



## 2025-2026 Climate Corps Programs – Member Application

### ***Chesapeake Conservation and Climate Corps (CCCC)***

Program Duration: August 19, 2025 – August 18, 2026

### ***Maryland Climate Corps (MCC-SYO)***

Program Duration: September 10, 2025 – June 2026

**Application Deadline:** March 6th, 2025 at 4:00pm EDT

**Application Portal:** <https://us.grantrequest.com/application.aspx?sid=1520&fid=35840>

### **The Programs Offered:**

The [Chesapeake Bay Trust](#) (Trust) is a nonprofit, grant-making organization dedicated to improving the bays, streams, rivers, forests, parks, and other natural resources of all our local systems, from the Chesapeake to the Coastal Bays to the Youghiogheny River.

During the 2025-2026 Corps year, the Trust will administer two Corps programs, designed to engage young professionals in green career pathways in Maryland:

- 1) **The Chesapeake Conservation and Climate Corps (CCCC) Program:** In 2022 the Maryland General Assembly enacted the Climate Solutions Now Act, one aspect of which is the expansion of the climate focus of the Chesapeake Conservation Corps and provision of resources to increase the number of Corps placements. These changes allow the [Chesapeake Conservation and Climate Corps](#) (Corps) to increase its impact in addressing the complex environmental issues of today in the face of climate change, serving communities disproportionately affected by climate change, and preparing young adults for the demands and needs of the green workforce. As part of this effort, the Chesapeake Bay Trust is proud to partner with the State of Maryland and BGE an Exelon Company to administer the Corps program. For the 2025-26 Corps Program, the Trust anticipates placing approximately 50 individuals with Host Organizations for a service term of one year, from August 19, 2025 – August 18, 2026.
  
- 2) **The Maryland Climate Corps (MCC-SYO) Program:** The Maryland Climate Corps is a program of the Service Year Option and offers stipend supported service opportunities for Climate Corps Fellows to get involved in protecting their community from the impacts of climate change while receiving green workforce training to access a well-paying green job after their service. An initiative of the Maryland Department of Service and Civic Innovation (DSCI) that is administered by the Chesapeake Bay Trust, the [Maryland Climate Corps](#) (MCC-SYO) will engage Fellows in activities that reduce greenhouse gas emissions, build green infrastructure, and improve community resilience to climate disasters. The

Maryland Climate Corps is partially funded through a philanthropic partnership with the California Volunteers Fund. For the 2025-26 MCC-SYO program, the Trust anticipates placing a minimum of 40 individuals with Host Organizations for a service term of 9.5 months, from September 10, 2025 – June 2026.

### **The Member/Fellow Opportunity:**

Each Corps Member and MCC-SYO Fellow will be placed with a Host Organization and will work with the Host Organization and the Chesapeake Bay Trust to develop a 40 hour a week work plan that outlines their tasks, projects, and responsibilities for their term of service. The work plan will be created based on the fields and activities described in the “Eligible Corps Member Activities” section below (*for Corps Members the workplan will also include a Capstone Project led by the Corps Member*). Additionally, Corps Members and MCC-SYO Fellows will participate in leadership and professional development trainings, full-cohort project days, and site visits to other Host Organization sites.

Host Organizations are nonprofits, municipal, county, regional, state, or Federal public agencies, faith-based organizations, community associations, service, youth, and civic groups, and public and independent higher educational institutions located throughout the state of Maryland. (*MCC-SYO Host Organizations may also be for-profit entities.*) **For an overview of key program components for both programs, refer to the [Corps Program Elements Table](#).**

The list of organizations who applied to be a Host Organization for the 2025-26 Chesapeake Conservation and Climate Corps Program is available at: <https://cbtrust.org/chesapeake-climate-corps/apply/members/>

The list of organizations who applied to be a Host Organization for the 2025-26 Maryland Climate Corps Program is available at: <https://cbtrust.org/maryland-climate-corps/apply/fellows/>

### **Member/Fellow Eligibility:**

#### ***Chesapeake Conservation and Climate Corps:***

- Applicants must be between the ages of 18-25 years old at the time of enrollment (August 19<sup>th</sup>, 2025).
- Applicants must be a citizen of the United States, a permanent resident alien, or have documentation confirming permission to work in the United States during the year-long term of service.
- Applicants must be available to serve full-time (approximately 40 hours per week) for the entire duration of the 12-month service term. *Applicants with commitments that will prevent them from serving full-time (e.g. education, service commitments, employment, etc.) are not eligible for participation. If you have a question about whether your other commitment(s) exclude you from eligibility, please contact [hrost@cbtrust.org](mailto:hrost@cbtrust.org).*
- Although welcome, a college degree is ***not*** required.
- Individuals cannot participate in a second service-term if they have served in the Chesapeake Conservation and Climate Corps previously.

### **Maryland Climate Corps:**

- Applicants must be 18 years of age or older at the time of enrollment (September 10<sup>th</sup>, 2025).
- Applicants must be a citizen of the United States, a permanent resident alien, or have documentation confirming permission to work in the United States during the year-long term of service.
- Applicants must have graduated from a Maryland High School within the last 3 years.
- Applicants must be available to serve full-time (approximately 40 hours per week) for the entire duration of the 9.5-month service term. *Applicants with commitments that will prevent them from serving full-time (e.g. education, service commitments, employment, etc.) are not eligible for participation. If you have a question about whether your other commitment(s) exclude you from eligibility, please contact [jbaluyot@cbtrust.org](mailto:jbaluyot@cbtrust.org).*
- Individuals cannot participate in a second service-term if they have served in the Maryland Climate Corps previously.

***If you are eligible for both programs, you may apply to one or both opportunities but will only be selected to participate in one for the 2025-26 program year. There will be an opportunity to identify whether you would like your application to be considered for the (1) Chesapeake Conservation and Climate Corps Program, (2) Maryland Climate Corps Program, or (3) Both Programs and order of preference in the online application form.***

### **Stipend and Benefits:**

- Health insurance coverage will be provided through The Corps Network if not covered by a parent or guardian or other private source of healthcare.
- Trainings in topics including (but not limited to) leadership, professional development (i.e. giving and receiving feedback, resume development, interview skills, etc.), environmental justice, diversity, equity, inclusion and justice (DEIJ), financial literacy, and more.
- A meaningful experience that allows you to learn new skills, take on more responsibility than a typical “first job”, and engage with your community.
- Networking opportunities during the service term, and potential recommendations from staff for future employment or education.
- *MCC-SYO Fellows will also use the BuildWithin platform for self-paced virtual professional development training.*

### ***Chesapeake Conservation and Climate Corps:***

Corps Members will receive an annual stipend of \$33,280 (to be provided to Corps Members incrementally on a bimonthly basis for the duration of their term of service). Corps Members can also apply for a small grant to support capstone project implementation (\$1,200) and receive funding to attend a professional conference during their tenure in the program.

### **Maryland Climate Corps:**

MCC-SYO Fellows will receive a stipend equivalent of \$15 per hour minimum (to be provided to Fellows on a bimonthly basis for the duration of their term of service). Fellows who successfully complete the full term of service can earn a \$6,000 completion award.

### **Eligible Activities:**

Corps Members and MCC-SYO Fellows will be engaged in a wide range of activities in the fields of:

- ❖ Climate Change
- ❖ Environmental Restoration
- ❖ Energy Conservation
- ❖ Sustainable Agriculture
- ❖ Forestry
- ❖ Community Engagement
- ❖ Environmental Education

Eligible projects and activities must meet an identifiable public need (1) with specific emphasis on projects and programs that result in long-term preservation, protection, and conservation of the environment and/or (2) within a community disproportionately affected by climate impacts, with specific emphasis on climate mitigation and clean energy projects that result in long-term reductions to greenhouse gas emissions and improvements to public health and the environment.

**For a detailed list of example eligible Corps Member Projects, view the [link here](#).**

*Corps Members and MCC-SYO Fellows may **not**: a) Participate in advocacy related activities while engaged in the performance of duties as stipend service Members, b) Participate in any partisan political activity while engaged in the performance of duties as stipend service Members, c) Participate in any regulatory or statutory enforcement activities while engaged in the performance of duties as a member of the Corps Program, or d) Undertake a project if the project would replace regular workers or duplicate or replace and existing service in the same locality*

A full list of Member/Fellow expected responsibilities, as well as Host responsibilities, can be found by reviewing the Sample CCCC Host Agreement ([linked here](#)) and Sample MCC-SYO Host Agreement ([linked here](#)).

### **Application Form Instructions and Deadline:**

The Trust uses an online system for the application process, and if selected, program management.

To apply for either Climate Corps program, click on “Get Started” to begin a new application. This will open a new window asking you to log in or create an account on our online system.

If you have applied in the past, use your existing username and password (if you have forgotten either of these use the ‘forgot password’ feature). If you have not used our online system before, click on “New Applicant” and follow the instructions.

Please provide all required information and respond to all required questions in the “Contact Information” and “Applicant Information” tabs.

For the “Narrative Questions” tab of the application form be sure your responses are clear, robust, and personal as we will be sharing your responses with Host Applicants if you are invited to be a Member/Fellow Applicant Finalist. You may develop your answers outside of the application form and copy and paste your responses into the form when you are ready to submit. *Please be sure to save your application frequently.*

In the “Supplementary Documents” tab you may upload additional supporting documents, if needed. *While you are welcome to submit a resume and/or letter(s) of recommendation, these documents are not required.*

By submitting an application to become a Corps Member or MCC-SYO Fellow, you attest that all information provided is true to the best of your knowledge and commit to being placed with a Host Organization for the duration of the service period and fulfill all responsibilities outlined above.

*The Trust is committed to the advancement of diversity, equity, and inclusion in its award-making and environmental work. As a result, the Trust strongly encourages Corps Member applications from under-engaged groups within the environmental movement and applications from Host Organizations that are based in and/or partner with communities that are traditionally under-engaged, such as communities of color. For a full description of the Trust’s efforts to engage under-engaged groups, see our diversity and inclusion webpage <https://cbtrust.org/diversity-inclusion/>.*

**After your Application is Submitted:**

Each application will be reviewed and evaluated by a review committee composed of Corps Alumni using the Evaluation Criteria below. *The review committee for MCC-SYO applicants will also include staff from DSCI.* Preference will be given to applications that meet multiple criteria. Based on the reviewer scores, a subset of applicants will be invited to participate in the matching process.

Description and Scoring Guidance	Scoring
<b>Value to the Corps Member/MCC-SYO Fellow</b>	
How much will the applicant benefit from the experience and offerings provided by the Climate Corps? Have they already experienced numerous internships and/or professional positions, or would the experience be novel and therefore more additive to their growth?	Scale of 1 to 35
<b>Essays/Narrative Responses</b>	
Do the essays thoroughly and clearly demonstrate an understanding of and interest in the Corps Program(s)? Do the essays show personality and/or passion? Are the essays memorable? Are the answers consistent with the Corps goals?	Scale of 1 to 25
<b>Value to the Corps Program</b>	

What is the likelihood the applicant will provide: A diverse perspective or lived experience? Curiosity or creativity in addressing the challenges facing the environmental movement? Passion for community and/or natural resource health?	Scale of 1 to 20
<b>Value to the Host Site</b>	
How valuable will the applicant be to a Host Organization? Does the applicant have the background/experience/skills to be effective in a Corps position? What is the likelihood the applicant can work responsibly in a professional environment?	Scale of 1 to 20

**The Trust organizes and determines placements based on:**

1. Quality of the Corps Member/MCC-SYO Fellow application and the value they will receive from being accepted into the Corps.
2. Quality of the Host Organization application and proposed experience offered to the Corps Member/MCC-SYO Fellow.
3. Strength of the match between Corps Member/MCC-SYO Fellow and Host Organization

An overview of the application process and timeline is depicted below. Applicants are encouraged to review a detailed application process and timeline, including specific anticipated dates for the 2025-2026 program year, [linked here](#).



## CORPS PROGRAM APPLICATION PROCESS & TIMELINE

