VOLUNTEER EVALUATIONS, RECOGNITION, AND AWARDS

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Volunteer Evaluations/Performance Reviews

- Successful performance reviews provide a periodic opportunity for communication between the person who assigns work and the person who performs it. It allows for discussion of expectations and how well those are being met.

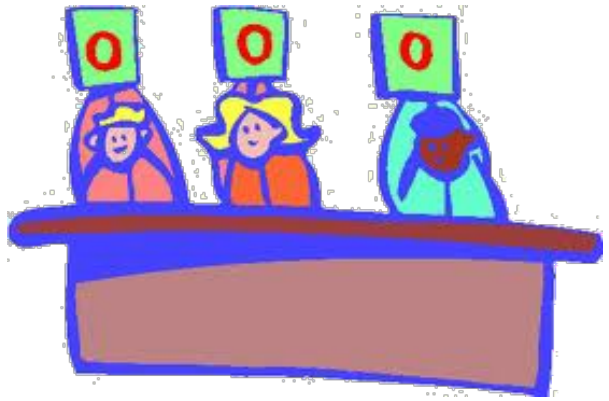
- Shows volunteers they are important and held accountable. Volunteers want success and feedback!

- Reviews should:
  - Be based on agreed-upon standards, position descriptions, deadlines, etc
  - Be non-threatening, constructive, supportive, flexible, and empowering.
  - Encourage the volunteer to stretch for high standards.
  - Determine how USACE can help the volunteer achieve his/her goals.

- Benefits: Plan for ways to improve performance in the future and allows volunteers and supervisors to share concerns.

Volunteer Evaluations/Performance Reviews

During Review Session:



- Review position description, expectations, standards.
- Share positive feedback and appreciation.
- Volunteer shares self-assessment and assessment of agency support.
- Supervisor assesses volunteer performance.
- Discuss barriers to success for volunteer.
- If there has been low volunteer productivity or morale, it is important to discuss remedies
- Discuss future plans for the volunteer in the organization.

After Review Session:

- Write a report for volunteer's and agency's files.
- Follow up on action plans or agreements between organization and volunteer.

Outcomes from volunteer performance reviews can range from "applause" to dismissal – by the organization or by the volunteer.

From Raystown Lake on the NRM Gateway

Volunteer Experience Evaluation

Evaluations are confidential and help us to improve the volunteer program. Please be honest about your experience.

Basic Information

Corps Supervisor: _____ date(s) of work: _____

Work Plan/Description: _____ hour(s) volunteered: _____

Did you work with other volunteers? How many? _____

Did you complete the work assigned? YES / NO

If not, give reason: _____

overall opinions

Please read the following statements and mark the best response.	strongly disagree	disagree	agree	strongly agree
Effort was made to determine a work plan that best suited my needs and those of the USACE.				
The orientation I received was relevant and helped me during my work plan.				
Hazards inherent in my work plan were discussed.				
Any and all safety equipment was provided to me.				
I felt prepared for my work plan.				
During my work I felt I had adequate guidance and supervision.				
I feel my volunteer efforts are appreciated and were needed.				
Overall, I like the volunteer program at Raystown.				
I would volunteer at Raystown again.				

Additional Comments

What was the best part about your volunteer experience? _____

What areas could use improvement and what would you suggest? _____

Anything else we should know? _____

Volunteer Work Evaluation

Basic Information

Corps Supervisor: _____ date(s) of work: _____

Volunteer/Group name: _____ hour(s) volunteered: _____

Work plan/description: _____

Did the volunteer(s) complete the work assigned? YES / NO

If not, give reason: _____

overall opinions

Please read the following statements and mark the best response.	strongly disagree	disagree	agree	strongly agree
This/These volunteer(s) was/were enthusiastic about volunteering at Raystown Lake.				
This/These volunteer(s) helped choose their work plan.				
This/These volunteer(s) used the safety equipment, if assigned.				
This/These volunteer(s) followed their work plan and completed work which was satisfactory.				
This/These volunteer(s) were willing to follow my supervision.				
This/These volunteer(s) worked well with other staff				
The behavior of this/these volunteer(s) was professional and respectful				
I would work with this/these volunteer(s) again.				
The work plan complete was something suitable for volunteers to accomplish.				
The work this/these volunteer(s) did was beneficial to Raystown.				

Additional Comments

What is the best thing about working with this/these volunteer(s)? _____

What should this/these volunteer(s) do differently next time? _____

Comments by Supervisor: _____

Comments by Volunteer: _____

Supervisor: _____ date: _____

Volunteer: _____ date: _____

https://corpslakes.erdc.dren.mil/employees/volunteer/plans.cfm

From Fort Worth on the NRM Gateway

Volunteer Evaluation Form

Thank you for volunteering at Bardwell Lake. In an effort to improve volunteer's experiences, please complete the following evaluation. Volunteer input is very important for our agency and enables us to improve our program and insure a quality experience for all of our volunteers.

(Please Circle One 1= Poor – 5+Excellent)

1. Did you feel your orientation was beneficial? 1 2 3 4 5
2. Were our expectations of you as a volunteer clearly explained? 1 2 3 4 5
3. Do you feel the program is well organized? 1 2 3 4 5
4. Does your supervisor provide adequate support/enthusiasm for your work ? 1 2 3 4 5
5. Are the project staff knowledgeable and
6. able to answer questions? 1 2 3 4 5
7. Overall experience: 1 2 3 4 5
8. Do you plan to continue or return as a volunteer? _____
9. Are you interested in Volunteering at other US Army Corps of Engineers Reservoirs in the Fort Worth District? _____Where?_____
10. What have you enjoyed or benefited from the most during your volunteer experience?_____
11. How can we improve the volunteer experience at Bardwell Lake?_____
12. Any additional comments: _____

VOLUNTEER EVALUATION FORM
Part A: Completed by Coordinator

Name:_____ Position: _____

Period of Evaluation: _____

Coordinator: _____

Rating scale:
1= needs improvement, 2 = fair, 3 = good, 4 = very good, 5 = superior, N/A = not applicable

I. PROFESSIONALISM

_____ Relates well with public
_____ Exhibits poise in handling difficult situations
_____ Exhibits sincere interest and enthusiasm towards visitors and work
Comments: _____

II. RESPONSIBILITY

_____ Reliable about schedule and time commitment
_____ Completes assignments in a timely fashion
_____ Pays attention to detail when necessary
_____ Willing to take on assignments
Comments: _____

III. EFFECTIVENESS

_____ Welcomes opportunities to learn information or procedures that will make work more effective
_____ Follows through on assignments
_____ Willing to ask questions when in doubt
_____ Uncovers and communicates all pertinent facts

https://corpslakes.erdc.dren.mil/employees/volunteer/plans.cfm

From Saylorville Lake on the NRM Gateway

Volunteer Program Evaluation

Why do you choose to volunteer at Saylorville Lake?
(family, friends, campsite, etc.)

What do you like and/or dislike about the position(s) you currently do?
(ie. Schedule days, hours/day, amount of hours required/week, etc.)

Would you be interested in a position with a variety of tasks?
(ie. Rotate between VC, helping with school programs, working a fee booth, pruning trees, etc.)

What group outings would you be interested in?
(monthly picnics, baseball game, campout, family night, etc.)

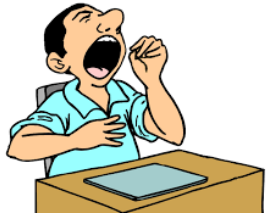
What changes do you feel should be made in the general volunteer program?

Additional Comments, suggestions, improvement for the future….

https://corpslakes.erdc.dren.mil/employees/volunteer/plans.cfm

Reasons for Low Volunteer Productivity/Morale

- Discontent; personality differences
- Condescending supervisors
- Idleness; fluctuating workload; insufficient staff
- Lack of appreciation by staff
- Ill-defined assignments
- Inadequate supervision/training
- Misunderstanding of policies
- Overload, unrealistic deadlines
- Poor communication with team
- Emotional stress and personal difficulties
- Staff and organizational changes
- Staff resistance to utilizing volunteers
- Boredom, too much routine, lack of interest in the work



Volunteer Appreciation

- Projects are encouraged to show appreciation for volunteer services. Recognition is an ongoing integral part of the management process, not only the banquet or certificate given annually.

- Volunteers may be issued a certificate of appreciation to acknowledge their service, as well as be featured in articles, on websites, and thanked in person.
- OPMs may waive day use fees for one day or provide free one-night camping certificates to volunteers.
- Items such as celebration meals, appreciation gifts, or cash awards are not authorized for purchase with appropriated funds for volunteers, but may be donated by Friends groups, cooperating associations, or other partners to recognize outstanding volunteers.
- Individual and family/couple volunteers are eligible for the Enduring Service Award, National Volunteer Award and Volunteer Excellence Coins, sponsored by the Corps Foundation

Informal Recognition

How to say thank you in day-to-day ways:

- Invitation to team meetings
- Eating meals together
- Writing articles about their good work
- Celebrate special occasions such as birthdays or anniversaries
- Providing volunteer villages with services (laundry, Wi-Fi)
- Taking the volunteer out on ‘fun’ jobs (boat patrol, aerial surveys, etc.)
- Give recognition as soon as possible after the task is accomplished.

- When recognizing many volunteers at once, you can still plan different activities for different tastes.

- Recognition should be meaningful to the person being thanked and should be given in a timely manner.

Enduring Service Award

- Established by the Corps Foundation and sponsored by Bass Pro Shops to honor long term service (6 years or more) and outstanding accomplishments by individuals and families as Corps of Engineers volunteers
- Request for nominations: September (due in December)
- Winners receive plaque, coin, Bass Pro Shops gift certificate and $500 cash award

National Volunteer Award

- Sponsored by the Corps Foundation
- Awarded to one outstanding individual volunteer or one couple/family of volunteers
- Request for nominations: September (due in December)
- National winners receive a plaque, certificate, and coin
- Regional nominees receive a certificate and coin

2022 Volunteer of the Year Award Winners: Red and Joy Lyons – Carters Lake, SAM

Volunteer Appreciation Walls and Displays

Volunteer Pass Program: Corps Annual Pass and ATB Pass

- Corps Pass: Approved in 2012: enables volunteers who have served a minimum of 100 hours at Corps managed areas to receive a free Annual Day Use Pass
  - Volunteers can accumulate hours at multiple Corps projects.
  - Supplemented by the ATB Volunteer pass in 2016

- 250 hours of cumulative service = free America the Beautiful Volunteer Pass
  - Volunteers can accumulate hours at Corps, BLM, BOR, FWS, USFS, and NPS sites. Hours earned at other agencies must be verified by the volunteer's prior coordinator.
  - Volunteer hours earned at Corps lakes can be entered by the volunteer in the volunteer app and verified by volunteer coordinators or entered in volunteer.gov by district volunteer coordinators for volunteers that have a volunteer.gov profile.
  - Covers entrance fees and day use fees at participating agencies for one year from date of issuance
  - ATB Volunteer Passes are ordered by the project each year along with all other ATB passes through USGS

Volunteer Coin Program

- Created in May 2015. Sponsored by the Corps Foundation
- Coins awarded to regional nominees/national winner for the National Volunteer Award and to volunteers who perform extraordinary acts of service
- Larger coin developed for national and regional level recognition
- New coin design in draft

Volunteer Camping Voucher: LRH

- LRH District Policy describes how a camping voucher may be issued to a volunteer for 1 free night camping
- Typically given to off-site volunteers for special events, presentations, flood event clean up, etc. for 8 hours of service

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CAMPING VOUCHER

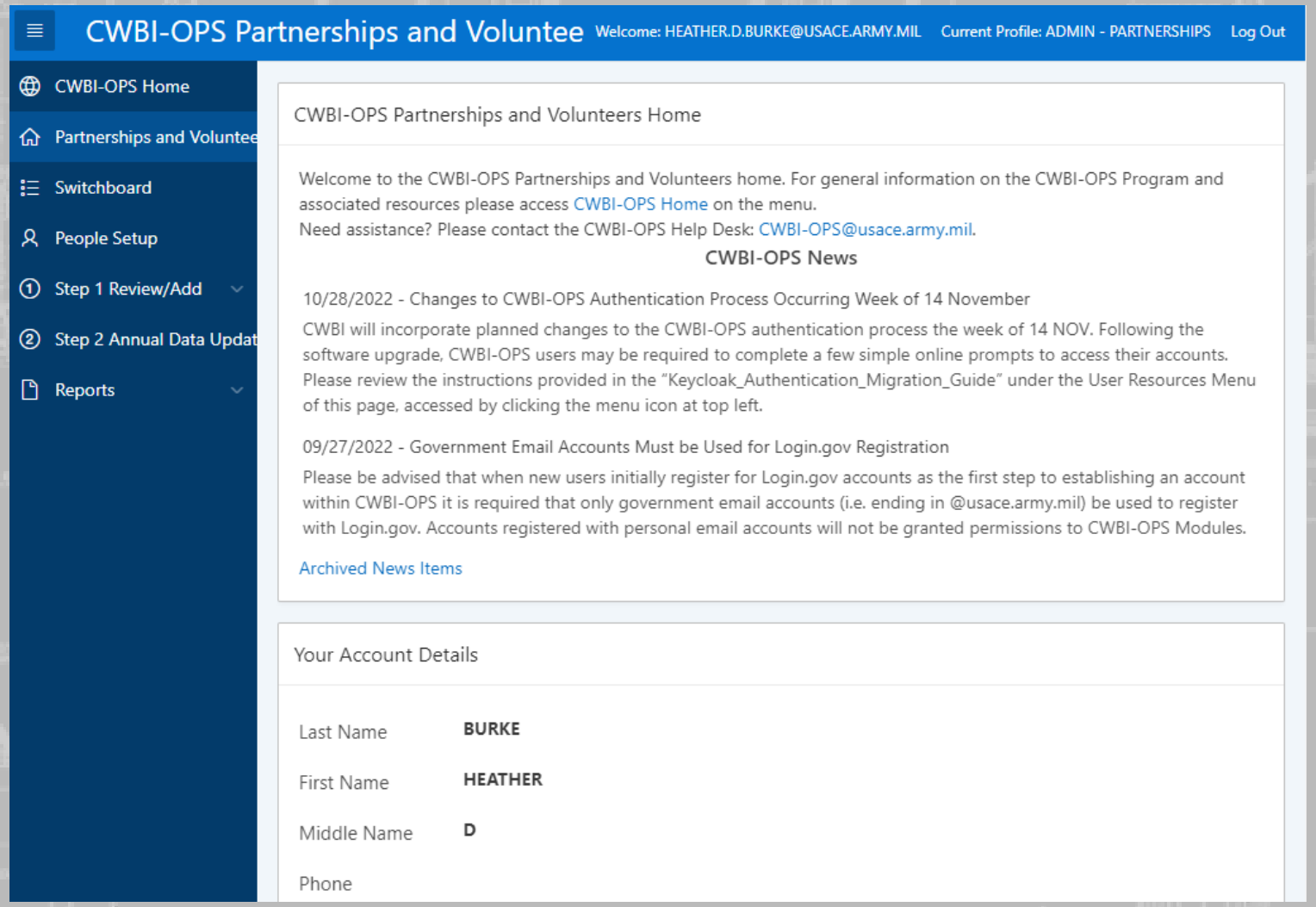
Voucher Number ____-____-____

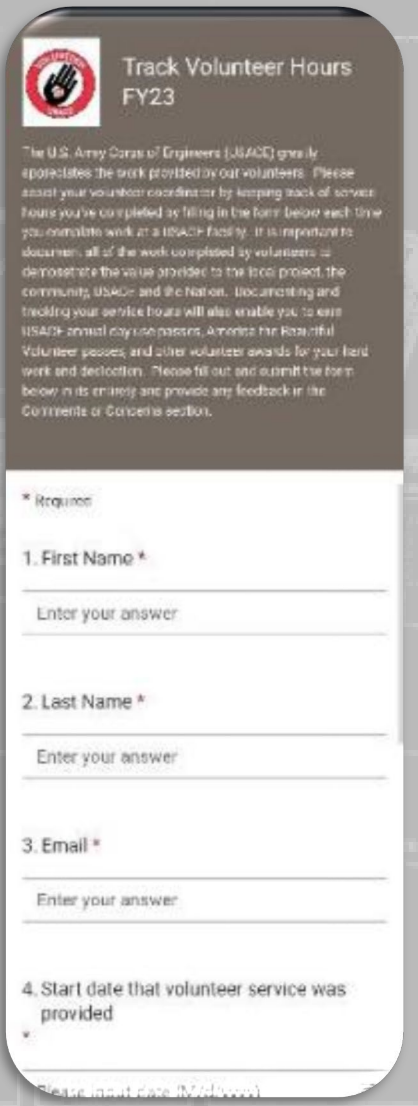
In recognition of your volunteer service at _____, you are being rewarded a voucher for (1) one free night of camping. This voucher is only valid at the project in which it was issued. This voucher is non-transferable and will be valid until December 31 the following year of being issued. The USACE fully supports the volunteer program and appreciates the valuable service they provide to assist in the accomplishment of our mission.

Issued to_____

_____	_____	_____
Volunteer Coordinator	Date	Project Supervisor

VOLUNTEER HOURS TRACKING AND CWBI-OPS





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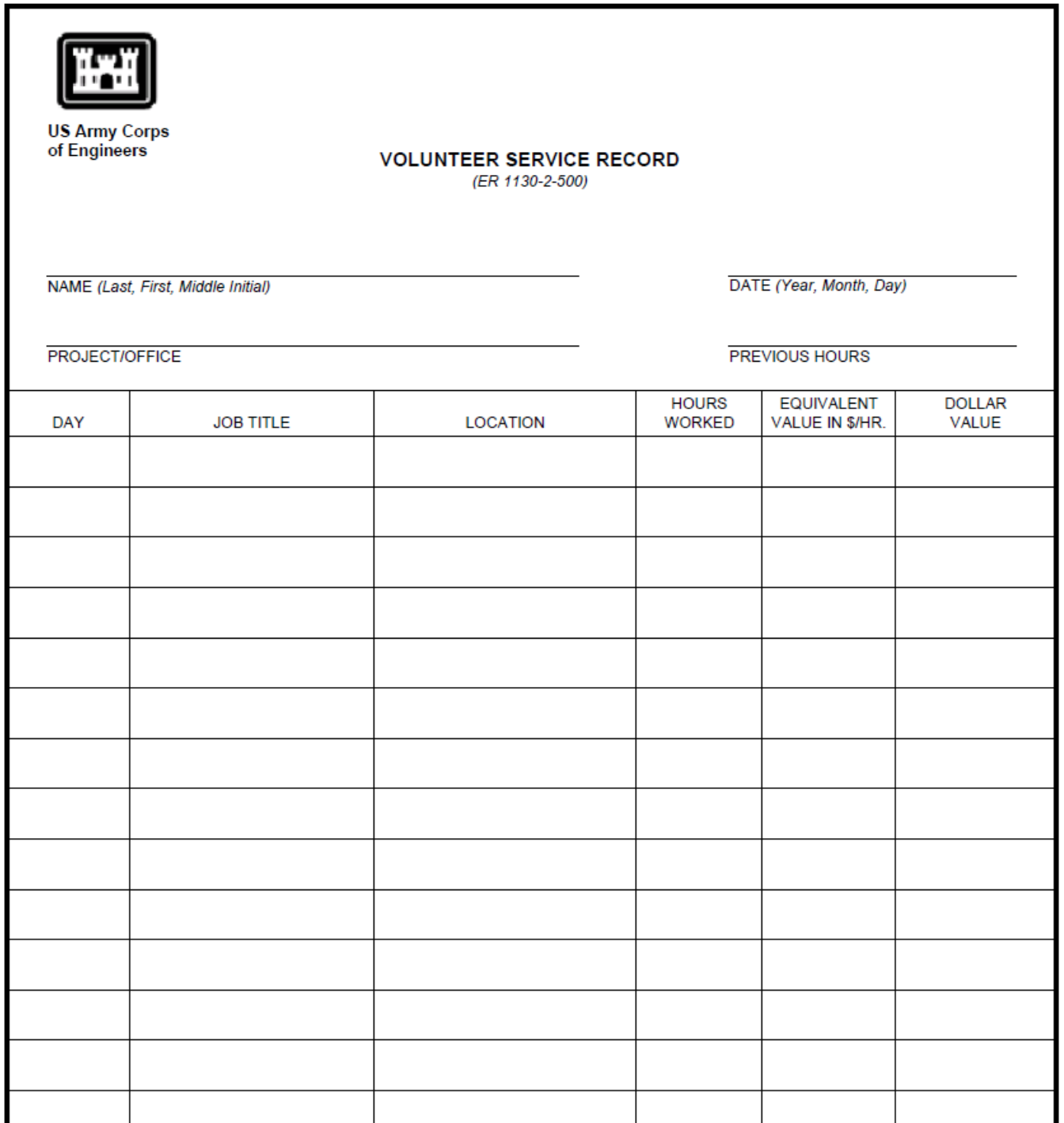
Volunteer Hours Recording

- ENG Form 4882-R, Volunteer Service Record, may be used to record information regarding the service of individual volunteers and to compile information for NRM Assessment.
- Other forms or electronic means that include hours contributed, dates worked, and tasks accomplished may be used instead of ENG Form 4882-R.
- This information may be needed to establish the validity of a Tort claim or Worker's Compensation claim that arises from the volunteer's service.



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VOLUNTEER SERVICE RECORD

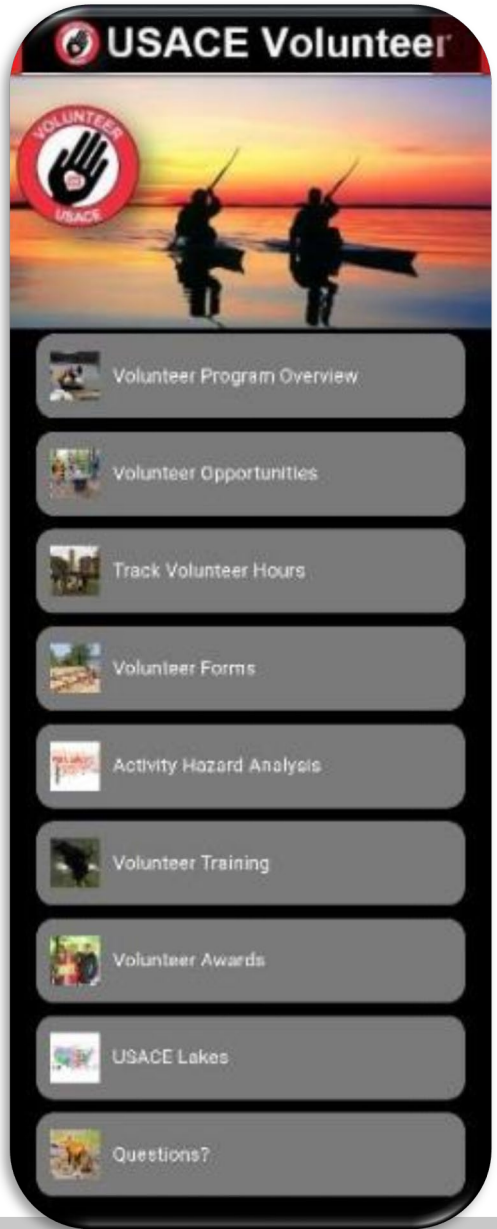
(ER 1130-2-500)

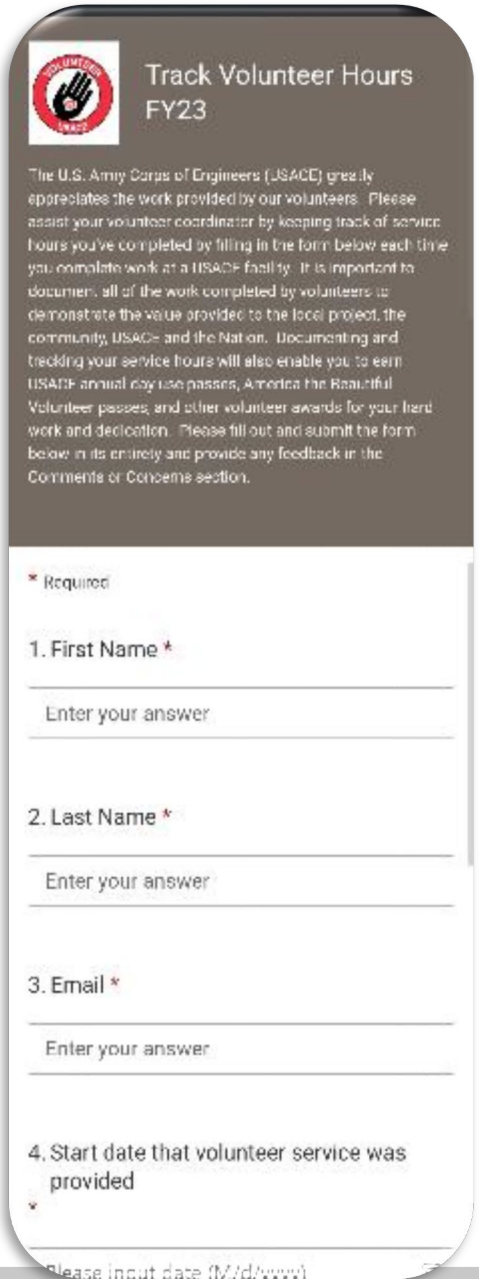
NAME *(Last, First, Middle Initial)* _____ DATE *(Year, Month, Day)* _____

PROJECT/OFFICE _____ PREVIOUS HOURS _____

DAY	JOB TITLE	LOCATION	HOURS WORKED	EQUIVALENT VALUE IN $/HR.	DOLLAR VALUE

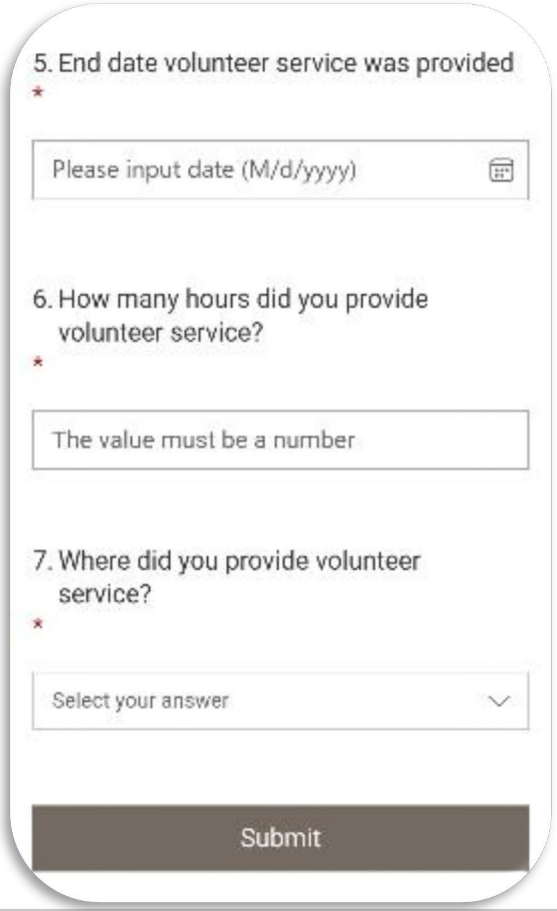
Volunteer Hours Tracking in the Volunteer app



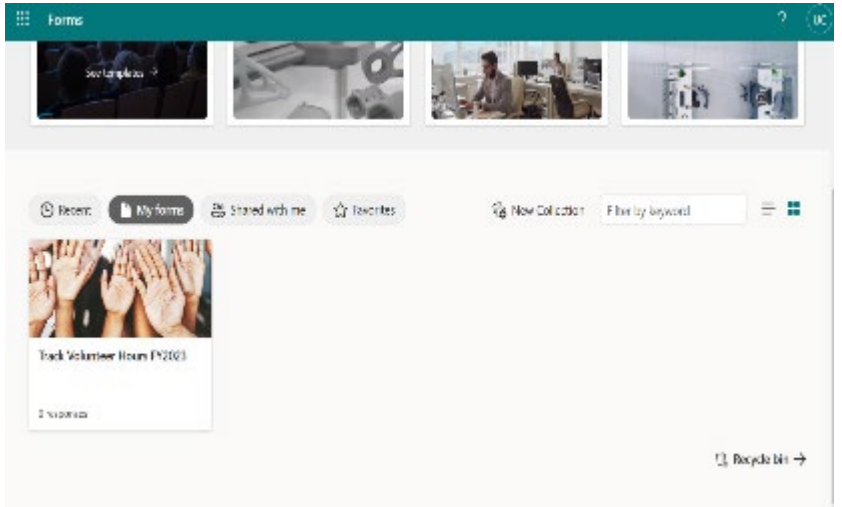


Information needed to track a volunteer:

- First Name
- Last Name
- Email



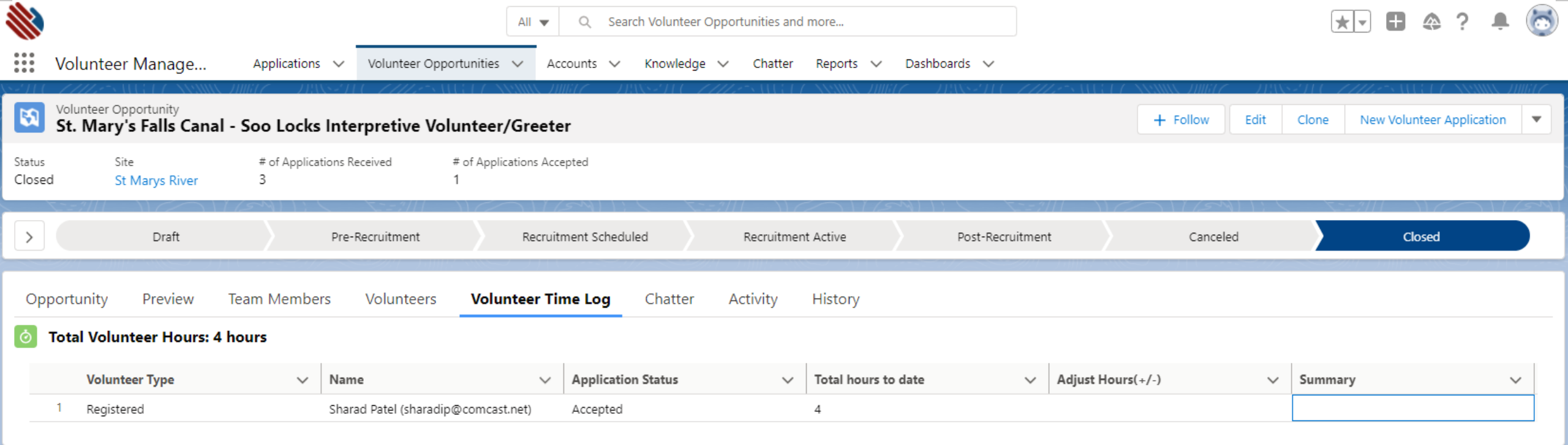
Volunteer coordinators can run reports for their location and view volunteer hours nationally in the Volunteer Coordinator Portal in Microsoft Forms.



https://corpslakes.erdc.dren.mil/employees/volunteer/app.cfm

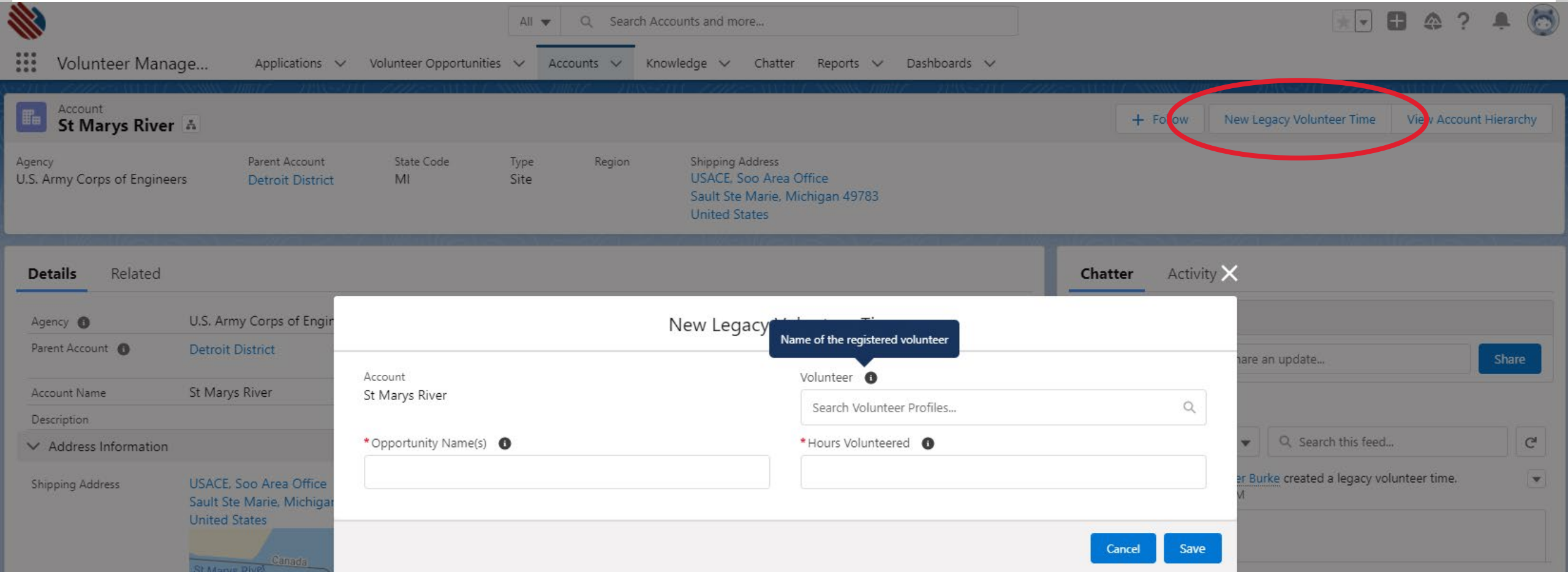
Volunteer Hours Tracking in Volunteer.gov

- Allows District Volunteer Coordinators to track a Registered, Guest, or Walk-in volunteer's hours for a particular volunteer opportunity
- Only Registered volunteers (with a volunteer.gov profile) can have lifetime hours tracked
- Required information to track a volunteer:
  - Last Name
  - Email Address
  - Date of birth (Month, Day, Year)



Volunteer Legacy Hours Tracking in Volunteer.gov

- Allows District Volunteer Coordinators to track historical hours for a volunteer
- Only Registered volunteers (with a volunteer.gov profile) can have legacy hours tracked
- Enter opportunity name, volunteer, and hours volunteered



My Profile

My Personal Information

Save time when signing up for volunteer opportunities. Tell us your information and preferences and they'll automatically be filled in for you the next time you apply.

Update My Information

My Applications

Keep track of volunteer opportunities you've applied to here. Haven't applied to anything yet? Browse the latest opportunities in **Discover Opportunities** and find something that sparks your passion.

OPEN APPLICATIONS

Application Number	Volunteer Opportunity	Status	Status Date
AP-00001636	Kaweah Lake- Slick Rock Recreation Site Host	Waitlisted	9/21/2020

View All

PAST APPLICATIONS

Application Number	Volunteer Opportunity	Status	Status Date
AP-00000088	Table Rock Visitor Center- Grounds Maintenance and Interpretation Host	Declined	8/3/2020
AP-00000967	Belton/Stillhouse Lake Park Host	Declined	9/1/2020

View All

Total Lifetime Hours: 90.00 **Total Fiscal Year Hours:** 0.00

Volunteer Reporting in CWBI-Ops

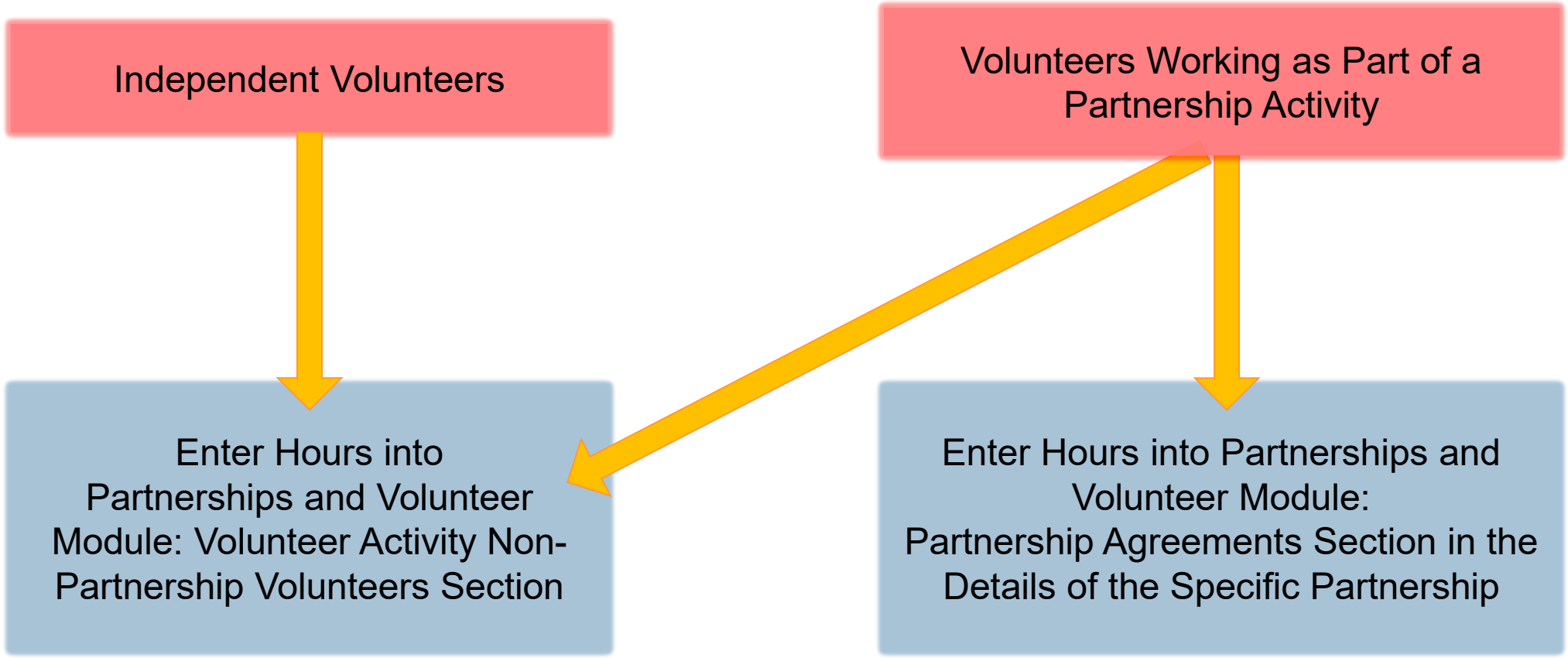
- Volunteer data must be captured each year during October in the CWBI-Ops tool, Partnerships and Volunteer (P&V) Module

- Non-Partnerships Volunteer data: Record total number of volunteers, volunteer hours, and reimbursed incidental expenses for volunteers who are not serving as part of a partnership or organization in the Volunteer Activity section of the P&V Module

- Partnerships Volunteer Update: Record number of volunteers and volunteer hours that the partner provides in the Partnership Agreements section of the P&V module

- USACE and other federal agencies use the Independent Sector's hourly rate as set by the Bureau of Labor Statistics each spring to calculate the value of service per hour, regardless of age or activity. No cost of living or other adjustments of any kind may be made to this rate.

Where You Should Enter Volunteer Hours



NOTE: This is a change from previous years where partnership volunteers were a subset of the overall volunteer number. Now we are collecting non-partnership volunteer data and partnership volunteer data and adding them together to determine the total number of volunteers.

Volunteer Data Decision Tree

Available on NRM Assessment/OMBIL Partnerships FAQ page and Volunteer Program FAQs page:

http://corpslakes.usace.army.mil/employees/faqs.cfm?Id=partner-OMBIL&Nav=partner&View=Yes

https://corpslakes.erdc.dren.mil/employees/faqs.cfm?Id=volunteer&View=Yes

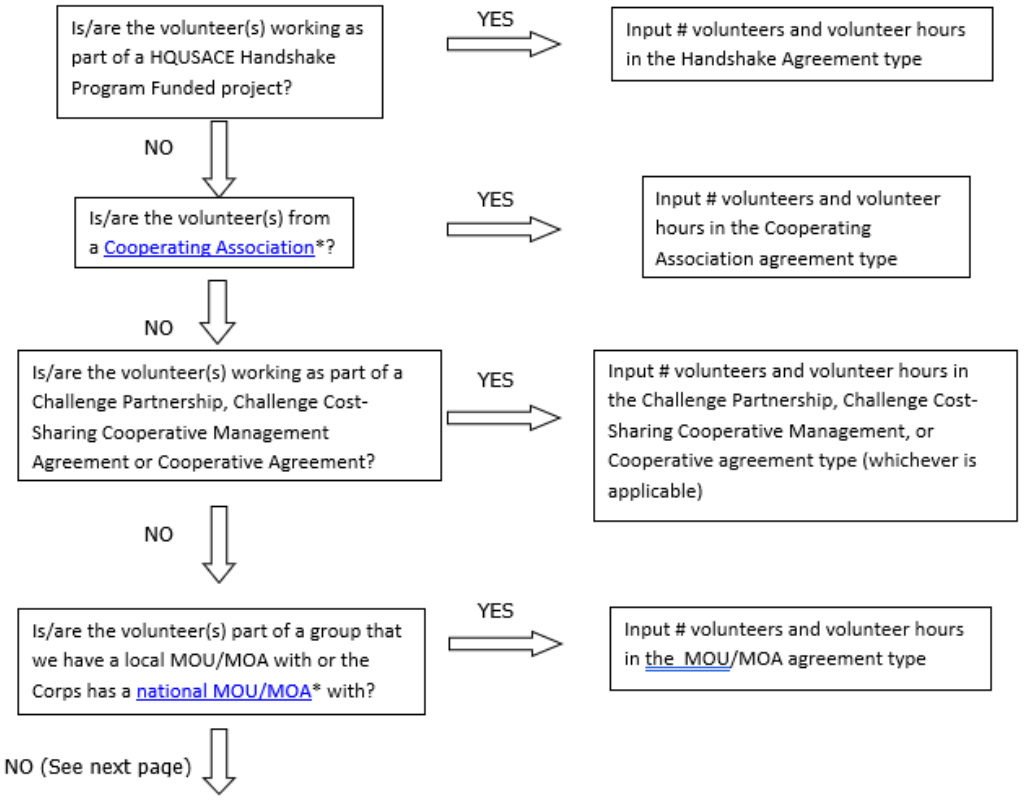
How to Enter Volunteer Data in CWBI-OPS Partnerships and Volunteers Module

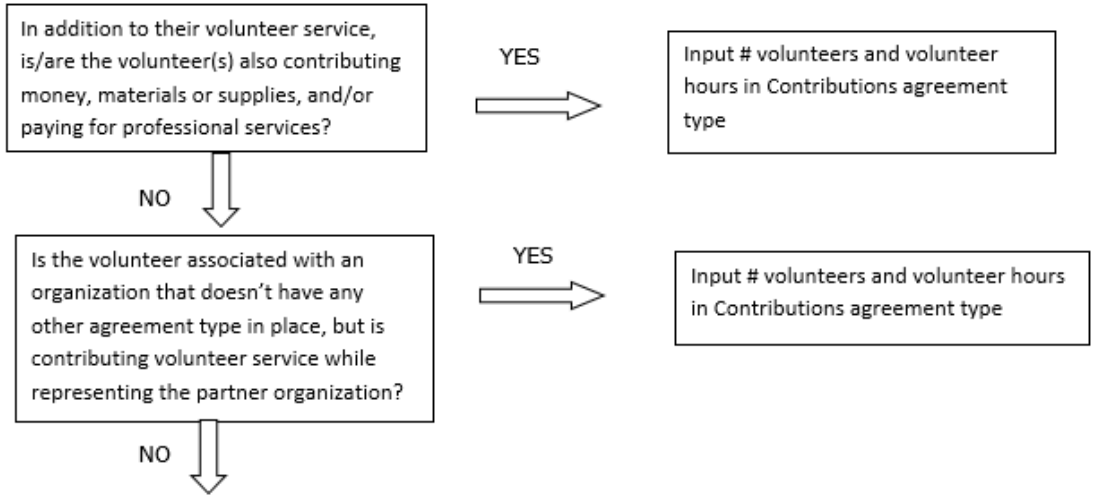
Step 1. Review/Add- Volunteer Activity
Enter non-partnership volunteer hours in this section of the CWBI tool. This is where you will capture the total number of volunteers, total hours of volunteer service (which will auto-calculate the total value of the service), and total incidental expenses reimbursed to volunteers who were not part of a partnership agreement/ organization for the FY. These often include camp hosts, gate attendants, and other individuals or families who volunteer independently of an established organization/group.

You will also see a row on this page for Partnership volunteers. These data will be imported from the Partnerships Agreement section of Step 2 and added to the Non-partnership volunteer data to calculate the total volunteers, hours, and expenses for the project.

Step 2. Annual Data Update – Partnership Agreements
In this section you will capture data about volunteers who were part of a partnership agreement/organization that you identified as active for the FY in Step 1. Review/Add Partnership Agreements. You will capture total number of volunteers and total hours of volunteer service, which will auto calculate the value of service provided by the volunteers who were part of the partnership.

Please use the flow chart below to determine whether to count a particular individual volunteer's or group of volunteers' hours in the Partnership Agreements section of CWBI.





If you answer No to all of the questions above, the data for these volunteers will ONLY be input in the Step 1 Review/Add Volunteer Activity Non-Partnership Volunteers section of CWBI-OPS, not under the Partnership Agreements section for Partnership Volunteers. If you answer Yes to any of the questions above, input the data into the first category with a Yes answer starting from the top down. Some volunteers may fit into multiple categories, but you should input the data in the first applicable category encountered in the flow chart.

Example 1: A volunteer group from IMBA (International Mountain Biking Association) may provide service to the Corps as part of a Challenge Partnerships Agreement, but they are also part of a national MOU. Because the Challenge Partnership agreement is an agreement for a limited, specific period of time and project, the volunteer hours for the particular project in the agreement should be input in the Challenge Partnership category instead of the MOU. If IMBA also volunteers hours not related to the Challenge Partnership Agreement, those additional hours would be input separately in the MOU category.

Example 2: Volunteers from a Cooperating Association, such as the Friends of Raystown Lake provide services for a project that is part of a Handshake Agreement. These hours should be input in the Handshake category instead of the Cooperating Association category, because the Handshake agreement is for a specific project. Additional hours volunteered by Association members such as working in a bookstore, creating interpretive materials, or managing a campground should be captured in the Cooperating Association category if they are not specifically associated with the Handshake project.

*See NRM Gateway MOU/MOU page for list of national organizations with MOU/MOA and NRM Gateway Cooperating Association page for list of associations in CWBI-OPS. There is a pick-list of national organizations and cooperating associations already in the CWBI-OPS Tool. If you have a new cooperating association that is not on the list, please contact Heather Burke the get it added to the system.

Partnership Tracking Spreadsheet

- This can assist with keeping track throughout the year to make data entry in October much easier
- Available on NRM Assessment/OMBIL Partnerships FAQ page: http://corpslakes.usace.army.mil/partners/ombil-annual.cfm

PARTNERSHIP TYPE (MOU/MOA; Contributions, Challenge Partnership, Cooperative Agreement, Challenge Cost Sharing Cooperative Management)	ORGANIZATION	PRIMARY BUSINESS LINE	PRIMARY PURPOSE	DESCRIPTION	DATE EFFECTIVE	NUMBER OF VOLUNTEERS	VOLUNTEER HOURS	VOLUNTEER RATE	VALUE OF SERVICES	FUNDS INVESTED	PROFESSIONAL SERVICES PROVIDED	MATERIALS & EQUIPMENT DONATED	TOTAL PARTNER VALUE	CONTRACT COSTS	MATERIALS & EQUIPMENT	CORPS LABOR	TOTAL CORPS COSTS	TOTAL AMOUNT
	(select from list of national organizations or create new)							Pre-entered	Auto calculated				$0				$0	$0

PARTNERSHIP TYPE (Handshake)	ORGANIZATION	PRIMARY BUSINESS LINE	PRIMARY PURPOSE	DESCRIPTION	DATE EFFECTIVE	NUMBER OF VOLUNTEERS	VOLUNTEER HOURS	VOLUNTEER RATE	VALUE OF SERVICES	FUNDS INVESTED	ONAL SERVICES PROVIDE	MATERIALS & EQUIPMENT DONATED	TOTAL PARTNER VALUE	HQ Investment	CONTRACT COSTS	MATERIALS & EQUIPMENT	CORPS LABOR	TOTAL CORPS COSTS	TOTAL AMOUNT
								Pre-entered	Auto calculated				$0					$0	$0

PARTNERSHIP TYPE (Cooperating Association)	ORGANIZATION	PRIMARY BUSINESS LINE	PRIMARY PURPOSE	DESCRIPTION	DATE EFFECTIVE	NUMBER OF VOLUNTEERS	VOLUNTEER HOURS	VOLUNTEER RATE	VALUE OF SERVICES	VALUE OF SALES	FUNDS INVESTED	PROFESSIONAL SERVICES PROVIDED	MATERIALS & EQUIPMENT DONATED	TOTAL PARTNER VALUE	CONTRACT COSTS	MATERIALS & EQUIPMENT	CORPS LABOR	TOTAL CORPS COSTS	TOTAL AMOUNT
								Pre-entered	Auto calculated					$0				$0	$0

PARTNERSHIP TYPE (Economy Act)	ORGANIZATION	PRIMARY BUSINESS LINE	PRIMARY PURPOSE	DESCRIPTION	DATE EFFECTIVE	FUNDS INVESTED	PROFESSIONAL SERVICES PROVIDED	$ & EQUIPMENT DONATED	TOTAL PARTNER VALUE	CONTRACT COSTS	MATERIALS & EQUIPMENT	CORPS LABOR	TOTAL CORPS COSTS	TOTAL AMOUNT
									$0				$0	$0

https://corpslakes.erdc.dren.mil/employees/nrmassessment/tool.cfm

NOTE: Watch for changes later this summer as we migrate fully to CWBI-OPS

US Army Corps of Engineers

Natural Resources Management Gateway
to the future . . .

Home | Visitors | Lake Discovery | Recreation | Env Compliance | Env Stewardship | Partners
News/Events | People | Forums | Learning | GETS | Tools | New Postings | Submit | Index/Search

NRM Assessment Tool

NRM Assessment Tool

Beginning in Fiscal Year 2018, the NRM community (Recreation and Environmental Stewardship Business Lines) will be utilizing the NRM-Assessment Tool (formerly the Rec-Assessment Tool) to collect annual data that will then be uploaded into OMBIL. Several notices, webinars and coordination have occurred through the OMBIL users group and District POC's.

OMBIL will remain the primary database of record for all O&M business line data and, as such, it is imperative that the data be kept current. OMBIL data is used for many different purposes, including decisions concerning facility development, budget development and defense, tracking performance measures, preparation of briefings and fact sheets, asset management, etc. It is used to populate information on the Gateway and numerous other internal and external web sites. OMBIL will continue to serve as source for many other systems including CWIFD, EDW and VERS. Inaccurate and/or incomplete data not only reflects poorly on the Corps and renders a disservice to the public, but could also jeopardize the viability of our O&M missions and budget defense.

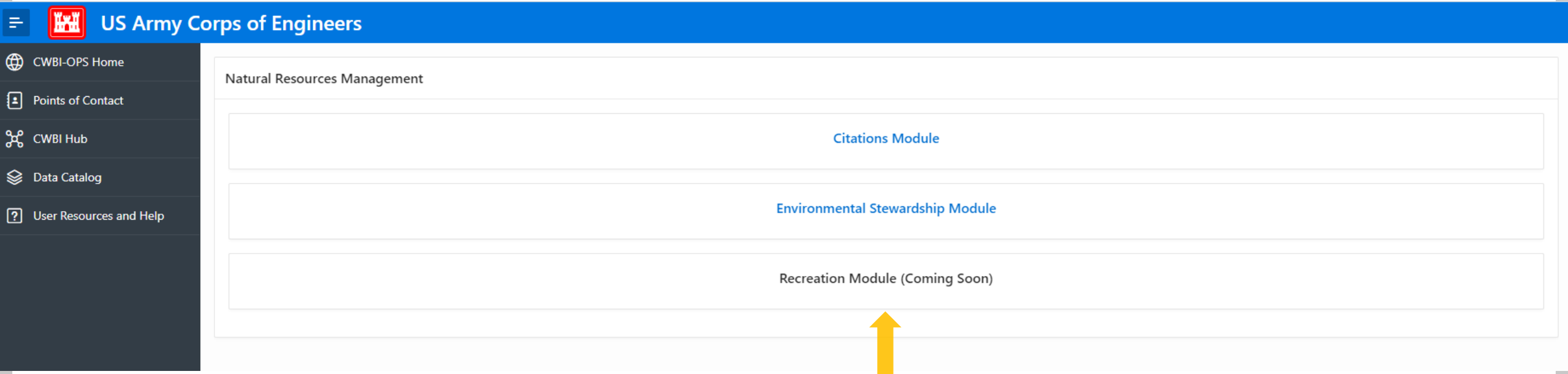
This transition to a new platform is a gained efficiency for one-stop data entry rather than input into several systems as had been the standard in the past. The NRM-Assessment tool will serve as the data collection platform necessary to feed OMBIL the appropriate data. This process is more in line with other business lines that import data such as hydropower and navigation while allowing the NRM business line more flexibility and less OMBIL contractor work. Training through web meetings will be provided to the field on the data entry process as and will be announced through the OMBIL District POCs. The schedule for entering data by modules is as follows.

- Recreation PSA Module - Includes: PSA Information and Facilities
  Corrections submitted by 15 August 2021 - **See PSA Module for more details**
- NRM Modules - Includes: Interpretive Contacts, Special Events, Law Enforcement Contracts, and Annual Project Data
  Modules Open 15 September and Close 31 October 2021
- Environmental Stewardship Modules - Includes: Shoreline Management, Boundaries/Encroachments, Soils/Vegetation/Wetlands Classification, Pollinators, Fire Management, Invasive Species, Fish/Land Mitigation, and Master Plans
  Modules Open 15 September and Close 31 October 2021
- Partnerships
  Module Open 1 October and Close 14 November 2021

All links below are restricted to U.S. Army Corps of Engineers users.

- NRM Assessment Tool
- Webinars & Training materials are avaialble for each of the modules once you log into the system.

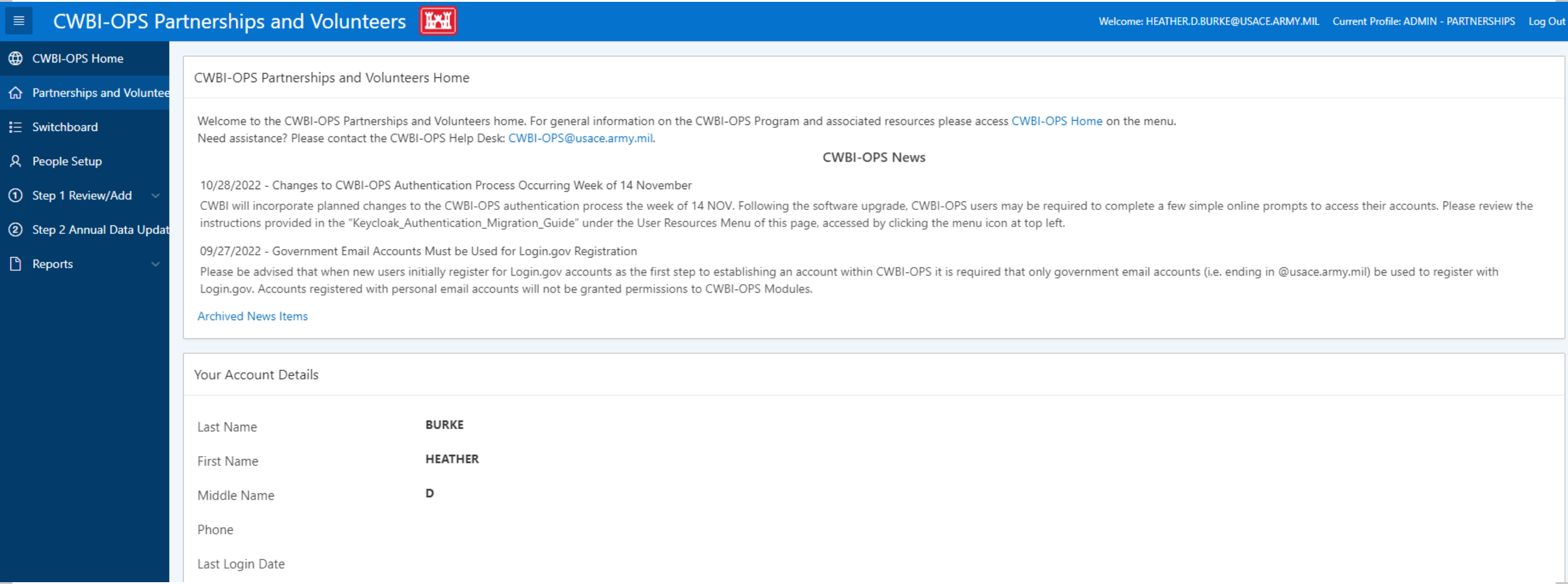
CWBI-OPS Tool



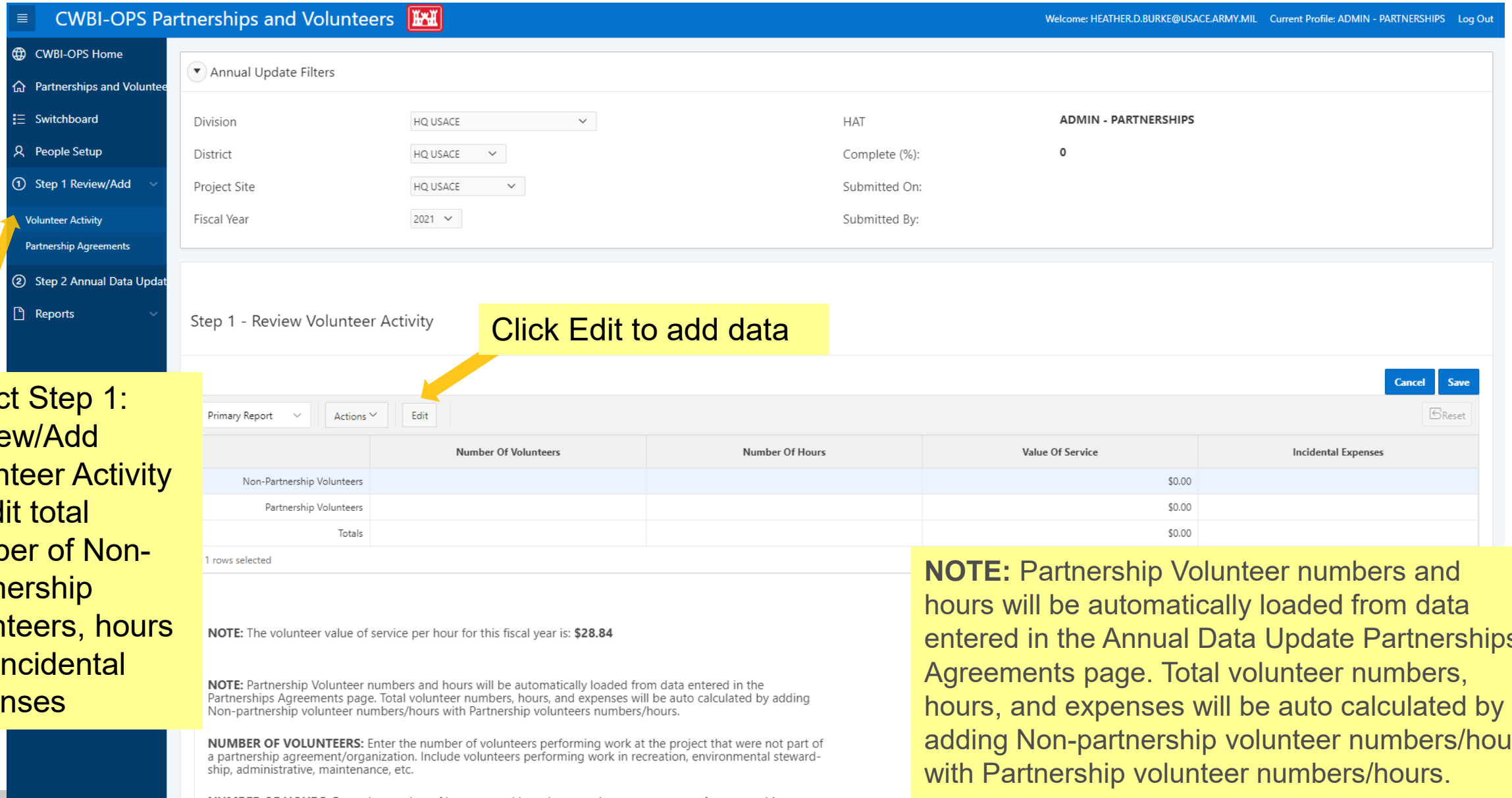
Partnerships and Volunteers Module will be added here

NOTE: All CWBI-OPS screen captures in this presentation are in the test mode and subject to change upon launch in the Fall

CWBI-OPS Tool: Partnerships and Volunteers



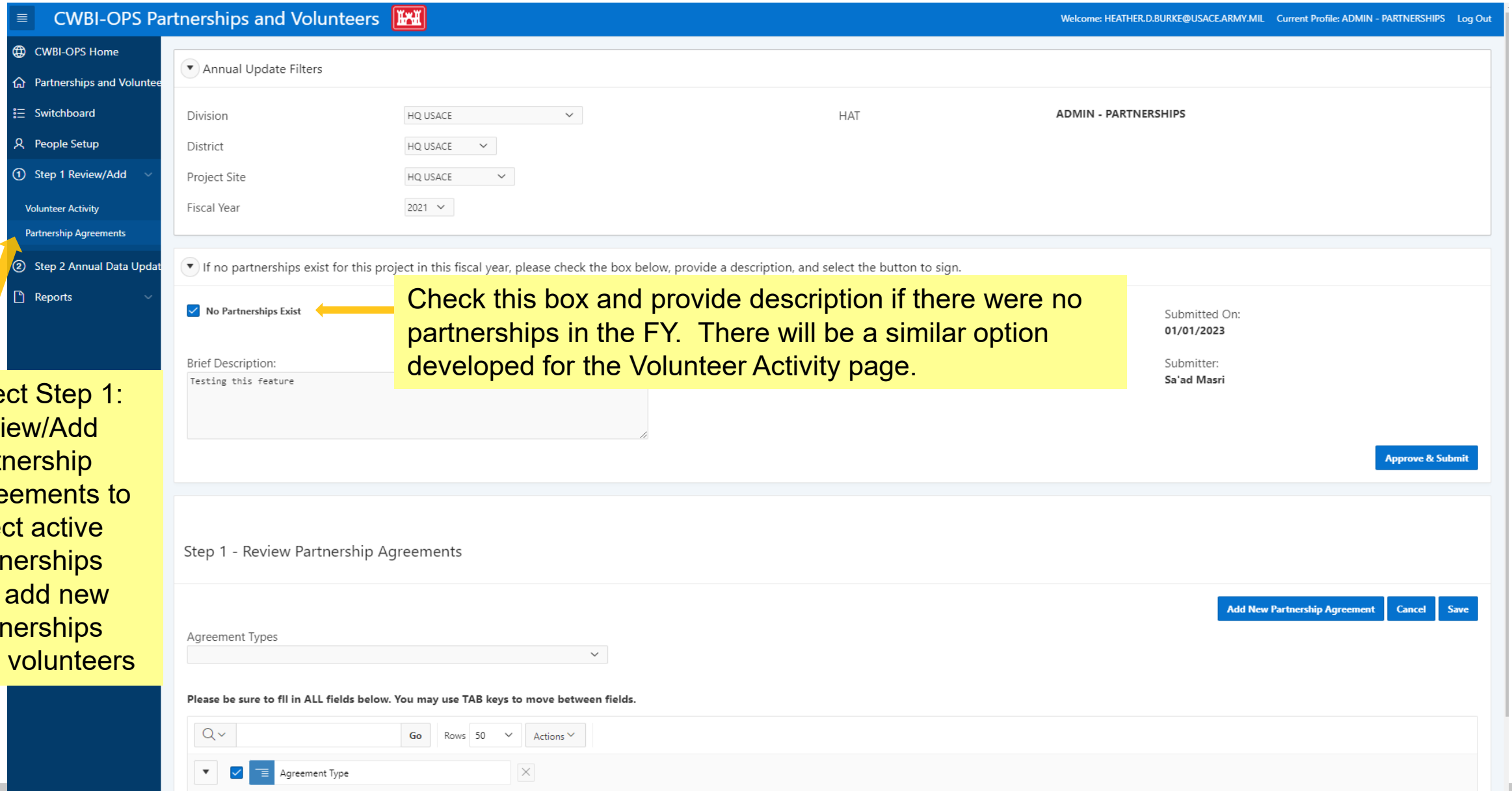
CWBI-OPS Tool: Partnerships and Volunteers – Step 1 Volunteer Activity



Select Step 1: Review/Add Volunteer Activity to Edit total number of Non-Partnership volunteers, hours and incidental expenses

NOTE: Partnership Volunteer numbers and hours will be automatically loaded from data entered in the Annual Data Update Partnerships Agreements page. Total volunteer numbers, hours, and expenses will be auto calculated by adding Non-partnership volunteer numbers/hours with Partnership volunteer numbers/hours.

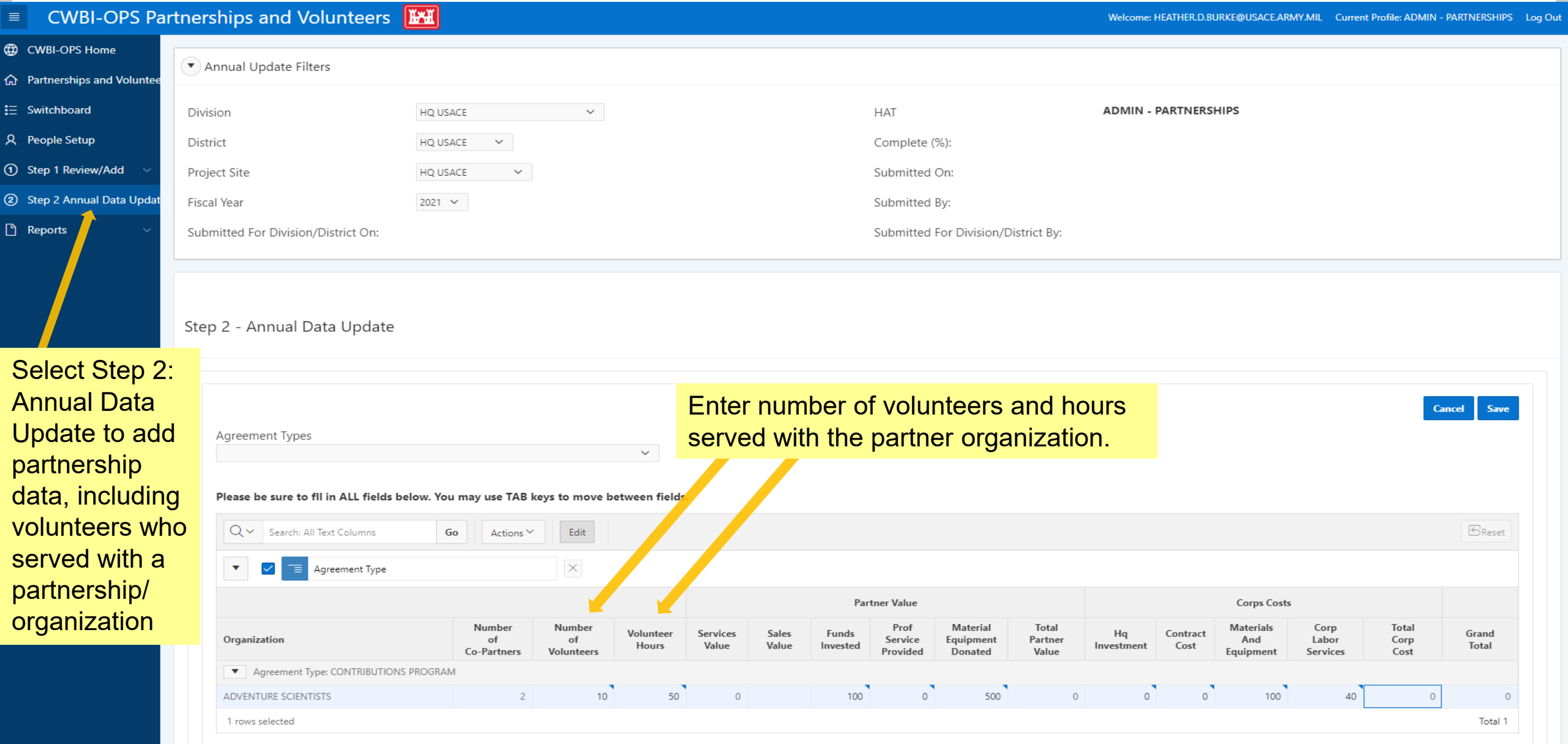
CWBI-OPS Tool: Partnerships and Volunteers – Step 1 Partnership Agreements



Check this box and provide description if there were no partnerships in the FY. There will be a similar option developed for the Volunteer Activity page.

Select Step 1: Review/Add Partnership Agreements to select active partnerships and add new partnerships with volunteers

CWBI-OPS Tool: Partnerships and Volunteers – Step 2 Annual Data Update



Select Step 2: Annual Data Update to add partnership data, including volunteers who served with a partnership/ organization

Enter number of volunteers and hours served with the partner organization.

Entering Volunteer Hours Correctly

What CWBI-OPS **DOESN'T** auto calculate:

- Total number of volunteer hours worked
  - Enter the TOTAL HOURS, not hours per volunteer
  - If you have 5 volunteers that worked 3 hours each, total volunteer hours should be 15 (not 3)

What CWBI-OPS **DOES** auto calculate:

- Value of volunteer service
  - Automatically multiplies the total number of hours times the annual "value of volunteer service" set forth by the independent sector.

Upcoming Webinars / Important Dates

- Feb 16, 10:00 – 11:00 Pacific/1:00 – 2:00 Eastern: Trout Unlimited National MOU
- Apr 16 – 22: National Volunteer Week

**This webinar has been recorded and will be posted along with the slides on the NRM Gateway Partnerships and Volunteer training pages:
https://corpslakes.erdc.dren.mil/employees/training.cfm?Id=partner&View=yes
https://corpslakes.erdc.dren.mil/employees/training.cfm?Id=volunteer&View=Yes