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### **Executive Summary**

An estimated 200 RSVP volunteers will serve homebound, older adults and individuals with disabilities, veterans, children and seniors. They will provide companionship, food delivery, and transportation, educate seniors on the importance of oral health care, plan for disaster, support military personnel serving away from home, tutoring, assisting service organizations to serve clients, and recruit community volunteers through a network of 55 stations such as dialysis facility, local hospital, senior centers, senior housing facilities, chamber, bookcase project, meal sites, service organizations -- Salvation Army, Red Cross, Ambucs, local theater, library, schools, museums, churches, veteran organizations, hospice and other volunteer organizations.

The primary focus area of this project is Health Futures with 50% of the volunteers serving in aging in place and access to care activities, tracking the number of participants. Forty-five percent will be providing outcome data on homebound and older adults and individuals with disabilities who report having increased social ties/perceived social support.. At the end of the three-year grant 170 individuals will be served by 90 unduplicated volunteers.

The CNCS federal investment of \$23,471.00 will be supplemented by \$43,312.00 of non-federal funding, cash and in-kind.

### **Strengthening Communities**

Dodge City and Ford County is rich in western heritage offering local historians and community development a means for tourism promotion. Out of that heritage comes the first State of Kansas owned Casino affording the local economy to grow with the addition of people traveling in to the casino. Along with the casino, the county has seen the development of an events center that opened

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early 2011. Both of these additions have helped in providing jobs in the area. Cattle production along with the beef processing facilities and supporting agricultural services make up the majority of jobs in Dodge City and Western Kansas. Private nonfarm businesses make up 10.5%, the remainder being farms businesses. The area is expected to see a growth over the next few years in wind farms expansion and oil exploration and development. Ford County's land area is 1,098 square miles with 30.8 people per square mile. Currently, due to new enterprises the employment rate is only 3.4% in the county compared to 6.7% for the state. The county median salary is \$46,621 compared to state average of \$49,424. The 17.2% poverty rate continues to run above the state level of 12.4%. Ford County's total population is about 33,848 with Dodge City the home to 27,340. The under 18 is the largest age group at 30.9% and under the age of 5 is 9.6%. There are 1,659 veterans residing in the county. There are over 70 grandparents responsible for their grandkids in Ford County with over 42,000 grandparents doing the same statewide. The makeup of our community is 51.2% Hispanic, 44% Caucasian, and about 2.1% Black, Asian 1.4% and remaining 1.2% of other. Bordering Ford County are the counties of Gray, Clark, Hodgeman, Edwards, and Meade that make up the service area of Ford County RSVP. All are low population, very rural and low income counties

Like the economy, the population of the area is equally diverse. The area contains a significant older demographic as well as multiple ethnic populations. Such a diverse community presents a wide variety of transportation issues. For many years, the City of Dodge City has been a 5111 Transportation provider through a demand based, point to point system. This system provides general public transportation and attempts to fill in the gaps for those needing rides for medical appointments, shopping, and other day to day needs. But this system operates only within the city limits and is inefficient and serves only a small fraction of transportation needs identified throughout the region.

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In order to live independently safely and longer, many seniors and adults with disabilities will need help with activities of daily living; companionship to fight off loneliness and isolation; and other services such as home delivered meals, home safety checks, and transportation assistance. Frail & elderly persons in Ford County and the surrounding area have a hard time getting enough assistance to lead independent healthy lives and stay in their homes according to the SouthWest Area Agency on Aging (SWKAAA). SWKAAA stats also revealed that 85% of homemaker service clients have incomes under \$10,000. SWKAAA assessed 941 area seniors some of the results are; 47% live alone with 63% female and 37% male. This area's most common needs are transportation-97%, Shopping-97%, Meal preparation -- 96%, med management -90%, Money management 88% and Telephone 58%. Top ten unmet needs are attendant care, homemaker, home delivered meals, physical therapy, home health aide, shopping, transportation, skilled nursing, case management, and mobility. Without regular nutritious meals, the health of many older Americans declines; they become more susceptible to illness; their ability to manage their chronic diseases is reduced, and they may lose their ability to remain at home, independent in their community. The National Council on Aging reports one in three Americans aged 65+ is economically insecure--lacking the resources needed to meet basic food, housing, and medical needs. Volunteers can help homebound seniors, including frail elderly, and adults with disabilities by delivering meals to their homes. These home visits will increase their sense of well being by helping them feel safer, and less isolated. Volunteers who visit or call homebound clients can also serve as "gatekeepers" who alert relatives, emergency personnel, or social service authorities when they notice signs of distress, contributing to vulnerable persons' ability to remain living independently safely.

Even though maintaining oral health for a lifetime is possible, frail elders face significant challenges to do so. Poor oral health affects overall health leading to tooth decay loss of teeth and gum disease. But

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many do not realize that it is also linked to pneumonia, diabetes is more difficult to control with infections in the mouth, heart disease, clogged arteries and stroke may be a result of untreated gum disease. Infections from untreated tooth decay can cause health problems and even a risk of death. Weight loss and poor nutrition happens when chewing health foods such as carrots, apples and meat become difficult. Pain resulting from oral health problems can significantly reduce the quality of life. Dry mouth increases the risk for cavities. W They often need the assistance of others to keep their teeth and gums healthy and to visit a dental office. The American Dental Association's Task Force on Elders report that a majority of "vulnerable" elders aren't receiving basic daily care... the most essential strategy to prevent oral disease. Without vigilant self-care and routine professional dental care, people, as they grow older, suffer from general erosion of teeth, tooth decay and loss, oral cancer, root caries, periodontal disease, poorly fitting dentures and dry mouth. Thirty-one Kansas counties have no or only one dentist. Southwest Kansas is referred to as frontier area in the dental world. Most of the counties surrounding Ford County do not have any dental care available.

The program obtains community input through its Sponsor (DC3), the Area Agency on Aging SWKAAA, Ford County Council on Aging (FCCA), United Way, county government, local social service agencies, local churches, schools, and others through monthly agency and resource meetings. The resource meeting involves nursing home directors, a representative of the local hospital, hospice and other volunteer station representatives and allows members to share information, concerns and needs. The 12 member Advisory Council is a cross section of representatives with different skill sets; retired nurse, retired teacher, retired radio announcer, City Commissioner, Ombudsman Director, Convention Center staff person, Kansas Heritage Center Director, and senior volunteers that meet every other month. Their leadership and professional skills add a great deal of expertise that provides guidance and direction to the Program Director, reviews annual assessment to evaluate the program,

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identify potential community partnerships, and develop program goals. This group has been focused on the need to serve seniors in remaining independent and in their homes as long as possible. They understand the importance of companionship, food security, and transportation needs of seniors and those with disabilities and are committed to finding assistance for them. The Council supports fundraising efforts and works with local media to promote projects events and accomplishments. This year the Council members and staff promoted volunteer week by taking a "sweetness" gift, a new memorandum of understandings for renewal and discuss about volunteers and volunteer needs of the volunteer stations.

RSVP volunteers evaluate their experiences annually. Each year helping others is the number one reason they volunteer. Helping fellow seniors keeps them coming back. Local senior citizens have benefited through transportation to medical, therapy and other appointments that have improved their health and well being, delivery of meals on wheels, visits, and cards when confined. Other volunteers visit our local retired soldiers' home assisting with many activities there and other nursing homes in the area as well as home visits to individuals.

Twenty-five unduplicated RSVP volunteers will help deliver hot and/or frozen meals to 80 homebound individuals residing in the service area. RSVP volunteers will deliver hot, nourishing meals 5 day a week, also taking a few minutes to visit with the senior to provide some social interaction for each and to make a wellness check. RSVP volunteers will report signs of distress to Friendship Meal Site supervisor or the SouthWest Area Agency on Aging. Volunteers will be enrolled in the free excess liability insurance and be included in appreciation gifts, awards, and events. Fifteen unduplicated RSVP volunteers will provide transportation to medical appointments, shopping, banking, hair appointments, social events, and other needs for 100 seniors and others with disabilities so that they may remain in their own homes as long as possible. Volunteers will Volunteers will be

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covered by RSVP excess liability insurance and be included in appreciation gifts, awards, and events. Thirty-five unduplicated RSVP volunteers will provide companionship to 40 homebound, older seniors or those with disabilities with personal visits or as part of group for 4 hours per month. A total of 75 unduplicated volunteers, representing 50% of the volunteers, will serve in the Primary Focus area of Healthy Futures Focus. This group will be reporting outcomes of number of seniors serviced as well as hours served. Also, working in the Healthy Futures Focus are will be twenty RSVP volunteers who will address community health care needs and behaviors on the importance of good oral health care to 80 seniors in the RSVP service area. Oral Health of Kansas will assist in providing guidance, brochures and other supplies to education seniors on oral health care.

RSVP will partner with Ford County Emergency to recruit and train 20 unduplicated volunteers through Community Emergency Response Teams CERTs. These Trained CERT volunteers will assess community needs and plan programs such as neighborhood watch, fire safety, educate seniors on disasters preparedness, and others. They will recruit volunteers to assist with these projects. These volunteers will receive and become CERT volunteers and will in turn share disaster preparedness information with the public and train others. They will also be working to develop community projects such as neighborhood watch, fire safety, and others as determined needed by assessing community needs.

The community will support Veterans by collecting items to be boxed and sent to members of the military service, especially the ones serving overseas. "Goodie boxes" will be sent to at least 50 servicemen and women in time for major holidays. At least 10 unduplicated volunteers will assist with the collecting and boxing.

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Twenty unduplicated RSVP volunteers will recruit 25 additional volunteers to work with The Volunteer Center, Dodge City Chamber, Women's Chamber, Dodge City Community College and local businesses in recruiting volunteers to serve at large community events, as parking attendants, food servers, set up and take down, unloading, freight, transportation to airport, information desk, registration, vendor attendants, deliver ice and other needs, volunteer homeroom, volunteer reception, vendor reception and more.....

Community priorities will have 30%, 60 unduplicated volunteers, who be serving in many organizations and agencies throughout the community. These volunteers will allow community organizations to better serve their clients and provided vital services to the community by helping with blood drives, community health fair, at the local theatre and museums, congregate meal sites, food banks, the local hospital, Child abuse awareness, tutoring, bookcase project, library, lead boy scouts, and companionship and activities in nursing homes.

### **Recruitment and Development**

Volunteers are great recruiters. They share about their volunteer experiences, the value of volunteering, the fun of RSVP trips & events and encourage others to join. Site stations indirectly recruit by sharing how RSVP provides excess liability insurance to RSVP volunteers other RSVP benefits and availability of other volunteer opportunities. Printed materials are placed in church bulletins, agency newsletters and community newspapers. Printed materials and Memorandums of Understanding address non-discrimination statement, accessibility of the work stations, assurance of safety of volunteers, RSVP policies and procedures including but limited to volunteers not engaging in electoral activities or efforts to influence legislation, not supplanting employed workers, grantee nor volunteers' stations receive compensation from beneficiary's of Senior Corps volunteers. Volunteers

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will not receive a fee for service from service recipients, their legal guardian, or members of their family or friends and volunteers are not to give religious instruction, conduct worship services or engage in proselytization; mileage reimbursement procedures, use timesheets, client logs and other measurement documents, the need for National and State History checks, conduct required National Sex Offender search, FBI check for certain volunteer jobs and information on safeguards for confidentiality for the volunteer and for the clients they assist. An interest evaluation is taken along with other pertinent information about the type of volunteer experience they are looking for. Upon registering with the program, the volunteer receives an orientation, handbook, and other materials needed. Most sites perform the training needed for the job the volunteer will be performing for them. A volunteer assignment description will be filed in each volunteer's folder. Some of the material is available in Spanish and most days an interrupter is available for several hours.

With the award of a recruitment grant, a Volunteer Coordinator has been hired to assist in recruiting new volunteers of all ages, visit stations, and develop new partners and programs in the community, promote volunteering via PSA'S in the local newspaper and radio stations, presentations on RSVP at various organizations, agencies and businesses throughout the county, information booths at community events, and per request. Volunteer Match allows us to be available nationwide. The Community College has developed a new website that includes the Volunteer Center/RSVP that includes a resource reference for seniors and family of seniors looking for available services and information. On-line forms allow registration to the program, reporting and up to the minute program information. Birthday cards are sent out monthly. Staff does an annual phone call checking for updates and visiting about their volunteer jobs. New volunteers are contacted after one month to see if they have questions, remind them to turn in hours and check on satisfaction level. The program retains volunteers losing less about 20% a year and 15% of those are lost due to health problems, death

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or moving from the area. As volunteers physical abilities change they are made aware of different opportunities such as knitting purple caps for the Period of Purple Crying, enable them to remain involved. New and different volunteer opportunities are made available to meet the volunteers need for change and meet communities' needs. Older seniors with disabilities that live in a group setting have a great desire to volunteer and give to the community so several opportunities have been created to give them that chance. Currently, they help at the Senior Olympics, deliver goods, help at many community events and fundraisers, deliver meals to homebound and assist at school crossings. Job coaches assist them in doing the job right. A couple of new developing opportunities will involve emergency preparedness and projects to assist veterans and military personnel locally. The first Community Emergency Responder Team will be trained soon. They will in turn train others to educate the public on disaster preparedness and start local safety projects.

Recognition of volunteers and station sites is continuous thru a variety of social events; an annual banquet; length of service awards, Presidential awards for hours served; a holiday party; pins for participating in service areas; and a spotlight on "volunteer of the month" on the web site. Pictures of events and volunteers in action are posted on the web site and in newsletters. Many stations hold their own recognition events but any station who would like to recognize their volunteers have the opportunity to do so at the RSVP banquet. Volunteers' achievements are acknowledged throughout the year with articles in the newsletter, newspaper, radio or television spots and in reports to other organizations, agencies, and government bodies. A special Day of Remembrance and Service acknowledged the service of all volunteers in our community and the US. Items are collected to send to those currently serving in the military and those away from home will receive goodie boxes that have been put together by volunteers. Blue Star Mothers actively recruit Mothers of those serving in the military and are a great resource when working with veterans along with the local Veterans of Foreign Wars. The Advisory Council members help with the planning, present awards, decorating,

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and clean up. The Community College students set up, decorate, help serve the meal, provide musical entertainment and clean up of awards events. The College provides transportation to the event as well. Training and technical assistance is provided to RSVP staff, volunteers, site station supervisors and other community participation groups through orientation, updates in the newsletter, Dodge City Community College and web sites that offer tons of information and assistance. Site stations may request in service for their volunteers. Meals on Wheels has RSVP give a driver's training annually. The CNCS provides the majority of the project director's training and technical assistance. Other national, state and multi-state conferences on aging issues and volunteer management are attended as money allows and information is shared with stations, volunteers, staff and others in the community. In an effort to recruit more Hispanics to the program, a soccer tourney is being established with intentions of educate them about volunteers and what it means to the community. It will be two days of family fund and is intended to also raise funds for RSVP. A pilot program of The Ford County Volunteer Center to get parents involved with local schools has been started at Sunnyside Elementary, students are 90% Hispanic. Some of these adults will quality as RSVP volunteers. The Ford County Volunteer Center volunteer coordinator has been working hard to recruit younger volunteers in the community and as a result, some of the baby boomers are being recruited into the RSVP program which was part of the program design of The Volunteer Center.

### **Program Management**

Volunteer Stations will sign a Memorandum of Understanding that includes the non-discrimination statement, rules for reporting hours and other specification of responsibilities; provide assurance of safety for volunteers, provide reasonable accommodations including language, and complete a handicap accessibility survey. A supervisor/contact person will help determine what jobs volunteers are needed for, description of each job and provide the training necessary to do the job. The director staff and Advisory Council members make personal visits or attend events at stations as often as

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possible, allowing us to keep in touch with their changing needs. This year during Volunteer Week "sweetness" treats and new MOU were hand delivered to stations so that volunteer needs could be evaluated.

The Program Director networks with local community leaders to keep in touch with community needs. In the past few years, the focus of volunteer stations and jobs has been on Independent Living for Seniors. This will allow over 50% of the volunteer to remain serving where they already assigned. Aging in Place volunteers make up 45% and will be working on results tied to results to outcomes. Access to Care represents 5%, as does Veterans and Disaster volunteers. With 30%, 60 volunteers serving in community priorities the majority of the volunteers will not have to be reassigned. New volunteer opportunities in capacity building and disaster will give the remaining volunteers new options to serve as unduplicated volunteers and will bring new volunteers to the program. Volunteers who remaining serving at stations that do not support national performance measures will be offered the opportunity to serve as community volunteers and be managed by RSVP volunteers who are performing a capacity building role. New stations will be added as a Community Emergency Response Team (CERT) project will be launched in a partnership with the County Emergency Director. RSVP volunteers will be working with individuals, business, and the community to educating them about the benefits and basics of disaster preparedness, thus increasing the number of people trained to assist in the event of a disaster, the number of individuals that will be prepared and the number of businesses that will also have a plan in case of a disaster situation.

Volunteers get great satisfaction in knowing they are assisting fellow seniors get better health care by; providing transportation to medical appointments in town and out of the area, have a more secure

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food source, have access to personal care and needs appointments, companionship every month and can stay in their own homes as long as possible. The volunteers will track hours served and the number of clients they assist by turning in appropriate documentation once a month so that the RSVP staff can record the information into the volunteer reporter and/or spreadsheets.

The program sponsor, Dodge City community College will annually assess the accomplishments and impact of the project on identified needs and problems of the community and provide written documentation of annually assessing volunteer placements for safety. The RSVP Advisory Council conducts a Self Assessment of the program through discussions and back up data provided. The assessment looks for areas that need improvement and areas of strength. Thus, providing proof to community partners of the impact RSVP volunteers have on the community. Volunteers are given two opportunities a year to complete an evaluation of their volunteer experiences and the program. The director participates in community assessments done by United Way and other organizations in the community. Volunteer hours are reported by station supervisors and/or individual timesheets and are recorded into the Volunteer Reporter. Other data and survey results are tracked through the Reporter or spreadsheets to provided needed data for reports. Surveys are conducted to see how the volunteers are doing and to make sure the program is on track and meeting its targets & goals. The DC Community College financial department and the RSVP staff maintain reports, files and other documentation required for complacence of grants received. The Business Office at Dodge City Community College -- the project sponsor -- manages the financial resources of the project and ensures the accountability, efficient, and effective use of the available resources. Financial reports are filed as required by Corporation of National and Community Service. Federal funds and all other funds have separate account numbers for tracking dollars spent. In-kind contributions are

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documented by the giving source and are on file. The college, as well as the college's programs, is audited by an independent audit firm each year and a formal presentation is made at a Trustee Board Meeting. The RSVP Director and Volunteer Coordinator write grants to United Way, Ford County Council on Aging, and Corporation of Community and National Service that including new ones as they become available such as a 9-11Day of Remembrance. This is the 2nd year, and very likely the last year it will be available, a grant from the Volunteer Generation Fund. Advisory Council members approach area business for in kind contributions for projects and events. The College is stepping up with more in-kind assistance by providing equipment, tech support and work study personal. They have provided the director with a benefit package the same as other employees. The grantee match has more than doubled in the last few years and plans to continue to grow local revenue will continue to be propriety. Diversity has been the key in increasing match dollars. The increase of in kind donations allows cash dollars for essential program needs and salaries. The money from United Way pays for some of base needs of the program and a portion of salaries. Ford County Council on Aging funds have grown from a meager \$2,000 to \$17,000. The increase has been used to add a part time staff person, essential program needs of rent and supplies, expand volunteer recognition by purchasing calendar/holiday cards that are sent out to at Christmas, other novelty items to hand out at events and when becoming a new volunteer member. Businesses donate items that are used for volunteer recognition gifts, open house events and projects, like yarn for Purple Hats or material for lap blankets so those that cannot afford materials on their own. In kind gifts are recorded and receipts are filed in with current grant documentation in a notebook. Grant dollars require request for payment from the College finance department and must have the signature of the program director, business office manager, and Dean of Community Services. The Ford County Council on Aging (FCCA) is increasing financial support of service programs and funds for a part time staff person were approved this year. The FCCA is funded by a county mill levy fund. United Way is still an important financial backer of

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senior services through funding for RSVP. In-kind contributions of services and goods have expanded in part due to the networking in the community of the program director. The Advisory Council is divided into committees that are learning to make contact with local businesses and funders to sustain and expand the program. Two grant writers have been added as members of the Advisory Council.

### Organizational Capability

Dodge City Community College has an annual operating budget in excess of \$15 million. The Business Office Manager and Accounting personnel have over 50 years of experience. An independent firm conducts the annual audit that always results in Accommodations by the accounting firm for their financial system. The financial system includes the Director of Business Services, Business Office Manager, Accounts Receivable Specialist, Accounts Payable Specialist and an accountant. DC3 has a track record of successful grant administration since 1974. DC3 provides fiscal reporting for millions of dollars in grant awards for Title 4, Student Financial Aid, Title 3, Title 5, strengthening intuitional grants, SE grants, Upward Bound, Student Support Services, Educational Talent Search, Carl Perkins, as well as RSVP. Currently the college manages a Title 5 Strengthening Intuitions Grant; community based job training grant, a Title 4, and student financial funds exceeding 5 million dollars annually. There are several safeguards built into the financial management system, such as separate people to approve bill payment, with checks written and signed by DC3 accounting personnel. The RSVP Director coordinates with these specialists on monthly and quarterly bases for reconciliation of all accounts. Grant financial reports are completed by the program director using the records provided by DC3 Business Office. DC3 Vice President of Community and Industry Relations, Anthony Lyons, serves as the program director's immediate supervisor. He conducts a yearly evaluation and is very supportive of the program, providing one-on-one assistance to the Program Director as requested.

Vice-President Lyons has helped the program relocate into a more senior friendly office in the local Mall; made sure additional equipment was acquired, including a new copier; tech support and sends

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surplus supplies when available. He is now working to move RSVP and The Volunteer Center to the college campus to promote community involvement since he has become the Vice President of Community and Industry Relations. He is an active volunteer with VFW and other community organizations. The Director keeps him informed about all projects and financial management issues. The Director consults with Dean Lyons with program goals and objectives and asks for input from the sponsor perceptive on projects. Dean Lyons is the administrator in charge of projects for DC3 and deals with the Business Office Manager. DC3, Human Resource Office oversees the HR component. There are clear position descriptions for staff positions as written hiring, history checks and hiring policy and supervision policies. An employee handbook provides written internal policies for accounting procedures that codes income and expenses as federal, non-federal and excess funds. The staff salaries and expenses are charged the appropriate percent per program, human resources, payroll and benefit administration, travel and mileage reimbursement policies, company credit cards, use of college vehicles and equipment, grievance police, vacation and sick leave polices, sexual harassment policy, a reliable system to track volunteer hours and other internal policies and procedures were recently updated to meet CNS requirements including new background checks. Dodge City Community College has sponsored the Ford County RSVP from 1988 to 1990 and again from 1992 to the present. DC3 strives to make enrichment classes; cooking, handgun licensing, several types of computer courses, bead making, and more, available to seniors. A Silver Pass may be obtained to attend DC3 activities. The college is instrumental in RSVP day trips allowing use of its fleet of vehicles and drivers to travel the state in quest of education and recreational fun. DC3 resources provide a tremendous amount of in-kind supports that established, supports, and expand the program. The Program Director receives the same benefit package; health insurance, retirement plans, vacation time, sick leave, funeral leave, paid tuition, paid holidays, use of the wellness center, and others; as other program tech staff personnel.

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The sponsor is governed by a Board of Directors, which oversees the college financial audit, policy manuals, and community development. DC3 will use a Community Stakeholders Survey to obtain community insight of where DC3 is and where the community feels they need to go. This provided much insight to the college in terms of community needs, partnerships and community development. Ford County RSVP strives to meet community needs and continue to improve the quality of the volunteer experience by sending out surveys to volunteers, station supervisors, recipients of program services, and community partners. The surveys are then evaluated by the Advisory Council, Ex-Officio and the Program Director. The Program Director participates in annual assessments with United Way and the Bright Beginnings Pre-School. The sponsor and the grantee jointly participate in the Principles and Categories for Improving Academic Quality (AQUIP) under the guidance of the higher learning commission of the North Central Association of Colleges and Secondary schools. This is a proactive quality improvement program based on the Balige national Quality Improvement Program. It is used to measure such things as effectiveness, continuous improvement, valuing people, leading and communicating, building and collaborative relationships and assessing student learning.

Depending upon funds available, DC3 has provided staff support for the office, mostly recently thru work study students and business classes. Some funds may be available for professional development that can be used for travel to conferences or needed program materials. Assistance from the media department with making of fliers, PSA material, air time on local college radio station and local TV time, and other printed materials. The RSVP Director has ten years experience in social service programs including eight in her current position. Her experience includes numerous years of volunteering with Boy Scouts and 4-H. In addition, to volunteering she has held a leadership role as the 4-H project and club leader. She has also served on the Extension Council and the Extension

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Council Board, as well as several County Farm Bureau committees as well as County and State Woman Chairperson. She was active in several other farm organizations serving on committees and board offices. Dodge City Community College (DC3) provides students on Federal Work Study to serve in the RSVP office when available. Most have good computer skills and are a great assistance to the Director. A Volunteer Coordinator was hired almost 2 years ago and runs the volunteer center side of the program for younger volunteers. The Volunteer Center/RSVP has become the main hub in community awareness, volunteer recruitment and station development will be the main focus. This clearing house will assist the program in matching volunteers to new and exciting volunteer opportunities and get more community based programs involved in utilizing volunteers. The part time office assistant/receptionist is very knowledgeable of the Volunteer Reporter and entering data and tracking performance measure data. The office assistant is bi-lingual and a huge asset to the programs.

The program obtains community input through its Sponsor (DC3), the Area Agency on Aging, Ford County Council on Aging (FCCA), United Way, county government, local social service agencies, local churches, schools, and others through monthly agency meetings. The 12 member Advisory Council is a cross section of representatives with different skill sets; retired nurse, retired teacher, retired radio announcer, City Commissioner, Ombudsman Director, Convention Center staff person, Kansas Heritage Center Director, senior volunteers that meet every other month. Their leadership and professional skills add a great deal of expertise that provides guidance and direction to the Program Director, reviews annual assessment to evaluate the program, identify potential community partnerships, and develop program goals. The Council supports fundraising efforts and works with local media to promote projects events and accomplishments. This year the Council members and staff promoted volunteer week by taking a "sweetness" gift, a new memorandum of understandings

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for renewal and discuss about volunteers and volunteer needs of the volunteer stations.

RSVP volunteers continue to support United Way and United Way Agencies. United Way funding is very reliable even if the amount fluctuates some, it is not a large amount and the funding is allocated for 2 years at a time. The Ford County Council on Aging distributes mill levy funds from the county. This funding continued the first few years and has remained steady for the past 3 years. Increased fundraising efforts by the Advisory Council should see a significant increase in the next 2 years as new annual events are established. The RSVP program is highly thought of in the community and receives firm backing (sponsorships) by community organizations and businesses.

### **Other**

NA

### **PNS Amendment (if applicable)**

NA