



## Position Description

### Sierra Nevada AmeriCorps Partnership

Position descriptions are used by the SNAP Program to recruit members. Please complete the following form and submit it with your Host Site Application or Reapplication. If you are applying to host more than one member you will need to submit a separate position description for each position you are applying for unless the positions are exactly the same and will have the same service plan. Please keep this document to one and a half pages or less.

**Position Title:** *Restoration Coordinator*  
**Host Site:** *South Yuba River Citizens League*  
**Site Supervisor:** *Rachel Hutchinson*  
**Contact:** *Rachel@syrcl.org 530.265.5961 ext 205*

#### **Position Location:**

SYRCL's office is in Nevada City, CA – a lovely town and community in the Sierra foothills. Historic Nevada City is regarded as a cultural, artistic and environmental hub within the Sierra Nevada Range. Once the epicenter of the California Gold Rush, Nevada City—in proximity to the South Yuba River -- is undergoing a multi-decade renaissance as a model community pursuing ecological and economical sustainability through innovative green enterprises, neo-agrarian renewal and watershed restoration. All of our work is conducted in the beautiful and inspiring Yuba Watershed.

#### **Organization Description:**

SYRCL is the leading voice for the protection and restoration of the Yuba River and greater Yuba Watershed. Founded in 1983 through a rural, grassroots campaign to defend the South Yuba River from proposed hydropower dams, SYRCL has developed into a vibrant community organization with over 3,500 members and volunteers based in Nevada City.

Since achieving Wild and Scenic status for the South Yuba River in 1999, SYRCL has developed a variety of successful programs for inspiring environmental activism and supporting responsible watershed stewardship. These range from the Wild and Scenic Film Festival to a River Science Program with a large citizen component and strong standing in collaborative forums. Most recently, SYRCL launched the River Ambassadors Program, a volunteer-based initiative to reach out to Yuba River users about to keep the river clean, safe and healthy. River Ambassadors is a response to the uncertain future of management of the State Parks lands along the South Yuba River, and a request from State Parks to be supported by SYRCL's pool of volunteers. SYRCL is also involved in a variety of watershed restoration and protection initiatives.

SYRCL is the leading regional advocate for creating resilient human and natural communities throughout the greater Yuba River basin by restoring creeks and rivers, restoring wild salmon populations, and inspiring and organizing people – from the Yuba's source, to the sea.

**Program Description:**

SYRCL's Restoration Program fulfills our mission to “ restore the Yuba watershed” and is a key component of SYRCL's River Science Program. The River Science Program works to ask critical questions about the Yuba watershed and build a scientific foundation for restoration activities. In 2010, SYRCL completed a watershed assessment that is designed to inspire and provoke an innovative community-based approach to watershed coordination and habitat restoration, and articulates the restoration priorities in the Yuba Basin, as well as the organization principles for empowering watershed associations to take effective action. SYRCL's restoration program focuses on floodplain habitat restoration to improve habitat for salmon and steelhead populations, meadow restoration to improve biodiversity and upstream water storage and quality, and invasive species removal to improve forest and riparian health along the river corridor.

**Restoration Program Priorities:**

1. Riparian Restoration Projects in the Lower Yuba River: Planting riparian hardwood cuttings along the lower Yuba River, secondary channel creation, and gravel augmentation for salmon habitat.
2. Invasive weed removal: Nevada County Scotch broom Challenge at SYRCL's adopted site, Hoyt's Crossing.
3. Meadow Restoration: Stream channel restoration, removal of small conifers, greenhouse gas monitoring, and invasive species removal to promote healthy meadows.
4. Great Yuba Cleanup – more than 500 volunteers cleaning up 35 river sites focusing on specific restoration projects including invasive weed removal at 5+ sites, all in one day!

**Position Description:**

The Restoration Coordinator will provide a central role in implementing all of SYRCL's restoration projects, including those that include a high-level of citizen engagement. The work involves volunteer recruitment, training and coordination, research, data management, and collaboration with resource agencies and local expert naturalists. Projects expected for implementation in 2015-2016 include meadow restoration, invasive species removal, erosion control, lower floodplain gravel feasibility study, and planting of native riparian species. The Restoration Coordinator will provide central coordination to volunteers contributing to larger habitat restoration projects in the watershed, ranging from the riparian planting project on the lower Yuba River to meadows restoration on Tahoe National Forest. The Restoration Coordinator will develop final project details for implementation during the Greater Yuba River Cleanup and Restoration Day in September. Additionally, the Restoration Coordinator will provide support to resource procurement (such as equipment and donations) for priority restoration actions, and will also provide restoration education outreach and volunteer recruitment at a number of community gatherings.

**Required Qualifications:**

A successful Restoration Coordinator should have the following qualifications:

- Bachelor's degree in biological, natural resources, restoration/conservation or environmental sciences and/or equivalent experience
- Strong knowledge of terrestrial and aquatic ecological relationships and processes
- Passion to engage, coordinate, and educate volunteers on environmental topics and hands-on stewardship techniques in the field
- Good written and verbal communication skills
- Good leadership and team skills
- Ability to multi-task and prioritize
- Organized and attention to detail, especially with equipment management/maintenance and data management
- Experience in biological fieldwork and comfortable to work outdoors in strenuous physical activity under diverse weather conditions, such as hiking with equipment, work during high temperatures for up to 8 hours, and use of field tools.
- Available to work occasional weekends and evenings
- Valid driver's license
- Personal vehicle for work use and reimbursement.

**Desired Qualifications:**

Additional skills and experiences are:

- Skills to identify flora and fauna, especially those of the northern Sierra Nevada
- Previous land stewardship and restoration experience
- Basic GIS skills
- Scientific study design, monitoring, and analysis skills

**Additional Benefits:**

- Participation in the 14<sup>th</sup> Annual Wild and Scenic Environmental Film Festival
- Rafting tours of the lower Yuba River with training as a Salmon Naturalist
- Networking among hundreds of community organizers and environmental professionals.

**Website:** [www.yubariver.org](http://www.yubariver.org); [www.yubashed.org](http://www.yubashed.org)



## **Member Service Plan Sierra Nevada AmeriCorps Partnership**

Service plans lay the framework for what each Member will be doing during their service. Service plans detail the major projects and expected results for each Member. Members review these service plans during the application process to find the position that most closely matches their experience, career goals and professional development needs. SNAP staff understands that service projects may change based on funding availability, staffing, and other unforeseen circumstances. If Host Sites make major changes to their service plans they must contact their Regional Coordinator to discuss what impacts the changes will have on the Members outputs and results. Sites must also consult with their Member about these changes to ensure that Members are still receiving the training and hands on experience that was originally included in the Service Plan in the Member contract.

Please complete the following form and submit it with your Host Site Application or Reapplication. If you are applying to host more than one Member, you will need to submit a separate Service Plan for each position for which you are applying, unless the positions are exactly the same.

<p><b>Host Site:</b> South Yuba River Citizens League (SYRCL) <b>Position Title:</b> Restoration Coordinator <b>Designated Site Supervisor:</b> Rachel Hutchinson, River Science Director <b>Term of Service:</b> Mid-October 2016 – Mid-September 2017</p>
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### **Organizational Background:**

SYRCL is the leading voice for the protection and restoration of the Yuba River and greater Yuba Watershed. Founded in 1983 through a rural, grassroots campaign to defend the South Yuba River from proposed hydropower dams, SYRCL has developed into a vibrant community organization with over 3,500 members and volunteers based in Nevada City.

Since achieving Wild and Scenic status for the South Yuba River in 1999, SYRCL has developed a variety of successful programs for inspiring environmental activism and supporting responsible watershed stewardship. These range from the Wild and Scenic Film Festival to a River Science Program with a large citizen component and strong standing in collaborative forums. Most recently, SYRCL has launched the River Ambassadors Program, a volunteer-based initiative to reach out to Yuba River users about to keep the river clean, safe and healthy. River Ambassadors is a response to the uncertain future of management of the State Parks lands along the South Yuba River, and a request from State Parks to be supported by SYRCL's pool of volunteers. SYRCL

is also involved in a variety of watershed restoration and protection initiatives- which focus on floodplain restoration and meadow restoration.

SYRCL is the leading regional advocate for creating resilient human and natural communities throughout the greater Yuba River basin by restoring creeks and rivers, restoring wild salmon populations, and inspiring and organizing people. Its mission states, “*SYRCL unites the community to protect and restore the Yuba River. Motivated by our love for this watershed, we advocate powerfully, engage in active stewardship, educate the public, and inspire activism from the Sierra to the sea.*”

SYRCL recently updated the strategic plan which clarifies the role that SYRCL plays in our community, including many other environmental NGOs, for watershed protection, restoration, and education. SYRCL is unique in uniting the community to protect and restore the Yuba River. Some of SYRCL’s publications and materials lay a foundation for a restoration program include:

1. Publication of a 21<sup>st</sup> Century Assessment of the Yuba River Watershed.
2. Development of the Yuba River Watershed Information System, known as Yuba Shed ([www.yubashed.org](http://www.yubashed.org)) for cooperative data sharing and collaborative watershed assessment.
3. Publication of *Sharing Stewardship: A Guide to Volunteer Roles for Meadows Monitoring, Restoration and Assessment*.
4. Publication of “Rehabilitation Concepts for the Lower Yuba River” and implementation of the Hammon Bar Riparian Enhancement Pilot Project, the first habitat restoration projects since massive destruction associated with the gold-mining era.

SYRCL’s Restoration Program is currently focused on riparian enhancement along the lower Yuba River, meadow restoration in the Tahoe National Forest, and development of a sustainable program of citizen based invasive species control and prevention. In addition, SYRCL implements a variety of small scale projects as part of our Great Yuba Cleanup and Restoration Day.

#### **Organizational/Program Goals 2016-2017:**

- Monitor results of 5 acres of planted riparian cuttings at Hammon Bar on the lower Yuba River.
- Monitor vegetation, soil carbon, groundwater, and greenhouse gas emissions for our meadow restoration projects in Loney, Deer, Bear Trap, and Van Norden Meadows.
- Assist with outreach to support meadow and Lower Yuba habitat restoration projects.
- Conduct literature research in support of future restoration projects on the lower Yuba River and mountain meadows.
- Expand on a program of invasive weed removal for the South Yuba Corridor.
- Raise general public awareness of the resource gap between the watershed restoration goals in the South Yuba Comprehensive Management Plan and the capacities of the agencies entrusted with implementation.

- Monitor aspen stand regeneration from restoration projects completed in 2014 and 2015.
- Coordinate a successful Greater Yuba River Cleanup and Restoration Day, including discrete restoration projects, site plans, trained assistance and more than 50 participating volunteers.
- Manage all restoration data, including input, quality control, and support science staff with analysis.
- Train volunteers to collect field data, input data into databases, and to become Salmon Tour naturalists.
- Organize and maintain GIS files and Esri Grant renewal. Training will be provided.
- Use GIS to create useful maps and display data, including maintenance and improvement of the Aquatic Invasive Species mapping application, and a restorations project mapper at [www.yubashed.org](http://www.yubashed.org).
- Recruit and maintain a “restoration team” of volunteers for the restoration program.

**Member Service Plan Overview and Outcomes:** The Restoration Coordinator will be primarily involved in the planning, implementation and pre- and post-project monitoring and evaluation of SYRCL’s restoration projects. Much of this will be done in coordination with the Science Director, Project Manager, and professionals from partner organizations including resource agencies. As SYRCL’s Restoration Coordinator, they will also provide a valuable role for education and outreach. Approximately one-quarter of the work will involve coordination and training of citizen volunteers for workdays and the Great Yuba Cleanup which includes several one-day restoration projects. Another component will be procuring donations of materials and funds to augment the restoration project budget.

### **Service Position Major Projects:**

#### **1. Watershed Restoration and Assessment:**

**a. Priority Project:** *Sierra Aspen Regeneration in meadows on Tahoe National Forest by removing small conifers. Monitor results of previous year's efforts at Loney Meadow, Pierce Wetlands, Butcher Ranch Meadow and Rucker Lake. The Restoration Coordinator will be responsible for volunteer coordination, and have lead roles and training, implementation, and monitoring.*

**i. Projected Hours:** 100 hours

**ii. Estimated Outcome:** 5 acres

**b. Priority Project:** *Meadow Restoration on the Tahoe National Forest. Conduct baseline monitoring for meadow restoration efforts in Loney Meadows, Deer Meadow, Bear Trap Meadow, Freeman Meadow, and Van Norden Meadow, including stream channel measurements, vegetation sampling, groundwater well monitoring, stream*

*gage monitoring, soil carbon collection, and coordinating with project partners and volunteers.*

**i. Projected Hours:** 300 hours

**ii. Estimated Outcome:** 600 acres monitored

**c. Priority Project:** *Conduct monitoring on 5 acres of floodplain on the lower Yuba River, Hammon Bar, where 6,500 cuttings of 3 willow species and Fremont cottonwoods were planted in 2011 and 2012. Monitoring includes measuring canopy cover, survivorship, woody debris accumulation, fine sediment deposition, vegetation sampling and photopoints. The Restoration Coordinator will take the lead on data entry and quality control and will contribute to quarterly monitoring reports.*

**i. Projected Hours:** 120 hours

**ii. Estimated Outcome:** 5 acres monitored

**d. Priority Project:** *Coordinate the development of restoration projects to accompany the Great Sierra Cleanup in September, including preliminary site treatment excursions and collaboration with partners. Primarily responsible for volunteer coordination and implementation. Projects will include invasive species removal and erosion control with a focus on State Park, US Forest Service and BLM lands.*

**i. Projected Hours:** 80 hours

**ii. Estimated Outcome:** 2 acres

**e. Priority Project:** *The restoration coordinator will conduct volunteer weed removal events to remove invasive plants threatening the river corridor in partnership with fellow NGOs in the community and local agencies. This includes the Scotch Broom Challenge with the Nevada County Fire Safe Council and CA State Parks. Provide a lead role in volunteer recruitment and performance monitoring. The coordinator will also facilitate restoration project development as identified by watershed councils and groups.*

**i. Projected Hours:** 260 hours

**ii. Estimated Outcome:** 5 acres

**f. Priority Project:** *Aquatic Invasive Species Mapping; Maintain program to track aquatic invasive species in the Yuba River. Recruit volunteers, review collected data, and represent observations on the mapping application. Assist the Monitoring Coordinator in the recruitment and training of Species Monitors (volunteers) and work with the Science Director to develop restoration actions such as preventative removal of new colonies. The program involves a strong prevention component by education and outreach. Also, data will be evaluated for prioritizing new projects.*

**i. Projected Hours:** 50 hours

**ii. Estimated Outcome:** 0.1 acres

**g. Priority Project: Watershed Restoration Mapping:** Maintain a GIS project of restoration projects in the Yuba Watershed and update Yuba Shed's dynamic project mapper and photo database with project photos, descriptions and results.

- i. **Projected Hours:** 20 hours
- ii. **Estimated Outcome:** 0 acres

**Watershed Restoration and Assessment Totals:**

- i. **Total Projected Hours:** 960 hours
- ii. **Total Estimated Outcome:** 100 acres

**2. Watershed Education and Outreach**

**a. Priority Project:** *Present educational background information to the community regarding lower Yuba and meadow restoration projects. This will include outreach at numerous events and tabling with SYRCL's Stewardship Coordinator to educate participants about restoration projects and volunteer opportunities.*

- i. **Projected Hours:** 60 hours
- ii. **Estimated Outcomes:** (Complete one of the following for this project)
  - 1. **Presentations** (Presentations and/or Service Learning projects of at least 30 minutes in which the member will be able to query participants with a pre and post-test): 12 people
  - 2. **Outreach** (Educational Outreach in which members will be able to ask participants if the outreach conducted increased their level of understanding): 100 people

**b. Priority Project:** *Provide outreach to the community regarding the Great Sierra Clean-up in September. Act as a site leader during the Clean-Up and give an initial educational presentation to the volunteers about what invasive plants to remove, why they will be removing them, the origins of the exotic plants and how to manage the lands, better for the future (see above 1.c.).*

- i. **Projected Hours:** 20 hours
- ii. **Estimated Outcomes:** (Complete one of the following for this project)
  - 1. **Presentations** (Presentations and/or Service Learning projects of at least 30 minutes in which the member will be able to query participants with a pre and post-test): 0 people
  - 2. **Outreach** (Educational Outreach in which members will be able to ask participants if the outreach conducted increased their level of understanding): 30 people

**c. Priority Project:** *Invasive Weed Pulls; The restoration coordinator will have a multitude of opportunities to outreach at events and present at stakeholder meetings about the removal of invasive plants that SYRCL is conducting in 2012-2013 throughout the watershed, in partnership with local agencies and NGOs. The education shared will encompass teaching species identification and methods for eradication (see above 1.d.).*

- i. **Projected Hours:** 40 hours

- ii. **Estimated Outcomes:** (Complete one of the following for this project)
  - 1. **Presentations** (Presentations and/or Service Learning projects of at least 30 minutes in which the member will be able to query participants with a pre and post-test): 0 people
  - 2. **Outreach** (Educational Outreach in which members will be able to ask participants if the outreach conducted increased their level of understanding): 16 people
- d. **Priority Project:** *Invasive/Sensitive Species Monitoring. The Restoration Coordinator will present to the Science Committee, Yuba-Bear Watershed Council and SYRCL members about SYRCL's new Invasive/Sensitive Species Program and data retrieved through monitoring. The program involves a strong prevention component by education and outreach. (see above 1.e.).*
  - i. **Projected Hours:** 80 hours
  - ii. **Estimated Outcomes:** (Complete one of the following for this project)
    - 1. **Presentations** (Presentations and/or Service Learning projects of at least 30 minutes in which the member will be able to query participants with a pre and post-test): 0 people
    - 2. **Outreach** (Educational Outreach in which members will be able to ask participants if the outreach conducted increased their level of understanding): 120 people
- e. **Priority Project:** *Salmon Tours. Train volunteer docents in September to become salmon tour naturalists who will provide education to school children and the public in October and November.*
  - i. **Projected Hours:** 40 hours
  - ii. **Estimated Outcomes:** (Complete one of the following for this project)
    - 1. **Presentations** (Presentations and/or Service Learning projects of at least 30 minutes in which the member will be able to query participants with a pre and post-test): 15 people
    - 2. **Outreach** (Educational Outreach in which members will be able to ask participants if the outreach conducted increased their level of understanding): 15 people

**Watershed Education Totals:**

**Total Projected Hours:** 240 hours

**Total Estimated Outcomes:**

**3. Presentations:** 39 people

**4. Outreach:** 306 people

**3. Volunteer Recruitment and Support:**

- a. **Priority Project:** *Meadows projects recruitment: This includes the coordination and recruitment of volunteers to assist in the field, evaluating and assessing high elevation meadows of priority.*

- i. **Projected Hours:** 40 hours

- ii. **Estimated Outcomes:**
    - 1. **Number of Volunteers Recruited:** 30 volunteers
    - 2. **Total # of Hours Served by Volunteers:** 200 hours
- b. **Priority Project:** *Monitoring on lower Yuba River (see above 1.b.). This work will include supporting existing volunteers that have been working on the Hammon Bar project since 2011 in addition to recruiting more volunteers to help in the monitoring of over 6,000 cuttings planted on the lower Yuba River.*
  - i. **Projected Hours:** 30 hours
  - ii. **Estimated Outcomes:** (Complete one of the following for this project)
    - 1. **Number of Volunteers Recruited:** 10 volunteers
    - 2. **Total # of Hours Served by Volunteers:** 200 hours
- c. **Priority Project:** *Coordinate the development of restoration projects to accompany the Great Sierra Cleanup in September (see above 1.c.). This will include the recruitment of over 60 volunteers to be placed at over 5 sites selected for specific restoration work on the Clean Up Day. The Restoration Coordinator will also be responsible for supporting the volunteers on site and duty assignment, in addition to a follow up evaluation after the Clean Up Day.*
  - i. **Projected Hours:** 30 hours
  - ii. **Estimated Outcomes:** (Complete one of the following for this project)
    - 1. **Number of Volunteers Recruited:** 50 volunteers
    - 2. **Total # of Hours Served by Volunteers:** 250 hours
- d. **Priority Project:** *Invasive Weed Pulls; The restoration coordinator will conduct the removal of invasive plants with the help of volunteers through funding from partnerships with fellow NGOs in the community and local branches of agencies (see above 1.d.).*
  - i. **Projected Hours:** 30 hours
  - ii. **Estimated Outcomes:** (Complete one of the following for this project)
    - 1. **Number of Volunteers Recruited:** 60 volunteers
    - 2. **Total # of Hours Served by Volunteers:** 800 hours
- e. **Priority Project:** *Aquatic Invasive Species mapping and Invasive/Sensitive Species Monitoring through the help of recruited volunteers in addition to the support of existing volunteers, (see above 2.f.).*
  - i. **Projected Hours:** 20 hours
  - ii. **Estimated Outcomes:** (Complete one of the following for this project)
    - 1. **Number of Volunteers Recruited:** 80 volunteers
    - 2. **Total # of Hours Served by Volunteers:** 350 hours
    - 2. **Total # of Hours Served by Volunteers:** 150 hours
- f. **Priority Project:** *Create and maintain a committed group of volunteers for the restoration program, the “restoration team.” This will include evening events as well as on the ground restoration work.*
  - i. **Projected Hours:** 60 hours
  - ii. **Estimated Outcomes:** (Complete one of the following for this project)
    - 1. **Number of Volunteers Recruited:** 30 volunteers
    - 2. **Total # of Hours Served by Volunteers:** 150 hours

**Volunteer Recruitment and Support Totals:**

- i. **Total Projected Hours:** 210 hours
- ii. **Total Estimated Outcomes:**
  1. **Number of Volunteers Recruited:** 260 volunteers
  2. **Total # of Hours Served by Volunteers:** 1,950 hours

4. **Resource Attainment:** (Please note that members can complete no more than 170 hours of Resource Attainment Activities. Resource Attainment activities must raise money that goes directly to member service projects. Members may NOT raise general funds, write federal grants, or write grants to cover your site's cash match.)
  - a. **Priority Project:** *Coordinate the attainment of tools, services and equipment for restoration projects on the Great Sierra Cleanup Day in September (see above 1.c.).*
    - i. **Projected Hours:** 20 hours
    - ii. **Estimated Outcomes:**
      1. **Number of Donations (Grants, Services, Goods, etc):** 10 donations
      2. **Dollar Amount of Donation:** \$150
  - b. **Priority Project:** Renew ESRI grant to maintain GIS software.
    - i. **Projected Hours:** 30 hours
    - ii. **Estimated Outcomes:**
      1. **Number of Donations (Grants, Services, Goods, etc):** 1 donations
      2. **Dollar Amount of Donation:** \$4,000

**Resource Attainment Totals:**

- Total Projected Hours:** 50 hours
- Total Estimated Outcomes:**
1. **Number of Donations:** 26 donations
  2. **Dollar Amount of Donation:** \$4,300

5. **Member Training and Development:** (Please note that members can complete no more than 240 hours of training.)
  - a. **SNAP Specific Trainings:** Required SNAP Member Orientation, Spring Training and Service Projects, Fall Training and Sierra Nevada Alliance Annual Conference, and Graduation
    - i. **Projected Hours:** 130 Hours
  - b. **Site Specific Orientation:** *AmeriCorps member will be oriented on the following:*
    - The South Yuba River Comprehensive Management Plan
    - Yuba River Watershed Assessment and Watershed Guilds program
    - SYRCL's report: A 21<sup>st</sup> Century Assessment of the Yuba River Watershed which also presents the vision for restoration of the watershed

- SYRCL’s restoration program in the lower Yuba River
  - Overview of SYRCL’s Citizen Monitoring Programs, bioassessment methods, hydrologic monitoring and standard water quality monitoring and associated databases
  - YubaShed.org website and collected data on it
  - SYRCL’s salmon campaign and overview of Salmon Tours
  - SYRCL’s River Monitoring Program
  - SYRCL’s River Ambassador Program
    - i. **Projected Hours:** 60 hours
- c. Site Specific Training:**
- Training in watershed restoration methods, such as erosion control, riparian enhancement with cuttings, noxious weed control, plant identification
  - Water quality monitoring and bioassessment
  - Meadows Health Assessment
  - Sensitive and Invasive species identification
  - Riparian plant identification
  - ArcGIS training
  - Excel
  - Word Press
  - Access
    - i. **Projected Hours:** 30 hours
- d. Site Specific Training:** Additional conferences on service related topics. Example of past conferences attended by AmeriCorps member include: Salmonid Restoration Conference and Sierra Nevada Alliance’s Sierra Meadow Forum
- i. **Projected Hours:** 20 hours
- e. Member Training and Development Totals:**
- i. **Total Projected Hours:** 240 hours

**Total Hours:** 1700 hours

**Percentage Totals:**

- f. **Watershed Restoration and Assessment:** 56% (960 hours)
- g. **Watershed Education and Outreach:** 14% (240 hours)
- h. **Volunteer Recruitment and Support:** 13% (210 hours)
- i. **Resource Attainment:** 3% (50 hours)
- j. **Member Training and Development:** 14% (240 hours)