



2026-2027 Chesapeake Conservation and Climate Corps Member Virtual Information Session

Questions & Answers

For any additional questions or program information, contact corps@cbtrust.org

About the Online Application & Eligibility...

Q1: Where should I apply to become a Chesapeake Conservation and Climate Corps Member?

A1: You may have seen the opportunity on any number of online/employment websites. Regardless of where you saw the Corps Member opportunity, all applications must be submitted through the Trust's online portal which can be found on the "Become a Corps Member" page of the Trust's website at: <https://cbtrust.org/chesapeake-climate-corps/apply/members/>

Q2: How can (optional) Letter(s) of Recommendation be submitted?

A2: Letter(s) of Recommendation can either be submitted as attachments within the online application form or sent directly to the Corps team at corps@cbtrust.org.

Q3: Can I participate in the program if I am currently a student?

A3: 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 overlap with their Corps requirement of serving 40 hours per week during business hours (typically 9:00-5:00pm, Monday – Friday) are not eligible for participation. For example, education (full or part-time), employment (full or part-time), service commitments, etc. If you have a question about whether your other commitment(s) exclude you from eligibility, please contact corps@cbtrust.org.

Q4: Is a college degree required to apply for the Corps program?

A4: Although welcome, a college degree is not required. No prior experience or education in the environmental field is required.

Q5: How many Corps Members will be selected to participate in the 2026-27 program?

A5: The Chesapeake Bay Trust anticipates placing approximately 80 Corps Members with Host Organizations for the 2026-27 Corps program year.

About the Application Process...

Q1: Where can I find information about the potential Host Organizations? What about Host Organization Mentors?

A1: A list of Host Organizations can be found on the “Become a Corps Member” page of the Trust website at: <https://cbtrust.org/chesapeake-climate-corps/apply/members/>

Corps Member Finalists will be given access to a list of Host Organization Mentors during the Matching Phase prior to the “Corps Virtual Job Fair.”

Q2: Is there a difference between Corps Member Finalists and being accepted into a Host Organization?

A2: After the Corps Member application closes on March 6th, 2025 at 4pm, the applications will be reviewed by a panel of reviewers and a select group will move forward to the “Matching Phase” of the application process as ‘Corps Member Applicant Finalists’.

Q3: Can you be a Corps Member Finalist and end up not getting matched?

A3: Becoming a Corps Member Finalist means that you will have the opportunity to connect with potential Host Organizations, however, final placements are made based on a number of factors (outlined on page 5 of the Corps Member Application Package) as well as the strength of the match between Corps Member applicant and potential Host Organization. We anticipate placing ~80 young adults but may have more than 80 Corps Member Finalists.

Q4: When will Corps Member Finalists be notified about whether they have been placed in the 2026-27 Corps program?

A4: Corps Member Finalists will be notified whether they have been placed with a Host Organization for the 2026-27 Corps Program in late-June/early-July (outlined on page 6 of the Corps Member Application Package).



Q5: If you submit an application but are not placed in the program, do you encourage applicants to re-apply the following year?

A5: Any applicants who are not placed in the program for the current year are welcome to apply in future rounds as long as they are eligible (18-25 years old on the first day of the program – typically mid-August). Each year the pool of potential Host Organizations also changes which means that folks who do not find a strong match in one program year may in a different year.

About the Corps Program...

Q1: Is the stipend just a one-time payment or will it be dispersed periodically throughout the year?

A1: The stipend is dispersed in equal amounts (totaling \$33,280 for the full program year) twice a month. If a Corps Member leaves the program early they will only receive stipend payments for the portion of the term in which they served. The stipend is pre-tax so exact disbursements will depend on what withholdings the Corps Member selects.

Q2: Do Corps Members serve on-site, remote, or hybrid?

A2: Corps Members must be available to participate in activities within the state of Maryland. While some Host Organizations offer a hybrid model, Corps Members participate in required site visits, in-person trainings, and activities based in Maryland. For Host Organizations offering hybrid positions, the ratio of in-person to remote time will vary based on the organization and type of activities they offer. For example, Environmental Education focused organizations may have more in-person time since they are delivering lessons and providing field trips, while a Restoration focused organization may have more remote time for data analysis.

Q3: Do Corps Members need to live in (be residents of) Maryland during their service term?

A3: If placed in the Corps, Members must be available to serve in-person at their Host Organization in the state of Maryland for the duration of their service term. Corps Members residing within the state of Maryland will have access to additional benefits such as the professional development platform BuildWithin to earn an Apprenticeship Credential and those who successfully complete the full term of service can also earn a \$6,000 completion award. Corps Members do not need to be a permanent resident of Maryland, at minimum, Corps Members must reside in Maryland for the duration of their service term.

Q4: What does a typical schedule look like for a Corps Member?

A4: Corps Members must be available to serve in-person on a full-time equivalent basis. Corps Members typically serve on the same schedule as their Host Organization Mentor (Monday through Friday from 9-5pm) and all required Corps trainings will take place during the week (Monday through Friday).

Q5: If we might have to take days off (ie. for emergencies or medical reasons) how would that work?

A5: Corps Members receive 15 days of leave for the year (as well as Maryland state holidays). Corps Members placed in the program will receive a full schedule of official holidays they will have off as well as additional information about leave policies.

Q6: Is housing provided for the Corps Member in any way? Or is there any support for housing?

A6: The Trust does not currently provide housing or support for housing. However, some Host Organizations offer their Corps Member additional benefits which could include housing. Corps Member Finalists are welcome to ask potential Host Organizations whether this is a benefit they offer during the “Matching Phase” of the application process. Corps Members placed in the program are added to a listserv in late July where they can contact other members of the cohort where they can discuss potential housing/roommate arrangements.

Q7: Is the ability to travel a requirement of the Corps program?

A7: Corps Members must be able to serve in-person at their Host Organization the equivalent of full-time as well as attend required Corps program in-person trainings the majority of which will take place in the state of Maryland. Corps Members placed in the program are added to a listserv where they can contact other members of the cohort and discuss potential carpool arrangements. Host Organizations are responsible for providing reimbursement for required Host and Corps travel.

Q8: For the Capstone projects, trainings, other projects, etc., will those dates and deadlines be on the calendar, and will you receive additional guidance throughout the process?



A8: Corps Members and Host Organization Mentors placed in the program will receive a “Corps Handbook” at the orientation event on August 18th, 2026 which contains a calendar of all the key program dates and deadlines for the year. The handbook will also contain other relevant information about the Corps year.

Q9: Are Corps Capstone projects a group project?

A9: Each Corps Member is required to complete a Capstone project during their Corps term of service. The project will be designed by the Corps Member in collaboration with their Host Organization but will be individually led by the Corps Member.

Q10: Do Corps Members often continue working for their Host Organization after the term ends?

A10: On average, about 25% of Corps Members are hired by their Host Organization when their year in the program is complete.