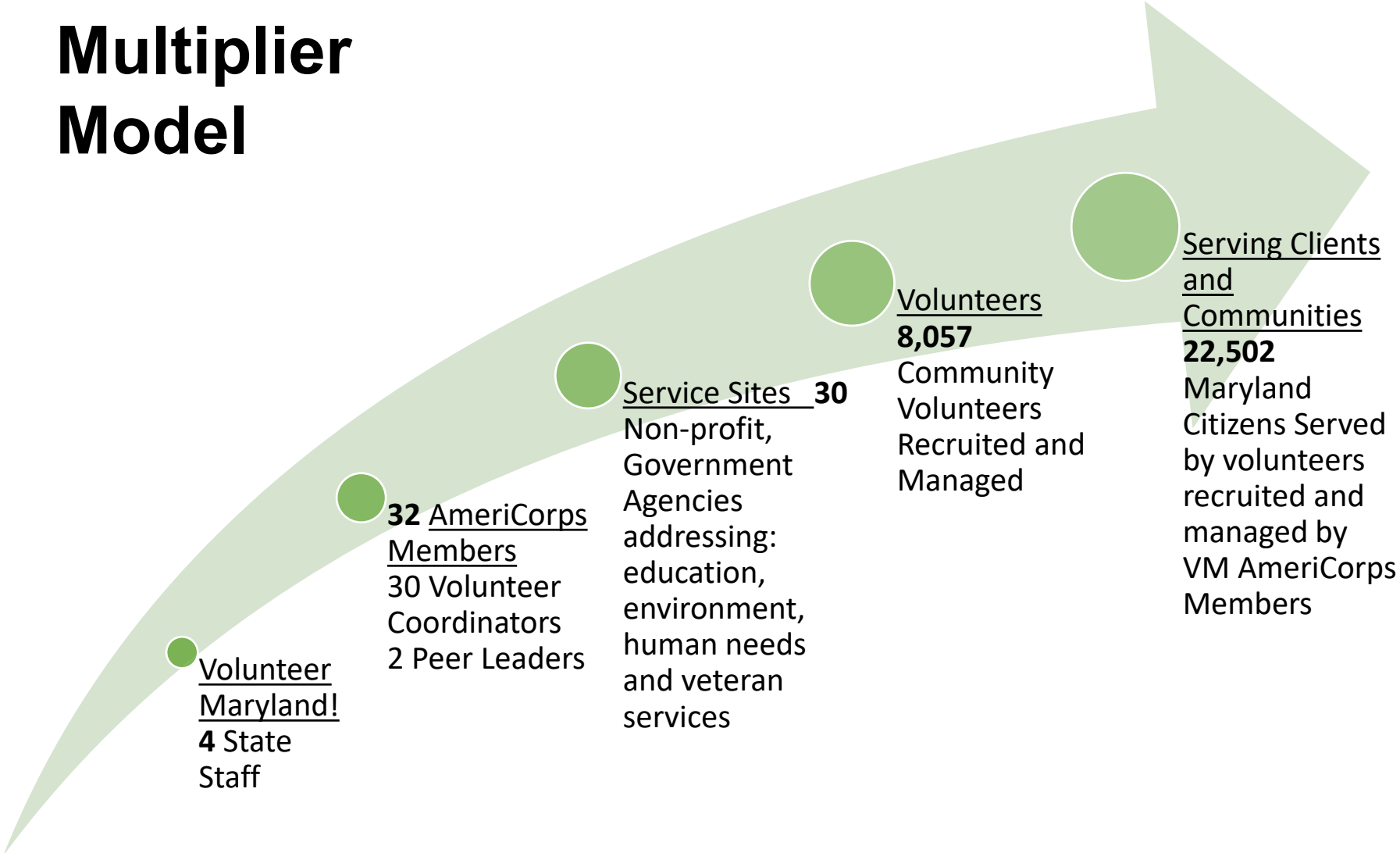
Volunteer VM Maryland!



Volunteer Maryland creates volunteer programs with nonprofit organizations, government agencies, and schools. Through an 11-month partnership, we place individuals to serve as volunteer coordinators. With training and support, the volunteer coordinator's role is to create a volunteer program that fits the needs of the organization and the community served.



Multiplier Model



What's your volunteer program challenges that needs solving?

- **Time***
- **Money***
- Skills
- Policies
- Recruiting
- Manuals
- Dedication
- Outreach
- Managing Volunteers
- Engagement
- Retention
- Inactive Volunteers
- 'Burnout'
- Consistency
- Organizing
- Transitioning
- Growth



Volunteer Maryland ~~Can~~ Will Help!

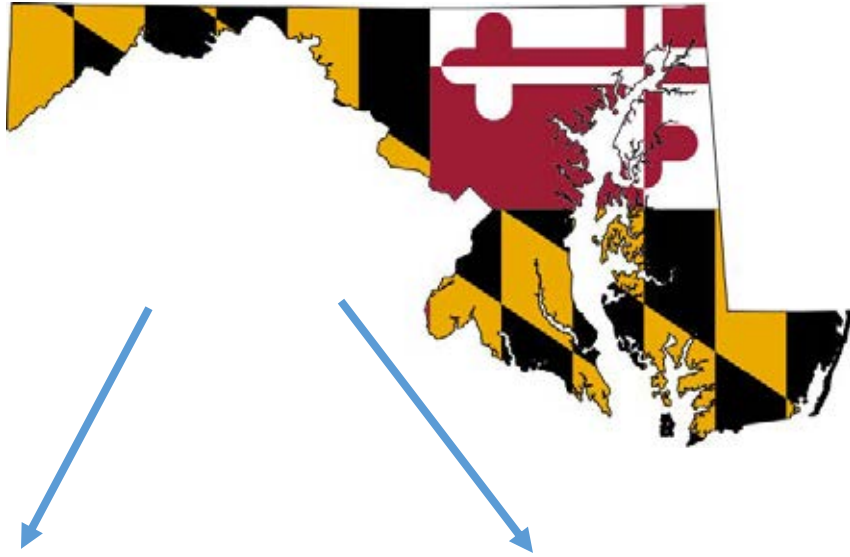


- . Volunteer Maryland Coordinator
- . 40 Hour Full Time (11 months)
- . Pre-service training + monthly training
- . Partner Staff Training
- . Volunteer Maryland Support Team
- . Deliverables
- . Surveys – Useful Data collection for grantors/funders



Volunteer
VM
Maryland!







501c(3)



Staff



Space



1 year



Education



Economic
Opportunity



Healthy Futures



Environmental
Stewardship



Disaster Services



Veterans and
Military Families

Environmental Stewardship



- Water Monitoring and Stream Clean-ups
- Invasive Removal
- Change in attitude and behavior
- Energy Efficient Retrofitting

Environmental Stewardship



St. Mary's Elms School

Serve with the Native Plant Nursery program, and site-based and school-based environmental improvement and related instruction recruiting 25 new adult volunteers who will assist education programs, maintain the Native Plant Demonstration Gardens and nursery, and maintain, restore and extend trails at the Elms. The Member will also provide overall management of the volunteer program, and will further develop a wide range of volunteer program materials.



Nick Yoder VM29

Environmental Stewardship

- Volunteers improved 12 acres of land by removing invasive species
- Planting native plants

Political Advocacy

Religious Instruction

Indirect Service





Education



Economic
Opportunity



Healthy
Futures



Environmental
Stewardship



Disaster
Services



Veterans and
Military Families

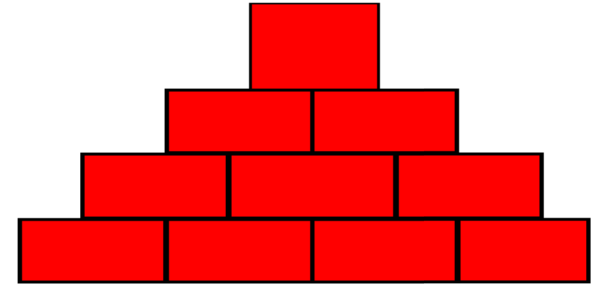
Where do you see your organization's focus area(s) in the progression of your Volunteer Program?

CYCLE OF VOLUNTEER PROGRAM DEVELOPMENT



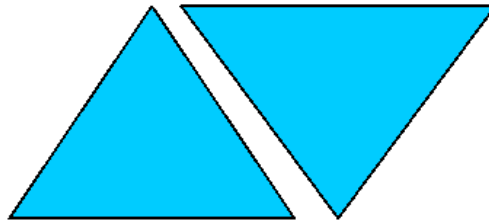
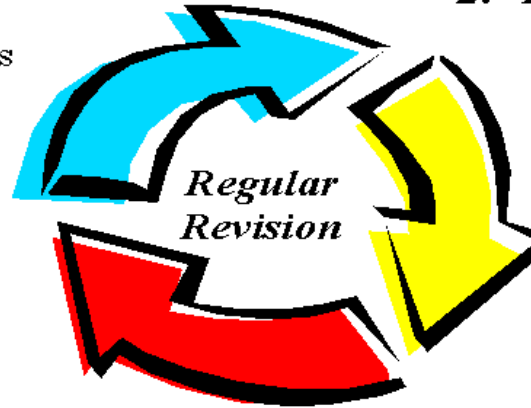
1. *Big Picture*

- Community Need
- Agency Mission
- Program Vision
- Key Players
- Budget/Resources
- Evaluation
- Sustainability



2. *Foundation Building*

- Needs Assessment
- Staff Investment
- Volunteer Motivation
- Timeline
- Policies and Procedures
- Reporting and Record Keeping
- Position Descriptions



3. *Program Implementation*

- Recruitment
- Interviewing and Screening
- Orientation and Training
- Supervision and Recognition
- Volunteer/Paid Staff Relationships

Big Picture

✓ Need

✓ Mission

✓ Vision

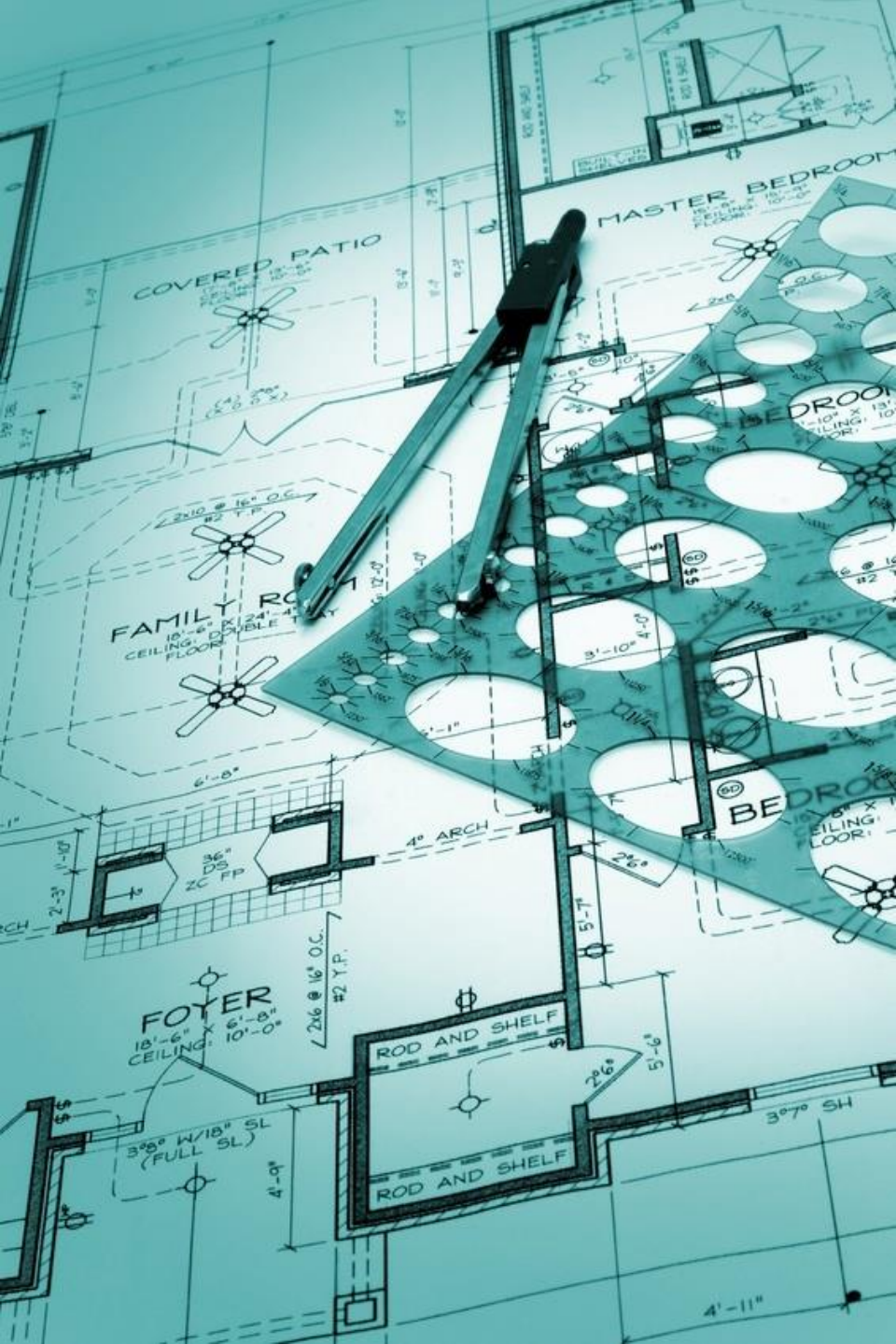
✓ People

✓ Budget

✓ Evaluation

✓ Sustainability





Foundation Building

- ✓ Needs Assessment
- ✓ Staff Investment
- ✓ Motivation
- ✓ Policies & Procedures
- ✓ Record Keeping
- ✓ Position Descriptions

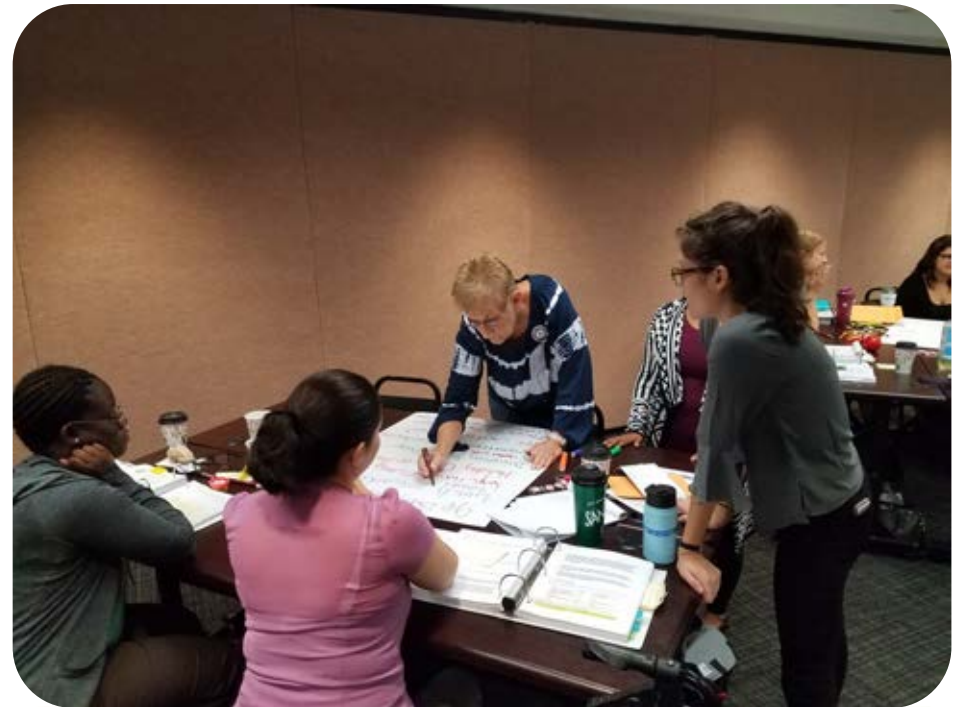
Program Implementation



- ✓ Recruitment
- ✓ Interviewing
- ✓ Screening
- ✓ Orientation
- ✓ Training
- ✓ Supervision
- ✓ Recognition
- ✓ Relationships

Results

- . Quality of services
- . Diversity
- . Manage and utilize
- . Recruit
- . Reliability
- . Communication
- . Retain
- . Network and build partnerships





AmeriCorps Members/ Volunteer Maryland Coordinators + Site Investment

- 11 month term of service
- Living Stipend
- Education Awards
- Health Benefits
- Professional Development Training
- Time
- Money (\$8,100 cash match)

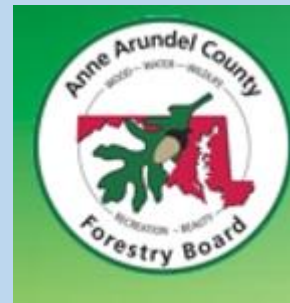




Elms Environmental Education Center



VM30



Category	Total	Unit
Miles of Trail Improved	28.75 Miles	
Acres of Land Improved	32.785 Acres	
Miles of Waterway Improved	4 Miles	
Pounds of Trash Removed	10806.5 Pounds	
Invasive Species Removed	266.64 Plants Removed	
Native Plants Installed	658 Plants Installed	



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Twitter @volunteermd

A Green Future: Opportunities for Young Professionals in the Environmental Field



TARA DRENNAN
SENIOR PROGRAM OFFICER
CHESAPEAKE BAY TRUST



The Chesapeake Bay Trust



The **MISSION** of the Chesapeake Bay Trust is to promote public awareness and public participation in the protection and restoration of the Chesapeake Bay and its rivers and streams.

Our **GOAL** is to increase stewardship through grant programs, special initiatives, and partnerships that support environmental education, demonstration based restoration, and community engagement activities.

Where the Money Comes From:

Maryland's Treasure the Chesapeake license plate



Federal, state and corporate partnerships



Individual and private donations



Chesapeake Bay Fund Tax Check-off



Where the Money Goes:



Education

Ensuring that students are environmentally literate through K-12 curriculum development, field experiences, and green school development.

Restoration

Advancing the science and implementation of restoration best management practices that reduce pollution and improve habitat.

Community Outreach

Engaging citizens and communities to improve the health of local waterways through community clean-ups, tree plantings, and other stewardship practices and projects.



Creation



- 2010 MD Legislature creates Chesapeake Conservation Corps
- Place young adults at organizations to work on local environmental priorities
 - ✦ Promote, preserve and protect natural resources
 - ✦ Engaging and working with and in communities
 - ✦ Build a stewardship ethic in young adults through meaningful service
 - ✦ Provide training and entry into green careers
 - ✦ Help increase the scale of organizations serving communities in the Chesapeake Bay
- Purpose: *Promote and protect the environment BY Providing young adults with opportunities TO Gain career skills and become more engaged through meaningful community service*



What does the Corps look like?



- *Dispersed Model:*

- ✦ Individuals placed at different host sites, but come together many times during the year to work together on special projects and trainings.

- *Type of work:*

- ✦ Corps Members *lead* and *support* projects and programs focused on a variety of environmental and community issues.

- *Leveraged investment:*

- ✦ Chesapeake Bay Trust
- ✦ State of Maryland, MD Dept of Natural Resources
- ✦ National Park Service, U.S. Fish & Wildlife Service
- ✦ BGE an Exelon Company



Structure of the Corps Program

- **Matches young adults 18-25**
- **Nonprofit & Government Agencies**
 - CAN have a non-environmental mission
 - CANNOT offer a non-environmental position
- **Fulltime**
 - CANNOT attend School Fulltime
 - CAN attend School Part-time but difficult
- **1 Year (start and end in August)**
- **\$18,000 Annually (paid bimonthly)**
- **35-40 Placements**



Who are the Host Sites?

- **Host Sites?**

- Large Nonprofits
- Small Nonprofits
- Government Agencies
- Environmental Mission
- Non-Environmental Mission

- *Offer a position that:*

- Focuses on environmental and community needs
- Includes supporting and leading roles
- Builds skills and professional development



Who are the Corps Members?



- **Corps Members?**
 - Entering the Job Field
 - ✦ College Graduates
 - ✦ Part-time Community College
 - ✦ Gap Year
 - ✦ High School Graduate
 - Can work in MD/PA/VA
 - Can work fulltime for 1 year
 - Ready and able to learn and work in a hands-on, real-world position
 - Passionate about the environment and/or community service



What will the Corps Members do?



Hands-On, Real-World Environmental Experience

- Environmental Restoration
- Environmental Education
- Community Engagement
- Sustainable Agriculture
- Energy Conservation
- Forestry



Beauty of the Program, everyone is working on something different...

What will the Corps Members do?

- **Corps Program Elements**

- 6 Trainings

- ✦ Team Building
- ✦ Watershed Forum Conference
- ✦ Leadership Retreat
- ✦ Outreach & Messaging
- ✦ Resume Building & Interviewing
- ✦ Environmental Education Retreat

- 3-4 All-Hands On Deck Days

- Site Visits (at least 4)

- Capstone Project

- Mini Grant Program Opportunity



Corps Program Element: Trainings

- **Chesapeake Watershed Forum: NCTC in WV**
 - Experts discuss the issues facing the Bay
 - Network with over 300 professionals
 - Present at Poster Session



Corps Program Element: All-Hands



- **All-Hands on Deck Competition**
 - \$1500 for 4 winners
 - Chosen by fellow Corps
- **Corps Perks**
 - Team Building
 - Exposure to different fields
 - Network and engage as a Corps!
- **Host Perks**
 - Funding for a program or project to get in the going or in the ground
 - 35 Free Volunteers to work on a Project





Corps Program Element: Site Visits



- **Peer-to-Peer Site Visits: 4-10 a year; travel covered**
- **Corps Member Perks**
 - Building Knowledge/Skills/Experience
 - ✦ Learn from Hosts in same field
 - ✦ Learn from Hosts in different fields
 - Network with organizations
 - Get to know fellow Corp Members!
- **Host Perks**
 - Help with events, projects & programs
 - Get to know other young professionals entering the field





Corps Program Components: Capstone



- **Capstone Project**
 - Developed and Led by Corps Member
 - Skill Building
 - ✦ Project/Program Development and Management
 - ✦ Partner, Budget, & Grant Management
 - Beneficial and Sustainable for Host and/or Community

- **Mini Corps Grant Program**
 - Funds the Capstone or other project
 - Grant Writing and Management
 - Working with Funders

All great Resume-builders!



Lien's 1st Grant!!!



2016-2017 Corps Metrics



- Last year 35 Corps Members...
 - *10,000 lbs of trash removed*
 - *15,000 sq ft of invasive plants removed*
 - *10,000 sq ft of conservation/rain garden installed*
 - *15,000 of natives planted*
 - *10,000 volunteers engaged*
 - *40,000 students engaged*
 - *5,000 trees planted*
 - *50 Rain Barrels installed*



Beyond the Corps Program



- 7 years: ~200 graduates
- Alumni Network
 - Job Opportunities
 - Networking Events
 - Potential Mentors
- Job Potential
 - Approx 30-40% of participants hired by Host Site
 - Over 60% of alumni currently working in the Chesapeake Bay on environmental issues
 - This year 3 Mentors are Corps Alumni



Program not only creates employment opportunities but also increases the capacity of participating host sites to further their environmental missions.



Corps Application Process

- 35-40 Placements
- Host Site Deadline: **February**
 - Solicitation Tool: Look who you can work for!
- Volunteer Deadline: **April**
- Selection Phase
- Job Fair (optional)
- Ranking Sheets: Top 5
- Placements: June/July
- Start: August



Questions?

