

PART I - FACE SHEET

APPLICATION FOR FEDERAL ASSISTANCE		1. TYPE OF SUBMISSION: Application <input checked="" type="checkbox"/> Non-Construction	
Modified Standard Form 424 (Rev.02/07 to confirm to the Corporation's eGrants System)			
2a. DATE SUBMITTED TO CORPORATION FOR NATIONAL AND COMMUNITY SERVICE (CNCS): 05/15/12		3. DATE RECEIVED BY STATE:	
2b. APPLICATION ID: 12SR140211		4. DATE RECEIVED BY FEDERAL AGENCY: 05/15/12	
		STATE APPLICATION IDENTIFIER:	
		FEDERAL IDENTIFIER:	
5. APPLICATION INFORMATION			
LEGAL NAME: Wayne Action Group for Economic Solvency (Wages) DUNS NUMBER: 084169598		NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Marlee Ray TELEPHONE NUMBER: (919) 734-1178 212 FAX NUMBER: (919) 736-4268 INTERNET E-MAIL ADDRESS: marlee@wagesnc.org	
ADDRESS (give street address, city, state, zip code and county): 601 Royall Ave Goldsboro NC 27534 - 2570 County:			
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 566070824		7. TYPE OF APPLICANT: 7a. Non-Profit 7b. Community Action Agency/Community Action Program	
8. TYPE OF APPLICATION (Check appropriate box). <input checked="" type="checkbox"/> NEW <input type="checkbox"/> NEW/PREVIOUS GRANTEE <input type="checkbox"/> CONTINUATION <input type="checkbox"/> AMENDMENT If Amendment, enter appropriate letter(s) in box(es): <input type="text"/> <input type="text"/> A. AUGMENTATION B. BUDGET REVISION C. NO COST EXTENSION D. OTHER (specify below):		9. NAME OF FEDERAL AGENCY: Corporation for National and Community Service	
10a. CATALOG OF FEDERAL DOMESTIC ASSISTANCE NUMBER:94.002 10b. TITLE: Retired and Senior Volunteer Program		11.a. DESCRIPTIVE TITLE OF APPLICANT'S PROJECT: WAGES RSVP Project	
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Wayne County, North Carolina		11.b. CNCS PROGRAM INITIATIVE (IF ANY):	
13. PROPOSED PROJECT: START DATE: 09/01/12 END DATE: 08/31/13		14. CONGRESSIONAL DISTRICT OF: a.Applicant <u>NC 001</u> b.Program <u>NC 001</u>	
15. ESTIMATED FUNDING: Year #: 1		16. IS APPLICATION SUBJECT TO REVIEW BY STATE EXECUTIVE ORDER 12372 PROCESS? <input type="checkbox"/> YES. THIS PREAPPLICATION/APPLICATION WAS MADE AVAILABLE TO THE STATE EXECUTIVE ORDER 12372 PROCESS FOR REVIEW ON: DATE: <input checked="" type="checkbox"/> NO. PROGRAM IS NOT COVERED BY E.O. 12372	
a. FEDERAL	\$ 98,094.00		
b. APPLICANT	\$ 10,915.00		
c. STATE	\$ 0.00		
d. LOCAL	\$ 10,915.00		
e. OTHER	\$ 0.00		
f. PROGRAM INCOME	\$ 0.00		
g. TOTAL	\$ 109,009.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
18. TO THE BEST OF MY KNOWLEDGE AND BELIEF, ALL DATA IN THIS APPLICATION/PREAPPLICATION ARE TRUE AND CORRECT, THE DOCUMENT HAS BEEN DULY AUTHORIZED BY THE GOVERNING BODY OF THE APPLICANT AND THE APPLICANT WILL COMPLY WITH THE ATTACHED ASSURANCES IF THE ASSISTANCE IS AWARDED.			
a. TYPED NAME OF AUTHORIZED REPRESENTATIVE: Brenda Ipock		b. TITLE: Operations Manager	c. TELEPHONE NUMBER: 919-580-1791
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 05/15/12	

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Executive Summary

Wayne Action Group for Economic Solvency, Inc. (WAGES) is proposing to be the sponsor organization for the RSVP Program in Wayne County, North Carolina. WAGES is a local non-profit Community Action Agency which plans, develops and administers human service programs designed to meet the needs of the community. WAGES is dedicated to helping people improve their quality of life and health and gain independence. WAGES advocates for the disadvantaged, encourages people to raise their self-esteem through education; provides service and opportunities for volunteerism; and mobilizes community, public and private resources.

WAGES Community Action Agency is requesting sponsorship of a new three-year RSVP grant. This proposal requests funding of \$98,094 for 300 RSVP volunteers to address identified needs in the focus areas of Healthy Futures- Independent Living and Veterans and Military Families. The RSVP Program was previously operated in Wayne County by Wayne Community College but was relinquished in 2010, therefore, Wayne County is a geographic area where there is no longer a RSVP project. WAGES is the current grantee for both the Foster Grandparent and the Senior Companion Programs in the county and therefore is very familiar with the mission and expectations of the Corporation for National and Community Service.

Healthy Futures- Independent Living is an area of on-going need in Wayne County. A community wide survey by the United Way of Wayne County as well as the WAGES 2012 Community Assessment identified Health and Wellness as a top community priority. With this information as a basis, the RSVP Program will address the Healthy Futures RSVP focus area through the "Congregate Meals" and "Food Security" service categories. Volunteers will be recruited to support the Meals on Wheels Home Delivery Program which promotes the ability of homebound, frail older adults to live independently. The RSVP project will also collaborate with the Senior Centers in Wayne County to provide volunteers for the Congregate Meal Program so that seniors will have access to healthy food resources. The RSVP program will result in 200 senior volunteers delivering meals and providing a daily check for 250 Meals on

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Wheels recipients as well as 70 senior volunteers assisting 275 clients with congregate meals. Wayne County is the home of Seymour Johnson Air Force Base. The 4th Fighter Wing provides worldwide deployable aircraft and personnel capable of executing combat missions of the US Air Force. An on-going deployment schedule results in changes for children and families of active-duty military. The Veterans and Military Families focus area will be addressed through the "Mentoring for Purposes Other than Education" service category. The RSVP project will collaborate with 4-H and other community partners to provide support to youth of active-duty military. Volunteers will be recruited to initiate a mentoring program for the local military 4-H chapter. Through the mentoring program, senior volunteers will provide guidance and leadership to military youth. The RSVP program will result in 30 senior volunteers developing a relationship and providing mentoring for 30 military youth.

Strengthening Communities

Wayne County is situated in the eastern coastal plain region of North Carolina. The climate is mild with an annual average rainfall of 50 inches. The area is prone to tornadoes and hurricanes. It is within an hour's drive of Raleigh, the state capital, and the RDU International Airport. It is minutes away from I-40 and I-95 corridors and 90 minutes from the port city of Wilmington.

Wayne County is the home of Seymour Johnson Air Force Base, home of the 4th Fighter Wing. Seymour Johnson received the Commander in Chief's Installation Excellence Award- Air Force for 2001, the highest award given to a military base. The 4th Fighter Wing is home to the multi-role, all-weather F-15E Strike Eagle and provides worldwide deployable aircraft and personnel capable of executing combat missions in support of the United States Aerospace Expeditionary Force. The county has a diversified industrial base of over 60 companies. Agriculture also has a significant impact on the economy of Wayne County as it ranks third in the nation in the production of turkeys and fourth for swine.

The 2010 U.S. Census shows that the total Wayne County population for 2010 was 122,623 with a population increase of 8.2% since 2000. The ethnic composition of the county is 58.8% White, 31.4% African American and 9.9% Hispanic. The county is comprised of seven municipalities and a number of

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rural communities. The largest city and county seat is Goldsboro. According to the 2010 Census, the population of the city of Goldsboro is 36,437. Mount Olive, the second largest city in Wayne County is located at the southern end of the county and has a population of 4,589. The 2010 Census also showed that the 60+ age group is 18.2% of the total Wayne County population. Population projections suggest that within the next decade and a half, this age group will increase.

The median household income in Wayne County in 2010 was \$40,081 which is well below the state average of \$44,958. Statistics show that 9.9% of families in Wayne County and 13.5% of individuals live below the poverty level. The number of people ages 65-74 living below poverty is 11.0% with 20.7% in the 100-199% of poverty range (NC Division of Aging and Adult Services). Twenty-eight percent of the children in Wayne County live in poverty, according to the 2010 Kids Count Data Center. Wayne County's unemployment rate as of January 2012 was 8.4%, which is lower than the state rate of 10.2%. As noted, Seymour Johnson Air Force Base plays a significant role in the demographics and culture of the county. Air Force Active Duty personnel and their families are an integral part of the community. There are 1,428 children ages 0-5; 1,079 children ages 6-12; and 524 children ages 13-18 of Air Force active duty military personnel in Wayne County. Including families of Active Duty, Reserves and Guard personnel there are a total of 3,743 military children ages 0-18 living in Wayne County.

The Wayne County Public Schools School District is located in Goldsboro and includes 31 schools with 14 elementary schools, 8 middle schools, 8 high schools and a developmental school that serves Special Needs children in grades K-12. During the 2010-2011 school year, the Wayne County Public Schools served 19,033 students in grades PK through 12. According to the Education First North Carolina School Report Cards, only 63.1 % of Wayne County's third and fourth grade students scored at or above grade level on their end of grade tests, which is less than the state average of 73%. Statistics show that 22.8% of persons age 45-64 and 30.9% of persons 65 and over in Wayne County do not have a high school diploma.

In Wayne County, Edgewood Community Developmental School is a public separate school that serves

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significantly disabled children and youth PK-12 in a safe environment with peers who have similar special needs. The school has an excellent reputation and is especially known for its work with autistic children. Seymour Johnson Air Force Base (SJAFB) participates in the Exceptional Family Member Program which allows Air Force personnel to request a transfer or placement at SJAFB based on the special needs of a family member. A large number of families with autistic children and children with significant medical and cognitive needs are assigned to SJAFB so that their children can be enrolled in Edgewood Community Developmental Schools. This brings a diverse range of military families with special needs to Wayne County.

The 2012 WAGES Community Assessment allows the agency to assess the current state of the community, its strengths and needs. The Community Assessment also provides WAGES with valuable information as it relates to the needs of children, families and seniors as well as current information on community resources and services. The process for conducting the Community Assessment is an agency and community effort. Community residents, program participants, parents and staff provide information through focus groups and the completion of surveys by staff members, adult clients, and older adults who participate in the Foster Grandparents and Senior Companionship programs.

WAGES Community Action Agency has a strong reputation in the community having collaborated with numerous community agencies for decades. Local agencies such as the Wayne County Health Department, Wayne County Department of Social Services, Wayne County Services on Aging and the county's nationally known pediatric practice, Goldsboro Pediatrics, work closely with WAGES to support programs for children, families and seniors. WAGES also collaborates with the Wayne County Mental Health Association, Wayne County Public Schools and the Wayne County Partnership for Children. WAGES receives support from local government and faith based organizations. The City of Goldsboro and the County of Wayne are strong supporters of programs at WAGES as well as United Way of Wayne County and local civic organizations. The RSVP program will strengthen the relationship with the many community partners at WAGES.

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To build public awareness and support for RSVP, staff members will make presentations to churches and civic organizations. Radio and newspaper announcements will be made through the local newspapers and radio stations. Brochures and fliers will be distributed to agencies and organizations in the community. The RSVP Administrator will be available to serve on local boards to promote partnerships with local programs. He/ she will have the opportunity to be a member of the Wayne County Association of Volunteer Administrators, Wayne County Commissioners' Council for Older Adults, Wayne Community College Human Service Advisory Council, and the FGP and SCP Advisory Councils.

The RSVP Advisory Council will play an important role in strengthening the community and the program. The Council will hold regular quarterly meetings to share program information and to solicit community input. Having a strong Advisory Council will provide extensive support for the program and the agency.

WAGES facilitates the mobilization of community resources and actively works with aging programs throughout the community. The RSVP Program will partner with other organizations in the community to bring together persons of diverse background. Examples of activities that provide this type of experience include the "Make a Difference Day", the community "Day of Caring" and the Dr. Martin Luther King Holiday Celebration sponsored by the Community Affairs Office. WAGES' participation in and support of these activities is one example of how the program will enhance the capacity of community organizations by providing resources and volunteers for community activities. With a strong relationship with community partners in place, the RSVP program will facilitate and ensure the integration of senior service into community programs related to the RSVP focus areas of Healthy Futures-Independent Living and Veterans and Military Families.

Recruitment and Development

WAGES will provide ongoing opportunities for volunteers to participate in the RSVP program through various recruitment and development efforts. To recruit new volunteers, staff members will make

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presentations to churches and civic organizations. Radio and newspaper announcements will be made through the local newspapers and radio stations. Brochures and fliers will be distributed to agencies and organizations in the community. A general overview of the Senior Corps programs will be provided to potential volunteers by program staff. Volunteers will learn that the program allows them to give back to their community as well as improve their own quality of life.

The WAGES RSVP program will recruit, train and supervise volunteers appropriate for activities in both of the identified RSVP grant focus areas. The RSVP program administrator will utilize the "Volunteer Wayne" website to initiate contact with potential volunteers. "Volunteer Wayne", which is managed through the United Way of Wayne County, lists volunteer opportunities, registers volunteer interests and tracks community volunteer needs. The data will be used as an additional source of information to Volunteer Reporter Version 5 software, which will be the primary method used to quantify volunteers, service and hours by Service Category.

Recruitment of senior volunteers will also take place with support from community partners vested in each identified focus area. To address the Healthy Futures- Independent Living focus area, the RSVP program will work directly with the WAGES Nutrition Program for the Elderly and Wayne County Services on Aging. Volunteers will be recruited to deliver Meals on Wheels throughout the county and to assist with the congregate meal program at the senior centers in Goldsboro and Mount Olive.

Volunteers will receive training from the Nutrition Program related to program procedures, food safety and the importance of enhancing the lives of others as well as themselves. The RSVP program will provide additional volunteer training related to building new skills, leadership and community service. Volunteers for the Veterans and Military Families focus area will also be developed with support from community partners. The RSVP program will collaborate with the Seymour Johnson AFB Airman and Family Readiness Center to recruit military volunteers and to identify community needs. The RSVP administrator will provide information and assistance to the SJAFB Volunteer Program Manager so that senior volunteer recruitment is included in the weekly "Volunteer Opportunities" publication.

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The RSVP administrator will coordinate with community partners to place senior volunteers in high quality activities that will allow them to build new skills and demonstrate leadership. RSVP volunteers will be recruited and trained to mentor youth from military families. The Wayne County 4-H program, "Youth and Families with Promise" (YFP) needs mentor assistance with a new 4-H program specifically designed for military youth. Senior volunteers are needed to provide guidance and leadership to youth and to make special events a reality for the program. Training specific to mentoring skills and the needs of youth will be provided to ensure that qualified volunteers are retained.

Volunteers will be recognized for their contributions to the programs served. In addition to a yearly recognition event, volunteers will also be recognized through articles in the local newspaper and radio. Program staff and station supervisors will receive recognition and will participate in on-going training by Corporation staff and local community partners such as United Way.

The Wayne County Chamber of Commerce Military Affairs Committee will serve as a direct link between the military and the community for the RSVP program. This committee is very engaged in the community and is actively seeking to address community and military needs through new volunteer programs. Members of this committee have actively solicited the return of the RSVP program to Wayne County and pledged on-going support to provide high quality volunteer experiences and assistance in identifying a strong corps of senior volunteers.

Program Management

The Corporation for National and Community Service has sponsored programs at WAGES since 1972. The current Corporation programs at WAGES are the Foster Grandparent and Senior Companion Programs. The RSVP program was originally sponsored at WAGES but moved to Wayne Community College, where it was successfully implement for many years. However, when the Community College was no longer able to sustain the program grant funds were relinquished. A new RSVP Program in Wayne County will allow WAGES to operate a quality senior volunteer program in a geographic area where there is no longer a project due to grant relinquishment.

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The RSVP Project Director will be an active participant in the community. He/ she will identify stations, coordinate events and investigate new funding sources as needed. He/ she will actively promote public awareness of programs and services by providing presentations to church, civic, fraternal and military organizations as well as local governments.

To develop the RSVP project, the grant project director will work with designated stations that provide meaningful placements for the volunteers and meet identified community needs in Healthy Futures-Independent Living and Veterans and Military Families. The project director will ensure that volunteer assignments have a prescriptive job description and provide a high quality experience for the volunteer. Station responsibilities include assessing the needs of their clients/participants, supporting the RSVP volunteers through training and planning recognition events. The RSVP project director will meet with the Volunteer Station Coordinators to provide ongoing communication, support and specialized training. Semi-annually, Volunteer Station Coordinators' meetings will be held to discuss grant requirements, volunteer goals and objectives, monthly reports, program in-kind needs, recognition events and other concerns. To help sustain the stations/assignments, the project director will be in regular contact with the station coordinators to address any concerns and to assure that the goals and objectives of the program are met. The station coordinators will complete reports that are specific to each station which include the number of volunteers, volunteer service hours and the number of clients/participants served as well as an assessment of the impact of the services provided. "Volunteer Reporter Version 5" software program will be used to manage volunteer hours, assignments and contact information. The RSVP program will use the "Volunteer Wayne" website for volunteer recruitment. The project director will meet with the station coordinators yearly to review the Memorandum of Understanding and will solicit in-kind and cash contributions from stations and community partners. The RSVP Advisory Council will conduct an annual assessment of the program receiving input from the Volunteer Stations and the RSVP Volunteers. The assessment will identify project accomplishments and the impact on the client/participant.

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WAGES Fiscal/Operations Division will provide fiscal and budgetary management including purchasing, bookkeeping and payroll. The WAGES 2011-2012 Annual Budget was over nine million dollars. WAGES has consistently demonstrated the capacity to manage federal funds in a responsible manner.

Organizational Capability

Wayne Action Group for Economic Solvency, Inc. (WAGES) was chartered by resolution of the Wayne County Board of Commissioners on November 15, 1965 and opened on May 1, 1966. WAGES operates programs under three divisions: 1) Division of Older Adult Services which houses the Foster Grandparent and Senior Companion Programs and Nutrition Programs for the Elderly; 2) Division of Children and Families which consists of Head Start, Early Head Start, Wayne County First Steps and the CSBG Self-Sufficiency Project; and 3) Division of Support Services which houses the Weatherization Assistance Program, Transportation Department, Human Resources and Fiscal/Operations Office. WAGES has an excellent reputation in the community and has successfully implemented Corporation for National and Community Service programs since 1972.

Marlee Ray is the Executive Director of WAGES. Dr. Ray worked in public education for 32 years. She is a former school administrator and Director of Exceptional Children Programs with a Doctorate in Educational Leadership. Dr. Ray joined WAGES in January 2008 and oversees all agency programs. She is highly involved with many community partners and is the 2012 United Way Campaign Chair for the county. She is a member of the Base Community Council and the Ready Schools Task Force. She is a steering committee member for the Innovative Approaches, which works with children with special medical needs and for the Young Mom's Connect program, which is collaboration with the Partnership for Children and Wayne Extension Agency (sponsor of all 4H programs). Brownie Doss, Older Adult Services Director will provide direct supervision of the RSVP program. Mrs. Doss has been employed at WAGES since 1995 and has a degree in Mathematics/Economics. She is a board member on the Council on Aging and is the agency representative in local government activities for seniors. Mrs. Doss will

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evaluate the program administrator and will be responsible for overseeing the non-federal match portion of the grant. Mrs. Doss also supervises the Corporation for National and Community Service programs currently sponsored at WAGES. Staff in Senior Companion and Foster Grandparents programs will provide support to RSVP staff as related to understanding Corporation guidelines and expectations. Troy Ferguson is the SCP project director. She was hired January 2009 and has a B.A. Degree in Social Work and Sociology. She has 30 years of experience in the social work field. Delbra McIntyre was hired as the project director for the Foster Grandparent Program January 2010. She has a B. A. Degree in Journalism. Ms. McIntyre retired from the Wayne County Department of Social Services in August 2009 after twenty six years of service. Both program directors run effective, high quality programs and will be able to ensure a smooth transition for the RSVP administrator.

Dr. Marlee Ray, WAGES Executive Director, completed the 2012 new RSVP Application. The WAGES 2012 Community Assessment and community data from United Way were used to determine Corporation Focus Areas directly aligned with identified community needs. The Community Assessment included surveys from seniors, feedback from community partners and input from all agency programs. Older Adults staff reviewed the grant process with Dr. Ray to ensure all components of this three-year grant were completed for submittal.

As a new grant, the WAGES RSVP project will hire a full time project director and part-time clerical support. The project director position will be advertised and posted throughout the community and at Seymour Johnson Air Force Base. Required job skills will include experience and/or the ability to coordinate a volunteer program, linkages to community partners and strong organizational skills. The project director will implement and oversee all components of the grant including volunteer recruitment, training and recognition. Volunteer placement and assignments will be facilitated by the program director through collaboration with partners such as the WAGES Nutrition Program for the Elderly, Wayne County Services on Aging, Seymour Johnson Air Force Base and 4-H of Wayne County. A strong relationship will also be developed between the RSVP program and "Volunteer Wayne", the

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United Way sponsored website that promotes volunteerism across the county. With support from the "Volunteer Wayne" website and community partners, the RSVP Project Director will recruit a diverse group of senior volunteers. "Volunteer Reporter Version 5" software will be used to quantify volunteers, service and hours by RSVP Service Category as related to Healthy Futures- Independent Living and Veterans and Military Families.

As an agency, WAGES will provide direct support to the RSVP program. The program will be housed at the WAGES administrative office to ensure adequate space and delivery of supplies. RSVP will follow WAGES Personnel Policies and Procedures and WAGES Internal Accounting Procedures. The WAGES Fiscal/Operations office will oversee maintenance and general operation of the agency and provide fiscal and budgetary management. The Human Resources Department will support personnel operations by maintaining personnel records and administering the agency's employee benefits program. In-kind contributions will be received from community partners. Local cash contributions generated by local civic, fraternal and community partners will be encouraged as well as cash contributions from the City of Goldsboro, the County of Wayne and the United Way of Wayne County. WAGES fiscal operations structure assures adequate separation of duties as well as a high level of integrity in fiscal management that is expected by funding sources. Independent and periodic federal audits have confirmed the agency's sound management practices and commitment to good fiscal policies and procedures.

As an agency, WAGES focuses on continuous improvement. Self-assessments of all individual agency programs are completed yearly and presented to the WAGES Board. The RSVP program will be evaluated to determine the project's status and progress towards goals as outlined on submitted Work Plans. Program information/data will be presented to the Executive Director and the WAGES Board of Directors. The data will be used in the yearly WAGES Self-Assessment to evaluate program effectiveness and relevancy. A WAGES Annual Report is also published to share program and financial information with the community. As an active member of the Wayne County Chamber of Commerce and the United Way of Wayne County, WAGES has agency data and information included in community assessments

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and publications. With 47 years of experience in managing federal grants and its commitment to positively impacting the welfare and well-being of the community, WAGES Community Action Agency demonstrates that the agency is well qualified to implement, manage, and sustain the goals and objectives of the RSVP Program.

Other

NA

PNS Amendment (if applicable)

NA