2023 Accreditation Application

# Instructions

Please Do NOT reformat this application, add a cover page to the application, add your Corps logo to the application, delete any pages of the application, or otherwise alter the application in any way other than by responding to the questions. Once you complete the application you may convert it to a pdf.

Corps program must use the narrative section to justify their compliance with each of the accreditation standards. The response should be clear, concise, and provide enough detail to support the claim. Responses that merely rephrase the standard and assert compliance will be deemed non-responsive. Include a narrative for every standard unless otherwise directed in the instructions for that standard. Examples of appropriate narrative responses can be found starting a page 23.

When your organization is approved to apply for accreditation, you will receive a link to a Dropbox folder where you can upload your application and supporting documentation. Examples of evidence (documents, minutes etc.) must be uploaded to Dropbox and referenced in the justification for each standard. Examples of adequate documentation are provided in “examples of documents to support this standard” section for each standard.

Please add the standard number to the beginning of the file name before you upload your supporting documentation. Applications that don’t comply with this formatting will be returned as incomplete**.** For example, for standard 1.3 you might attach your By-Laws as evidence to meet that standard. If your By-Laws document is named “ABC Corps By-Laws.doc”, rename it to “1.3-ABC Corps By-Laws.doc”. If you use one document for multiple standards, you only need to upload it once, just refer to the file name for subsequent standards.

For questions or examples of standard compliance, contact Bobby Tillett at [btillett@corpsnetwork.org](mailto:btillett@corpsnetwork.org).

Required Accreditation Elements

Applicants must present evidence of substantial compliance with all of the standards in both sections below: **You must provide a narrative and supporting documentation for each of the following standards unless otherwise stated in the instructions for the standard.**

1. General Operational and Governance Standards.
2. Corps Operational Standards.

# Part 1A. General Operational and Governance Standards

**NOTE: The list of example documents provided for each standard is meant to illustrate the types of documents you might use to support the standard, it is not meant to be all inclusive.**

1. **Governance and Accountability**
   1. The Corps, or its sponsoring organization, operates under the authority of a governing body according to the requirements of federal, state, County law or University Charter. Corps may be organized as any one of the following: Non-Profit tax-exempt organization, Indian tribe, a unit of State or County managed Corps, federally managed, University managed Corps. The Corps identifies its organizational provenance as well as the persons, structure and legal authority responsible for governance and day-to-day management.

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| Examples of documents to support this standard: | IRS determination letter, Articles of Incorporation, By-Laws, other governing documents appropriate to the organizational structure. This standard does not require a lengthy narrative response, just affirmation of your legal basis for operating. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body complies with and has a timely response to all applicable federal, state and local laws. The organization has no significant financial or compliance judgments imposed by any governmental entity. Corps is not aware of any pending or threatened litigation, claims, or assessments, or unasserted claims, and has not consulted a lawyer concerning litigation, claims, or assessments. There have been no communications from grantors and regulatory agencies concerning noncompliance.

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| Examples of documents to support this standard: | No documentation needed unless there are non-compliance issues. If so, provide specific details of the issues. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body operates under by-laws or an equivalent based on its corporate charter, articles of incorporation, parent charter or legislation from the sponsoring organization. The governing body of the Corps, other than a non-profit, may delegate Corps oversight to a subordinate body including but not limited to: senior staff management teams, citizen advisory Boards or professional committees.

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| Examples of documents to support this standard: | Articles of Incorporation, By-Laws, other governing documents appropriate to the organizational structure. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The by-laws or their equivalent describe roles, rights, and responsibilities of the governing body.

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| Examples of documents to support this standard: | By-Laws or other governing documentation. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body adopts a whistle-blower policy (Sarbanes Oxley act).

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| Examples of documents to support this standard: | Copy of whistle-blower policy that covers board, staff, and Corpsmembers. A whistleblower policy must have a clear reporting path and an alternate path, along with specific non-retaliatory provisions. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body (or management team) periodically reviews and, as necessary, revises the by-laws or self-governing document.

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| Examples of documents to support this standard: | Board resolution, written policy statement, board minutes. Specify how often the By-Laws are reviewed and/or what would trigger a review of the By-Laws. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body adopts a document retention process per the Sarbanes Oxley Act requirements.

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| Examples of documents to support this standard: | Copy of document retention policy. A strong policy will include the name/category of document, how long it must be retained, where it is currently located, and who has permission to dispose of the document. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body adopts policies to ensure compliance with IRS prohibition on political and partisan activities by persons representing the Corps.

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| Examples of documents to support this standard: | Copy of policy on political activity that covers board, staff, and Corpsmembers. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body adopts policies around nepotism, interested parties, conflict of interest and fraternization.

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| Examples of documents to support this standard: | Copy of nepotism, interested parties, conflict of interest, and fraternization policies that cover board, staff, and Corpsmembers. Please be sure your narrative and supporting documents cover all of the points in this standard. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Purpose and activities.**
2. Mission and Methodology - All Corps present a clear mission (as expressed in mission statement, vision statement, core values, etc.) and applicable programs consistent with the mission. The governing body annually reviews the current Corps program and planned program developments in the context of the mission. The Corps defines its methodology, target community, and specifies the public interest served by the Corps.

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| Examples of documents to support this standard: | Mission statement, strategic plan, board minutes, document matching mission with programming, employee handbook, program reports to board. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. The Corps’ service projects meet community needs consistent with the mission.

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| Examples of documents to support this standard: | Annual report, strategic plan, community needs assessment. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Organizational Development.**

* 1. The governing body ensures that the Corps will have an annual operating plan consistent with the mission.

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| Examples of documents to support this standard: | Annual operating plan, board minutes indicating discussion of an annual operating plan. Board review and discussion of your annual budget can be used as an |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body and staff prepare, implement and revise a long-term strategic plan and/or business plan to guide the Corps’ direction consistent with the mission and emerging needs.

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| Examples of documents to support this standard: | Strategic plan, including date of adoption and the time period the plan covers. If the strategic plan is currently being developed, attach a description of timeline and specific milestones for adoption. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body is committed to long-term sustainability planning, longevity and as well as a continuous improvement strategy. This includes ensuring that there is a quality assurance protocol for all aspects of the Corps.

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| Examples of documents to support this standard: | Sustainability plan, continuous improvement plan, board minutes discussing these issues, quality assurance plan and/or strategy. Be sure to address all aspects of this standard. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body will hire and ensure that competent and engaged professional leadership manage the day-to-day work of the Corps.

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| Examples of documents to support this standard: | Resumes of management staff indicating appropriate experience; copies of position descriptions with requirements for position indicated. A current org chart of the Corps is a requirement. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body will adopt, review and approve revisions to personnel policies consistent with federal and state laws or University policies.

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| Examples of documents to support this standard: | Personnel policies, staff handbook, member handbook, board minutes indicating review and adoption. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The organization will establish an annual salary scale consistent with budget and market realities and consistent with governing body policies.

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| Examples of documents to support this standard: | Board minutes, salary scale, indication that salary scale is tied to market realities. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body will ensure that the Corps has a succession plan for key management positions.

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| Examples of documents to support this standard: | Written, Board adopted succession plan for key management positions. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The governing body is active and engaged. The governing body actively recruits and engages additional governing body members that meet organization needs and respond to emerging trends. The governing body identifies training needs and receives appropriate training/development.

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| Examples of documents to support this standard: | Board policy for recruiting for and filling vacant board positions, board minutes indicating identified training needs and how they’re being met. Include a discussion of Diversity, Equity, and Inclusion issues related to Board recruitment and composition. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. The Corps attracts diverse funding.

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| Examples of documents to support this standard: | List of current and past funding sources, list of grants, list of fee-for-service contracts. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps management and governing body shall maintain a forward-looking outlook and shall continually assess current and emerging local regional and national trends and their impact on the youth environmental and social needs of their community. Such assessments may be reflected in their strategic planning, sustainability planning and entrepreneurial initiatives.

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| Examples of documents to support this standard: | Strategic plan, annual report, board minutes. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Financial Management.**
   1. The Corps has policies and practices to exemplify financial integrity, internal controls, generally accepted accounting principles and transparency that results in competent management, its ability to comply with government and non-government contracts, cooperative agreements, and grants.

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| Examples of documents to support this standard: | Fiscal policies document, audit letter. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps maintains adequate liability and workers compensation coverage to protect the Corps assets and ensure protection of Corps Members and staff.

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| Examples of documents to support this standard: | Copy of liability and workers comp policies. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps report a regular independent audit history and IRS and state tax filings when appropriate to their organizational structure.

NOTE: You MUST have a current audit (no older than your 2021 fiscal year) to be eligible for accreditation, and must maintain yearly audits to retain your accreditation status. Please do not apply for accreditation if you do not meet this requirement.

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| Examples of documents to support this standard: | Current audit (no older than your 2021 fiscal year.), copies of current 990 and state tax filings, where relevant. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Non-Profit Corps will establish protocols for regular financial oversight including oversight of an independent annual financial audit.

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| Examples of documents to support this standard: | Financial oversight policy, copy of current audit (no older than your 2020 fiscal year.) |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. All Corps will have annual and realistic budgets based on likely income to ensure continuity of service to the community and contract completion.

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| Examples of documents to support this standard: | Copy of budget, board minutes on budget discussions. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps provides regular financial reporting to their governing boards.

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| Examples of documents to support this standard: | Copies of financial reports provided to the Board, board minutes indicating financial reports are discussed. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps will demonstrate its financial health by providing evidence of completed sponsor contracts, contract renewals, lines of credit, clean audits, working capital balances and prudent cash reserves. Corps should have the financial resources sufficient to meet their financial obligations to honor the commitments to participants and project partners on the ground.

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| Examples of documents to support this standard: | List of sponsor contracts, grants, and other funding. Financial report indicating operating reserves. P&L statement. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Organizational Risk Management.** These standards ensure that an accredited Corps is proactive and thorough in their efforts to mitigate and manage the inherent risks to their Corpsmembers and staff as well as maintain efficient, effective crisis management response systems.
   1. Staff members are appropriately trained to meet the organizational risk management needs within their level of responsibility.

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| Examples of documents to support this standard: | List of training provided to staff, training sign-in sheets. Note that this standard looks at organizational risk management issues, like employment, supervision, hiring, firing, fiscal controls, separation of duties, real estate, investments, etc. Risk Management and Safety issues are covered on section 14.0. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps operations embrace reporting transparency for public records (e.g., records that are public are indeed public).

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| Examples of documents to support this standard: | Evidence that Corps provides appropriate records to the public. (Link to web site if information is provided on your web page.) Specifically describe how you make public records available. Are they posted on your website? Available at your office? How do people know how to access them? |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Human Resource administration ensures that Corps has appropriate administrative systems and management capacity to meet the needs of Corpsmembers and staff. Corps has dedicated HR staff or trained managers and supervisors in HR procedures.

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| Examples of documents to support this standard: | HR/administrative manual and/or policies, resumes or biographical sketches of key HR staff. If you don’t have a dedicated HR staff, describe how you keep abreast of current local, state, and national employment law. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps has payroll systems in place and is able to manage stipends and/or living allowances and/or wages within current law.

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| Examples of documents to support this standard: | Discuss this issue in the narrative box below; visitors will view payroll systems onsite. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps maintains accurate files and records (e.g., personnel files for staff and Corpsmembers, financial records, contract/agreement management, comprehensive insurance coverage’s including Directors and Officers insurance, etc.).

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| Examples of documents to support this standard: | Discuss this issue in the narrative box below; visitors will view these systems onsite. Provide proof of Director’s and Officer’s (D&O) insurance. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps is in current compliance with applicable employment, labor and immigration laws, funding/contractual agreements, and HR systems are regularly updated.

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| Examples of documents to support this standard: | Discuss this issue in the narrative box below; visitors will view these systems onsite. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps has appropriate policies to review potential staff, Corpsmembers and volunteer criminal histories.

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| Examples of documents to support this standard: | Criminal history policy, background check policy. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Corps has appropriate policies to ensure drug free work place, equal employment opportunities, adherence to Americans with Disability act and establish the legal right to employment.

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| Examples of documents to support this standard: | Policies relating to Drug-Free Workplace, EEO, ADA, and legal right to employment. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

Part 1B. Corps Operational Standards

**You must provide a narrative and supporting documentation for each of the following standards unless otherwise stated in the instructions for the standard.**

1. **Participant Age.**

6.1 Corps defines its targeted age range within an overall age range and operates programs that are age appropriate.

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| Examples of documents to support this standard: | Corpsmember application, recruiting material, web site (provide link to specific page.) |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Citizenship**.
   1. Corps serves population legal to work in United States. Participants must be a US citizen, national, or lawful permanent resident alien of the United States, or possess approved work visa.

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| Examples of documents to support this standard: | Citizenship policy, Corpsmember application, web site (provide link to specific page.) |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Emphasis on Diversity and Inclusion.** 
   1. Corps encourages inclusiveness and diversity that reflects the communities it serves as appropriate to its Corps model.

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| Examples of documents to support this standard: | Diversity policy, diversity plan, Corpsmember application, recruiting plan, web site (provide link to specific page.) Provide a copy of your Diversity, Equity, and Inclusion Plan, discuss targets and progress you’re making towards those targets. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Service.** 
   1. A portion of participant's time includes being engaged in direct service and service-learning opportunities.

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| Examples of documents to support this standard: | Corpsmember calendar, web site (provide link to specific page), operational plan, Corpsmember handbook. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. A portion of each participant’s time must be in direct service to the organizational mission.

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| Examples of documents to support this standard: | Corpsmember calendar, web site (provide link to specific page), operational plan, Corpsmember handbook. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Organization of Work.** 
   1. Corps organizes as either: A) Crew/Team based with groups of participants working collectively and intensely together. Crews/teams are directly supervised by trained and experienced Crew leaders or Conservation professionals; and/or B) Individual or small team based with participants working individually or in coordinated teams under the direction of conservation professionals on initiatives that require specific skills and dedicated attention.

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| Examples of documents to support this standard: | Corpsmember handbook, operational plan, web site (provide link to specific page.) |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Participants identify as part of a larger group with a sense of a common purpose, common strategies and esprit de corps.

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| Examples of documents to support this standard: | Training calendar, member handbook, web site (provide link to specific page.) |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Corps Capacity.**
   1. Corps must demonstrate that it has sufficient capacity to meet community, participant and project partner needs.

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| Examples of documents to support this standard: | List of completed fee-for-service projects; list of completed community projects; |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Leadership and Governance.**
   1. Corps maintains a strong, engaged, continuous and competent leadership.

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| Examples of documents to support this standard: | List of Board with brief bios & tenure indicated; list of executive staff with brief bios & tenure indicated. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Staff Development.**
   1. Corps includes professional development and training opportunities for staff; continued staff development and staff retention is honored and encouraged.

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| Examples of documents to support this standard: | List of staff training opportunities; staff training calendar; copy of staff professional development policy; copy of staff retention policy. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Risk Management and Safety.** The following standards are designed to reduce the risk and hazards of Corps operations. The intent of these standards is to prevent harm to Corpsmembers, staff, partners, Corps and the community. The standards are crafted to focus on: (1) the entirety of the agency, (2) specifics of Corpsmembers and staff risks, (3) supervision, (4) small tool safety, (5) response and (6) vehicle policies.
   1. **A Corps culture of safety and risk reduction.** 
      1. The Corps establishes a culture of safety and accident prevention through all aspects of Corps operations.

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| Examples of documents to support this standard: | Safety policies; training calendar for staff and Corpsmembers; Corpsmember handbook; staff handbook; incident reporting policy; continuous improvement policy |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. In addition to complying with standards listed below, the Corps buildings, facilities and programs will display printed media and/or will regularly discuss the need for constant attention to safety through things such as highly visible signage, inspection checklists, policies, trainings, and accident-free day charts and provide hospital locations and preferred physicians.

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| Examples of documents to support this standard: | Inspection checklists, training calendar, medical information and medical transportation policy; field operations manual, view signage on site visit. For multi-site Corps, describe specifically how you propagate this information to your remote sites. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. Corps complies with workers compensation, state and federal OSHA requirements and drug free workplace policies.

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| Examples of documents to support this standard: | Employee handbook, Corpsmember handbook, OSHA policies, Drug-free workplace policy. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. **CMS Safety.**
     1. Corps has an appropriate to their job description procedure for ensuring that Corpsmembers do not have backgrounds that would create a hazard for crew operations, the environment or the community.

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| Examples of documents to support this standard: | Background check policy, Corpsmember application, screening policy. Include a discussion about background screening that’s more than just a criminal records check. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. Corps has an appropriate procedure on collecting medical history information of participants as needed per Corps model to ensure that Corpsmembers are capable of performing Corpsmember tasks.

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| Examples of documents to support this standard: | Corpsmember application, screening policy, medical clearance form. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. CMS have safety equipment appropriate to their assignment and tool usage including but not limited to gloves, boots, eye protection, and helmets. The Corps has emergency equipment and training as appropriate to their project types.

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| Examples of documents to support this standard: | Field operations manual, position descriptions, training calendar, required equipment list/gear list, injury prevention plan. Include a list of specific safety gear you provide to Corpsmembers, and your replacement policies. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. CMS receive frequent and appropriate safety training beginning with initial orientation and continuing with on-going daily briefings.

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| Examples of documents to support this standard: | Training calendar, orientation agenda, tailgate topic list. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. CMS are restricted from using high-risk tools unless trained by a competent professional and the CMS has demonstrated tool competency.

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| Examples of documents to support this standard: | Field operations manual, tool use policy, chainsaw certification guide. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. Corps maintains documentation of all safety training.

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| Examples of documents to support this standard: | Training sign-in sheets, training agendas, training calendar. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. Corps maintains documentation and review of safety incidents.

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| Examples of documents to support this standard: | Incident and accident report forms. Incident and accident report policies, policy on safety incident review. Provide copies of your incident/accident report forms (including near-misses) and discuss how you aggregate that data into your continuous improvement plan. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. The Corps has policies and procedure to assess project site hazards and to ensure safe storage and disposal of dangerous and hazardous materials. Corps follows OSHA Hazard Communication program if required.

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| Examples of documents to support this standard: | Site survey/checklist, hazard assessment worksheet, job hazard analysis form. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. **Supervision.**

* + 1. All participants are supervised by trained, competent adult leaders.

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| Examples of documents to support this standard: | Position description for crew leaders and supervisors. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. Staff and the trained competent adult leaders receive initial and on-going safety and first aid training appropriate to ensure their ability to provide safety of the Corpsmembers and maintain the culture of risk reduction and safety.

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| Examples of documents to support this standard: | Training calendar, training log, certifications list, risk reduction and safety policies, field operations manual. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. Adult leaders receive periodic substantive evaluation on their performance.

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| Examples of documents to support this standard: | Sample performance evaluation form, performance evaluation calendar, performance evaluation policy. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. **Small Tool Safety.**

* + 1. Staff are qualified and experienced to teach CMS tool safety for the tools used in their assigned projects.

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| Examples of documents to support this standard: | Staff position descriptions, safety procedures, training calendar |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. CMS are trained to maintain their tools in working and safe condition.

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| Examples of documents to support this standard: | Orientation agenda, training agenda, tool log, Corpsmember handbook |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. The Corps has a plan for tool repair and replacement when no longer functional. Corps ensures that tools that are not in safe, working conditions are taken out of use.

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| Examples of documents to support this standard: | Tool log, tool repair and replacement policy, lock out/tag out policy, broken tool reporting policy |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. The Corps has policies and procedures to ensure tool security and releasing tools only to CMS qualified to use their assigned tools.

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| Examples of documents to support this standard: | Tool use policy, written/practical exams, Corpsmember handbook, training database, Corpsmember database |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. **Response and Crisis Management Procedures.** 
     1. Corps has both written internal and external emergency response and crises management plans and procedures. Corps trains staff, Board members and stakeholders in these areas.

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| Examples of documents to support this standard: | Crisis response plan, crisis management plan, training calendar for Board and other stakeholders, Emergency Management System for the Corps, Field staff emergency manual, Office staff emergency procedures |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. **Vehicle Safety.**
     1. **Drivers.** Corps has and follows policies on practical driver training (including, as needed, hazardous terrain and hazardous weather), licensing, insurance, andbackground checks in the operation of vehicles that meet national, state and local driver laws and regulations. Corps has a policy for insurance coverage for drivers who use their own cars for Corps business (e.g. donor owned car liability, additionally insured, etc.).

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| Examples of documents to support this standard: | Field operations manual, driver policy, personal vehicle policy, driver and vehicle handbook, vehicle safety manual. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* + 1. **Vehicles.** Corps follows a fleet management plan/procedure that includes general maintenance schedules, personnel, vehicle records (purchase, maintenance), insurance, repair policies, reporting mechanisms, break down kits and communication plans, and replacement.

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| Examples of documents to support this standard: | Fleet management policy, field operations manual, fleet maintenance manual. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Participant Outcomes.** 
   1. Corps exhibits consistency across programming, including full integration of work experience, service projects and educational/development activities, through learning through service, experiential education, and/or other means to ensure that participants meet the following three outcomes:

* Life Skills. Corps provides opportunities for participants to learn valuable life-skills such as teamwork, leadership, public speaking, work ethic, and financial literacy.
* Job Skills. Corps provides opportunities for participants to learn valuable job-skills such as technical work site skills, work ethic, leadership and accountability.
* Service Ethic. Corps participants acquire an ethic of service.

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| Examples of documents to support this standard: | Corpsmember training calendar, web site (post link to specific page), Training agendas, list of service projects, list of work assignments, training and education matrix, Corpsmember handbook. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Participant Experience.** 
   1. Participant Voice and Reflection. Corps offers opportunities for participant input and reflection.

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| Examples of documents to support this standard: | Corpsmember training calendar, examples of reflection activities, policies around Corpsmember input (for example, a Corps Council), Corpsmember survey. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Consistency and Integration. Corps exhibits consistency across programming, including full integration of work experience, service projects and educational/development activities, through learning through service, experiential education, and/or other means.

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| Examples of documents to support this standard: | Corpsmember calendar, Corpsmember development plan, Corpsmember handbook. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

* 1. Term of Service. Corps provides limited duration; time bound experiences that typically last five weeks to a year. The actual term of service is adequate to meet desired outcomes.

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| Examples of documents to support this standard: | Program description, web site (post link to specific page), Corpsmember contract, |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Compensation.**
   1. Participants receive a tangible financial benefit (e.g., wage, stipend, living allowance, etc.) and/or academic award (e.g. school credit, scholarship, education award).

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| Examples of documents to support this standard: | Program description, web site (post link to specific page), Corpsmember contract, |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Participant Orientation, and Training and Supervision.**
   1. Participants receive adequate orientation, training and supervision to implement the Corps’ mission and activities.

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| Examples of documents to support this standard: | Corpsmember training calendar, training sign-up logs, supervision schedule, Corpsmember contract, web site (post link to specific page), Corpsmember handbook. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Commitment to Service Project Quality**.
   1. Corps has the ability to meet the technical and logistical needs of project partners including organizational capacity, properly trained supervisors, ability to manage project from planning to wrap up, and appropriate participant training and support.

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| Examples of documents to support this standard: | Partner evaluations and feedback, supervisor training calendar and training logs, fee-for-service contracts, Staff licenses matrix. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Evaluation.**
   1. Corps collects measurable data on the outcomes of its activities and implements a continuous improvement process based on outcomes.

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| Examples of documents to support this standard: | Evaluation reports, continuous improvement policy/reports, performance measurement results, sponsor surveys. |
| List names of documents you’ve attached to support this standard: |  |
| Detailed narrative response to standard:  (Typing will expand the box.) |  |

1. **Information Sharing.**
   1. Corps agrees to Share requested measurable data with the Advisory Committee and the Corps movement for data compilation and collective impact reporting.

**☐ YES ☐ NO (click on one)**

1. **Technical Assistance Needs.**

Please identify up to three specific technical assistance needs your Corps has for the upcoming year that The Corps Network could help with:

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| 1. |
| 2. |
| 3. |

Narrative Examples

The following are examples of the level of detail we are looking for in your narrative responses. When attaching supporting documentation, use the narrative to describe how you apply the policies and procedures in those documents to the day-to-day operation of your Corps.

3.1 The governing body ensures that the Corps will have an annual operating plan consistent with the mission.

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| Examples of documents to support this standard: | Annual operating plan, board minutes indicating discussion of an annual operating plan. |
| List names of documents you’ve attached to support this standard: | 3.1 – 2019 Master Budget |
| Detailed narrative response to standard:  (Typing will expand the box.) | The Corps annual operating plan develops each year during our budget development process. During this process, each Program Director forecasts the scale and scope their program will reach in the coming fiscal year (Jan. 1 to Dec. 31). Once all Program Directors complete their draft budgets, the Administrative team checks for conflict and accuracy, then compiles them into a master budget. The master budget is presented to the Board of Directors for approval at the December meeting, and once approved, the budget dictates our annual operating plan for all organizational functions including; programming, personnel, marketing, and operations. |

3.3 The governing body is committed to long-term sustainability planning, longevity and as well as a continuous improvement strategy. This includes ensuring that there is a quality assurance protocol for all aspects of the Corps.

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| Examples of documents to support this standard: | Sustainability plan, continuous improvement plan, board minutes discussing these issues, quality assurance plan and/or strategy. |
| List names of documents you’ve attached to support this standard: | 3.3 – Preprogram youth survey  3.3 – Post Program youth survey  3.3 – Crew leader eval of PC  3.3 – Field Leader evaluation  3.3 – FT Staff Evaluation  3.3 – Board Minutes  3.3 – Project Partner evaluation |
| Detailed narrative response to standard:  (Typing will expand the box.) | The Corps is committed to long term sustainability and continuous improvement. Every level of the organization has an accountability structure, an evaluation procedure, and opportunities for in-put on program design, policy and procedure. Below are four brief examples of this structure:   1. Every Corpsmember participates in a program and staff evaluation at the end of their experience. These evaluations are turned in to the Deputy Director who reads each of them, documents trends, both good and bad. This information is shared with program staff during our fall all-staff gathering set the tone for quality assurances and commitment to excellence. During the retreat, trends are assessed and improvement projects identified to be completed during the winter months. Five months later, policy and procedure trainings are provided during our spring all-staff gathering. 2. All staff (seasonal and FT) are given comprehensive performance evaluations by their supervisors (attached). Seasonal staff also submit a program evaluation at the end of their field season. These confidential surveys are conducted through an on-line survey sent directly from the Executive Director. The results are collected and compiled by the Executive Director and a report is included at the beginning of the fall all-staff gathering. During the retreat, trends are assessed and improvement projects identified to be completed during the winter months. Five months later, policy and procedure trainings are provided during our spring all-staff gathering. 3. Every Board Committee has a staff liaison other than the Executive Director. This allows Board interaction with key staff and encourages an open exchange on performance, quality, and planning. Additionally, once per year, each department lead provides a written and verbal report to the Board on the success, challenges and strategies for their respective departments. 4. Every project partner receives a project performance evaluation at the completion of their project. The responses on these evaluations highlight areas we are doing particularly well, but also expose failings that help determine areas we need to increase our training.   These are just four examples of how we execute our quality assurance objectives. Please see the attached document titled “The CorpsWay” for a description of our philosophical approach to our work. This document is shared with every staff applicant to the Corps. |

3.9 The Corps attracts diverse funding.

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| Examples of documents to support this standard: | List of current and past funding sources, list of grants, list of fee-for-service contracts. |
| List names of documents you’ve attached to support this standard: | 2.2 – 2017 Annual Report |
| Detailed narrative response to standard:  (Typing will expand the box.) | The Corps continuously tries to diversify funding streams in order to create long term stainability. As an example, in 2018, our revenue percentages included:  Work projects – 70%  Grants and donations – 22%  Education contracts – 4%  Tuition and Fees – 1%  Other (facility rental, investment income, etc.) – 3%  By far, the biggest source of our funding comes from fee for service work projects (70%). These work projects are spread amongst more than 100 Federal, State, and local agencies, as well as non-profit and private resource management entities.  See attached document “2017 Annual Report” pages 4 and 6. |

11.1 Corps must demonstrate that it has sufficient capacity to meet community, participant and project partner needs.

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| Examples of documents to support this standard: | List of fee-for-service projects; list of community projects; |
| List names of documents you’ve attached to support this standard: | 2.2 - 2017 Annual Report (page 6) |
| Detailed narrative response to standard:  (Typing will expand the box.) | Since 1984, The Corps has served more than 22,000 youth and young adults with a challenging, educational, and inspiring conservation experience. The Corps has sufficient capacity to meet community, participant, and project partner needs. In addition to a 7-acre campus, The Corps owns a fleet of 65 vehicles, and a specialty tool cache valued at $400,000.  The Corps program includes about 42 year-round staff as well as 60 seasonal field staff. These individuals are patient, innovative, and creative hard workers who find satisfaction helping others achieve success. They understand the value of learning by doing, and are passionate about the outdoors. Corps staff understand natural communities and have an awareness of societal impact on our region’s public lands. Most importantly, they have a driving desire to share their wealth of knowledge and experience with the next generation.  In 2018, The Corps crews completed 170,000 hours of priority natural and/or cultural resource projects for 170 partners. These included three US Army Corps of Engineer units, eight BLM districts, 27 separate project partners (cities, watershed councils, land trusts, etc.), three National Park Service sites, four Oregon State Parks and Recreation locations, and 19 USFS National Forests, including more than 50 Ranger Districts.  Last year’s conservation outcomes included the restoration of 2,500 acres of land and construction or maintenance of more than 500 miles of multiuse trails. |

14.1.1 The Corps establishes a culture of safety and accident prevention through all aspects of Corps operations.

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| Examples of documents to support this standard: | Safety policies; training calendar for staff and Corpsmembers; Corpsmember handbook; staff handbook; incident reporting policy; continuous improvement policy |
| List names of documents you’ve attached to support this standard: | 5.1 - Field Staff Training  14.1 - OSHA Training  14.1 - OSHA Training Sign off sheets  14.1 - Drivers Safety Manual  14.1 - Drivers Train Program  14.1 - Drivers Training Written Exam  14.1 - Drivers Training Competencies Checklist  14.1 - Drivers Background Matrix  14.1 - Field Guide  14.1 - Field Staff Emergency Manual  14.1 - Emergency Action Plan  14.1 - Gear List  14.1 - Incident Template  14.1 - Medical History  14.1 - Staff Guide  14.1 – Poison Oak Policy  14.1 – Lightning Policy  14.1 – Hiking Policy  14.1 – Cell Phone and Swimming Policies |
| Detailed narrative response to standard:  (Typing will expand the box.) | The Corps promotes a culture of safety through all of our program areas. Safety and Risk Management are fundamental aspects of our program design, training, and execution. We acknowledge that there are inherent risks in our work and that adventure and challenge are critical elements in the experience that we provide. Below are some highlights of the many ways The Corps promotes a culture of safety:  1. Staff Training – We approach staff training as the first and best opportunity to instill a safe work ethic in our organization. Our field trainings are ten days and nights long, designed to model a typical crew experience. During the day, we mix technical hard skill training with lessons in crew management, while the evenings are spent in lessons to teach the soft skills of thoughtful and informed leadership. See attached document titled, “Field Staff Training”.  2. Participant Training – All of our programs begin with a comprehensive participant orientation which is designed to introduce youth and young adults to the program format, expectations and safety protocols. We run new participants though rotations on hand tools, vehicle safety, PPE, kitchen safety, and worksite rules over the course of two days before sending them out to the field. During the first week of the program, we go through five chapters of OSHA training (general laborer, MSDS, hearing protection, blood borne pathogens, and lock out tag out). Each work week begins with a camp site and job site safety analysis and each work day begins with a safety tailgate session. See attached document titled “OSHA Trainings”  3. EAP – We have an Employee Accountability Program specifically designed to re-train staff following an incident or close call. The EAP encourages a culture of reporting incidents and close calls by letting staff know that our focus to is make them the best leaders they can be. The EAP program is outlined in the Staff Guide and Employee handbook.  4. Incident and Accident Review – We maintain a formal review process for all incidents, accidents, and close calls. The level of review is dictated by the severity of the incident.  5. Board Risk Management Committee – The Board of Directors has a Risk Management Committee comprised of 4 Board Members, one of which is a retired physician. The role of the Board Safety Committee is to provide feedback on safety policies and protocols, do unannounced site visits, and help develop best practices for areas of concern like prescription medication in the field, nutrition program, and participant eligibility based on medical and mental health conditions. The Corps also maintains a contract relationship with Aerie Mountain Medicine for training and incident review. This relationship includes a contract with Dr. Greg Moore as our Physician Advisor.  6. Mock Scenario – We hold an annual mock scenario each spring designed to test organizational readiness to handle an emergency in the field. The scenario is a real time exercise coordinated through role players on cell phones in a control room, staff responding from their work stations, and observers taking notes. Typical scenarios involve a search and rescue, vehicle accident, or another complex emergency. Following the completion of the exercise, we facilitate a comprehensive debrief to analyze the success and lesson learned of the exercise.  7. Procedures & Protocol – Like many corps programs, The Corps is filled with policies, procedures and protocols – from how we store our tools to how we wash our hands. We strive to make systems easy to understand and memorize for easy assimilation. See the attached document “Staff Guide” for a description of our systems.  8. Support Documents – Every Corps vehicle keeps a red safety Notebook which contains emergency procedures, insurance information, participant medical histories, listings of hospitals and clinics, emergency phone numbers, and a vehicle trouble shooting guide. This red book has a corresponding crisis action plan book stored in 6 locations in our building to help a team quickly respond to and emergency. Additionally, staff carry a condensed version of the red book in their saw packs that includes emergency procedures. See attached documents, “Field Guide”, “Emergency Action Plan”, and “Field Staff Emergency Manual”.  9. Safe Drivers Program – We view driving as the most dangerous activity we participate in. We conduct a comprehensive safe driving background check on all staff. All staff participate in our Driver’s Training program, which includes 2 hours of classroom instruction, a written test, and vehicle tip to tail inspection, and a 30 minute practical test behind the wheel. Once a staff has passed all of these competencies, they must drive with a certified staff member for two hours before being allowed to transport a crew on their own. See attached documents.   * Drivers Safety Manual * Drivers Train Program * Drivers Training Written Exam * Drivers Training Competencies Checklist * Drivers Background Matrix   10. Employee Safety Committee – The Corps has an Employee Safety Committee that is comprised of at least one staff member from each department. By design, the representative to the Safety Committee cannot be a department Director. The Committee reviews all policies, procedures, and protocols for our field programs as well as staff and visitor safety on our campus. |