

Program Application: 82444502

Linked Pre-Application Form - DO NOT DELETE

SCA Urban Green: Conservation Stewardship and Education

Grant Amount Requested

\$39,945.00

Organization Name

The Student Conservation Association

Urban Grant Program Application Questions

Overview

Type of project (check all that apply)

Grant category (check all that apply)

Environmental Stewardship and Restoration, Parks, Trails, and Public Access, Environmental Education

Project Location: Address / Neighborhood

What is the physical location of the project? If there is no physical location, please enter "N/A." If the project will be in multiple locations, please list all. Note: project location(s) must be within the Authority's jurisdiction.

Alviso County Park - 1195 Hope Street San José, CA 95002 - Conservation Project and Recreation - 1 week

UC Blue Oak Ranch Reserve - 16070 Mount Hamilton Rd, San Jose, CA 95140 - Conservation Project and Education - 1 week

Mayyan Ooyakma (Coyote Ridge Open Space Preserve) or other OSA location determined in collaboration with field staff - Conservation Project - 1 week

Thompson Creek (Evergreen Valley section near Evergreen Commons) - 4 Adopt a Creek volunteer events

Santa Clara Valley Water District - 4190 Zanker Rd, San Jose, CA 95134 - Facility Tour

Coyote Lake-Harvey Bear Ranch County Park - 10840 Coyote Lake Rd, Gilroy, CA 95020 - Camping Trip

Project Location

Open Space Authority District of Project Location(s)(check all that apply)

Authority District 2, Authority District 3, Authority District 6, Authority District 7

Who does the project serve? Please indicate which Open Space Authority Districts are served (where do the people served by the program live) (check all that apply)

Authority District 1, Authority District 2, Authority District 3, Authority District 4, Authority District 5, Authority District 6, Authority District 7

Project Abstract

The SCA Urban Green: Conservation Stewardship and Education will recruit, hire and train high-school-age youth and young adults to serve under the umbrella of the Bay Area Climate Resilience Corps, currently in its third year. A summer youth crew and two school year interns will conduct conservation resiliency projects, participate in paid training and education, have opportunities for recreation, engage community in volunteer events, and share their experiences through social media. Through this holistic approach, the project will support equity priority communities and lands in Santa Clara County in building resilience to climate challenges while fostering an inclusive conservation workforce.

Project Planning

Describe the proposed project.

The SCA Urban Green: Conservation Stewardship and Education project will recruit, train, and hire a high school summer crew and young adult leaders to complete hands-on conservation projects across public lands in Santa Clara County. The project will combine environmental stewardship, climate resilience education, career readiness, and recreation in a 3-week paid summer program. The team will also continue to work throughout the school year to organize four (4) community creek clean up events in the Fall of 2026 and Spring of 2027, engaging a minimum of 100 youth and community members. A culminating camping trip will also occur in the Spring of 2027.

Youth will work 35 hours weekly for 3 weeks in the summer of 2027 (July-August), including paid training and recreation. Leaders will work an additional 3 weeks for training, team preparation, and close-out activities. During the school year, leaders will work approximately 15 additional days (120 hours) and members will work 9 additional days (70 hours) to engagement community in events, create social media content, and for their culminating camping trip.

Participants:

- 8 high school youth (ages 15–18)
- 2 young adult crew leaders (ages 21+)
- Minimum 100 community members

Program Objectives:

- Build climate resilience and environmental justice through direct conservation work and habitat restoration.
- Engage youth in education on public lands stewardship, conservation careers, water quality, biodiversity, and climate issues.
- Provide experiential learning, recreation, and social-emotional development to strengthen youth leadership and connection to nature.
- Increase community engagement through volunteer events, outreach, and peer-to-peer communication.

Multi-Benefit Outcomes:

Environmental -- Habitat restoration, invasive species removal, improved water quality, increased biodiversity.

Social/Emotional -- Strengthened youth leadership, resilience, teamwork, and connection to nature.

Career Readiness -- Exposure to conservation careers, professional networking, certifications, and job-readiness skills.

Community Engagement -- Volunteer participation, public awareness of climate issues, and enhanced stewardship of local lands.

Describe key project deliverables and estimated completion dates.

The following table provides key tasks, deliverables, and estimated timeline and complete dates for the proposed project:

Initial Administration (March 2026)

- Creation of Salesforce record
- Invoice and reporting schedule
 - o Finalized work plan

Partnership Building + Project Selection (March - May 2026; August 2026)

- Priority projects identified, scoped, and scheduled with land management and other partners.
- Worksite and Land Access Agreements
- SCA Partner Vetting Protocols
 - o Vendor Forms as needed
- Schedules and reservations for recreation activities and trainings

Recruitment and Hire Leaders (March–May 2026)

- Recruitment online, with partners, and locally at events
 - o Position Descriptions
- Interviews
- Offers sent to summer leaders (April) and school year fellows (June)
- Onboarding documents uploaded to Salesforce records

Leader Training (May - June 2026; September 2026)

- Training schedule
- LearnUpon (SCA online training platform) access for leaders
- In person and virtual training for leaders in June and September respectively. Minimum of 8 trainings per leaders, including Defensive Driving and MOSAIC workplace harassment.

- o Training agenda
- Leaders complete Wilderness First Aid and Emotional First Aid Trainings
 - o Certificates
- Track completion of online modules
 - o List of completed trainings

Member Recruitment (March - May 2026)

- Recruitment online, through partners, and locally at schools and events
 - o Position Descriptions
- Interviews
- Offers sent to summer leaders (April) and school year fellows (June)
- Onboarding documents uploaded to Salesforce records
 - o Crew roster and contact information

Member Hiring and Onboarding (June 2026)

- Virtual Orientation for youth members and guardians to complete required paperwork, troubleshoot any onboarding issues, support in setting up direct deposit, review SCA policies and guidelines, share crew schedule and activities, answer questions.
 - o Slideshow and list of attendees
 - o Youth Health Summary Forms

Preparations for Field Ready Crews (June 2026)

- Create leader binders (to include Member Health Summaries, Incident Reporting protocols, Job Hazard Assessment Forms, Vehicle and Insurance Information)
- Supply list - sign out from SCA cache or purchase as needed – includes uniforms, tools, field guides, PPE, education supplies.
- First Aid Kits restocked and organized
- Vehicle rental, inspections and cleaning
- Site visits with partners
 - o Job Hazard Assessments and Emergency Response Plans

Member Education and Training (June - November 2026)

- Ongoing during programming to include CPR/First Aid, conservation work skills, environmental education, Social Media 101, and career exploration
- Minimum of 5 trainings per member completed
 - o Certificates
 - o List of attendees and agendas
 - o Photos

Conduct Conservation and Climate Resiliency Projects (June - August 2026)

- Minimum of 3 projects at 3 separate sites
 - o Project Scopes

Recreation Activities (July 2026; March or April 2027)

- 2 recreation activities for summer crew
- 2 night camping trip for minimum 8 youth and 2 leaders in Spring 2027
 - o Itineraries
 - o Packing lists / gear from cache
 - o Meal plans
 - o Photos

Career Awareness Activities (July 2026 - March 2027)

- Virtual Career panel featuring local alumni (summer)
 - o List of attendees, speakers, and slide show
- Career Readiness Workshops (minimum 2)
 - o Agendas
 - o Resumes, Career Maps
- National Job Fair (winter)

- o Session Materials
- o List of attendees, speakers

Community Engagement and Education (July 2026 - April 2027)

- Project and event highlights, climate impacts shared via social media, StoryMap, or community presentation
 - o 3 for summer crew
 - o 4 for school year
- Summer Graduation Celebration
 - o Invitation to families and partners
 - o Agenda
 - o List of attendees
- Volunteer Creek Clean Up Events (Minimum 25 volunteers per event (4))
 - o Eventbrite and Golden Volunteers postings
 - o SCA Volunteer Planning Checklist
 - o List of attendees
 - o Metrics of conservation work (e.g., invasive species pulled)
 - o Climate Action Campaign commitments

Evaluation (July - August 2026; January - April 2027)

- Mid-Term and End of program member and leader assessments
 - o Results and takeaways
- Partner surveys
 - o Results and takeaways
- Camping survey
 - o Results and takeaways

Data Collection and Reporting (Ongoing)

- Biweekly Timelogs
- Biweekly Output Logs
- Photo Album
- Final Leader reports to includes conservation outputs, photos, charts, youth created materials.

Does this project require permission, permits, or other approvals? If so, please describe the status of these.

The SCA executes worksite agreements with partners during the planning stages which include scopes of work, dates of access, insurance and liability as relevant for each partner and site. Our proposed sites for this coming year are both old and new partners. Supporting documentation includes a sample worksite agreement from this past season.

What is the lifetime of this project? If applicable, describe plans for operating and maintaining the project in the future.

This is a discrete project that will take place from March 2026 - April 2027.

The SCA will continue to steward and organize Adopt-A-Creek volunteer events and work to provide continuous programming to youth and young adults to conduct similar projects in the coming years.

Describe the project's readiness for implementation.

The SCA Urban Green: Conservation Stewardship and Education project is fully prepared for implementation. The SCA has a long-standing track record of successfully recruiting, training, and managing youth crews in conservation and environmental education, providing strong evidence readiness. Key infrastructure—including onboarding systems, training curricula, safety protocols, and data tracking—is already in place and has been refined through multiple prior seasons.

All necessary partnerships with land management agencies, educational institutions, and community organizations have been established, ensuring access to worksites, project scopes, and volunteer engagement opportunities. Agreements with partners, including the Santa Clara Valley Open Space Authority, Grassroots Ecology, UC Davis Blue Oak Ranch Reserve, and others, will provide a clear framework for project collaboration. These partnerships allow SCA to efficiently leverage resources while extending the capacity of agencies to accomplish critical conservation projects.

The staffing plan is fully defined, with youth recruitment, leader hiring, and fellow support processes already outlined. Training for leaders—including Wilderness First Aid, Emotional Resiliency for Uncertain Times, and Conservation Work Skills—is scheduled and supported by existing curricula and certified trainers. Similarly, youth participants will engage in structured educational, recreational, and service-based programming that we tailor season to season.

The project timeline is clearly mapped, with all key deliverables—such as conservation projects, volunteer events, recreation activities, and evaluation milestones—identified and scheduled. Supplies, vehicles, and field equipment are available or ready for deployment, and administrative systems, including Salesforce tracking and reporting protocols, are ongoing tasks staff engage, much of which is automated (e.g., surveys sent to members and partners).

In sum, the combination of established operational systems, strong partnerships, trained leadership, pre-planned worksites, and a tested curriculum ensures that this project can launch immediately and successfully deliver its intended environmental, educational, and social outcomes.

Project Budget

Budget Summary - Grant Request & Budget Summary - Matching Funds

Grant request: Personnel

\$24,120.00

Grant request: Contracted Services

\$0.00

Grant request: Supplies / Materials

\$1,050.00

Grant request: Other Direct Costs

\$6,775.00

Grant request: Indirect Costs

\$8,000.00

Total Matching Funds

\$62,379.20

Total Budget

\$39,945.00

Please upload a detailed version of your budget by accessing the link below:

OSA UGP Budget - SCA.xlsx

Materials and Budget Template (item #9) found here: <https://www.openspaceauthority.org/programs/grant.html#Materials>

Provide a brief budget narrative to explain the expenses listed in each of the budget categories (e.g. Personnel).

The cost proposal includes a column with staff allocated to each position, a description of the tasks connected with each staff position and other billable costs incorporated into the rate.

The SCA respectfully requests \$39,945.00, with a one-year term to field the program as described above. The total project cost is \$114,799.24, which includes both direct and indirect costs, with matching funds noted in the budget.

SCA aims to provide equitable wages to our members and to include all training, education, and recreation as paid time for them to ensure they are able to participate in all activities. We provide transportation to and from central pick-up locations to reduce barriers for members, particularly as many sites do not have public transportation available.

Personnel – Members and Leaders Wages

- Young Adult Leaders - \$16,200 total wages and living allowances for 2 leaders with 100% of their time assigned to this project.
- Youth Members - \$25,200 total wages and living allowances for 8 members with 100% of their time assigned to this project.
- Workers Compensation - Insurance coverage for participants provided by SCA. Rates are negotiated by SCA insurance providers, unique to states, and updated on an annual basis. Cost based on total remuneration for all SCA participants. Total equals \$3328.56 and is divided equally by 10 participants.
- FICA - For all member allowances. Rate of 10% of all taxable payments to members. Total equals \$1,620 for leaders and \$2,520 for members.

Total Leader Compensation \$18,485.74 - all Matching Funds

Total Member Compensation \$30,382.96 - \$15,120.00 requested

Personnel – Staff

- Bay Area Director - \$112,611.20 annual salary including fringe benefits, with approximately 12% of their time assigned to this project equaling \$13,200 in total and \$5000 requested from OSA.
- Bay Area Program Manager - \$82,492.8 annual salary including fringe benefits, with approximately 14% of their time assigned to this project equaling \$11,600 in total and \$4,000 requested from OSA.
- Field Supplies – Includes PPE, basic tools, technology and education supplies. Total is \$750 and \$550 requested from OSA.
- Field Based Meals – For community celebration lunch, field snacks, and food for camping trip. Total is \$600 and \$500 requested from OSA.
- Cell Phone Stipend – For leaders to use to communicate with crew and partners throughout service. \$45/month x 3 x 2 = \$270 covered by Matching Funds.
- Training – Costs associated with internal trainings and fees for certifications.
 - WFA, Mental Health First Aid + Conservation Work Skills = \$800 x 2 leaders = \$1,600 total for Leaders. \$1,000 requested from OSA and \$600 covered by Matching Funds.
 - First-Aid/CPR = \$120 x 8 members = \$960 requested.
- Background Checks – for participants over 18 years of age. Estimated that 2 members in Summer Youth Program will be 18 years old (recent high school graduates). 4 participants x x \$150 = \$600. No request from OSA for this line item.
- Travel - Costs for SCA participants. Includes vehicle rental and gas costs for travel to and from worksites. Costs are estimated based on previous season rental and gas fees. Secondary vehicle rented for less days during the school year.
 - 1 vehicle at \$3,690 and Gas at \$1,125. Total Primary Vehicle Costs = \$4,815 requested.
 - 1 vehicle at \$3,500 and Gas at \$625. Total Secondary Vehicle Cost = \$4,125 covered by Matching Funds
 - Staff Travel - mileage for staff to do in field visits and initial project meetings. Cost = \$200 covered by Matching Funds.

Indirect Costs - The Student Conservation Association has a Federally Approved Rate of 29.88%. Total indirect costs for the project are \$26,410.54. For this project, SCA requests the max of 20% at \$8,000. Actual Indirect Costs are \$9,545 for the direct costs requested (\$31,945). The remaining \$1545.17 plus our full Indirect for the Matching Funds is \$18,410.54 and will be covered through other funding sources. Please note the Budget Template did not allow to denote these additional indirect funds.

Award Amount: The Board reserves the right to award partial funding on projects. If your project were to receive partial funding, what would this mean for your project?

If partial funding were awarded, we would reassess the project scope to align with available resources. While we may not be able to run the full program as originally proposed, we would work to secure additional funding or adjust service hours and activities accordingly. With more than half of the required funds already secured from other sources, we are confident that we could deliver a meaningful and high-quality program, even at a reduced scale.

Project Goals

Describe the specific problems, issues, or unserved needs the project will address.

Decades of systemic marginalization, environmental injustice, and disinvestment have left many disadvantaged communities disproportionately affected by climate change. These risks are compounded for low-income communities that often lack access to green spaces due to both physical barriers (such as railroads and highways) and socio-emotional barriers (including intergenerational trauma and lack of representation). Young people of color, in particular, frequently experience fear or discomfort in natural spaces, reflecting the lasting impacts of historical exclusion from outdoor environments (National Health Foundation).

This project will address these inequities by engaging local youth in stewardship and resiliency projects that both restore the environment and strengthen community connections to nature. Activities will include habitat and trail restoration, urban greening, invasive species removal, and environmental data collection. In addition, the SCA will offer first-time outdoor excursions to foster a sense of belonging and connection to nature. Each youth crew will participate in at least two recreational opportunities, such as hiking, kayaking, or birding.

The Bay Area 2021 State Adaptation Strategy Workshop identified the need for green jobs and resilient local economies as key regional priorities. The SCA directly addresses this need by hiring locally, providing paid job training, and preparing youth for future employment in conservation and sustainability fields. Through this project, SCA will improve access to green spaces, restore habitats that clean the air, water, and soil, and build a more inclusive and diverse green workforce. By creating safe, supportive pathways for youth from historically excluded communities, SCA advances both environmental and social resilience.

SCA programs integrate service, education, and recreation to build a diverse conservation career pipeline. Participants will receive formal training in conservation work skills, First Aid, personal resiliency, and Leave No Trace principles. High school members will gain both technical and transferable soft skills applicable across multiple career pathways. Crew leaders will complete advanced training, including driver safety, incident response, behavior management, reflective leadership, justice-equity-diversity-inclusion (JEDI) practices, and advanced certifications such as Wilderness First Aid and Mental Health First Aid. Members will also participate in a career values assessment and a virtual career panel with local environmental professionals.

This program will employ 10 youth and young adults from equity-priority communities in paid green jobs that include industry-recognized training and certifications.

Youth members: 175 paid hours each, including 20 hours of training

Crew leaders: 360 paid hours each, including 80 hours of training

In response to growing community interest in stewardship, SCA also integrates a civic ecology approach—empowering youth to lead community volunteer events that promote environmental awareness and collective action. These activities will elevate the visibility of local water quality issues and creek pollution within the Santa Clara County Watershed, while inspiring residents to participate in everyday climate actions. The project will also contribute to the statewide Climate Action Counts Campaign, amplifying youth-led impact through social media and community engagement.

As outlined in our project deliverables, SCA aims to:

- Engage 8 high school youth and 2 young adults on a 3-week crew conducting a minimum of 3 conservation work projects
- Provide paid training and education (minimum of 5 sessions per member; 8 per leader)
- Facilitate 2 recreation activities to deepen personal connection to nature
- Engage at least 150 community volunteers in 4 volunteer and education events
- Develop 4 public awareness materials
- Host a member/alumni camping trip (minimum 10 participants)

How does this project serve the community?

Number of people served

160

Number of youth served

20

Number of programs provided

2

Other Grantee Goal #1 (optional)

Number of stewardship projects completed - 7

Other Grantee Goal #2 (optional)

Number of community events hosted - 5

Number of recreational activities - 3

Impact

Describe the lasting impact of the project. Please include whether the program is open to the public and whether any materials developed will be available to the public.

The SCA Urban Green: Conservation Stewardship and Education project will deliver both immediate and long-term impacts that advance environmental stewardship, equitable access to green spaces, and a more inclusive conservation workforce within the Santa Clara Valley Open Space Authority's district.

In the short term, participants will contribute directly to critical conservation projects, including habitat restoration, waterway protection, and trail improvements. These activities will strengthen local ecosystems, enhance biodiversity, improve water quality, and expand safe public access to parks and natural areas. The long-term impacts will extend far beyond the project period as participants apply their skills, leadership, and values to future conservation efforts in their own communities.

After their initial field experience, members remain connected to SCA through a strong national and local alumni network that fosters ongoing professional growth. SCA supports this continued engagement through alumni programs such as the Virtual Career Fair, Community Ambassador Program, and Alumni Council. Locally, Bay Area Urban Green hosts biannual alumni gatherings—informal but powerful spaces for networking, mentorship, and collaboration among more than 2,700 local SCA alumni within a 60-mile radius, many of whom are now working professionals in the conservation field. These gatherings strengthen local conservation networks and open pathways for employment, collaboration, and lifelong stewardship.

SCA also partners with community organizations and public agencies to host volunteer events that invite the broader public to engage in hands-on conservation. For this project, the public will be invited to participate in four volunteer events and contribute to the Climate Action Counts Campaign, a statewide initiative led by California Volunteers that mobilizes one million Californians to take everyday climate actions for collective impact.

The personal and social impact of SCA programming is consistently demonstrated through participant feedback and longitudinal data. Results from SCA's 2024 Bay Area member survey highlight the transformative outcomes of these experiences:

- 100% reported being more likely to accomplish a task, even if it is challenging
- 96% gained greater self-confidence
- 100% felt better able to work with people from different backgrounds and perspectives
- 82% were more likely to teach others about conservation
- 79% had a clearer idea of what career they might pursue

The long-term impact is also evident through individual stories of transformation. For example, Calvin J., a former SCA member who joined nearly a decade ago, has since led crews across the Bay Area, facilitated national events, earned certifications in conservation work skills, Wilderness First Aid, and Mental Health First Aid, and ultimately joined SCA's professional staff. "I came for the kids and the opportunity to mentor," Calvin shares, "I stayed to help be the change the world needs."

To ensure accountability and continuous improvement, SCA employs a robust evaluation framework. Participants and leaders track impact metrics through SCA's national database, including demographic data, certifications earned, project outputs (e.g., feet of trail or shoreline improved), and hours of environmental education delivered. Leaders submit comprehensive final reports that include project data, reflections, and visual documentation. Members complete mid-term and final evaluations, reflection letters, and leader evaluations. Follow-up surveys are distributed at six months, one year, two years, and five years post-program to assess long-term outcomes such as continued engagement in environmental fields and advancement along conservation career pathways.

Through these efforts, SCA Urban Green equips young people to address the climate crisis directly, build personal and community resilience, and contribute to a more just and sustainable future for the Santa Clara community and beyond.

Climate Resilience

How does this project enhance and/or raise awareness about climate resilience? Please include any metrics that can be used to help quantity or understand the climate benefits of the project.

This project advances community climate resilience by addressing the interconnected dimensions of environmental health, social and environmental justice, community well-being, and economic opportunity. Together, these outcomes strengthen the community's collective capacity to anticipate, adapt to, and respond to the multifaceted impacts of climate change.

The Urban Green Conservation Stewardship and Education summer crew will enhance local climate resilience through direct environmental action—protecting, maintaining, and improving natural habitats and open spaces that serve as critical buffers against the effects of a changing climate. By restoring vegetation, improving soil and water quality, and supporting biodiversity, the project contributes to ecosystem services that reduce urban heat, mitigate flooding, and improve air quality for surrounding communities.

Beyond these physical outcomes, the project also builds social and emotional resilience. Members will participate in training designed to cultivate personal coping strategies and strengthen their emotional connection to nature. Crew leaders will complete “Emotional Resiliency for Uncertain Times,” a curriculum developed in partnership with the North American Climate Psychology Alliance, which provides tools to navigate the stress, grief, and anxiety associated with climate change. They will then share these same tools with the crew throughout the summer. These nature-based mindfulness and reflection practices not only bolster individual well-being but also foster a sense of agency and hope—essential components of community-level climate resilience.

By sharing their conservation work and experiences through social media and community engagement, members will raise public awareness about the importance of climate adaptation and stewardship. This peer-to-peer outreach amplifies the project's reach, inspiring others in their families, schools, and neighborhoods to take small but meaningful climate actions. In this way, the program strengthens both ecological systems and the human networks that sustain them—building a foundation for long-term resilience and collective climate action.

This work directly aligns with the Santa Clara Valley Open Space Authority's goals to promote equitable access to nature, enhance ecosystem resilience to climate impacts, and engage underrepresented communities in stewardship and climate adaptation. By cultivating both environmental and human resilience, this project supports the region's long-term vision for a thriving, climate-ready Santa Clara community.

Community Engagement / Stakeholder Support / Community Building

Describe the community support and/or community engagement process. Please upload any community support letters in the Documents Upload section below.

Our organization was established to expand pathways for youth employment in conservation and public service through close collaboration with community partners and land management agencies. We work with local, regional, and federal entities to provide hands-on experiences that contribute to the stewardship of public lands while fostering career readiness among young people.

Community participation and partnership are central to our approach. Program design and implementation are informed by ongoing input from partner agencies, community organizations, and youth participants themselves, ensuring that our work remains responsive to local needs and aligned with county and regional land management priorities. By actively incorporating youth voice, we empower participants to shape the projects they work on, from conservation priorities to community engagement strategies, strengthening both their leadership skills and program relevance.

Public support for our programs is reflected in our long-standing reputation, sustained partnerships, and consistently high demand for participation. Each season, we receive significantly more applications than we can accommodate, demonstrating both the community's trust in our organization and the ongoing need for programs that connect youth to meaningful conservation careers.

A vital avenue for community engagement is our volunteer events, which simultaneously foster leadership development and strengthen community involvement in local climate and conservation challenges. For this project, SCA anticipates hosting at least four volunteer events engaging 100 participants in service and education. These events provide opportunities for community members of all ages to connect with local natural spaces, contribute to tangible conservation outcomes, and develop awareness of ongoing environmental challenges.

We recognize that land management agencies often face capacity limits and have more work than they can accomplish alone. Our programs help extend their reach, providing critical support to maintain and improve public lands while building a pipeline of trained youth leaders who can assist with ongoing stewardship efforts.

SCA also works closely with partners to gather ongoing feedback, ensuring that our programs evolve in response to community input. This iterative engagement process strengthens relationships, promotes mutual accountability, and ensures that program design continues to reflect local priorities, needs, and values.

Underserved Communities

Describe how the project addresses open space needs for sensitive populations such as residents of park-poor neighborhoods, under-served, or disadvantaged communities, youth, seniors, persons with disabilities, or is located within an under-resourced community.

According to the Center for Diversity in the Environment, bridging “communities of color and the environmental movement” is key to building an equitable, inclusive, and diverse coalition of environmental leaders. The SCA Urban Green (UG) project advances this vision by creating pathways for youth from under-resourced communities to access, restore, and care for local open spaces—while gaining the skills and experiences that can launch careers in conservation and climate resilience.

SCA recruits participants directly from neighborhoods surrounding project sites, which are prioritized using the Justice40 Initiative’s Climate and Economic Justice Screening Tool to ensure resources flow to communities most affected by historic disinvestment and environmental inequities. Many participants are recruited through partners such as Opportunity Youth Academy (OYA)—a high school serving ~376 students in grades 9–12, with ~61% Hispanic/Latino students, ~27% English learners, ~24% students with disabilities, and ~80% of students classified as socioeconomically disadvantaged—and Breakthrough Silicon Valley, which serves over 500 first-generation college-bound students annually from under-resourced schools. Engagement with these partners ensures that youth participants represent the racial, economic, and linguistic diversity of nearby communities, including many who face limited access to parks and green space.

Project sites are intentionally selected to maximize community benefit. Alviso County Park (ZIP 95002) lies within a designated environmental justice (EJ) census tract, where households are larger, incomes are lower, and access to safe, programmed green space is limited. Thompson Creek in Evergreen addresses neighborhood creek and floodplain areas in a park-poor section of San José, while Máyyan ‘Ooyákma (Coyote Ridge) and UC Blue Oak Ranch Reserve provide nearby natural classrooms that expose youth to regional biodiversity and conservation careers. Coyote Lake–Harvey Bear Ranch County Park expands participants’ outdoor leadership skills and connects them to larger regional open spaces. Across all sites, UG participants conduct hands-on restoration, trail maintenance, signage improvements, and habitat enhancement—directly increasing safe, accessible green space for local residents.

By centering youth leadership and workforce development in the stewardship of these parks and preserves, the SCA Urban Green project both expands access to open space for under-resourced communities—including youth, seniors, and persons with disabilities—and cultivates the next generation of environmental stewards who are representative of the communities they serve.

Organizational Capacity

Briefly describe the organization and its ability to successfully implement this project. This might include successful past projects, key staff qualifications, financial resources, etc.

Founded in 1957, the Student Conservation Association (SCA) is dedicated to building the next generation of conservation leaders and inspiring lifelong stewardship of the environment and communities. We achieve this by creating equitable access to nature, providing green jobs to youth, and educating communities about environmental stewardship. Our mission is to preserve and restore America’s natural spaces and offer opportunities for young people to engage in conservation and climate action.

SCA’s Urban Green program, which operates in 11 metropolitan areas nationwide, including the Bay Area, to enhance and improve community health and resilience through parks and green spaces. All Urban Green programs focus on advancing innovative climate solutions, prioritizing environmental justice and workforce development, and leveraging public-private partnerships. Beyond preparing participants for conservation careers, these programs foster resilience, teamwork, and mental wellness by connecting young people to the restorative benefits of meaningful service and time spent outdoors. After working with the SCA, members emerge with increased environmental awareness, social responsibility, and leadership skills.

Bay Area Urban Green programming provides participants with hands-on experience in environmental stewardship and exposure to jobs. Our program offers paid opportunities for participants to engage in activities like habitat improvement, trail building, and other maintenance projects, while also developing essential skills in leadership, teamwork, and citizen engagement. With a growing economy, workforce development and hands-on skills positions are vital to preparing participants for future employment.

The Student Conservation Association (SCA) believes underrepresentation of minority and underserved youth in conservation is not due to lack of interest or passion but due to lack of access. For over 30 years, SCA has been conserving lands in the Greater Bay Area. This programming has provided workforce development and skill building opportunities for more than 2000 members, who have completed projects impacting Bay Area citizens and created a more sustainable region.

The following metric for Bay Area Urban Green in 2024 demonstrates our impact in the region:

- 276 trees planted and maintained

- 340,680 square feet of invasive species removal and management
- 66 youth and young adults employed with workforce development programs
- 132 volunteers engaged in service projects
- 7 camping excursions

Our experience in delivering workforce development programs is scaffolded to our crews' journey along their professional continuum and targeted to specific project and partner needs. For example, youth who are entering our programs for the first time, many times in their first job, receive baseline career awareness and environmental education, First Aid/CPR certification, and hands-on technical and soft skills development. At the other end of the continuum, a returning Young Adult Leader may opt to complete their Wilderness First Responder, Chainsaw, or OSHA certification. A complete suite of offerings tailored to member and partner needs are shown in Supporting Documents.

Through intentional relationship-building over decades, the SCA has a successful track record of collaborating with our recruitment partners to prioritize vulnerable populations. We work with our trusted partners and, informed by school-site and census data, continue to build partnerships in communities of greatest need. As an example of past successful recruitment among communities of color, Bay Area members over the past two seasons (2024-2025 school year and summer 2025) self-identified as: 27% Hispanic/Latino, 22% Black/African American, 5% Asian, 14% Two or More Races, and 11% White (with 21% choosing not to identify). In addition, 36% of participants were female, 57% were male, and 7% chose not to identify.

Our impact on members and their communities continues to demonstrate success and is the result of locally rooted staff building relationships with trusted partners.

One significant program and partnership is with the Workforce Development Board (SWDB) of Solano County, which just completed its third season of the Xplore Solano Climate Career Ready Summer Youth Work Experience Program. This partnership has provided 36 Workforce Innovation and Opportunity Act (WIOA) youth and young adults with 5-week paid summer work experience serving with key land management partners across Solano County. These participants, recruited in partnership with the SWDB and the Solano County Office of Education, come with a variety of barriers to participating in what for many is a first job experience, including having experience in the foster care system, with homelessness, language barriers, poverty, and disabilities.

SCA programs are well-designed to meet these young people where they are at by fostering a safe and inclusive environment, providing real wages, transportation, and regular contact with their guardians and case managers to ensure success. During the summer program, participants serve 4 full days in the field completing significant projects related to climate resilience, while learning from professionals in the field about their career opportunities and journeys; engaging in career and environmental education and training on their half-day Fridays; and connecting with the natural resources in their community.

Over three summers, crews in this program have supported invasive species removal, monarch habitat restoration and data collection, trail building and maintenance, tree planting, and more.

Summary of Accomplishments:

- # acres of land improved: 40.4 acres
- # feet of trail improved: 2020 feet
- # feet of waterway or shoreline improved: 1,500 ft
- # trees planted: 22
- # of native plants planted: over 500
- # of certifications received: 24 CPR and First Aid Certifications, 2 OSHA Workplace Safety
- # of educational workshops: 12 workshops (4 per season), 3 career panels (1 per season)
- # of structures build or maintained: 2 benches, 2 picnic tables
- Other: Installed 410 ft of barbed wire fencing

Key partners included the Solano Land Trust, Fairfield Suisun Sewer District, San Pablo National Fish and Wildlife Reserve, Benecia State Recreation Area, Solano County Resource Conservation District, Solano County Water Agency, and a various non-profit and community-based partners that support education and recreation activities.

SCA Bay Area Director Kate Casale, Program Manager Sam Munoz, and Program Coordinator Calvin Jackson all play key roles in designing, launching, and implementing these successful programs. Kate serves as the primary partnership liaison, including relationship development, agreement and budget management, program evaluation, and mission scope and alignment. As Program Manager, Sam leads recruitment and hiring of crews, and directly supports all field operations including project logistics, cache management, and leader and member training. Calvin

provides critical support in the field, is on-call to serve for leaders in the event of an absence or emergency, and also supports training and onboarding activities.

National SCA staff fill major support roles as well, from member onboarding, billing and payroll to risk management, training, and strategic initiative leadership. In particular, the SCA has a long-standing history of assessing and managing safety and risk and prioritizes a culture of safety across the organization. The SCA has a safety and risk management team that supports program staff through extensive staff and leader training, incident safety protocols and procedures, and a 24-hour incident hotline. Staff also complete emergency response plans and job hazard assessments prior to project implementation. During the hiring process, all participants complete Health Questionnaires which are reviewed with members and their parents/guardians to address any concerns and make accommodations where necessary.

This national infrastructure provides enormous capacity for our local teams to focus on the needs of our members and partners and to build innovative approaches to serve our local communities. Locally, SCA maintains a tool and supply cache that leaders and crews have access to for basic tool and supply needs, as well as staff with long-term and rooted community connections that enhance our direct service and relationships with members and partners.

Leadership & Innovation

Describe how this project employs innovative approaches or encourages collaboration and partnerships.

The Student Conservation Association (SCA) relies on strong collaborative partnerships to deliver impactful programming. From land management agencies providing worksites and projects to trainers bringing specialized expertise, our programs thrive through these relationships.

Our recruitment approach is also highly collaborative and innovative. We engage youth through member word-of-mouth, a growing waitlist, school and community job fairs, and referrals from partner organizations, ensuring that we reach a broad and diverse pool of participants.

Urban Green Bay Area works with multi-sector partners to ensure project stability and maximize benefits for youth and the community. For this project, key partners and roles include:

- Santa Clara Valley Open Space Authority Natural Resources Team – worksite
- Grassroots Ecology – worksite, Alviso
- UC Davis Blue Oak Ranch Reserve – worksite and education
- Santa Clara Valley Water – educational tour; creek cleanup support
- Santa Clara County Parks – recreation/camping
- Golden Gate Bird Alliance – education
- Santa Clara County Earn and Learn Program – member referrals
- Opportunity Academy – member recruitment and referrals
- Breakthrough Silicon Valley – member referrals

This project also incorporates innovative approaches to youth well-being and leadership development. In response to staff and member feedback, all leaders now complete Mental Health and Emotional First Aid training, introducing SCA's approach to supporting psychosocial health. Many members face anxiety, trauma, or other emotional challenges; these trainings equip leaders with tools to create safe, supportive spaces that allow youth to benefit fully from nature-based programming.

Since 2024, we have also implemented “Emotional Resiliency for Uncertain Times”, a nature-based program developed in partnership with the North American Climate Psychology Alliance. This approach helps members build personal resilience, manage stress related to climate change, and remain engaged as stewards beyond their service with SCA. By combining innovative mental health support with experiential conservation training, the project strengthens both youth leadership and long-term community impact, demonstrating how SCA programs advance the field of environmental education, conservation, and equitable workforce development.

Documents Section

Document Uploads (please combine into one file if possible)

SCA LOS.pdf

Additional files (if needed)

SCA Training Overview 2025.pdf

Additional files (if needed)

Land Access AGMT 00032973SCVOS.pdf

Submitted Date - Internal

Summary Field:

Name: Average Score (no bonus)

Form: Staff Review

Summary Type: average

Field: Base Score Total

Decimal: 2

Currency: No

Description/Help Text: NONE

Short Name: NONE

Field Purpose: NONE

Filter:

- ALL:
 - isComplete | is | true

Summary Field:

Name: Total Count of Submitted Reviews

Form: Staff Review

Summary Type: count

Field: NONE

Decimal: NONE

Currency: No

Description/Help Text: NONE

Short Name: NONE

Field Purpose: NONE

Filter:

- ALL:
 - isComplete | is | true
 - Folder | is | Submitted

Program Application: File Attachments

Please upload a detailed version of your budget by accessing the link below:

OSA UGP Budget - SCA.xlsx

Document Uploads (please combine into one file if possible)

SCA LOS.pdf

Additional files (if needed)

SCA Training Overview 2025.pdf

Additional files (if needed)

Land Access AGMT 00032973SCVOS.pdf

Santa Clara Valley Open Space Authority 2025 Urban Grant Program				
PROJECT BUDGET				
Highlighted cells are automatically calculated.				
PROJECT				
Project Name:				
Organization:				
PERSONNEL				
Estimate employee and volunteer time <u>directly related</u> to the project. Hourly rates for employees can include salary plus fringe benefits, payroll tax, etc, but can not include indirect costs. Note: please list position titles only.				
Position Title	Description of Budget Item	Grant Request (\$)	Matching Funds (\$)	Total
Young Adult Leader (2)	Project leader wages. 2 leaders x 40 hrs/week x 9 weeks x 900/wk. Includes FICA and Worker's Comp		\$ 18,485.74	\$ 18,485.74
Youth Members (8)	Hourly wages paid to SCA members. 8 members x 175 hrs x \$18/hr. Includes FICA and Worker's Comp	\$ 15,120.00	\$ 15,262.96	\$ 30,382.96
Bay Area Program Manager	Direct program management, including recruitment, field services logistics, leading training, and overall management and administration of programs during training, implementation, and wrap-up periods. Includes workers compensation, FICA, PTO, health insurance, and other benefits. Hourly rate = \$39.66	\$ 4,000.00	\$ 7,600.00	\$ 11,600.00
Bay Area Program Director	Project design and program planning efforts. Encompasses a broad array of upfront direct programmatic and partnership costs including staff time, program vetting, budgeting, agreement execution and more. Overall management and administration of programs during training, implementation, and leading evaluation. Includes workers compensation, FICA, PTO, health insurance, and other benefits. Hourly rate = \$54.14	\$ 5,000.00	\$ 8,200.00	\$ 13,200.00
				\$ -
				\$ -
TOTAL PERSONNEL		\$ 24,120.00	\$ 49,548.70	\$ 73,668.70
CONTRACTED SERVICES				
Labor, supplies, and materials to be provided by consultants/contractors for project implementation.				
Item	Description of Budget Item	Grant Request (\$)	Matching Funds (\$)	Total
				\$ -
				\$ -
TOTAL CONTRACTED SERVICES		\$ -	\$ -	\$ -

SUPPLIES AND MATERIALS				
Supplies and materials that are <u>directly related</u> to the project.				
Item	Description of Budget Item	Grant Request (\$)	Matching Funds (\$)	Total
Field Supplies	Project and program related supplies used during service. Examples include additional personal protective equipment and gear not provided through SCA equipment caches, education supplies, and more.	\$ 550.00	\$ 200.00	\$ 750.00
Field Based Meals	Snacks provided for crew while in the field and volunteers; food for camping trip; orientation and graduation celebration lunch	\$ 500.00	\$ 100.00	\$ 600.00
Leader Service Clothing	Clothing, boots, name tags, and other apparel provided to SCA leaders for use during service. Per leader and assistant leader cost. \$70 each		\$ 140.00	\$ 140.00
Member Service Clothing	Clothing, boots, name tags, and other apparel provided to SCA leaders for use during service. Per leader and assistant leader cost. \$70 each		\$ 560.00	\$ 560.00
				\$ -
				\$ -
TOTAL SUPPLIES AND MATERIALS		\$ 1,050.00	\$ 1,000.00	\$ 2,050.00
OTHER DIRECT COSTS				
Other direct costs that are <u>directly related</u> to the project. This might include travel, service fees for fiscal sponsorship, or newly-acquired equipment.				
Item	Description of Budget Item	Grant Request (\$)	Matching Funds (\$)	Total
Rental Vehicle #1	Vehicle to transport crew from central pick up spot to worksites, for initial site visits, and as needed for supply runs	\$ 3,690.00		\$ 3,690.00
Rental Vehicle #2	Vehicle to transport crew from central pick up spot to worksites, for initial site visits, and as needed for supply runs		\$ 3,500.00	\$ 3,500.00
Gas Vehicle #1	Gas for vehicles for transport to worksites	\$ 1,125.00		\$ 1,125.00
Gas Vehicle #2	Gas for vehicles for transport to worksites		\$ 625.00	\$ 625.00
Program Staff Travel	Mileage at federal mileage rate for staff to visit crews while in the field, initial project meetings		\$ 200.00	\$ 200.00
Leader Training	For Conservation Work Skills training, Wilderness First Aid Certifications, Mental Health First Aid, and other as needed for projects	\$ 1,000.00	\$ 600.00	\$ 1,600.00
Member Training	\$120 per youth for First Aid CPR and other	\$ 960.00		\$ 960.00
Camping Reservations	1 large site for 2 nites at \$50/night		\$100	\$ 100.00
Leader Cell Phone Reimbursement	\$45/month x 2 leaders for using cell phones while in the field		\$ 270.00	\$ 270.00

Leader Background Checks	\$150/per x 2 leaders		\$ 300.00	\$ 300.00
Member Background Checks	\$150/per x 2 members (estimate will have 2 members who turn 18 during service period)		\$ 300.00	\$ 300.00
TOTAL OTHER DIRECT COSTS		\$ 6,775.00	\$ 5,895.00	\$ 12,670.00
INDIRECT COSTS				
Indirect costs are eligible for grant funding only for 501(c)(3) Nonprofits and are <u>limited to 20%</u> of grant funding. Indirect costs cannot be counted as matching funds.				
Item	Description of Budget Item	Grant Request (\$)	Matching Funds (\$)	Total
Indirect costs are eligible for grant funding only for 501(c)(3) Nonprofits and are limited to 20% of grant funding. Indirect costs cannot be counted as matching funds.		\$ 8,000.00	n/a	\$ 8,000.00
TOTAL INDIRECT COSTS		\$ 8,000.00	n/a	\$ 8,000.00
PERCENT OF GRANT REQUEST		20.0%	n/a	n/a
GRAND TOTAL				
		Grant Request (\$)	Matching Funds (\$)	Total
TOTALS		\$ 39,945.00	\$ 56,443.70	\$ 96,388.70
COST SHARE				
				Matching Funds (%)
A minimum of 25% of grant request in matching funds may be required. This field is automatically calculated.				141.3%
MATCHING FUNDS				
Please describe the source of matching funds listed above. The total matching funds listed here should match the total matching funds listed under Grand Total above. This might include cash match (e.g. grantee's own funds, donations, grants, etc) or in-kind match (non-cash contribution such as volunteer time).				
Source	Description	Type of Match (cash or in-kind)	Status of match (Secured or Pending)	Matching Funds (\$)
Santa Clara Valley Water Authority	grant provided for youth engagement in conservation work and education	cash	secured	\$ 5,000.00
PG&E	grant provided for youth workforce development in conservation careers	cash	secured	\$ 28,000.00
CA Office of Volunteers / Bay Area Community Resources	Americorps Leaders, volunteer labor	in-kind	secured	\$ 18,495.74
Donation	Private individual donor	cash	secured	\$4,948

TOTAL MATCHING FUNDS				\$ 56,443.70	
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Zac Harlow

Resident Director
Blue Oak Ranch Reserve

1315 Piedmont Rd. #32120
San Jose, CA 95132

307.760.8031 tel
harlow@berkeley.edu

October 10th, 2025

Attention: Santa Clara Valley Open Space Authority – Urban Grant Program

To Whom It May Concern:

Please accept this reference letter supporting the Student Conservation Association (SCA). The SCA has a long history of supporting underserved and vulnerable communities that have been disproportionately burdened by the impacts of climate change and environmental injustices. They address these issues by recruiting, training, and leading youth in stewardship and education activities in partnership with dozens of stakeholders including city, state, and national park districts, community and local friends groups, schools, and more. The SCA centers programming in equity priority communities to build resiliency and create future leaders. It is evident that they care about creating equity in the outdoors. Through Bay Area Urban Green, the SCA seeks to create safe, healthy, and more accessible green spaces through hands-on fieldwork, environmental education, and job readiness training.

We had the pleasure of hosting a youth crew for one week in summer 2025. They were great to work with and helped us finish important stewardship projects.

The generous support of partners helps SCA ensure that conservation is a deeply personal experience and becomes an enduring value for the youth who participate. In a world where many youth feel powerless in the face of environmental challenges, it is essential to offer them tangible ways to not only build environmental connection knowledge, and resiliency, but to expand their awareness of career pathways they can pursue that support the environment.

We urge you to consider funding the SCA's critical work in environmental justice and climate adaptation.
Sincerely,

A handwritten signature in blue ink that reads 'Zac Harlow'.

Dr. Zac Harlow
Resident Director
UC Berkeley, Blue Oak Ranch Reserve

SCA TRAINING OVERVIEW



TRAINING	Certification	Technical Skill	Soft Skill
Driver Training		✓	
Field Risk Management		✓	
Incident Response		✓	✓
Behavior Management & Conflict Resolution			✓
Reflective Leadership			✓
Introduction to JEDI			✓
Program/Audience Dependent <ul style="list-style-type: none"> ▪ Basecamp Basics ▪ Outdoor Living Skills ▪ Cultural Competency ▪ Leave No Trace Awareness ▪ Environmental Justice 		✓	✓
Conservation Work Skills <ul style="list-style-type: none"> ▪ Introduction to Conservation Work Skills ▪ Trail Survey & Design ▪ Trail Drainage & Maintenance ▪ Rock Construction ▪ New Trail Construction ▪ New Trail Construction ▪ Carpentry ▪ Native & Invasive Plant Management ▪ Restoration ▪ Historic Preservation ▪ GIS Survey/Monitoring ▪ Project Management ▪ Team Management 	✓	✓	
Advanced Training <ul style="list-style-type: none"> ▪ Medical Certification ▪ Chainsaw/Crosscut ▪ Rigging ▪ Leave No Trace Trainer/ Master Educator Certification ▪ American Canoe Association Certification ▪ Wildland Firefighting Certification ▪ Mental Health First Aid Certification ▪ Off-Road Driver Training ▪ Super Specialized Conservation Work Skills ▪ Herbicide Applicator's License 	✓	✓	

Site, Property Access, and Land Use Agreement

This Agreement (“Agreement”), effective as of the date of the last party to sign below (“Effective Date”) is entered into between **The Student Conservation Association, Inc.** (“SCA”), a New York State nonprofit organization with a principal place of business at 1310 North Courthouse Road, Suite 110, Arlington, VA 22201, **and Santa Clara Valley Open Space Authority** (“Grantor”), (together, the “Parties”).

WHEREAS, SCA conducts a variety of youth and young adult conservation-based programs on third-party properties for which it requires site access and use permissions;

WHEREAS, Grantor, as owner or as a party authorized to license third-party use of certain properties (“Property” or “Properties”), seeks to grant SCA permission to carry out its programs on such Properties through the Term of this Agreement;

NOW, THEREFORE, for the exchange of promises and other consideration set forth herein, the sufficiency of which is mutually acknowledged and accepted by the Parties, it is agreed as follows:

1. Term: This Agreement shall commence as of the Effective Date and terminate on July 31, 2025 (“Term”), unless extended in a writing signed by both Parties.
2. Grantor’s Representations: Grantor represents, promises and expressly warrants that it has the right to enter into this Agreement and to make the promises, authorizations and other representations herein, including granting the License to SCA.
3. License: Grantor hereby provides SCA, its employees, program participants, volunteers and agents permission and license to access and use the Properties to complete mission-related work as necessary, including but not limited to group activities, trail maintenance and other trail work, tree-scaping, habitat restoration, pruning, planting, digging, weeding, watering and landscaping, using both manual and machine-based efforts, on the dates and times as needed by SCA during the Term of this agreement without requiring additional access approvals from Grantor (“License”).
4. License Fee: The Grantor is providing the License for no fee to SCA.
5. Change in Grantor Status: Grantor agrees to immediately notify SCA in writing of any change in land management, Property ownership, development, or other use that may affect License prior to the change in status. Such notifications shall be sent to Kate Casale – kcasale@thesca.org.
6. Disclosures: All questions about SCA’s Property use, its programs and associated risks and hazards, have been discussed, accepted and approved by the Parties.

7. Waiver of Claims and Indemnification:

- a. Each party hereto waives all rights to any known, unknown, future claims against the other party.
- b. Each Party shall indemnify and save harmless the other party from all third-party claims, suits, and actions for or no account of any injuries or damages occasioned by the other party's acts or by the act of any of its employees, agents, program participants or volunteers, and at its own cost and expense shall defend any and all such claims, suits, or actions. For the right of indemnification in favor of any party to remain in effect, that party (the notice party) shall give the other party (the recipient party) prompt written notice of any claim or threat of a claim which may give rise to such right of indemnification. The notice party shall give the recipient party the opportunity to defend any such claim or proceeding being defended. Without the recipient party's written consent, the notice party shall not settle, compromise or adversely affect in any manner the defense of such claim.

IN WITNESS WHEREOF, the Parties, duly authorized, have executed this Agreement as of the date indicated below:

Signed by:

9ECD439AB0AB47D...
Grantor Signature

Lea Rauscher
Grantor Printed Name

Date Signed: 6/11/2025

DocuSigned by:

85ADBA243FF3433...
SCA Signature

Matt Gray: Senior VP of Programs

Date Signed: 6/11/2025