

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): 10/17/12	3. DATE RECEIVED BY STATE:	STATE APPLICATION IDENTIFIER:														
2b. APPLICATION ID: 13SR143573	4. DATE RECEIVED BY FEDERAL AGENCY: 10/17/12	FEDERAL IDENTIFIER:														
5. APPLICATION INFORMATION																
LEGAL NAME: United Way of Madison County DUNS NUMBER: 020655747	NAME AND CONTACT INFORMATION FOR PROJECT DIRECTOR OR OTHER PERSON TO BE CONTACTED ON MATTERS INVOLVING THIS APPLICATION (give area codes): NAME: Kim Rogers-Hatfield															
ADDRESS (give street address, city, state, zip code and county): 1201 E. 5th Street Suite 1019 Anderson IN 46012 County:	TELEPHONE NUMBER: (765) 608-3067 FAX NUMBER: (765) 608-3065 INTERNET E-MAIL ADDRESS: rsvp@unitedwaymadisonco.org															
6. EMPLOYER IDENTIFICATION NUMBER (EIN): 351052350	7. TYPE OF APPLICANT: 7a. Non-Profit 7b.															
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: Madison County RSVP															
12. AREAS AFFECTED BY PROJECT (List Cities, Counties, States, etc): Appendix A, Part 1 INDIANA Opportunity #4	11.b. CNCS PROGRAM INITIATIVE (IF ANY):															
13. PROPOSED PROJECT: START DATE: 04/01/13 END DATE: 03/31/16	14. CONGRESSIONAL DISTRICT OF: a.Applicant <input type="text"/> b.Program <input type="text" value="IN 006"/>															
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															
<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%; border: 1px solid black;">a. FEDERAL</td> <td style="border: 1px solid black; text-align: right;">\$ 36,720.00</td> </tr> <tr> <td style="border: 1px solid black;">b. APPLICANT</td> <td style="border: 1px solid black; text-align: right;">\$ 16,325.00</td> </tr> <tr> <td style="border: 1px solid black;">c. STATE</td> <td style="border: 1px solid black; text-align: right;">\$ 0.00</td> </tr> <tr> <td style="border: 1px solid black;">d. LOCAL</td> <td style="border: 1px solid black; text-align: right;">\$ 0.00</td> </tr> <tr> <td style="border: 1px solid black;">e. OTHER</td> <td style="border: 1px solid black; text-align: right;">\$ 16,325.00</td> </tr> <tr> <td style="border: 1px solid black;">f. PROGRAM INCOME</td> <td style="border: 1px solid black; text-align: right;">\$ 0.00</td> </tr> <tr> <td style="border: 1px solid black;">g. TOTAL</td> <td style="border: 1px solid black; text-align: right;">\$ 53,045.00</td> </tr> </table>	a. FEDERAL	\$ 36,720.00	b. APPLICANT	\$ 16,325.00	c. STATE	\$ 0.00	d. LOCAL	\$ 0.00	e. OTHER	\$ 16,325.00	f. PROGRAM INCOME	\$ 0.00	g. TOTAL	\$ 53,045.00	17. IS THE APPLICANT DELINQUENT ON ANY FEDERAL DEBT? <input type="checkbox"/> YES if "Yes," attach an explanation. <input checked="" type="checkbox"/> NO	
a. FEDERAL	\$ 36,720.00															
b. APPLICANT	\$ 16,325.00															
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f. PROGRAM INCOME	\$ 0.00															
g. TOTAL	\$ 53,045.00															
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: Kim Rogers-Hatfield	b. TITLE: RSVP Director	c. TELEPHONE NUMBER: (765) 608-3067														
d. SIGNATURE OF AUTHORIZED REPRESENTATIVE:		e. DATE SIGNED: 10/17/12														

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Executive Summary

An estimated 32 RSVP volunteers will serve. They will provide home weatherization services, financial literacy workshops and counseling, and housing services through a network of five stations, such as United Way of Madison County, Central Indiana Community Action Program, Habitat for Humanity of Madison County, Operation Love, and Pathstone Services. The primary focus area of this project is Economic Opportunity. At the end of the 12-month performance period, an estimated ten economically disadvantaged individuals will receive new, safe, and affordable houses. The CNCS federal investment of \$ 36,720 will be supplemented by \$16,325.

Strengthening Communities

United Way of Madison County and the RSVP program is located forty miles northeast of Indianapolis in Anderson, Indiana. Anderson, known for many years as a General Motors community, has not a single GM plant left. In 2006, the New York Times wrote an article about Anderson titled "A Town in Danger of Dying Out as GM Falter". In the article it stated, "At the city's peak, 35 years ago, one of every three people in Anderson worked for GM." Anderson is the largest city in Madison County with a population size of 55,957. During GM's peak in 1970, Anderson had around 70,000 people.

According to the 2010 US Census, Madison County has a population of 131,636 which has been in a steady decline. However, according to Stats Indiana (Indiana University), the population aged 65 and older is 20,577 having increased slightly from 14.9% to 15.7% in 2011. Much of Madison County's economy is supported by this age group. The percentage of seniors in the county that lives below poverty level is smaller than the percentage of the total population of the county. Many of these seniors are GM retirees which "outnumber its remaining auto manufacturing workers by a ratio of four to one," according to the same New York Times article.

As the number of jobs has declined, so has the income for Madison County residents. The median

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household income for the county is \$39,449 and has declined nearly 11% since 2000. Out of 92 Indiana counties, Madison County ranks 77 for median household income. The latest numbers from the American Community Survey show the number of Hoosiers living in poverty has reached 16% compared to 15.3% in 2010. This rate has increased more rapidly for Indiana than most other states in the country, from 9.8% in 2001 to 12.3% in 2007 to the most recent 16%. Local non-profit social service providers have seen in an increase in demand for their services, while there has been a decrease in financial support.

The seasonally adjusted unemployment rate was 10.3% in November 2011. Madison County ranks 14 out of 92 counties for high unemployment rates. Madison County has not recovered from the exit of its industrial base. The median age of the population is 37.8 with over 15% age 65 or older. Younger residents with higher educations have left the community to seek job opportunities, leaving a residential base that is composed mostly of under educated adults and retirees.

In 2008, United Way America initiated a 10-year program designed to achieve the following goals by 2018, to improve education, to promote healthy lives, and lastly to help people achieve financial stability. The desired outcomes around financial stability, income, or economic opportunity are to get 1.9 million working families, half the number of lower-income families who are financial unstable, on the road to economic independence. In 2010, United Way of Madison County was chosen to take part in a national pilot project with United Way Worldwide called "Income Mobilization" to help advance our work in the area of income and financial stability. Our county's economic circumstance and our agency's commitment to a better future for our community gave us a unique opportunity to be one of only ten, and one of the smallest, United Ways nationwide in this project. With a staff of seven, including RSVP and Americorp VISTA members, all were active in the mobilization process and moving United Way of Madison County's focus to helping improve the financial stability of our residents.

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As this new focus on financial stability or economic opportunity has taken shape, a working group called the "Financial Stability Partnership Group" was formed. This group includes and will include local economic development leaders, chamber of commerce representatives, United Way funded partners, other non-profits who work in the area of financial stability, and RSVP stations with volunteers working in this area. Convened by United Way this group, using knowledge from experts, resources in the community, and volunteers as assets, will work together to ensure that the community goals are clearly outlined and measured. United Way and the Financial Stability Partnership group will also continue to turn outward to the community to determine that the work is in line with the needs of the community and that the activities by these represented groups are meeting the goals they have set.

The Madison County RSVP program will focus on three activities to improve the economic opportunity of our community's residents. According to the local 211 resource referral information line, requests for assistance with electric bills and natural gas bills are the number one and number 5 unmet needs calls from January to June 2012. Operation Weatherization is a volunteer project through United Way which provides weatherization to economically disadvantaged households to help reduce their utility bills. Households receiving the services are more likely to afford their bills without having to choose between other needs such as food or health care. Many veterans find themselves in this situation as well. A RSVP Veterans Liaison will work to identify and connect veterans in our community to the Operation Weatherization to make sure they receive the weatherization services needed in their home, as well as access to other programs including financial literacy and utility assistance.

The second activity RSVP of Madison County will support in the economic opportunity focus area is financial literacy. According to Madison County Bank On estimates, approximately 10% of our county's population does not have a bank account. Many of those who are excluded from

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mainstream credit (banks, credit unions or unsecured credit cards) must turn to the more expensive credit providers like check cashing services, title pawn, and payday lenders. By providing financial literacy volunteers, Madison County RSVP expects to help economically disadvantaged individuals and families manage their finances to become less dependent on check cashing services, to pay on time without additional late fees, and ensure their budget meets the needs of their families. People who are financially stable are better consumers in their communities, their children are better able to perform in school, and overall help our community's economy as well.

Lastly, Madison County RSVP will focus on the economic opportunity of home ownership. According to Habitat for Humanity, "5.1 million American families have 'worst-case' housing needs, forced to pay more than half their income for housing, endure overcrowded conditions and/or live in houses with severe physical deficiencies...Substandard housing can endanger the health and safety of its occupants, erode their hope and self-worth, and impair their children's ability to succeed in school". With poor credit, lack of down payment, or other factors, even those working full time are unable to receive a home mortgage. RSVP volunteers working through Habitat for Humanity, will provide a home to qualifying Madison County residents through their home ownership program.

Through United Way, these RSVP stations will become partners to help achieve financial stability and provide economic opportunity for the community of Madison County.

Recruitment and Development

Volunteer engagement is one of the three key roles of United Way: give, advocate, and volunteer.

United Way of Madison County has developed the Volunteer Action Center (VAC) of Madison County to fulfill this role. RSVP has been fully integrated into the VAC. The purpose of the VAC is to connect quality volunteer opportunities in the focus areas of financial stability, early childhood education, and health initiatives to people who bring the passion and expertise needed to get things done. The strategies of CNCS follow these same areas.

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The Volunteer Action Center (VAC) database has been utilized to provide opportunities, and has been adapted to specifically identify and target RSVP recruitment and development. The VAC provides an online opportunity that was missing in Madison County. RSVP has been incorporated into the UWMC web site and into the specific URL for the VAC: volunteermadisoncounty.org. The RSVP director shares administrative access to the database with the VAC staff. Additional outreach has been and will continue to be provided for the population that does not utilize e-mail or database technology, including direct outreach to targeted groups, targeted mailings and other communications. The use of advocates for RSVP from within the 55 and older age group has been found to be effective and is an integral part of our recruitment plan outside of online engagement.

Volunteer opportunities from RSVP stations and other local non-profits are examined by VAC and RSVP staff for their relevance to our strategies and their value to the volunteer before becoming available to potential volunteers through the VAC. Training is essential for both volunteers and stations to achieve this. The VAC provides training opportunities to agencies, including RSVP stations, in volunteer management and strategic placement. Volunteers, including RSVP, can participate in trainings through our Community Access Network (CAN) such as communication, assessing skills, stress management and self care. Training for specific focus areas is also available such as early childhood learning through the Born Learning Connection. RSVP volunteers in economic opportunity will receive bi-annual training in their respective areas through both United Way resources and station resources such as Bank On in financial literacy and the local community action program (CAP) agency and utilities providers for Operation Weatherization volunteers. Habitat for Humanity of Madison County has a qualified training for volunteers through their station.

For RSVP opportunities, potential placements are evaluated by the RSVP director and the station supervisor to make certain the match is the best for all involved. The station and RSVP director will also convene to review job descriptions and handbooks with the volunteers and what the expected

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activities, outputs and outcomes are to be achieved. These meetings will begin with each new volunteer opportunity and continue quarterly between the RSVP director and the station supervisor. Madison County, Indiana, in addition to the county seat, Anderson, includes the communities of Elwood, Summitville, Alexandria, Chesterfield, Lapel, Ingalls, Pendleton, Frankton and Markleville. Eighty seven point seven percent of the population is white; 8.3 % is black or African American; Hispanic or Latino is 3.2%; Asian is 0.4% and American Indian/Alaskan native is 0.2%. The challenge to Madison County RSVP is to have a diverse group of volunteers when our population lacks diversity. Our strategy is to focus on diversifying the representation of the different cities and towns by RSVP volunteers. Currently 97% of RSVP volunteers are from Anderson and volunteer in Anderson. Our plan is to strategically place new volunteer opportunities in outlying communities that would attract new RSVP volunteers. For example, Pendleton is a community unfamiliar with RSVP. The Pendleton Community Library has had a community garden for two years and was looking for ways to enhance the "Read-n-Feed" program which connects economically disadvantaged neighborhoods with a truck filled with available food and library books. This community need fit with the Healthy Futures focus area and provided RSVP a new opportunity in Pendleton. As this town becomes familiar with RSVP, the expectation is to build upon the success and create more opportunities.

United Way and RSVP has an ongoing relationship with the Madison County Military Support Network. This network, which meets every other month, consists of local veteran and military agencies, workforce development, social service agencies, local churches, businesses, and behavioral health agencies. Through our involvement with this network we can not only connect to prospective volunteers, but also help connect veterans and military families in need to RSVP supported programs. RSVP holds two annual events for showing recognition and appreciation to volunteers. Formal recognition of RSVP volunteers has been incorporated into the United Way of Madison County annual volunteer recognition dinner. RSVP stations have the opportunity to nominate and recognize RSVP

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volunteers that have significantly contributed to their mission. For a more informal recognition of volunteers we have the annual RSVP Appreciation Day held in December in the community area of our local mall. Mall vendors provide small tokens, such as coupons or special samples, to RSVP in appreciation of their volunteer work in the community. RSVP volunteers have the opportunity to meet each other and speak with RSVP and United Way staff. This event is beneficial in two ways, first, to the RSVP volunteer, and second, to the program because the event is seen and recognized in such a public space. In addition to those two events, RSVP volunteers are also invited to special United Way loyal donor/volunteer events, such as family movie nights at a local theater. These events are a wonderful way for volunteers to connect with each other and enhance the quality of their lives by being an active member of the larger community.

Program Management

RSVP of Madison County has a plan to develop and work with twelve stations, including United Way, over the three year project. Having a limited number of stations gives the RSVP director the capacity to meet regularly with all stations and maintain a good relationship. The RSVP director will meet every 4 months with each station to review their activities and progress in their focus areas. Each station will sign a memorandum of understanding with RSVP and be given a station handbook with information regarding reporting procedures and a detailed explanation of their responsibilities, as well as the RSVP volunteer's responsibilities. A new standard reporting procedure is being developed to accommodate not only reporting the hours worked, but also the activities, outputs and outcomes related to their assigned focus area work plan. In addition, stations participate on related United Way committees including Early Childhood Vision Council, the Community Access Network (CAN) and the Financial Stability Partners Group. The RSVP director also participates with these groups to stay connected with community needs and strategies.

Stations that are a part of the primary focus area, Economic Opportunity, will become a part of the

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United Way Financial Stability Partners Group, of which the RSVP director participates, and will meet at least every other month. This group is designed to work together to effect change, or "move the needle" in our community around financial stability. As a part of this group, the RSVP station will remain in direct contact with the RSVP director and become a part of the "bigger picture" to help direct their program and volunteers in this area. The United Way president and a representation of United Way board members are also in this group providing input and guidance for the partners, including RSVP stations. In addition, each Economic Opportunity station and the RSVP director will meet at least quarterly to review ongoing activities and progress.

RSVP of Madison County is sponsored by United Way of Madison County and falls with other volunteer based programs under the umbrella of the Volunteer Action Center (VAC). RSVP stations and RSVP volunteers have been and will continue to be a part of the VAC. Because of this relationship we are able to graduate stations and volunteers with little to no transition on their part. A letter will be sent to these stations and volunteers explaining the new strategies of RSVP; however, they will be able to remain as Volunteer Action Center of Madison County volunteers. Graduated stations will remain a part of our VAC and receive information about training and marketing volunteer opportunities as they have as RSVP stations through our website. Because Madison County is a fairly small community, many of these stations have already had discussions with the RSVP director and know the changes that will be taking place with a new RSVP grant. Graduated RSVP volunteers will become "gold" members of our VAC and continue to submit their hours, not to RSVP, but to VAC staff through other resources. Also, they will continue to receive the Volunteer Connections newsletter as "gold" member volunteers and to receive invitations to United Way volunteer recognition events. It is important for United Way to remain connected to these agencies and volunteers and to recognize their work in the community not only for the goodwill, but to report their outputs to United Way Worldwide.

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RSVP Madison County has developed a Microsoft Access database to manage information and data from its volunteers and stations. Reports are developed to provide the concrete information regarding the program, such as volunteer assignments, hours, interests and personal information. Because this database was developed by the current RSVP director, it has been easily adapted to station data for outputs and outcomes (as needed) for each of the work plans. As mentioned previously, the RSVP director will meet with stations to review performance reports on a quarterly basis, moreover, stations will send in the monthly volunteer reports which have also been adapted for the new performance measures. Additionally, the stations involvement with the other committees in association with United Way and RSVP keep them engaged in the work and continually reporting their progress. Financial and in-kind resources are managed by the RSVP director. The director has created a budgeting worksheet and reconciles all financials monthly to the General Ledger reports provided by the United Way's contracted accounting service, NPAS (Non Profit & Accounting Service Center of the Indiana Association of United Ways). The RSVP director reviews monthly expenses to assure alignment with the budget and projected expenses. Once reconciliation has been completed the RSVP director completes a cash request through the Payment Management System. The RSVP director and United Way of Madison County (UWMC) president meet annually to review the budget and create the resource plan for the year. As well, a quarterly reconciliation of RSVP finances is done by the UWMC president to verify the RSVP budget, both CNCS and sponsor funds, are aligned with the budget.

UWMC can provide resources for direct support, including donor designations from the annual campaign, appropriating targeted funding for volunteer activity to RSVP, and convening local stakeholders for the purpose of joint funding for services and initiatives. In addition, UWMC is creating a record of success for foundation requests to support specific initiatives by matching corporate interests with local opportunity. These connections will continue to provide RSVP with

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opportunities that had not been available locally in the past.

Organizational Capability

For fiscal oversight, the United Way of Madison County (UWMC) president reconciles the RSVP budget to the overall budget quarterly and reports to the UWMC finance committee members for the UWMC board. All budgets including RSVP are approved by the UWMC board. RSVP budget spreadsheets are updated weekly by the RSVP director. RSVP station reports and program reports are submitted monthly and entered into the RSVP database. The RSVP database includes the new performance measures and reports are generated quarterly to meet with station supervisors. UWMC has written policies for staff and board, including RSVP, in the Governance and Operations Manual. These policies include board governance, finance and audit, funding and partnership guidelines, resource development, ethics and accountability, and personnel. In addition, RSVP has memorandums of understanding with RSVP stations, a station handbook, and a volunteer handbook. Two positions with UWMC provide support to RSVP. The president of UWMC provides overall leadership to the organization in carrying out the policies established by the board. The president suggests new policies and programs as indicated for the consideration by the board, also, to see that organizational objectives are effectively pursued. The specific duties of the president are community impact, resource development, communications, administration and management. Five percent of the president's time and salary are decided to RSVP.

The RSVP Project Director is responsible for the management of the RSVP program and reports to President of UWMC. The Director works cooperatively with the Volunteer Action Center of United Way and volunteer stations as well as other state RSVP Directors and officials of the Corporation for National Service in program planning and implementation. The Director is responsible for preparation of funding proposals, public relations, and maintenance of program records. The specific duties of the RSVP director include administrative oversight, reviewing financial statements and preparing annual

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budgets, maintaining program quality by planning annual program goals and objectives with measurable results designed to meet critical community needs while offering meaningful opportunities for the volunteers to serve their community. The job of the RSVP director also includes overseeing program activities, supporting volunteer coordinators and volunteer stations, providing leadership, information and consultation, mediating concerns or conflicts which may arise within the program, developing positive public relations and communications in the community by providing informational programs to interested groups and organizations, preparing newsletters and media materials, serving on community boards, councils, and committees and hosting volunteer recognition events, maintaining professional knowledge and skills by attending relevant workshops. The RSVP director participates in training and conferences, reviews professional materials and literature, is active in professional organizations and works closely with volunteer leadership and staff of United Way of Madison County, soliciting their advice and assistance on matters affecting project operation. The RSVP director is a full time position.

The RSVP director Kim Rogers-Hatfield has 20 years experience in social services and administration. She is a lifelong resident of Madison County and a graduate of Anderson University. She has volunteered with several local organizations, including serving as a board member. UWMC President Nancy Vaughan has 16 years of experience in non profit administration, fund raising and community impact work.

United Way of Madison County is well equipped to promote, support and manage community services, especially supportive services such as volunteerism. UWMC fully supports the community impact model and advances community engagement through giving, volunteering and advocating. In the past decade, UWMC has transformed from a fund raising and fund distribution organization into an organization that identifies and supports human service needs, developing specific strategies to accomplish desired community outcomes, and managing collaborative community endeavors. For

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the past five years, the primary organizational volunteer activity has been the annual Operation Weatherization event, which matches volunteer teams with economically disadvantaged families and individuals living in energy inefficient homes. This project has been primarily supported through a grant from the Vectren Energy Foundation. UWMC has responsibly reported outputs and outcomes as a result of this project, and continues to receive funding from Vectren and other sponsors. UWMC also reports volunteer activity annually to United Way Worldwide.

UWMC transitioned to program funding in 2003, seeking to connect all funding to specific community outcomes. UWMC convenes numerous volunteer committees and task forces to accomplish its work, typically deploying hundreds of volunteers each year. UWMC also supports the Born Learning Connection through its Blast Off to Kindergarten and Born Learning Trail events. Recently, UWMC was awarded by the state the Hardest Hit Fund program for Madison and Grant counties. This program provides volunteer opportunities to qualified persons who are facing foreclosure on their homes but are unable to find employment.

As sponsor of RSVP, UWMC is well equipped to manage specific funding pools and has an available capacity of office resources. In the past several years, UWMC has been able to meet the needs of multiple initiatives by coordinating a single service to serve multiple needs through a variety of funding channels. For example, the Volunteer Action Center is supported in part through a campus compact grant from Anderson University, in part by the Indiana Hardest Hit Fund, and in part by UWMC. Tracking and reporting on the success of these initiatives is part of the UWMC process. UWMC leases offices from Church of God Ministries. There are 3 excess work spaces that provide a telephone, computer and files. Common areas of the office include central files, copy area, printer, fax machine, network backup, supply room with mailing station and conference room. The office is handicap accessible and parking is adjacent to the building.

Invoices are approved by the president and payments are reviewed and approved by a second officer

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of the organization. Unbudgeted expenses must be approved by the board. Staff submits expense reports for mileage reimbursement and out of pocket expenses that detail the type and purpose. Employees receive an operations manual detailing personnel policies and annually sign a code of ethics and confidentiality agreement.

The United Way of Madison County board and staff, including RSVP, have adopted the Harwood Institute philosophy of "turning outward". Through this approach input from the community comes from not only within the organization, but from the public as well through the form of community conversations. Over the past two years UWMC has held over thirty community conversations and will continue to hold them as part of our "turning outward" philosophy. Community conversations ask local groups questions about their aspirations, the issues that concern them in the community, how does this affect them, and who do they trust to take action on these issues. Conversations have been held with diversity in mind. Older adults, youth groups, schools, businesses, minority groups, and RSVP members have participated in community conversations. Conversations are then "themed" to find common aspirations and issues that United Way of Madison County and all of its programs, including RSVP, need to address. Strategies are developed by the staff and board of UWMC with the input of data and expert knowledge. Strategies based on community needs through listening and the knowledge of local, state, and national experts have a stronger base of support. Different sectors of our community are represented not only through our board and community conversations, but also on our Early Childhood Vision Council and Financial Stability Partners Group. Both groups well represent non-profits, local volunteers, and interested business partners. Many board members and vision council members represent older adults in our community. Eleven of the twenty six board members are over the age of 55, as well as the president of UWMC. Our older board volunteers support RSVP and senior service and have a conviction to serving as seniors themselves. Oversight committees for our board consist of lawyers, judges, bank executives, CEO's, educators, and retired

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administrators. Their expertise is invaluable and more than capable of providing checks and balances for UWMC as demonstrated by our long standing reputation in the community and with United Way Worldwide.

RSVP will be supported administratively by the resources of UWMC, including professional accounting services through the Non Profit & Accounting Service (NPAS) Center of the Indiana Association of United Ways. UWMC has managed state grants, private foundation grants, and is the fiscal agent for the Federal Emergency Management Agency Emergency Food and Shelter fund distribution, ensuring compliance with FEMA standards and reporting. UWMC became the sponsor of RSVP in January 2010 and has been in good standing since. In 2011 UWMC became the recipients of two Americorps VISTAs and currently has a third year of VISTAs.

Due to budget constraints, reimbursable expenses to volunteers are not included in the budget.

Volunteers are informed of this policy when they are placed and the policy is stated in the volunteer handbook. Every effort is made to place volunteers in areas where transportation and meal costs will not present a burden. Insurance is included in the budget. Insurance for RSVP volunteers is a part of the larger policy covering volunteers for United Way. Additional riders were added to the policy to include special RSVP provisions as specified by RSVP regulations. Criminal history background checks are available through the UWMC at a low cost. UWMC has an agreement with Lexus Nexus to provide these checks for a small fee and in a timely manner. Currently, background checks are completed by our RSVP stations.

UWMC and RSVP are able to provide recruitment, support and recognition at a reasonable budget.

UWMC through its relationship with businesses and local venues is able to receive most facilities at little to no cost. UWMC and RSVP have a good relationship with the local newspaper and radio stations which allow space and time to help promote our programs and recognize our volunteers.

Public spaces are often used at no cost for our events.

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UWMC has been a member in good standing in the United Way system since it joined in 1973 and is a leader in Indiana in the initiation of the community impact model, featured statewide, regionally and nationally for its work. UWMC is fiscally sound despite the dramatic decline in annual fund raising. Endowed funds, a quasi-endowment and careful management of reserves have positioned the organization well to maintain its work through economically challenging times. United Way is governed by a 24-member local board that develops and monitors policies and procedures to ensure the long term viability of the organization and its initiatives. RSVP staff will be evaluated, managed and supported according to the organization's established policies.

Other

Not applicable.

PNS Amendment (if applicable)

Not applicable.