



AmeriCorps



TerraCorps



MASSACHUSETTS  
SERVICE ALLIANCE

CHARLES RIVER



conservancy

## TERRACORPS

**TerraCorps** is an AmeriCorps affiliated start-up environmental non-profit preparing and mobilizing emerging leaders to help communities gain access to and conserve land for people and nature. Working at the intersection of the land conservation and urban agriculture movements, our vision is to create a future where land is the foundation of health and well-being for ALL people in EVERY community.

This year's TerraCorps program will support up to 60 full-time AmeriCorps Members across Massachusetts and Rhode Island each serving in one of five positions: Land Stewardship Coordinator (LSC), Land Conservation Coordinator (LCC), Community Engagement Coordinator (CEC), Youth Education Coordinator (YEC), or Sustainable Agriculture Coordinator (SAC). Members will serve in full-time, 11-month terms (August 29th, 2022-July 28, 2023) in which they complete at least 1,700 hours of service with one of our partner organizations. Members receive a living allowance, education award, and additional AmeriCorps benefits (see full list at end of announcement).

The Charles River Conservancy will host a Land Stewardship Coordinator for the 2022-2023 service year. Information about all TerraCorps positions is available at <https://terra Corps.org/>.

### Land Stewardship Coordinator with the Charles River Conservancy

Charles River Conservancy  
43 Thorndike Street, S3-3, Cambridge, MA 02141  
thecharles.org

Founded in 2000, the Charles River Conservancy (CRC) is a 501(c)(3) nonprofit organization that strives to make the Charles River and its parks a well-maintained network of natural urban places that invite and engage all in their use and care. In partnership with the Massachusetts Department of Conservation and Recreation (DCR), as well as other State, City and community stakeholders, the CRC's goals are to: 1) cultivate active engagement with the river; 2) define the parks as a platform for community and cultural life; 3) advocate using research and placemaking; and 4) ensure long term sustainability of the natural resource and organization. While the CRC's office is in East Cambridge, our geographic focus stretches ten miles from Watertown to Boston.

**Land Stewardship Coordinators (LSC)** Build the long-term capacity of their Service Sites by creating networks of volunteers to support hands-on stewardship of community lands. They organize, train, and collaborate with municipal boards, neighborhood and civic associations, community members, youth groups, and schools to care for, improve access to, and support the long-term resiliency and sustainable use of community lands. By providing training and organizing collaborative land-focused projects, they increase resources for community projects, demonstrate environmentally responsible land management, help individuals build skills, and nurture an inclusive sense of public ownership in the local landscape. LSCs generally spend roughly 60% of their time in the office and 40% in the field. TerraCorps Members engage with their supervisors to develop and carry out three or more capacity building projects over the course of the service year. Some of these projects will involve recruiting,

training, and/or managing community volunteers. **The Charles River Conservancy has proposed the following potential projects for their Land Stewardship Coordinator:**

**1. Development and implementation of the Charles River Vegetation Management Plan.**

The CRC continues to support our public partner, the Department of Conservation and Recreation (DCR), in the development of a vegetation management plan, which enables broader and better-coordinated maintenance and care of this natural resource. We anticipate the TerraCorps Land Stewardship Coordinator's participation in two key aspects of this work:

- a) **Test plot observation and maintenance.** Begun by our 2021-2021 Member, the LSC will help manage several test plots installed to inform specific resource-type native and invasive species management practices.
  - Maintenance: Use the CRC truck and tank for watering plants, especially during heat waves. Weed and remove invasive plant growth in test plots.
  - Observation: Identifying and documenting invasive and native plant growth in designated test plots, documenting native plant and invasive plant density, and documenting any wildlife observations (mammals, bugs, and birds).
  - Communicate with project partners and stakeholders.
- b) **Tree care.** The LSC would support the CRC team advance necessary tree inventory tasks defined in the vegetation management plan. The CRC plans to assist by raising money for hiring and managing a consulting arborist to perform this work in accordance with the state's priorities. The LSC would also help integrate vegetation management plan-specified tree care practices into volunteer events to expand the CRC's capacity for tree care.

**2. Support Volunteer Events and Park Maintenance:** Serving with the CRC's Volunteer Program Manager, the LSC will help lead volunteer groups to perform important maintenance, such as:

- a) Litter removal: Each year the Conservancy hosts cleanups where hundreds of pounds of trash are removed from the parks and shoreline.
- b) Bench repair and painting: There are many park benches that require yearly maintenance. Sanding and painting benches is a task that DCR specifically requests CRC undertake.
- c) Shrub and tree care: Particularly in hot, dry summer months, the CRC waters young and/or vulnerable trees to help preserve the tree canopy. Removal of tree stakes and mulching also occurs on an as needed basis.

**3. Lead and Expand Charles River Environmental Watch (C.R.E.W):** Supported by our current TerraCorps Member, the CRC piloted a new volunteer program in 2022. Members of C.R.E.W. work independently along the river to pick up trash, monitor invasive plants and report hazards. This group will also receive additional training to help with more skilled tasks, such as the tree care activities mentioned above. We are piloting this program with a small group (4-5 individual), but hope to expand in numbers and activities based on participant feedback. In 2023 the LSC will recruit new participants, coordinate trainings, manage communications, and plan outings for C.R.E.W member volunteers.

Development of these and other projects will occur during the first two months of service and consider the Member's interests and skills.

Required AmeriCorps Qualifications

- A US citizen, US national, or Lawful Permanent Resident Alien of the U.S.
- At least 18 years old
- A minimum of a high school diploma or GED

- No more than three previous terms as an AmeriCorps Member
- Pass a criminal history background check, including an FBI check

### Desired Qualifications

- Strong writing and verbal communication skills
- Able to serve both independently and as a member of a team
- Comfort navigating computer software programs (Word, Excel, PowerPoint, Google Suite, Adobe Suite/Canva)
- Training and experience pertinent to the Land Stewardship Coordinator position and projects listed above
- Experience training and educating community members and volunteers
- Experience with natural systems and identifying plant and wildlife species
- Ability to lift 25+ pounds and to bend, stoop, reach, carry, climb and lift as necessary to perform assigned tasks
- Valid driver's license or comfort with urban biking

For questions about The Charles River Conservancy's service position, contact Sasha Vallieres (svallieres@thecharles.org).

### **AmeriCorps Member Eligibility Requirements**

All Members are expected to serve full-time, commit to serve for the entire 11-month term, and complete at least 1,700 hours of service, including time spent in trainings and several service days with the full TerraCorps cohort. Weekly service averages 38 hours and commonly includes some night and/or weekend activities.

AmeriCorps programs provide equal opportunities. TerraCorps will recruit and select persons in all positions to ensure a diverse and inclusive climate without regard to race, religion, sex, sexual orientation, age, veteran status, color, political affiliation, creed, national origin, marital status, or any other status as protected by federal, state, and local laws. We encourage applications from individuals with disabilities and will provide reasonable accommodations for interviews and service upon request.

### **Member Compensation and Benefits**

- TerraCorps Members will receive a living allowance of up to \$18,500 (pre-tax) over the 11-month term of service, which is \$740 (pre-tax) per 25 biweekly pay periods.
- TerraCorps assists Members in obtaining health insurance coverage. Reimbursement of costs may be available.
- Childcare assistance may be provided in cases of financial need.
- Upon successful completion of a term of service, AmeriCorps Members receive a taxable \$6,495 education award that can be used for future education or to pay off existing school loans. See <https://www.americorps.gov/members-volunteers/segal-ameri-corps-education-award> for info and restrictions.
- TerraCorps Members are eligible for forbearance of most federally-guaranteed student loans, as well as payment of interest accrued during service.
- TerraCorps Members will receive mentorship, training, and career development opportunities while serving directly with community-based nonprofits.

- TerraCorps Members experience the personal rewards of national service and community engagement.

**Note:** TerraCorps Members are responsible for their own housing and must have access to reliable transportation.

#### **How to Apply**

To apply for this position and to learn more about other TerraCorps service member opportunities, please visit the following page on the TerraCorps website at <https://terracorps.org/member-position-listing/>.

**Note:** A complete Member application includes a resume and two professional or academic references that you will upload as part of your application.

Member applications will be collected by TerraCorps and shared with Service Sites. **Do not send applications directly to a Service Site.**

We strongly encourage interested individuals to apply as soon as possible once applications are posted in May 2022. Position offers and acceptances will be made on a rolling basis. The program aims to fill all positions by mid-July, but Service Sites will continue interviews as needed until all positions are filled. For questions about TerraCorps please email [spollock@terracorps.org](mailto:spollock@terracorps.org).

#### **Additional Information About this Program**

**TerraCorps** seeks to create change by achieving a broader, more authentic engagement of the diverse peoples living in our communities. When we do this, resources will grow, access to land will increase, the pace of land conservation will accelerate, and whole communities will achieve more resilient futures. To learn more about TerraCorps, visit: <https://terracorps.org/>.

**AmeriCorps** engages more than 75,000 people in intensive service each year through more than 15,000 nonprofits, schools, public agencies, and community and faith-based groups across the country. AmeriCorps Members help communities tackle pressing problems and, also leverage their service by mobilizing volunteers to help address community needs for environmental stewardship, health, education, economic opportunity, disaster services, and support to veterans and military families. [To learn more about AmeriCorps, visit americorps.gov.](#)

TerraCorps is a grant-funded program contingent upon renewal of federal funding from the AmeriCorps federal agency. TerraCorps is also supported in part by the Massachusetts Service Alliance in MA and Serve RI in Rhode Island.