



## TerraCorps Service Member Applicant FAQs 1,200-hour Positions

*[Hint: If you want a leg up in your Service Site interviews, the first five (5) interview questions are embedded in the questions below.]*

### 1) What is AmeriCorps and what is TerraCorps?

AmeriCorps, a federal agency, brings people together to tackle the country's most pressing challenges through national service and volunteering. AmeriCorps Members and AmeriCorps Seniors volunteers serve with organizations dedicated to the improvement of communities. AmeriCorps' mission is to improve lives, strengthen communities, and foster civic engagement through service and volunteering. More than 250,000 people serve every year across the country.

TerraCorps is a small, startup nonprofit with a mission to prepare and mobilize emerging leaders to help communities gain access to and conserve land for people and nature. To that end, TerraCorps operates an AmeriCorps program in Massachusetts and Rhode Island. We partner with land-focused community nonprofits (TerraCorps Service Sites) and help them leverage the AmeriCorps national service model. Each year, we recruit a new cohort of up to 60 AmeriCorps Service Members and place them at a Service Site organization within our network of 40+ nonprofit partners.

What this means for AmeriCorps/TerraCorps Service Members is that there is an opportunity to serve with one of many different environmental nonprofit organizations in southern New England. These TerraCorps partners host one or more TerraCorps Members for an 8-month service term. TerraCorps Members serving at these organizations take on a variety of community projects, depending on the organization's mission, the coordinator position the Member is serving in, the needs of the community, as well as the Member's own interests, skills, and professional development goals.

### 2) What do TerraCorps Members do at a Service Site?

Each Member has a Supervisor at their Service Site who will oversee their projects on a day-to-day basis. Members spend time in the first couple weeks of service developing a service plan

outlining three main Capacity Building Projects. The goal for each Capacity Building Project is for the Member to be increasing their organization's capacity to serve their community. This might mean developing a new program, a new partnership or collaborative relationship, or expanding existing programs or partnerships. As Members build capacity for their host organization, they also gain new skills and professional experience, expand their networks, and build towards their career goals. Developing the service plan with the Site Supervisor also gives Members an opportunity to discuss and outline their professional development goals.

Capacity Building Projects are where the difference between TerraCorps and other AmeriCorps programs lie. TerraCorps Members develop strong project management and leadership skills beyond what traditional academic, internship, or volunteer opportunities offer.

Members can also take on Direct Service Projects. Some goals for Direct Service Projects are to help the Service Site run existing programming, help with farm, land stewardship, or community engagement activities, assist with an event, and to actively participate in other opportunities to learn more about how your Service Site organization accomplishes their mission.

Each Member must complete at least three Capacity Building Projects and may participate in as many Direct Service Projects as time allows and as assigned by the Site Supervisor.

### **3) What is TerraCorps' Member application timeline?**

We accept applications for 1,200-hour positions on a rolling basis beginning in September and aim to fill all positions by the end of November. The sooner you submit your application, the higher the likelihood of interviewing for and being selected by your preferred Service Site organization and coordinator position.

If a Service Site is interested in bringing you in for an interview, you can expect them to be in touch within 1-3 weeks of your application. The process is competitive, and you may receive interview requests from multiple Service Sites. We request that you be efficient in scheduling your interviews and making decisions to accept or decline any offers.

### **4) How long is a TerraCorps service term? What are the dates?**

TerraCorps' service term for 1,200-hour positions is 8 months. The program dates for this upcoming term are December 5, 2022, to July 28, 2023. TerraCorps Members commit to completing a minimum of 1,200 hours of service during this period. This averages out to about 38 hours a week.

## **5) What do typical hours look like? Is there flexibility in the schedule? Can Members serve on the weekends?**

At the beginning of the service year, Members and Supervisors will discuss a schedule. Many Members serve a typical 9-5. It is up to the Service Site to determine a schedule that meets the Service Site's needs. Members should expect that their schedule may include serving in the evenings and/or on weekends, depending on the Member's needs. TerraCorps asks all Service Sites not to make evening or weekend part of a Member's regular schedule, to consider the Member's individual situation, and to offer schedule flexibility whenever possible. We also ask Supervisors to allow their Members to take a day off or come in late during regular weekdays if they have been required to work a night or weekend event.

Some TerraCorps Members have been able to manage graduate school or have a part-time job during their service term, which is permissible, if it doesn't interfere with your service hours or projects. While some Members have done so successfully, it is important to understand that going to school or taking a part time job can be very challenging for others. Be sure to discuss your plans to do so at your interview.

## **6) Can you take vacation or personal time? What about holidays?**

Yes, you can. Personal time off is factored into the calculation for average hours served during the service term. As you saw above and in the position description, AmeriCorps has an hours requirement. Members are expected to complete a minimum of 1,200 hours of service over the course of 8 months. Service Members completing about 38 hours per week will be able to allocate time for about three weeks of time off during the term. This includes all holidays, personal or sick time, and vacation. Members who can complete higher weekly hours will be able to take additional time off. It is up to the Member and the Service Site to work out a schedule that helps the Member complete the required service hours but also offers some flexibility as needed.

## **7) What is the compensation for service? Are there additional benefits to completing a TerraCorps service term?**

TerraCorps Members receive:

- AmeriCorps living allowance of up to \$13,320 (pre-tax) paid bi-weekly over the 8-month term of service
- \$4,546.50 (pre-tax) Segal Education Award upon successful completion of the 1,200-hour service term (more information: [americorps.gov/members-volunteers/segal-ameri-corps-education-award](http://americorps.gov/members-volunteers/segal-ameri-corps-education-award))
- Health insurance coverage (if eligible)
- Partial child care expenses reimbursement (if eligible)
- Forbearance of most federally guaranteed student loans, and payment of interest accrued during service

- Qualified eligibility for SNAP benefits in RI and SNAP/HIP benefits in MA
- Mentorship, training, and career development opportunities while serving directly with community-based nonprofits
- The personal rewards of national service and community engagement
- Lifelong access to a diverse and growing community after service

### **8) Does TerraCorps provide housing?**

TerraCorps is not a residential program like some other AmeriCorps programs and does not provide housing or a housing allowance for Members.

We ask that all applicants consider these benefits, along with their existing financial commitments, when planning for a TerraCorps service term. Living on a stipend can present unique challenges and we want to make sure that all Members entering the TerraCorps program have considered them thoroughly.

### **9) What are the requirements to become a TerraCorps Service Member?**

- Be a US citizen, U.S. national, or Lawful Permanent Resident Alien of the U.S.
- Be at least 18 years old
- Hold a minimum of a high school diploma or GED
- Have served no more than three previous terms as an AmeriCorps Member
- Pass a criminal history background check, including an FBI check

### **10) If a Service Site has multiple positions, will I be considered for all of them?**

The Service Site will decide which positions they want to consider an applicant for, based on the resume and other application information provided, such as the level of interest indicated for each coordinator position. Applicants may be invited to interview by Service Sites other than the ones they listed as their top preferences. Applicants are free to consider a Service Site or Member position they might not have initially selected and may accept or decline an interview from any Service Site that offers one.

### **11) What skills are needed to be successful in these positions?**

TerraCorps Members come from a variety of academic and professional backgrounds. Here are the Top 3 factors that help Members have a fulfilling and productive term:

- Strong communication skills (especially listening skills)
- Ability to accept, apply, and give constructive feedback
- Ability (or willingness to learn) to manage time and multiple projects

Other characteristics that contribute to success in these AmeriCorps positions:

- Flexibility — being able to go with the flow when projects change, or things come up.
- Initiative — bringing ideas to different projects, asking proactive questions, etc.
- Organization skills — taking notes, email management, managing deadlines, etc.
- Openness to different perspectives — ability to engage in what can sometimes be difficult conversations with supervisors, colleagues, or community members whose ideas, values, or communication style may differ from the Member's.
- Learner's posture — an understanding that all TerraCorps Service Sites are complex organizations with their own mission, values, culture, and people with histories of doing good community work. TerraCorps believes in the power of local nonprofits to best understand and serve their communities and Members who also embrace this philosophy during their service year are more successful.

**12) All Supervisors will include these five (5) questions in every interview they conduct with candidates. Please take some time to think about each question before your interview. Supervisors will also ask you a number of other questions to get to know you better as an applicant and learn more about your interest, experience, and service preferences.**

1. What is your interest in serving with community-based land-focused organizations?
2. Serving as an AmeriCorps Member is an opportunity to support your community while gaining leadership skills and professional experience. National Service is different than an employment position. What is your interest and motivation for serving in this unique role?
3. What interests you about this position (please specify: LCC, CEC, LSC, YEC, SAC)? You will be asked about the specific coordinator position you are interviewing for.
4. Where does this position fit into your career path?
5. Why would you be a good fit for this position (tell us about your skills, experience, and interests)?

***Please hold on to these questions for any future Supervisor interviews you may have with any of our Service Sites!***

Also, remember that Supervisor interviews are a great time for you to ask any questions you have about each organization and the position you would be serving in if you were to accept a position with that partner Site.

**13) How likely is it that an applicant will be selected by one of their Top 3 Service Sites? How competitive is the program?**

It's difficult to determine what an applicant's chances are of being selected by one of their preferred Service Sites because all final selection decisions are made by Service Sites, without input from TerraCorps. After your application is submitted, the next step of the process is that a

Service Site Supervisor will reach out to the applicants they are interested in to schedule interviews. Site Supervisors decide who they will interview and to whom they make an offer. TerraCorps is a competitive program, but with a rolling application deadline, it depends on which applicants are in the pool at any given time during the application period. Positions are closed as candidates are selected. We recommend interested individuals submit application materials as soon as possible to be considered early by all Site Supervisors before offers are made and positions are filled. We also recommend that you accept interviews with Service Sites you may not have listed in your Top 3 since we work hard to ensure all TerraCorps Service Sites offer great service opportunities.

#### **14) What kind of opportunities are there for professional development?**

The TerraCorps service term starts with our Annual Orientation for Members and Supervisors. Orientation provides basic administrative information, such as filling out timesheets, tracking performance measures, writing monthly reports, and understanding AmeriCorps and TerraCorps service guidelines and expectations. During the service year, we have several training and service retreats, which offer a deeper dive into topics relevant to land conservation, communications, DEI, career success, and more. These retreats are mandatory events for all TerraCorps Members, and in addition to training sessions, include a day of service in the community.

In addition to these TerraCorps-led opportunities for professional development, TerraCorps requires all our Service Site partners to allocate \$150 towards each of their Member's professional development. Members are encouraged to seek out and attend conferences, workshops, lectures, and webinars that are applicable to their individual service and career goals. All professional development time counts towards the 1,200 hours.

#### **15) What are the opportunities to connect with other TerraCorps Members?**

TerraCorps follows a scattered-site program model, which means that Members are serving with one of about 40 different partner organizations in Massachusetts or Rhode Island. Some organizations host more than one coordinator position, and this allows for two or more Members to connect at the same service location. But there are other ways for Members to connect with each other and the larger group. We have several all-corps events throughout the service year. The Annual Orientation is the first opportunity to meet everyone and get to know all the TerraCorps Members. As mentioned above, there are several Member retreats, which allow all Members to come together for training and for community service. There are other events, such as Member Fun Day, which brings together all TerraCorps Members for a day of relaxing and fun teambuilding, and AmeriCorps Opening Day, which is a gathering of all the AmeriCorps programs in a state. Massachusetts and Rhode Island will have separate AmeriCorps Opening Days, but the cohorts for each state will be together on those separate occasions.

TerraCorps also invites Members to participate in Member pods — groups of ~5 Members based on their coordinator position and region. Pods meet monthly for social connection, to

update each other on Capacity Building Projects, share ideas, and even planning and support on professional development. Member pods have traditionally met in person, but during COVID, virtual meetings were another way to connect.

### **16) What kind of support is offered to TerraCorps Members?**

TerraCorps Members receive free access to the AmeriCorps Member Assistance Program (MAP), which provides quality mental health, life coaching, medical advocacy, work/life resources, legal/financial resources, and more to AmeriCorps Members. TerraCorps Members can connect with MAP's licensed master's level counselors for confidential assistance 24/7 through mobile apps, telephone, and even face-to-face counseling.

TerraCorps Members may be eligible for health care and childcare assistance if needed. Many Members also may be eligible for food assistance through the Supplemental Nutrition Assistance Program, also known as SNAP and formerly known as Food Stamps. Those who are eligible for SNAP also are eligible for the Healthy Incentives Program (HIP) in MA and the Farm Fresh Rhode Island Bonus Bucks program in Rhode Island, both of which support additional purchase of fresh, local food.

Members also are eligible for loan forbearance on qualified student loans, for which most federal student loans are eligible. Members who have private student loans should contact their loan service provider to find out about compatibility with AmeriCorps. Upon successful completion of a 1,200-hour term of service, TerraCorps Members also receive a Segal Education Award (\$4,546.50), which can be used on existing student loans (most federal loans are eligible) or on future educational endeavors.

### **17) What do TerraCorps alums do after completing the service year?**

TerraCorps alums follow varied paths. Every year, there are a handful of Members who are invited for a second year of TerraCorps service by a Service Site. Some Members receive job offers from their Service Site, either as contract/seasonal employees or as full-time staff members. Many alums head directly into a college degree program (or finish a degree program) after TerraCorps, and this ranges from finishing an undergraduate, master's, or doctoral degree. Many alums join the job market, with most, but not all, seeking employment with organizations or companies in the land conservation or environmental sector.

### **18) Are TerraCorps Members required to follow specific COVID-19 safety protocols?**

COVID-19 safety guidelines vary from Service Site to Service Site. We recommend that applicants ask Service Sites about their COVID-19 safety practices; a good time to do this is during the interview. Applicants should seek to learn more about Service Site policies and requirements and make this part of their decision when considering an offer to accept a Member position with any particular Service Site partner.

TerraCorps strongly encourage all applicants interested in joining the program to be fully vaccinated against COVID-19 and to wear masks whenever they consider it to be appropriate. Some TerraCorps coordinator positions are directly involved in food production and delivery, others spend more time in an office environment, and yet other positions are focused on building and maintaining outdoor spaces like trails, gardens, farms, etc. It is important for applicants to be aware of their own comfort level with COVID-19 safety measures and health risks, and to ask questions of Service Site Supervisors.

**19) Are TerraCorps Members required to be vaccinated against COVID-19?**

TerraCorps strongly recommends that staff and Members be vaccinated against COVID-19, but it is not required. Each Service Site partner has their own policy that their staff members, volunteers and TerraCorps Member(s) will be required to adhere to. Please make sure to ask questions about COVID-19 safety policies and practices when interviewing with a Service Site.