

Fort Sumter National Monument and Charles Pinckney National Historic Site

Volunteers-In-Parks Program



Volunteers-In-Parks Background and Mission Statement



Introduction

Since the Volunteers in Parks (VIP) program started, numerous diverse groups and individuals have logged countless volunteer hours helping educate the public about national parks and providing visitor services, interpretation, maintenance, living history, natural and cultural resource management and administrative assistance for over 400 national park units.

Background

The Volunteers in the Parks Act of 1969 established the National Park Service's (NPS) Volunteers in Parks (VIP) program. The primary purpose of the program is to provide a vehicle through which the NPS can accept and utilize voluntary help in such a way that it is mutually beneficial to the Service and volunteer. Since the creation of the VIP program, volunteers have become integral in fulfilling the mission of the NPS. In 2014, 248,000 volunteers dedicated close to 7 million hours to the NPS.

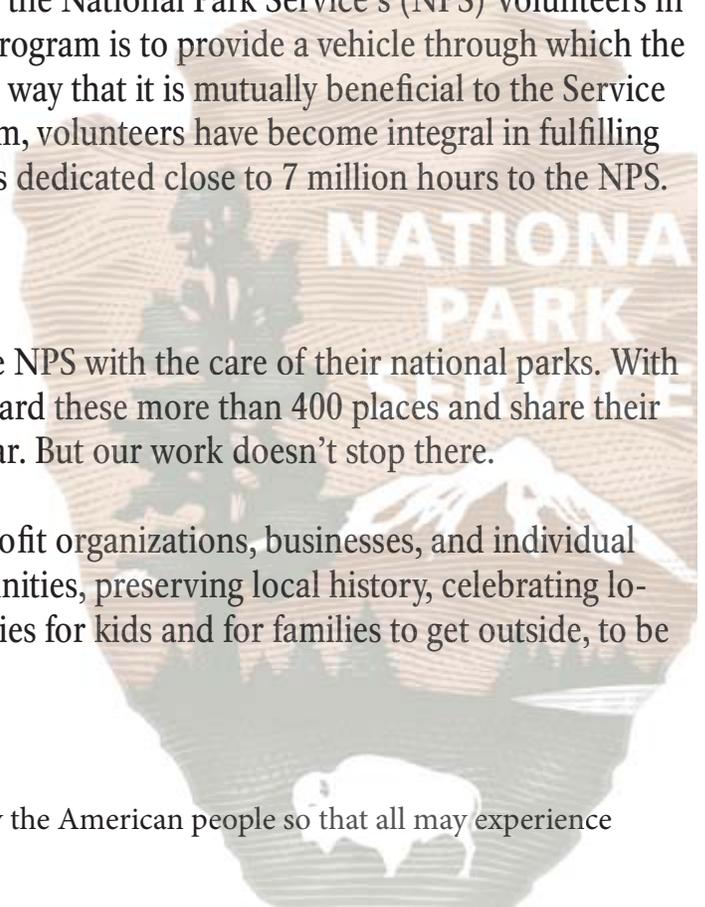
The National Park Service

Since 1916, the American people have entrusted the NPS with the care of their national parks. With the help of volunteers and park partners, we safeguard these more than 400 places and share their stories with more than 275 million visitors every year. But our work doesn't stop there.

We are proud that tribes, local governments, nonprofit organizations, businesses, and individual citizens ask for our help in revitalizing their communities, preserving local history, celebrating local heritage, and creating close to home opportunities for kids and for families to get outside, to be active, and to have fun.

EXPERIENCE YOUR AMERICA™

The National Park Service cares for special places saved by the American people so that all may experience our heritage.







National Park Service Mission

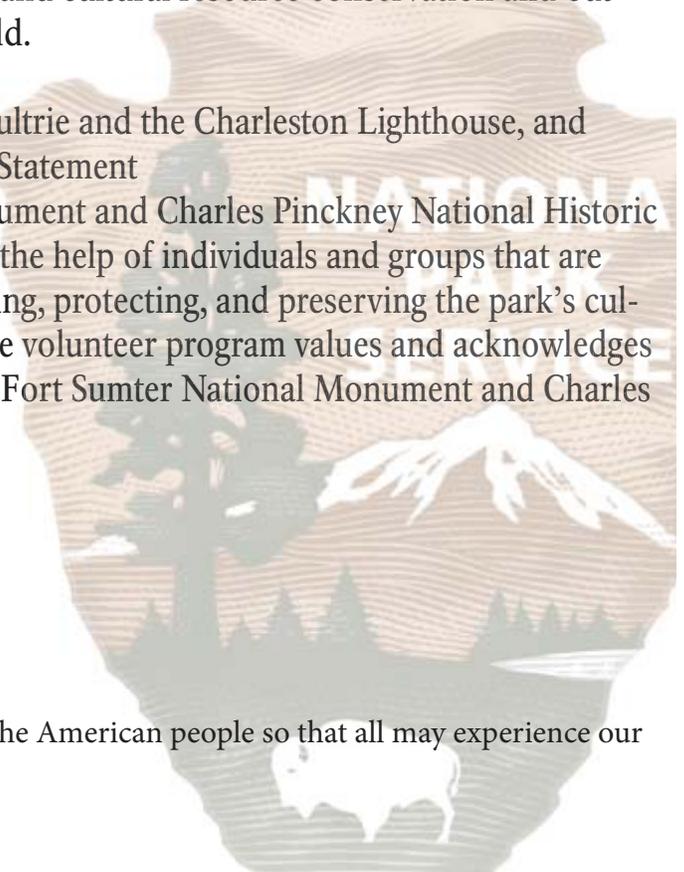
The NPS preserves unimpaired the natural and cultural resources and values of the National Park System for the enjoyment, education, and inspiration of this and future generations. The NPS cooperates with partners to extend the benefits of natural and cultural resource conservation and outdoor recreation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

Fort Sumter National Monument, including Fort Moultrie and the Charleston Lighthouse, and Charles Pinckney National Historic Site VIP Mission Statement

The volunteer program at Fort Sumter National Monument and Charles Pinckney National Historic Site strives to enhance the visitor experience through the help of individuals and groups that are committed to meet the park's need through interpreting, protecting, and preserving the park's cultural and natural resources for future generations. The volunteer program values and acknowledges its volunteers for contributing their time and skills to Fort Sumter National Monument and Charles Pinckney National Historic Site.

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Policies and Procedures

Scheduling

Schedules are based on the time agreed upon by the volunteer and the volunteer coordinator and supervisor. Volunteer schedules are developed based on the park's need and based on the availability of the volunteer.

Training

Each volunteer will receive appropriate orientation and job training. VIPs will be provided all the tools necessary to perform the duties outlined in their position description. Training can vary due to a VIPs job description but most may include: park specific rules and procedures, personal protective equipment, and various interpretive tools.

Evaluations

Evaluations are an important part of ensuring that the volunteer and the park are performing their duties to the expected standard. The park's annual volunteer evaluations may be conducted by the volunteer coordinator, to be placed in the volunteer's file. In addition, upon terminating their volunteer service, a volunteer may request a formal evaluation of their service.

Recognition

Our hope is that VIPs are rewarded daily by the knowledge that is gained and by the pure inspiration to give back to the NPS. In return, the park also recognizes exceptional service. Recognition is given out according to an hour-based scale.

Record Keeping

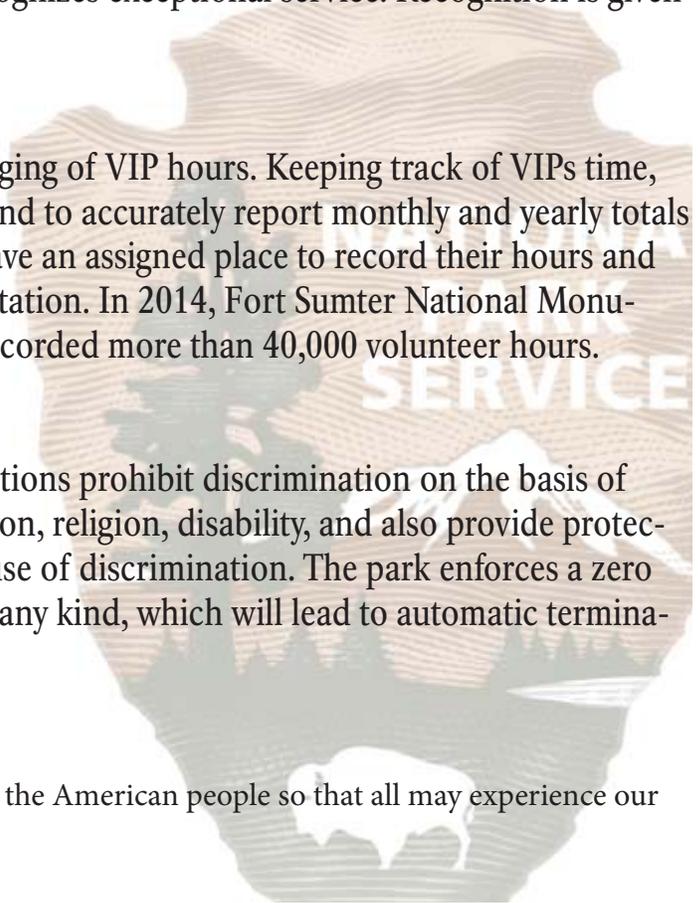
An essential part of the volunteer program is the logging of VIP hours. Keeping track of VIPs time, allows the park to recognize individual volunteers, and to accurately report monthly and yearly totals for annual volunteer funding. Each volunteer will have an assigned place to record their hours and will be shown how to record their time during orientation. In 2014, Fort Sumter National Monument and Charles Pinckney National Historic Site recorded more than 40,000 volunteer hours.

Equal Employment Opportunity

Equal Employment Opportunity Commission regulations prohibit discrimination on the basis of race, color, national origin, age, sex, sexual orientation, religion, disability, and also provide protection from reprisal for having filed a complaint because of discrimination. The park enforces a zero tolerance policy when it comes to discrimination of any kind, which will lead to automatic termination of a volunteer agreement.

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Replacement and Termination

The NPS is not obligated to keep a VIP on the roll if he/she is not performing satisfactorily. A volunteer agreement will be terminated if the volunteer repeatedly does not fulfill responsibilities, and attempts to correct the situation have failed.

Use of Government Property

Volunteers may use government property including motor vehicles and special equipment only when it is essential to the performance of their approved position description. VIPs must adhere to all rules regarding use of such equipment according to federal employment regulations and approved position description.

On-the-Job Injury

VIPs are entitled to first aid and to medical care for on-the-job injuries when necessary. When travel is necessary to receive medical care, the travel and expenses associated with it are reimbursable. In addition, the Office of Workers Compensation Programs on a case-by-case basis may approve other compensation benefits. Compensation is payable based on a paid employee with the same functions.

Safety and Risk Management

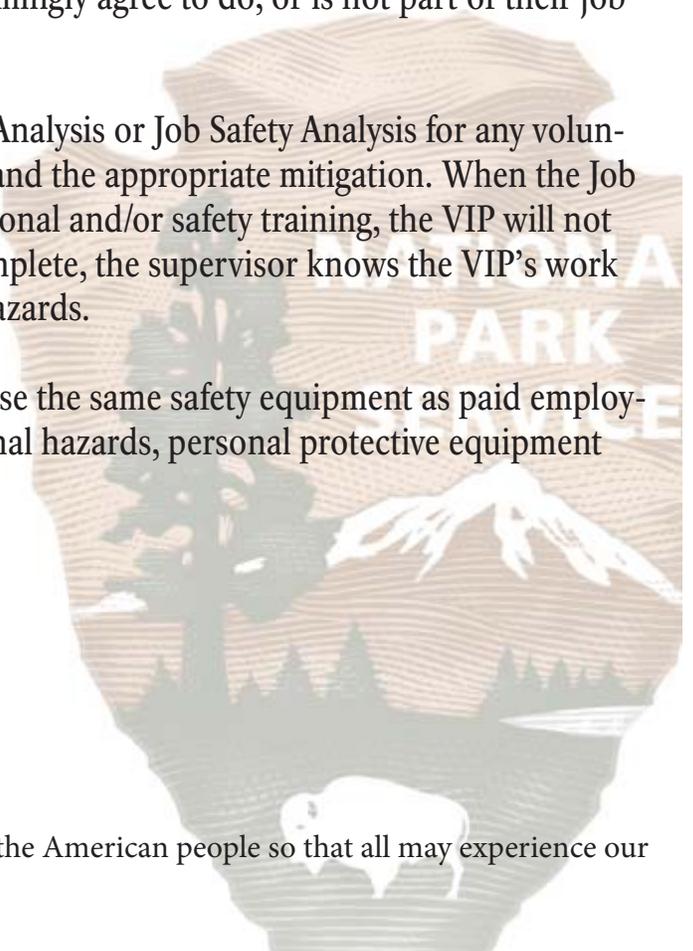
A VIP is not required to perform work for which he/she is not qualified, has not been adequately trained, does not feel comfortable doing, does not willingly agree to do, or is not part of their job description.

The volunteer's supervisor should use a Job Hazard Analysis or Job Safety Analysis for any volunteer work assignments to determine the level of risk and the appropriate mitigation. When the Job Hazard/Safety Analysis indicates the need for operational and/or safety training, the VIP will not be allowed to perform the job until all training is complete, the supervisor knows the VIP's work capability, and the VIP understands the job and its hazards.

VIPs must observe the same safety precautions and use the same safety equipment as paid employees. If placed in a work environment with occupational hazards, personal protective equipment must be provided at no cost to the VIP.

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THE FIRST SHOT

What brought the nation to civil war at Fort Sumter?

When the Civil War finally exploded in Charleston Harbor, it was the result of a half-century of growing sectionalism. Escalating crises over property rights, human rights, states rights and constitutional rights divided the country as it expanded westward. Underlying all the economic, social and political rhetoric was the volatile question of slavery. Because its economic life had long depended on an enslaved labor, South Carolina was the first state to secede when this way of life was threatened. Confederate forces fired the first shot in South Carolina. The federal government responded with force. Decades of compromise were over. The very nature of the Union was at stake.

 COLONIAL ROOTS OF THE CONFLICT

 AMBIGUITIES OF THE CONSTITUTION