



Harpers Ferry National Historical Park

Volunteers-In-Parks Vision Plan



Volunteers-In-Parks Mission Statement

Harpers Ferry National Historical Park's Volunteer Program offers a variety of developmental opportunities - educational, technical and recreational in nature - for both individuals and groups of all ages and backgrounds, seeking an enjoyable and rewarding park volunteer experience.



Visiting high school students plant trees to help maintain historic landscapes.









Core Values

Partnerships

We are an integral part of community activity cooperating with local and national groups as well as individuals to create and maintain diverse volunteer opportunities while fostering a positive welcoming service environment for volunteers in all park divisions.

Lifelong Learning

We work to ensure all volunteers have the opportunity to develop new skills while expanding existing strengths, enrich their quality of life, and help fulfill their dreams and aspirations in an enjoyable safe work environment. This is accomplished by continually providing training experiences and cultivating new service opportunities to fit every volunteer interest and schedule.

Safety

We hold safety as the highest priority. We supply the necessary equipment, safety gear, and supervision to provide a safe work environment. Appropriate training is given to ensure that all volunteers can perform their jobs safely and efficiently and are comfortable with work assignments.

Living history volunteers help the park come to life for hundreds of students each school year.



Harpers Ferry VIP Program Overview

Harpers Ferry National Historical Park is a treasure of natural and cultural resources located at the confluence of the Potomac and Shenandoah rivers in the states of West Virginia, Maryland and Virginia. The park consists of approximately 4,000 acres, a dozen museums and exhibits and 20 miles of hiking trails. The Appalachian National Scenic Trail, the Potomac Heritage National Scenic Trail, and the Chesapeake and Ohio National Historical Park intersect here as well.

Opportunities at Harpers Ferry National Historical Park are as diverse as park resources. History buffs, naturalists, re-enactors, artists, students, gardeners, photographers, and many others are able to share their skills at Harpers Ferry. We engage a broad spectrum of volunteers with diverse experiences, while meeting the needs of the park and advancing our conservation and stewardship goals. Boundless opportunities allow groups and individuals to play a vital role in almost all aspects of park operations.

We offer a myriad of volunteer options year round. We pride ourselves on creating programs and projects to match all volunteer interests, abilities, ages, and time commitments. Whether a group is looking for a one day service project or an individual is looking for a more frequent experience, the park strives to their needs. Through these programs, volunteers contribute service to almost all aspects of the park, including Living History, Landscaping and Gardening, Trail and Grounds Maintenance, Wildlife Monitoring, Cultural and Natural Resource Management, Education, Visitor Services, Volunteer Management, Special Events, and more.

Each year approximately 1200 volunteers provide over 35,000 hours of service to Harpers Ferry National Historical Park. Their commitment is exceptional and they play a vital role in preserving our National Park, protecting our open space, and sustaining the health of our community. These volunteers are truly experiencing their America and we invite you to join in!

Each year, high schools and colleges bring students to the park to complete service projects.

2012 Vision Statement

Our vision for the Harpers Ferry National Historical Park's Volunteer Program is to expand and enhance the program's opportunities and resources in order to further both the volunteer experience and park goals. The program will continue to be a successful, diverse model that other national and state parks seek to emulate.

Living history volunteers bring history to life conducting artillery demonstrations.





Goals & Objectives

Volunteer recruitment strikes a balance between the interest of the prospective volunteer and the needs of the park.

OBJECTIVES

- Continue to use program and staff resources efficiently through collaborative parkwide efforts.
- Provide a variety of opportunities for both short and long-term volunteers of diverse age, ability, skill level, interest, location, and available time.
- Continue to support large service groups by organizing and executing appropriate work assignments with mutual benefits.
- Value all volunteer engagements, yet encourage repeat and long-term commitments.
- Refine and enhance existing recruitment and outreach practices by continually assessing program recruitment needs.
- Respond within 48 hours or less to volunteer inquiries.

Our highly competitive intern program continues to thrive offering quality and diverse developmental opportunities within every park discipline.

OBJECTIVES

- Continue to oversee the management of an extensive intern program serving as a central resource and advocate for all interns.
- Maintain current intern levels in disciplines of living history, education, visitor services, volunteer management, natural resources, museum services, archeology and information management.
- Recruit and fill intern positions in maintenance, administration, as well as fire, health and safety (visitor protection).
- Facilitate the intern selection process to ensure park wide standardization.
- Expand the diversity of the applicant pool by increasing online visibility and strengthening partnerships with the academic community.
- Investigate new funding sources to sustain and expand intern program.
- Continue to offer quality training and cross training opportunities to emerge interns in the resources and operation of Harpers Ferry NHP and in addition, provide the opportunity to explore potential career paths.
- Conduct mid-year and exit interviews with interns to collect feedback for the future improvement of the program.
- Review program feedback annually with all intern supervisors and make necessary operational adjustments to improve the program.
- Look for ways to improve the intern program through current observation and emulation of like programs.

Park Intern leads a group of future park stewards.





Goals and Objectives

Our volunteer workforce reflects the diversity of our constituents.

OBJECTIVES

- Develop targeted recruitment strategies.
- Broaden the scope of the internship program and investigate new approaches to better support expenses and attract a more diverse candidate pool.
- Expand teen and young adult volunteer opportunities to reach a wider audience of underserved populations.
- Expand stewardship opportunities for area middle school students in partnership with parkwide education program initiatives.
- Partner with local universities and colleges to provide students with the option to explore and develop career interests within the National Park Service.
- Expand social media presence to attract the next generation of park volunteers.
- Support staff attendance at career fairs and conferences promoting volunteer and intern opportunities.

Actively recruit and retain long-term volunteers.

OBJECTIVES

- Develop volunteer positions with flexible schedules and opportunities for leadership and skill development.
- Determine what each park discipline has to offer to attract a longer volunteer commitment.
- Diversify volunteer position descriptions and enhance the scope of duties to attract long term volunteers.
- Develop methods to encourage episodic volunteers and groups to return and participate in future park initiatives.
- Solicit feedback from current volunteers to assess satisfaction, motivation, program effectiveness, and ideas for future development.
- Develop position descriptions for specialized skills and projects, specifically in the maintenance operation.
- Develop position descriptions to make our program stand out from similar programs offered through other parks or competing organizations.

Younger generations take pride in keeping our park clean.

Goals and Objectives

Recognition of volunteers is an integral part of the parkwide program.

OBJECTIVES

- Continue the park Volunteer of the Month Program.
- Develop standard levels of recognition.
- Host an annual volunteer appreciation celebration and develop new and innovative appreciation gatherings.
- Integrate environmental integrity and safety in volunteer recognitions.
- Promote and participate in local and national recognition programs, i.e. Hartzog Awards, Take Pride in America.

Collaborate frequently with both internal and external volunteer program partners and stakeholders.

OBJECTIVES

- Increase community involvement by attending town meetings, special events, and local partnership gatherings to build and strengthen park relationships.
- Maintain a strong working relationship with Harpers Ferry Historical Association.
- Facilitate public trust and good-will by strengthening partnerships with local organizations, schools, faith groups, scout troops, etc.
- Meet with park employees to reassess volunteer needs and explore additional opportunities on a regular basis.
- Become an agent for civic engagement.

Volunteer housing needs are being met.

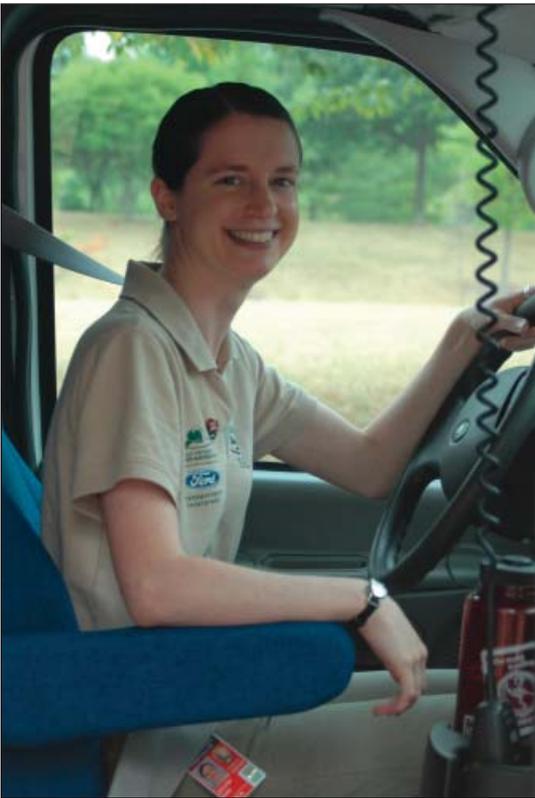
OBJECTIVES

- Develop clearly defined roles and responsibilities for the Housing Manager, Volunteer Coordinator and Volunteer Supervisors and review biannually.
- Ensure the Housing Manager, Volunteer Coordinator and Volunteer Supervisors meet periodically to address housing concerns and needs.
- Make certain that living spaces are adequately maintained.
- Develop a formal response strategy in the event of emergency housing maintenance.

Volunteers care for items in
the park collection.



Menu of Volunteer Opportunities



- Administrative / Office Assistance
- Alternative Spring Break Destination
- Archeological Technician
- Archivist
- Battlefield Steward
- Bus Volunteer
- Community Service Project Destination
- Curatorial Assistant
- Education Program Assistant
- Gardener
- Hike Leader
- Interpretative Media Assistant
- Living Historian
- Photographer
- Publications Specialist
- Sales Assistant (Bookshop)
- Special Event Assistant
- Teacher
- Teacher's Aid
- Trail Guide
- Trail Maintainer
- Visitor Services Assistant
- Volunteer Program Management Assistant
- Wildlife Monitor

Intern monitors deer plots.



Harpers Ferry Partners

The success of Harpers Ferry National Historical Park's Volunteer Program depends on productive partnerships with local, regional and national groups and organizations.

Some of the many partners who actively support our program include:

2nd US Cavalry
10th Vermont Volunteer Infantry
11th New Jersey Volunteer Infantry
20th Maine Volunteer Infantry
34th Massachusetts Volunteer Infantry
142nd Pennsylvania Volunteer Infantry
Alice Ferguson Foundation/Bridging the Watershed
Appalachian Trail Conservancy
Baltimore Light Artillery
Boston University
Boy Scouts of America
Boys and Girls Clubs
Canisius College
Civil War Trust
Doanne Academy
Frederick Relief Society
Freedom's Run Event for Health and Heritage
Friends of Harpers Ferry
For Love of Children
Girl Scouts of America
Harpers Ferry Historical Association
Harpers Ferry Middle School
Jefferson County Commission
Jefferson County Schools
Latter Day Saints
Potomac Appalachian Trail Club
River Riders
Rivers and Trail Outfitters
Student Conservation Association
US Forest Service - Harpers Ferry Job Corps
US Sanitary Commission
Various Living History Groups
Victorian Dance Ensemble



Top: Interdisciplinary crew of park interns in training. Below: Interns meet former governor, current U.S. Senator, Joe Manchin, D-WV.



Mission of the National Park Service



The National Park Service preserves unimpaired the natural and cultural resources and values of the national park system for the enjoyment, education, and inspiration of this and future generations. The Park Service cooperates with partners to extend the benefits of natural and cultural resource conservation and outdoor recreation throughout this country and the world.