



AmeriCorps NCCC

Core Expectations for Corps Members & Team Leaders

The mission of the AmeriCorps National Civilian Community Corps (NCCC) is to “strengthen communities and develop leaders through direct, team-based national and community service.” AmeriCorps NCCC does two things: strengthen communities and develop leaders. We do them one way: through direct, team based national and community service.

The NCCC is modeled after the Civilian Conservation Corps (CCC) of the 1930’s and incorporates aspects of teamwork, leadership, and self-discipline derived from the military. NCCC is a structured program with strict policies regarding uniforms, visible facial piercings, hairstyles, use of drugs and alcoholic beverages, punctuality, physical training and work ethic.

Participants selected to serve in the NCCC are referred to as Corps members, are between the ages of 18-24 and have demonstrated strong interest and commitment to national service. Corps members serve for 10 months on teams of 8-12 members and are led by a Team Leader. Team Leaders, generally similar in age to Corps members and enrolled through a separate selection process, are responsible for team performance in fulfilling the NCCC mission.

The NCCC has two branches of service: (1) the Traditional Corps and (2) FEMA Corps. NCCC Traditional Corps teams participate in community service projects that respond to locally identified needs in the areas of natural and other disasters, infrastructure improvement, environmental stewardship and conservation, energy conservation, and urban and rural development. NCCC FEMA Corps teams participate in service projects identified by FEMA that respond to disaster preparation and long term disaster recovery efforts.

An NCCC project can last from 1 day to several months, but is typically 6-13 weeks long. Teams will perform a variety of projects throughout their members’ term of service, performing a minimum of 3 different projects. *Spikes*, projects that require a team to temporarily establish a base of operations in another community away from the campus, are in a wide variety of settings from remote rural areas to the inner city. Campuses may also have *local projects* that are projects in the same community where the NCCC campus is based.

AmeriCorps NCCC operations are based on five regional campuses, strategically located around the country. Members can choose their attendance cycle (fall or winter), but do not select their service campus.

- Atlantic Region (Baltimore, MD)
- Southern Region (Vicksburg, MS)
- North Central Region (Vinton, IA)
- Southwest Region (Denver, CO)
- Pacific Region (Sacramento, CA)

Corps members and Team Leaders live in dormitory-like and barracks-like facilities when based at the campus. When on *spike*, they live with their teammates in housing provided within the community they are serving. Members should expect a variety of accommodation styles and anticipate living in modest, sometimes rustic conditions. Teams travel in passenger vans with limited space, sometimes for long distances, to get to project sites. Members will often experience a lack of privacy as the team eats, lives, serves, and travels together. Teams shop for and prepare meals together and may have to compromise on menu selection and dietary preferences to stay within a limited team budget.

NCCC values diversity and emphasizes a spirit of inclusion. As we strive to serve different communities across the US, we cannot deliver on our mission without diversity amongst our Corps members, Team Leaders and staff. In

NCCC, as with the communities served, you will work alongside people with different social, economic, ethnic, political and religious backgrounds, as well as having different sexual orientations, gender expressions, educational experiences, and physical and mental abilities. There will be differing viewpoints, feelings, perspectives, and values. Corps members, Team Leaders and staff are expected to be respectful of others at all times, even when they disagree with one another. Corps members, Team Leaders and staff are expected to ensure that everyone entering the program feels welcome and is included in the NCCC community.

CORE EXPECTATIONS OF CORPS MEMBERS & TEAM LEADERS

NCCC is a rigorous national service program. Corps members and Team Leaders receive support from NCCC staff, one another, partners of sponsoring organizations, residents of the communities with whom they serve, as well as friends and family at home. While there is a strong support network in place, as an NCCC participant, you will be fully responsible for your success in the program. Specifically, you will be expected to:

THE BASICS:

- Comply with the NCCC Member Handbook.
- Participate in all required elements of the NCCC program including:
 - Community service projects.
 - NCCC and sponsor delivered trainings.
 - Project debriefs.
 - Physical training.
 - Any other mandatory events as determined by NCCC staff.
- Refrain from the illegal use of alcohol and drugs (e.g. marijuana).
- Submit to random drug testing.
- Promote your safety and the safety of your teammates.
- Serve in high stress environments.

SERVICE RELATED:

- Deploy to any approved location and/or project.
- Demonstrate flexibility and adaptability to sudden and unexpected changes to your service and/or living environments.
- Complete service assignments that may vary greatly, to include tasks completed in office settings, as well as manual labor completed in remote outdoor locations.
- Serve beyond traditional hours, possibly including weekends, nights, and holidays.
- Operate equipment and property of NCCC and/or sponsoring organization, with appropriate training and supervision without endangering oneself or others or causing any damage to property.
- Demonstrate professionalism with project sponsors, community members, teammates, Team Leaders and NCCC staff. Professionalism includes:

- Following lawful orders, direction, and instruction from supervisory personnel.
 - Communicating through the existing chain of command.
 - Serving cooperatively and collaboratively.
 - Demonstrating patience, empathy and courtesy.
 - Giving and receiving feedback constructively, and communicating effectively.
 - Maintaining appropriate personal appearance and hygiene.
 - Being respectful in all forms of communication.
 - Being on time.
 - Giving a good-faith effort at all times.
- Fitness to Serve:
 - Demonstrate basic self-management skills, including, but not limited to, adequate sleep, nutrition, and hydration, as well as maintaining good fitness and hygiene.
 - Independently manage and take all prescribed medications.
 - If serving in the Traditional Corps, perform physical activities such as trail building, home construction, tree planting, and removal of invasive plant species.
 - If serving in the NCCC FEMA Corps, pass a background security check from the Office of Personnel Management (OPM).

TEAM RELATED:

- Share a living space with other members that may offer little to no privacy. This may include:
 - Residing in rustic living conditions such as camping or sleeping on the floor in close quarters.
 - Sometimes sharing one bathroom with the entire team for the length of the project.
 - Participating in the upkeep of the shared living space.
 - Having no or very limited access to technology (cell phones, computers, internet, etc.).
 - Residing in accommodations where restrictions such as a curfew may be in place based upon the requirements of the facility.
- Adjusting to limited nutritional options that may require Corps members and Team Leaders to supplement their dietary requirements.
- Express your needs and preferences so your teammates are aware of them, while at the same time putting the team's best interests ahead of your own.
- Develop respectful relationships with other people from diverse backgrounds, respect differing opinions, and contribute to a welcoming, inclusive environment for all.
- Engage in effective conflict resolution and problem solving with teammates, Team Leaders, NCCC staff, community members, and project sponsors.
- Manage your emotions (e.g. frustration) constructively and in a way that does not impede the ability of other members to pursue and accomplish the NCCC mission.