Chesapeake Conservation & Climate Corps

2027-28 Host Organization Opportunity

# Chesapeake Conservation and Climate Corps

In Partnership with Maryland Corps/Service Year Option

# Agenda

- **About the Trust & Program Partnership**
- **About the Program**
  - Background
  - Overview
  - Eligibility
  - Host & Trust/Partner Responsibilities
  - 2026-27 Program Snapshot
- **About the Application**
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  - Matching Phase
  - How to Apply
- **Questions**





# About the Chesapeake Bay Trust

The Chesapeake Bay Trust is a nonprofit grantmaking organization dedicated to improving the Chesapeake, Coastal Bays, and Youghiogheny watersheds. Our mission is to restore and protect our natural resources by focusing on three core objectives: environmental education, community outreach, and on-the-ground restoration.

Each year, the Trust awards millions of dollars in grants to support healthier local communities and a cleaner environment. We engage more than 250,000 individuals annually who are making a positive impact on our waterways and the natural resources of our region.

**We believe that empowering people to take action is the key to protecting forests, streams, rivers, bays, wildlife, and more—right in their own communities.**

# The Corps Program Partners

- 2010 - First established by the Maryland Legislature (30-35 Corps Members)
- 2022 Climate Solutions Now Act - Maryland General Assembly (45-50 Corps Members)
- 2025 Partnership with the Maryland Department of Service and Civic Innovation (~80 Corps Members)

# The Corps Program - Overview

Chesapeake Conservation & Climate Corps

## Goals of the Corps

- Prepare and empower young adults for careers and leadership in the green workforce (MENTORSHIP IS KEY!)
- Increase the impact and reach of organizations advancing practices and solutions for addressing issues impacting the health of the environment.
- Promote, restore, and protect the health of the natural resources and communities throughout the Chesapeake Bay watershed.
- Increase the diversity and influx of young talent into the green workforce across the Chesapeake Bay region.

**Don't already have environmental activities happening in your jurisdiction? A Corps Member is a great resource, especially for an organization whose capacity is limited, to tackle green projects!**



# 2027-28 Corps Program Overview

Chesapeake Conservation & Climate Corps

- **~80** Corps Member placements
- A one-year, full-time **professional experience** with a Host Organization
  - August 17, 2027 - August 16, 2028
- **1:1** Mentorship
- **$33,280** stipend (equivalent to $16 per hr)
- Professional Development
  - **Trainings** (Virtual & In-person)
  - Asynchronous training platform (**BuildWithin**)
- **5** All-Cohort Project Days
- **4-10** Networking Visits to fellow Corps Members/Host Organizations
- **1** Small Grant opportunity
- Funding to attend a **professional conference**
- A **Capstone** Project



# One Year Term Activities

Chesapeake Conservation & Climate Corps

The Corps program recognizes that a broad range of environmental projects can contribute to climate action, either directly or indirectly - the overarching goal of each Corps Member's service should be climate-related and should contribute to climate mitigation, resilience, adaptation, conservation, and/or environmental protection in the state of Maryland.

- **Host Organizations can suggest a wide variety of projects within the fields of:**
  - Energy Conservation
  - Environmental Restoration
  - Sustainable Agriculture
  - Forestry
  - Community Engagement
  - Pre-k through 12 Environmental Education







# Who are the Corps Members?

Chesapeake Conservation & Climate Corps

- **The Corps Members**
  - Are 18-25 years old at the start of the program
  - Must be a citizen of the United States, a lawful permanent resident, or have documentation confirming permission to work in the United States during the year-long term of service
  - Confirm they are available to serve full-time and reside in the state of Maryland for the duration of the Corps term

**Corps Members bring a new perspective to your organization and come from a variety of backgrounds - a college degree is <u>not</u> required to participate in the program.**




**Corps Members must reside in MD for the duration of their service term to be eligible for the additional benefits DSCI provides including a $6,000 completion award and access to an asynchronous professional development platform - BuildWithin**

# Host Organization Eligibility

- **Host Organization Eligibility**
  - Must be a:
    - Non-profit
      - Environmental Organization
      - Community-based Organization
      - Faith-based Organization
      - Educational Institution
    - Government Agency



  - Must have:
    - At least **one, full-time** employee
      - Ideally this person would serve as the Corps Mentor
    - Sufficient projects for a full-time (40 hr/week) equivalent workplan
    - Conduct work/be based in the state of Maryland

**Conducting work in Maryland but based-remote? You are still eligible to apply to host a Corps Member. Just make sure to make note in your application narrative and be aware that if you are matched with a Corps Member for whom remote work is not a possibility you should plan to coordinate with a community partner (or other Host Organization!) to provide an in-person office space**

# Host Organization Eligibility

Chesapeake Conservation & Climate Corps

**Not sure if you're eligible to apply? Reach out to corps@cbtrust.org!**

# Program & Participant Responsibilities

Chesapeake Conservation & Climate Corps

## Host Organizations must...

- Assign **a designated Mentor** who will serve as:
  - A supervisor to ensure work is progressing
  - A mentor to guide & support the Corps Member
- Provide the **necessary tools** to complete the work
  - desk/computer/field tools
  - office space*
  - and any reasonable accommodations
- Provide **mileage and travel reimbursement** for Corps Members for program related travel
  - Host Organization activities, Corps trainings, site visits, conferences, etc.

## The Trust will...

- Provide the Corps Members':
  - Stipend, workers comp, FICA, payroll costs, and healthcare (for those not covered by a parent or guardian)
- Coordinate **trainings** with facilitators throughout the Corps program year
- Provide **funding** for the Corps Mini Grant, All-Hands Project days, and 1 professional conference per Corps Member
- Provide **workplan support** through check-ins during the Corps term
  - 1:1 support to Corps Members and Mentors

*A full list of Host, Member and Trust responsibilities can be found by reviewing the sample Host Agreement:*
*https://cbtrust.org/chesapeake-climate-corps/apply/hosts/*

**Fully remote organizations if placed may be required to provide in-person office space with a community partner or other organization should remote work not be possible*

# When are Matching Funds Required?

Chesapeake Conservation & Climate Corps

**2027-28 Consecutive Hosts**

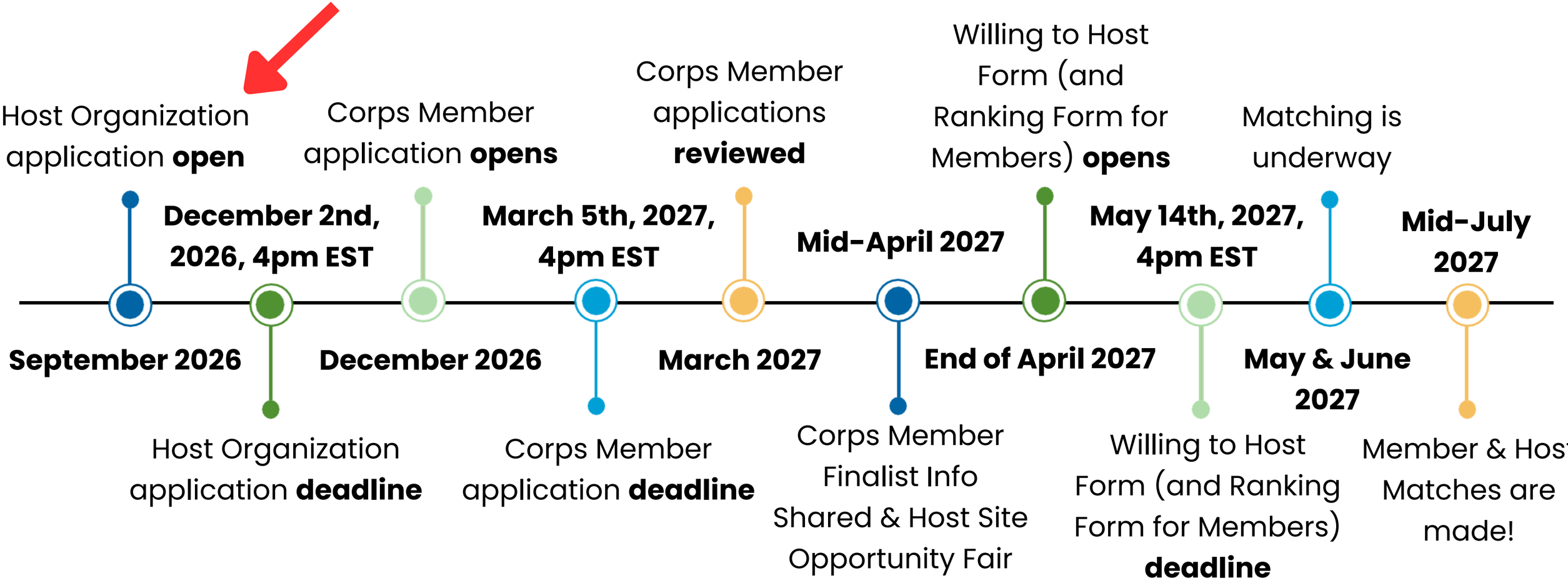
- If your organization was successfully placed with a Corps Member through the Chesapeake Conservation and Climate Corps program for 2025-26 **and** 2026-27 and you are placed again for the 2027-28 Corps term you will be required to provide 15% of the Corps Member stipend ($5,000)

**2027-28 Multiple Corps Member (MCM) Opportunity**

- Organizations willing to commit match to fully support the cost of one Corps Member can be matched with a second Corps Member
  - For 2027-28 the MCM match amount will be $42,500 per additional Corps Member
- Host Organization applicants interested in this option should **submit separate applications for each Corps Member position** they are offering
  - We recommend communicating with others in your organization before submitting to ensure you are on the same page about the number of Corps Members you are applying to host
- Host Organizations applying to participate in the MCM Opportunity will be required to sign and return the MCM Commitment Agreement by March 26th, 2027 (prior to the placement process)

# About the Application - The Process

Chesapeake Conservation & Climate Corps



# About the Application

## Host Organization Application Package

- Available on the Trust website
  - https://cbtrust.org/chesapeake-climate-corps/apply/hosts/
- Includes
  - Program details
  - Organization eligibility information
  - Application process & timeline
  - Eligible activities for Corps Members & examples
    - *Please review the ineligible activities noted as well*
  - Host Organization responsibilities if placed
    - *Link to sample Host Agreement (subject to change)*
  - Overview of "How to Apply"



# About the Application - Starting an Online Form



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**Host Organization Application Status: OPEN**

**Application Deadline is:** Wednesday, December 2nd 2026 at 4:00 PM EST

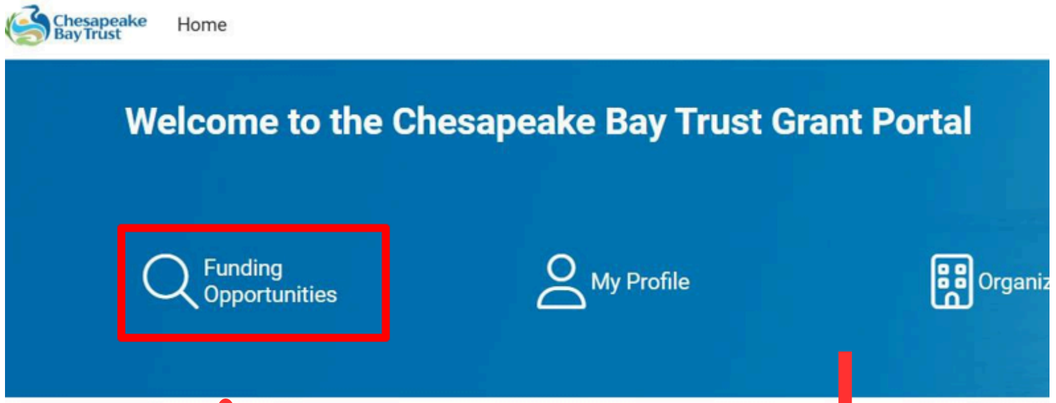
2027-28 Host Organization Application Package

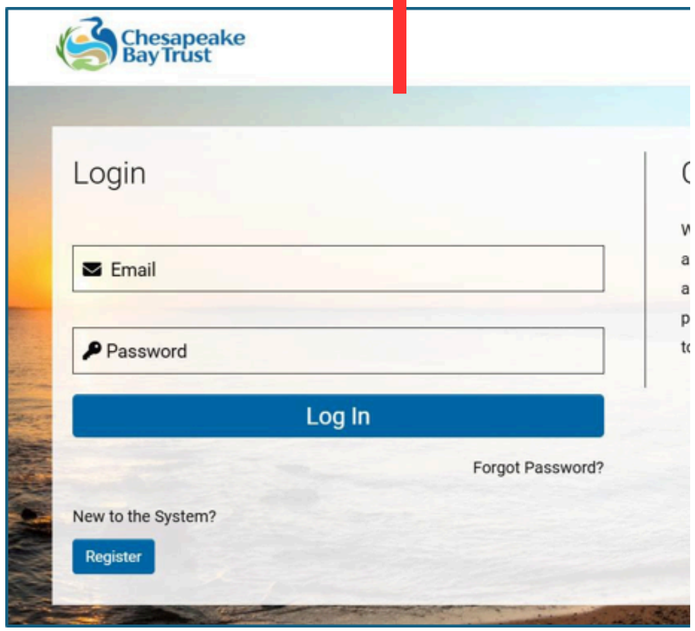
2027-28 Host Organization Narrative Questions Template

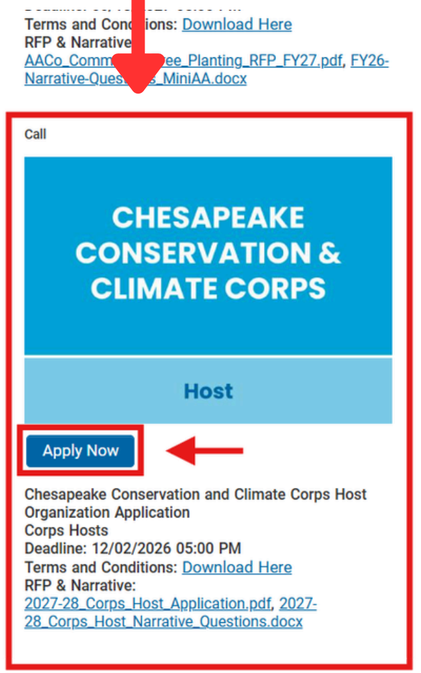
**Start a New Application**

Click the button below start a new application in our Bay Trust Awards Portal

Access the Bay Trust Awards Portal Here!







**https://cbtrust.org/chesapeake-climate-corps/apply/hosts/**

OR

**https://chesapeakebaytrust.us-1.smartsimple.com/s_Login.jsp**

**Need help? Helpful resources for navigating the online system can be found at:**

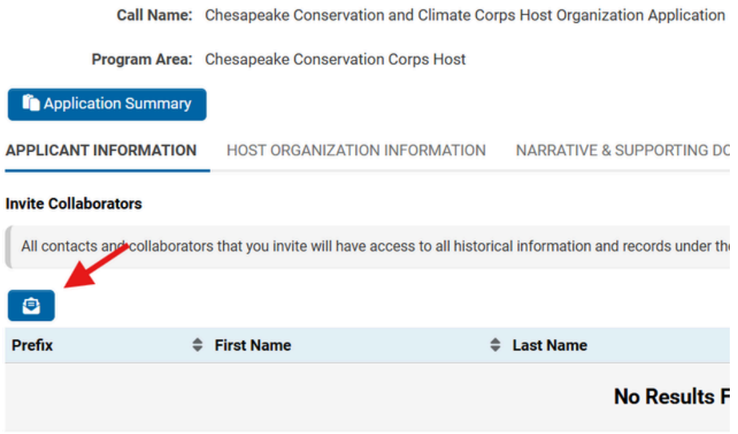
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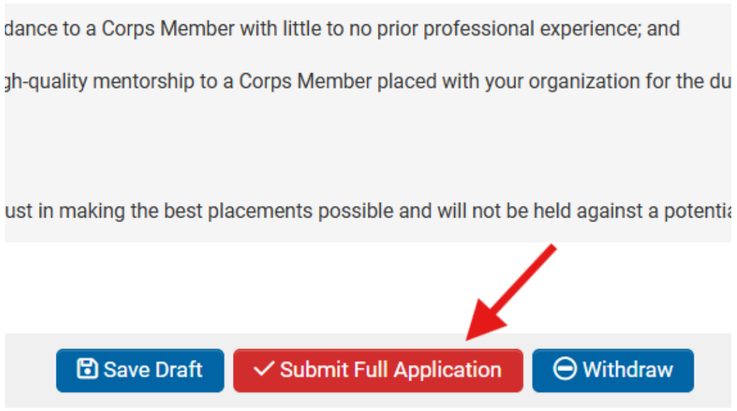
# Filling out the Online Application Form

Chesapeake Conservation & Climate Corps

## Application Form Components

- Eligibility Quiz (4 y/n questions)
- Applicant Information
  - If you are developing an application with other individuals at your organization you can invite them to “collaborate”
- Host Organization Information
- Narrative & Organization Chart
  - Narrative Questions are required
  - Organization Chart is optional but recommended
- Terms & Conditions



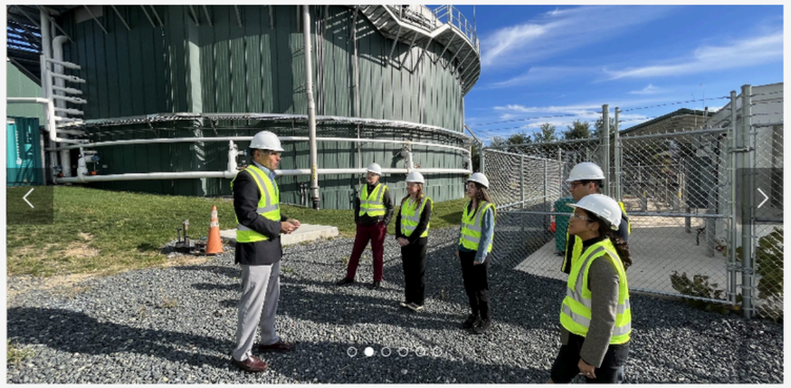




You can save your application throughout but make sure to hit “Submit Full Application” – applications not submitted through the online portal by the deadline will ***not*** be accepted.

**DUE DECEMBER 2nd, 2026 by 4PM**

# Required Narrative Questions

https://cbtrust.org/chesapeake-climate-corps/apply/hosts/



**Host Organization Application Status: OPEN**

**Application Deadline is:** Wednesday, December 2nd 2026 at 4:00 PM EST

2027-28 Host Organization Application Package

2027-28 Host Organization Narrative Questions Template

The Thomas V. Mike Miller, Jr., Chesapeake Conservation and Climate Corps, in partnership with Maryland Corps/Service Year Option, places young adults (ages 18-25) with nonprofit organizations



Chesapeake Conservation & Climate Corps

2027-2028 Host Organization Narrative Questions

**Complete all questions** in this narrative template. Make sure your responses also address the program goals described in the Request for Proposals (RFP). You will upload this document as a MS Word or PDF file into the online application system. The RFP and online application are located here: https://cbtrust.org/chesapeake-climate-corps/apply/hosts/. **Keep in mind that the audience for the below narrative questions are potential Corps Member applicants.** They will review the Host Organization applications to determine which organizations they will select for potential placement on their Ranking forms, just as the Host Organization applicants will review the Corps Member applications to determine which individuals they will select for potential placement on their "Willing to Host" forms. *While there is not a specific word or page limit for your responses, suggested response lengths are outlined in the below questions.*

1. Corps Member Position

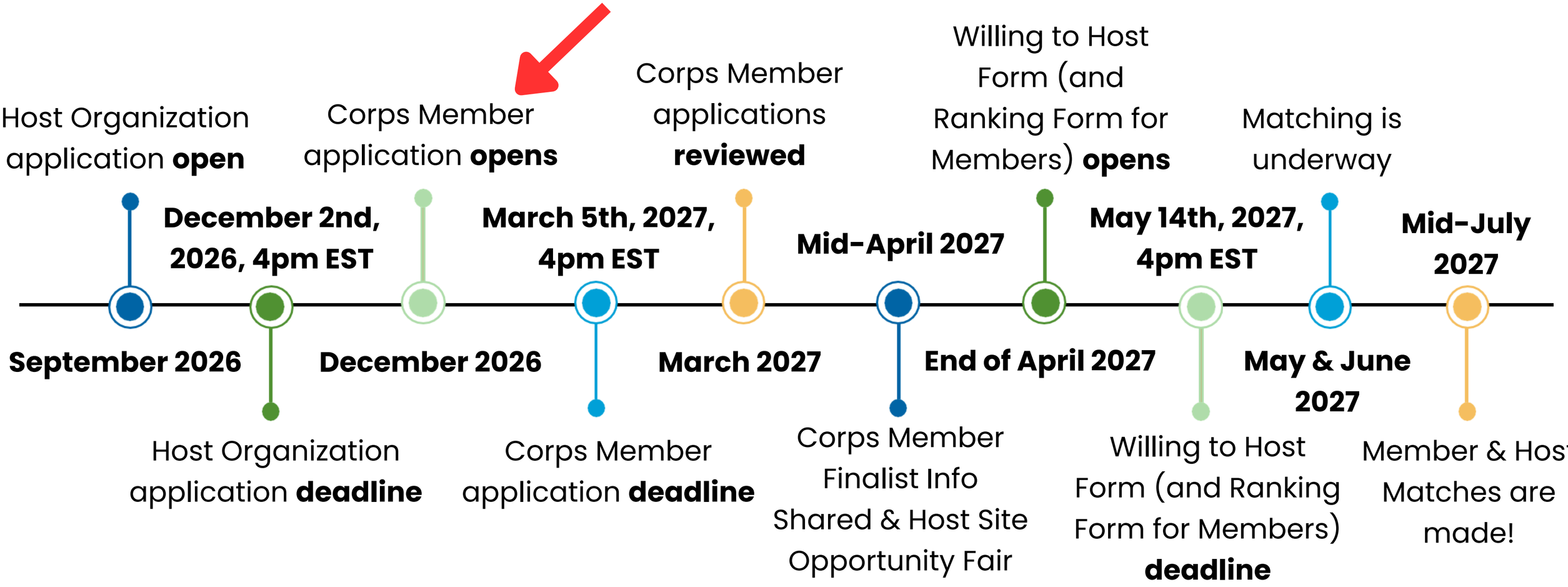
a. Describe the Corps Member position, including the projects and programs the Corps Member will engage with in the field(s) of restoration, energy conservation, agriculture, forestry, community engagement, and/or k-12 environmental education. You may include a menu of options that can be refined based on the selected Corps Member's interests if placed. *(Approximately 2-3 paragraphs)*

## Narrative Questions

- All questions must be clearly answered *(guidance on response length is in the template)*
- Must be attached and submitted in your online application form
- Please remember that in addition to the Trust, your audience for your responses is the potential Corps Member applicants!

# What's Next

Chesapeake Conservation & Climate Corps



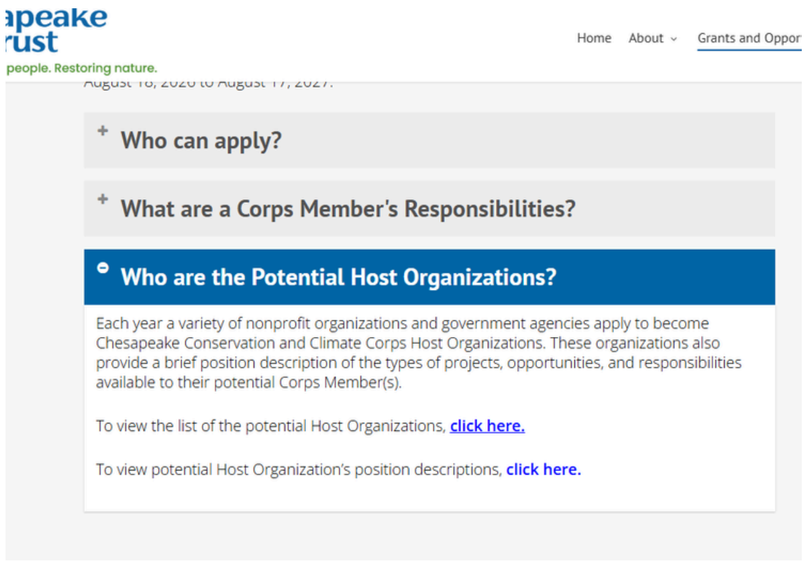
# After you submit your Online Application Form

## Corps Member Application Opens

- All eligible Host Organization applicants will be invited to move forward in the Application Process
- The Corps Member application will open in mid-December

## Corps Member Outreach

- The Trust does outreach to our network
  - We use your "Position Description" as an outreach tool
- Encourage Host applicants to share the opportunity
  - In the community you serve
  - With those who volunteer with your organization
  - While communicating with young adults already familiar with the work you do




We will provide you with outreach materials that you can use at events, on social media, and any other pathways you use to connect!

# What's Next

Chesapeake Conservation & Climate Corps



# Next Steps - The Corps Member Application

Chesapeake Conservation & Climate Corps

## Corps Member Application Closes

- The Corps Member application deadline will be Friday, March 5th, at 4pm
- Corps Member applications will then be reviewed by an external committee and 'Corps Member Applicant Finalists' will be invited to move forward

## Corps Member Application Review Criteria

| Description and Scoring Guidance | Scoring |
|---|---|
| ***Value to the Corps Member*** | |
| 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 |
| ***Essays/Narrative Responses*** | |
| 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 |
| ***Value to the Corps Program*** | |
| 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 |
| ***Value to the Host Site*** | |
| 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 |

# What's Next

Chesapeake Conservation & Climate Corps

**September 2026** — Host Organization application **open**

**December 2nd, 2026, 4pm EST** — Host Organization application **deadline**

**December 2026** — Corps Member application **opens**

**March 5th, 2027, 4pm EST** — Corps Member application **deadline**

**March 2027** — Corps Member applications **reviewed**

**Mid-April 2027** — Corps Member Finalist Info Shared & Host Site Opportunity Fair

**End of April 2027** — Willing to Host Form (and Ranking Form for Members) **opens**

**May 14th, 2027, 4pm EST** — Willing to Host Form (and Ranking Form for Members) **deadline**

**May & June 2027** — Matching is underway

**Mid-July 2027** — Member & Host Matches are made!

# Next Steps - Getting to know the Applicants

## Corps Member Applicant Interviewing & Conversation Process

- Corps Member 'Applicant Finalist' application materials will be shared with Host Organization applicants (and vice versa)
  - You will have the opportunity to see the geographic preferences, fields of interest, and full application materials for 'Member Applicant Finalists'
  - You can reach out to (and Member applicants will reach out to you) based on these factors to conduct interviews and have conversations

****While this part is time intensive - we often have ~120+ finalists - using the spreadsheets the Trust provides to narrow to folks based in your Geographic Area/Interest can help narrow the Member applicants who may be the best fit for your organization****

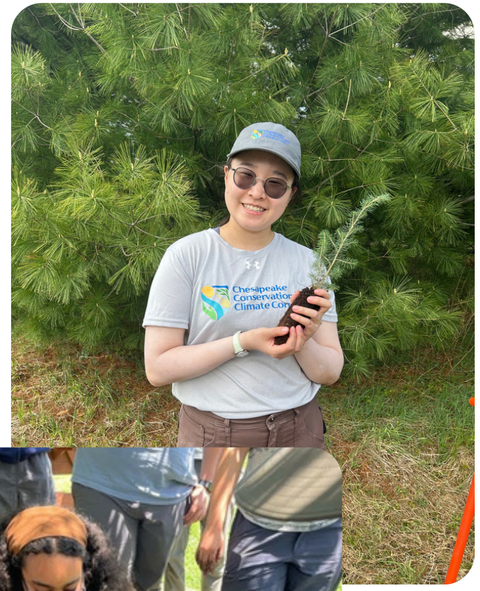
| First | Last | Email | Full Application | Western (Allegany, Garrett, Washington) | Capital (Montgomery, Prince George's, Frederick) | Central (Anne Arundel, Baltimore City, Baltimore, Carroll Hartford, Howard | Southern (Calvert, Charles, St. Mary's) | Eastern Shore-Upper (Cecil, Kent) | Eastern Shore-Middle (Queen Anne's, Caroline, Talbot | Eastern Shore-Lower (Dorchester, Somerset, Wicomico, Worceste |
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| First | Last | Email | Full Application | Environmental Education | Agriculture | Community Engagement | Energy | Forestry | Restoration | Climate Change |
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# Next Steps - Getting to know the Applicants

## Corps 'Host Organization Opportunity Fair'

- The Trust organizes a Corps Job Fair in April
  - Each Host Organization applicant will be invited to hold an information session about the Corps Member position you are offering
  - You can share about your organization, team, opportunity for a potential Corps Member, and answer questions
  - You can invite Corps Member applicants to attend, some may reach out to you to express interest in attending, and some may just show up to your session

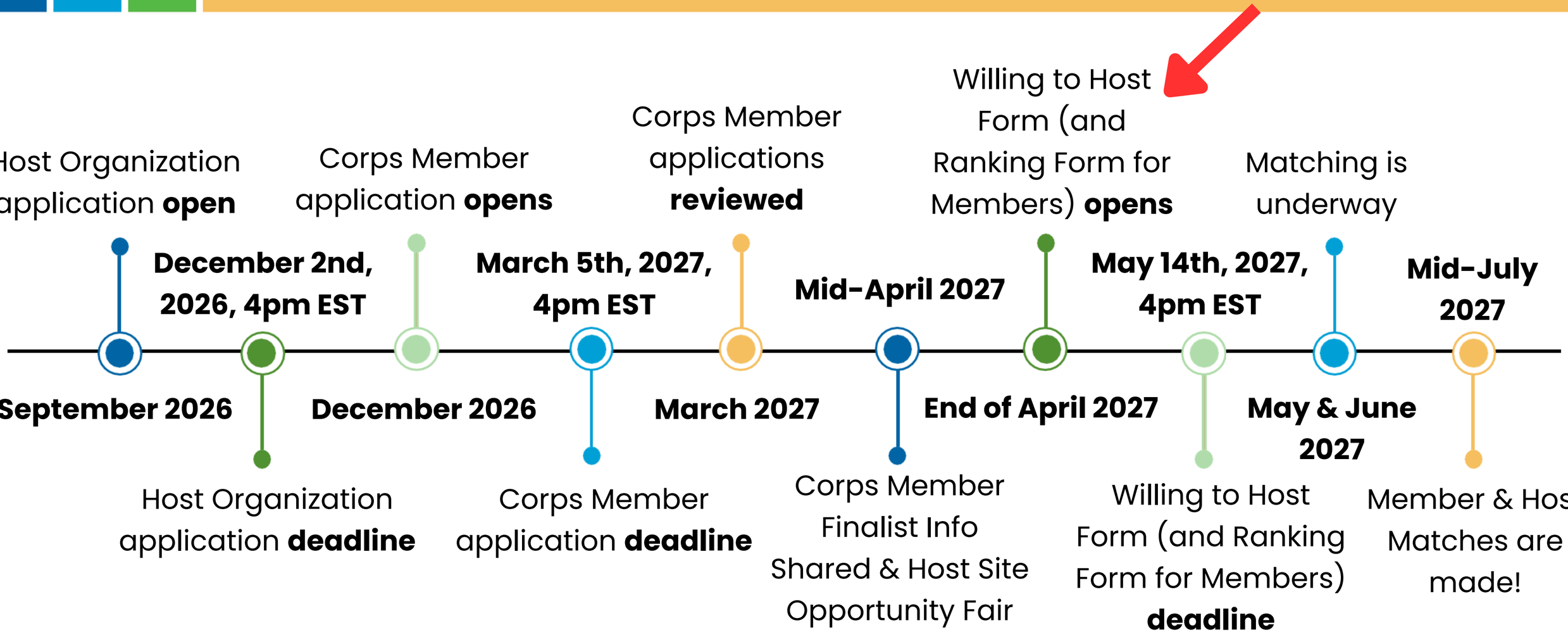




We highly recommend that you participate in the Opportunity Fair, but you will also need to have individual conversations with Corps Member applicants to get a stronger sense of whether they would be a good fit for your team and organization.

# What's Next

Chesapeake Conservation & Climate Corps



# Next Steps - Matching Process & Forms

## Willing to Host Form

- After the 'Host Organization Opportunity Fair' the "Willing to Host Form" will be available in your online portal
  - 1 per Corps Member position offered
  - A list of *up to 10* Corps Member applicants you are interested in potentially being placed with
    - *Corps Members will list the organizations they would like to be potentially placed with in ranked order*
  - **Matching forms will be due May 14, 2027**

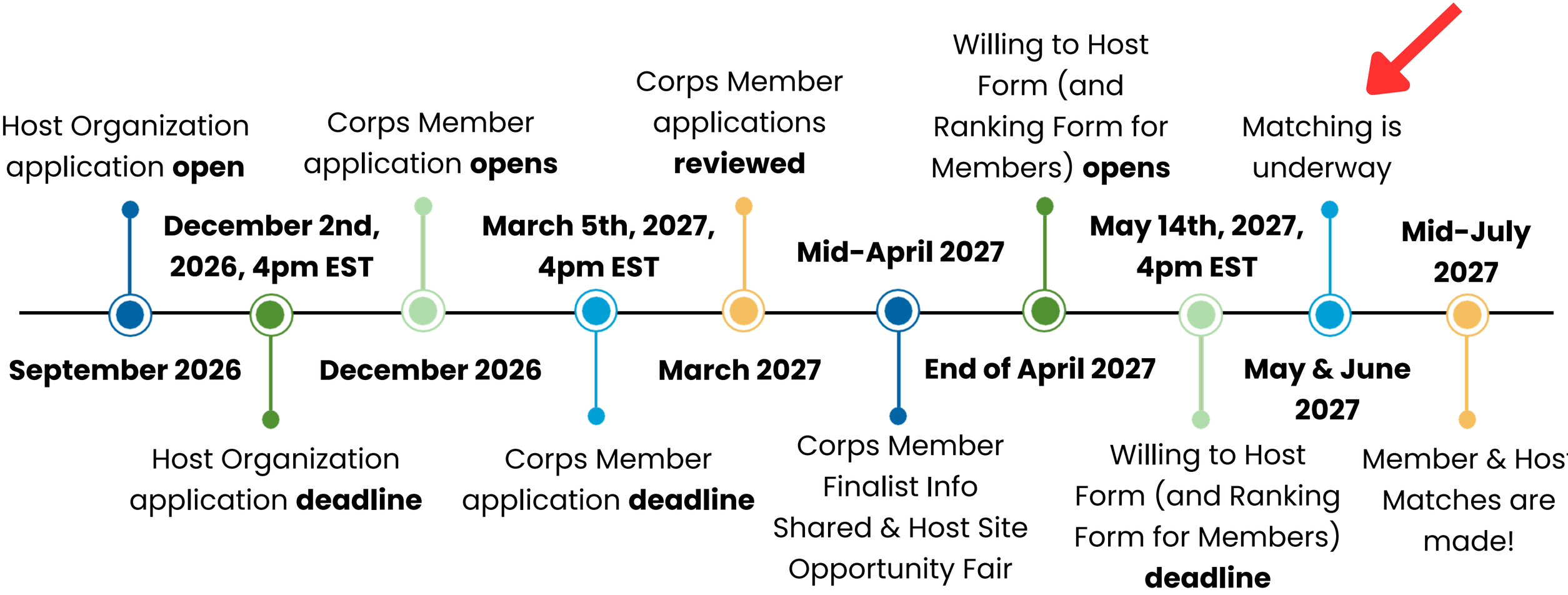




You must submit your Willing to Host Form by deadline as we cannot consider organizations for placement if we don't know which Corps Member applicant(s) you would be willing to host!

# What's Next

Chesapeake Conservation & Climate Corps



# Next Steps - Placement Process

## Matching Process

After the Matching Forms are submitted the Trust makes matches based on:

1. Corps Member application review and value to the Corps Member applicant if placed in the program.
2. Strength of the match between the Corps Member applicant and Host Organization applicant based on the Ranking and Willing to Host Forms
3. Quality of the positions offered by the Host Organization applicants. Host Organizations will be expected to agree to host any potential Corps Member identified on their placement lists.







# Next Steps - Placement Process

Chesapeake Conservation & Climate Corps

## Placement Offers

Due to interest in the Corps, we anticipate receiving more applications from potential Host Organizations and Corps Members than can be accommodated in the program.

**The average placement rate of Host Organization applicants is 49%**










**The Trust will make Matches and Announce the Corps Cohort of 2027-28 in July 2027**

# How to Apply

## Become a Chesapeake Conservation and Climate Corps Host Organization



The Thomas V. Mike Miller, Jr., Chesapeake Conservation and Climate Corps, in partnership with Maryland Corps/Service Year Option, places young adults (ages 18-25) with nonprofit organizations or government agencies for a full-time equivalent, one-year term of stipend-supported service in the environmental field.

The Corps provides young professionals with experience, leadership and professional development training, mentorship, and a support network with other young environmentalists. Positions offered by host organizations advance efforts to address climate change through the fields of environmental restoration, community engagement, environmental education, sustainable agriculture, energy conservation, and forestry.

For the 18th year of the Corps Program, the Chesapeake Bay Trust anticipates placing approximately 80 Corps Members for a full-time, stipend-support year of service ($33,280) from August 17, 2027 to August 16, 2028.

### Host Organization Application Status: OPEN

**Application Deadline is:** Wednesday, December 2nd 2026 at 4:00 PM EST

2027-28 Host Organization Application Package

2027-28 Host Organization Narrative Questions Template

### Start a New Application

Click the button below start a new application in our Bay Trust Awards Portal

Access the Bay Trust Awards Portal Here!

Review the Host Organization Application Package

Download & Start working on your Narrative Questions

Start an Online Application Form

**Reach out to the Trust team with any questions!**

**corps@cbtrust.org**

Chesapeake Conservation & Climate Corps

# Questions?

## Thank you!

For more information visit