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Executive Summary

An estimated 480 RSVP volunteers will serve. Some of their activities will include transportation and grocery shopping support for seniors aging in place, nutritious meal delivery to homebound or older adults and individuals with disabilities, leading or assisting Bone Builders, classes for strength and balance training, preventing elder abuse, and income tax tutoring. The primary focus area of this project is Healthy Futures.

At the end of the three-year grant, the anticipated outcomes include:

As a result of RSVP volunteers providing free transportation, homebound or older adults and individuals with disabilities will report having increased social ties/perceived social support.

As a result of RSVP volunteers providing free food delivery, homebound or older adults and individuals with disabilities will report having increased social ties/perceived social support.

As a result of RSVP volunteers providing financial literacy services, homebound or older adults and individuals with disabilities will report having increased social ties/perceived social support.

The CNCS federal investment of \$ \$63,965 will be supplemented by \$49,369 in anticipated non-federal resources.

Strengthening Communities

Montgomery County is Maryland's most populous jurisdiction with a population of 1,016,677. Bordering the nation's capital, the county encompasses nearly 500 square miles, offering a mix of urban and suburban settings with more than forty individual towns and incorporated cities. Looking at selected economic characteristics, Montgomery County has an unemployment rate of 4.9% (Bureau of Labor Statistics, December 2012). Among seniors 60 and over, the unemployment rate is 2%. (Source: 2010-2012 American Community Survey 3-Year Estimate). Although Montgomery County is one of the most affluent in the country with only 6.5% below poverty level and a median income per household of \$94,965 (American Community Survey, 2012), an eye-opening statistic is the Self-Sufficiency Standard which measures the amount of income that is needed for a family to meet their basic needs without public or private assistance. The Standard takes into consideration the

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cost of housing, child care, food, health care, transportation, taxes and miscellaneous expenses. The Self-Sufficiency Standard for Montgomery County, researched and published by the Montgomery County Community Action Agency in 2012, indicates the amount needed to make ends meet for one adult, one preschooler, and one school-age child is \$36.90 per hour (\$77,933 annually) in Montgomery County, or 421% of the Federal Poverty Level. A single adult would need to make \$17.07 an hour to meet basic needs. The minimum wage for Maryland is currently \$7.25 an hour. Source:http://www.city-data.com/county/Montgomery_County-MD.html#ixzz2Kcj58qpk

Over the last three decades, the elderly population in Montgomery County grew faster than any other age group. The most obvious change in the senior population in Montgomery County is the growth in the overall number of individuals age 65 and over. The County currently has a population of nearly 130,000 individuals age 65 and over (ACS 2012). The 65 and over population grew by 22% between 2000 and 2010, and is expected to grow by another 20% between 2010 and 2020. By 2030, the number is expected to reach nearly 233,030, an increase of 137% over the 2000 number. Montgomery County has 17% of the entire State of Maryland's 65+ population, including the largest share of Asian and Hispanic elderly in the State.

Several demographic trends are significant and will have a profound impact on demand for services among the elderly. First, and perhaps most significant, is the growth in the old-old population which has the highest rates of functional disabilities and need for assistance. In 2010 there were 17,743 individuals age 85 or over, compared to 12,983 in 2000 (37% increase in a decade).

According to Shawn Brennan, Montgomery County Health and Human Services Director of Mobility and Transportation for Seniors and People with Disabilities, "The need for volunteer-provided transportation services is great. The county's senior population is growing; lack of access to transportation has been documented to lead to social isolation and poor health outcomes (physical and emotional). Lack of access to transportation to medical appointments has been identified in research as contributing to hospital readmissions. Low income residents eligible for paratransit struggle to pay the cost of round-trip transportation (which can be up to \$13.00). Buses can be unfamiliar and particularly frightening for people struggling with lower extremity pain and weakness. The organization providing the most number of free rides is having difficulty keeping up with

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demand. The Senior Connection now needs to ask folks to call to request rides 2-3 weeks in advance. In a recent County survey, older residents identified the availability of volunteer drivers as one of their top three most important transportation services."

In the primary focus area of Healthy Futures, RSVP volunteers in the transportation service area will meet health needs and support the objective of aging in place. They will provide free rides to medical appointments for needy seniors that are door-through-door, rather than simply dropping the senior off at the curb. This is a critical service for frail seniors and also will lead to an outcome of increased social ties/perceived social support.

Low-income seniors without any family support or other transportation resources lack the essentials needed to remain healthy and ultimately continue to live independently. RSVP volunteers are a valuable resource to provide this critical transportation as well as social support and play a role in allowing them to remain in their homes and out of an institution.

To further increase seniors' ability to remain in their own homes with the same or improved quality of life, RSVP volunteers will serve as Meals on Wheels volunteers, delivering meals to homebound seniors. Additionally, RSVP volunteers in The Senior Connection's Grocery Shoppers Program will either shop for a senior or take the senior to the grocery store to assist with shopping, depending on their ability. Finally, trained RSVP volunteers will support seniors aging in place with financial literacy service activities by providing bill payer services.

In Healthy Futures, our RSVP Program will address access to care in our community. Nearly 28 million Americans suffer from osteoporosis -- 80% are women; 20% are men. Osteoporosis causes bones to become thin and easily broken. Although osteoporosis can strike at any age, it affects one in three women and one in eight men over the age of 60. According to the International Osteoporosis Foundation, osteoporosis and low bone mass are currently estimated to be a major public health threat for almost 44 million U.S. women and men age 50 and older. One out of every two women and one in four men over 50 will have an osteoporosis related-fracture in their lifetime. To address osteoporosis in an increasingly growing population in Montgomery County, RSVP volunteers are trained to lead free Bone Builders classes. Physical activity and fitness reduce risk of osteoporosis and fracture and fall-related injuries. Providing free classes at convenient locations enables vulnerable and

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at-risk seniors access to classes leading to increased strength and improved balance, thereby decreasing the risk of falls and improving their ability to continue to live independently. The daytime classes are designed to prevent and slow development of osteoporosis and help regular participants increase bone density naturally, an effective option for those who may not wish to use anti-osteoporosis medicines. To address this community need, RSVP volunteers will lead or assist Bone Builders classes throughout the County.

Additionally, our RSVP Program will address the access to care by providing information on health care access and health care programs. In Montgomery County, there are over 7,000 people living in long-term care facilities. The problems confronting these facilities include staff shortages, lack of training and supervision for staff and tremendous turnover in all levels of staffing. Residents, particularly those without family nearby, often have no one to address issues of health access and benefits. RSVP volunteers are trained as ombudsmen to provide information on health care access and health benefits programs.

All of these efforts are in line with County Executive Isiah Leggett's goal to make Montgomery County a "community for a lifetime" as advocated by the County's Commission on Aging. Montgomery County will be a community for a lifetime, a place for older adults to live safe, healthy and vital lives." (Senior Agenda adopted by the Montgomery County Council, December 2012). http://www.montgomerycountymd.gov/exec/resources/files/senior_agenda.pdf

Data Collection and Measurement:

To ensure National Performance Measure outcomes and outputs are measured, collected, and managed, the appropriate surveys and client logs will be incorporated into operating procedures to ensure administration on a timely basis and for maximum client response and scheduled with enough lead time for inclusion in required grant reports. This is done by cultivating strong relationships with the RSVP stations and periodic review of systems to incorporate recommended improvements. Reliance on survey tools such as Survey Monkey, when appropriate, can significantly increase response rate and timeliness. Google Docs has proven to be a valuable as well as flexible and affordable tool for data collection and analysis. Additionally, we have years of experience using Volunteer Reporter to manage RSVP data for monitoring and reporting.

Veterans and Military Families

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According to Serving Together's Executive Director, there are approximately 50,000 veterans in Montgomery County.

Veterans are served through our transportation, grocery shoppers, and bill payers programs as well as through Meals on Wheels and Long Term Care Ombudsmen. Future data collection methods will include reporting on number of veterans served by RSVP volunteers in Healthy Futures.

Veterans are serving as RSVP volunteers in a variety of areas, including Healthy Futures where they deliver meals and provide transportation for seniors. Beyond Healthy Futures, veterans are well represented in the focus area of Economic Opportunity as tax counselors providing free tax preparation to low to moderate income Montgomery County taxpayers with special attention to seniors.

Working with the veteran and military community is top of mind in days of service events. For example, veterans and military organizations are recruited for our large-scale Dr. Martin Luther King, Jr. Day of Service, engaging over 2,500 volunteers in service projects, including 178 veterans and military families who reported participating.. In 2014, projects included making 300 cards for veterans and making 149 paracord bracelets for Operation Gratitude for "care" packages.

Additionally, the RSVP Director and Volunteer Center are involved with the County's Veterans Collaborative, a network of veteran-focused organizations sharing resources and information. Further, the Volunteer Center partners with Serving Together, a local program providing resource information and assistance to veterans and the RSVP Director serves on the their planning committee for the annual Veterans Resource and Community Volunteer Fair held each fall to promote services to veterans and military families and to engage community volunteers with veteran-focused nonprofits.

Recruitment and Development

Q8. Demonstrates a plan and infrastructure to create well-developed high quality RSVP volunteer assignments with opportunities to share their experience, abilities and skills to improve their communities and themselves through service in their communities.

A primary purpose of the RSVP program is to increase the capacity and infrastructure of nonprofit organizations and institutions within the Montgomery County community. Volunteers are interviewed and placed to maximize both the experience of the volunteer and to fulfill the need of the

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organization. Whether working in the public schools one-on-one with a child to increase his/her reading ability, or working behind the scenes at a nonprofit organization creating a website or database through the Pro Bono Consultant Program, RSVP volunteers are providing services that enhance our community.

The Montgomery County RSVP Program is committed to assuring a high quality experience for all of its volunteers. Potential station and volunteer assignments are carefully screened to evaluate the need for the work to be done as well as the value that work provides to the community. Volunteers are encouraged to communicate openly with their assigned station supervisor as well as with RSVP staff. Station and RSVP office staff are cognizant of the wealth of experience and expertise that RSVP volunteers bring to their assignments, and welcome their input on ways to improve services. Initiatives such as the Pro Bono Consultant Program offer the opportunity for volunteers to use and enhance their professional skills, build new skills, and take leadership roles in program activities. Many of our volunteers are recommended by the RSVP office to sit on advisory groups or newly established committees to study senior issues, to share their expertise and insight.

Q9. Demonstrates a plan and infrastructure to ensure RSVP volunteers receive training needed to be highly effective means to addressing identified community need(s) in both the Primary Focus Area and in other Focus areas or capacity building

In our meetings with RSVP Stations we review their volunteer training programs and collaborate on development of quality trainings specific to each station and volunteer activity.

Q10. Describes the demographics of the community served and plans to recruit a volunteer pool reflective of the community served.

DEMOGRAPHICS: Our County has an extremely culturally and ethnically diverse population. According to the 2010 census figures, Montgomery County--home to nearly half the state of Maryland's Asians and Hispanics--has a population that is 43.2% (ACS 2012) minority. Data from Montgomery County Public Schools (MCPS) for the academic year, 2012 -- 2013, shows our school children represent 164 countries and speak 184 languages. In 2011, the county's white, non-Hispanic

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student population dropped to less than half of the total for the first time. With enrollment at nearly 148,779 students, the percentage of Whites is 33%, while African-Americans make up 21.3% of the population, 26.7% are Hispanic, 14.3% are Asian, 0.2% are American Indian, and 2.6% are two or more races. The MCPS figures include African immigrants with the African-American population. According to the American Community Survey 2011, 38.1% of Montgomery County's population speaks a language other than English at home.

Limited English proficiency (LEP) is a significant and growing concern among older adults in Montgomery County. Among older adults that speak Spanish at home, 44% were LEP, as well as 48% of those speaking Asian/Pacific Islander Languages at home. In fact, Montgomery County is home to 58% of all elderly Asian seniors in the state of Maryland, as well as 57% of all elderly Hispanic seniors in the state. When examining all ages, Montgomery County ranks tenth among all counties in the US for the percentage of the population that is foreign born (33%).

We are committed to our outreach efforts to recruit more RSVP Volunteers from underrepresented racial and ethnic groups. One example is our on-going strategy for increasing the involvement of Latino seniors. Fortunately, with the Volunteer Center as part of the Office of Community Partnerships, we are able to outreach broadly to a more diverse community, and encourage participation in both individual volunteer opportunities and larger days of service that take place in Montgomery County through our Latino Liaison, Asian and Middle Eastern Liaison, African American Liaison, and African/Caribbean Liaison and their respective Advisory Committees. We have our RSVP Volunteer Registration Form available in Spanish. The County website is available in several languages and the Volunteer Center is translating some recruitment materials and website content into Spanish.

Extensive efforts are placed in volunteer recruitment. The office engages in both general market and target recruiting. The RSVP office has access to the Montgomery County Public Information Office (PIO) and through that office sends out Press Releases and Public Service Announcements on a regular basis advertising volunteer positions. Through the PIO, RSVP staff has regular opportunities to promote the program through local cable television shows as well. Volunteer Center Ambassadors routinely speak to groups at senior centers, retirement communities, senior expos, etc., promoting senior volunteerism in general and specific volunteer positions. We promote word-of-mouth recruiting

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("tell your friends") through our existing base of RSVP volunteers. Other outlets are monthly cable TV programs: Make A Difference and Seniors Today. We also have access to County e-lists targeted to senior-focused organizations through Health and Human Services' Aging and Disability leadership. All outreach efforts of the Volunteer Center (volunteer fairs, community speaking engagements, etc.) include information about the RSVP program as well. RSVP partners with The Beacon, a senior newspaper widely distributed throughout the Metro DC area (MD, DC, VA), as a resource for their annual Senior InfoExpo. RSVP also runs a workshop and staffs a table at the annual 50+ Employment Expo. To integrate senior service into the activities of other service programs, we introduce RSVP to new nonprofits through our monthly Volunteer Center orientation program as well as promote the wisdom of engaging senior volunteers by speaking at community events. We also network through a local advocacy organization, GROWS (Grass Roots Organization for the Well-Being of Seniors). We also have a social media plan with Facebook and Twitter as well as a newly redesigned webpage offering increased virtual functionality.

For our outreach to veterans and military families we partner with Serving Together, a project of the Mental Health Association with a focus on increasing awareness of resources for service members, veterans and their families.

Q11. Demonstrates a plan and infrastructure to retain and recognize RSVP volunteers

In order to retain volunteers, we maintain contact through e-mails and phone calls, the Volunteer Center's monthly e-newsletter, the issuance of special occasion cards to volunteers and visiting volunteer group sites as often as possible. Volunteers are always encouraged to contact the office if there are any problems or issues that we can be of assistance with.

We are very careful to recognize the RSVP volunteers for all of the wonderful work that they do. Historically, we have held annual volunteer recognition events in the fall where all active volunteers receive an invitation. While all RSVP volunteers are invited to the event, we usually have had a participation level of 300. A separate volunteer recognition brunch is held in May for the Tax-Aide volunteers hosted by Brighton Gardens of Tuckerman Lane. Attendance has continued to grow to almost 80 volunteers. RSVP encourages stations to recognize their volunteers, and the RSVP Director often participates in these programs (i.e. Long Term Care Ombudsman annual recognition lunch in

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December, and spring recognition events at The Senior Connection and Jewish Council for the Aging Heyman Interages Center). Individual volunteers will be highlighted in Volunteer Center's e-newsletters as well as on the website. Volunteers are often placed in submission for various award programs, i.e. Neal Potter Path of Achievement Awards, Montgomery Serves Awards, Governor's Award (one of our RSVP stations was honored in 2013), MD Dept of Aging Volunteer Awards, and Maryland Senior Citizens Hall of Fame (RSVPer Margaret Schweitzer won in 2013, jointly nominated by RSVP and Meals on Wheels of Takoma Park, etc. We have also participated in the issuance of Presidential Volunteer Service Awards. As a part of Montgomery County government, RSVP staff receives training from computer classes to leadership seminars. RSVP staff strongly encourages stations to provide thorough training to their volunteers. The extent of that training varies from station to station. For example, RSVP volunteers placed with the Montgomery County Volunteer Center are invited to attend staff meetings where they are provided updates and information on Center programs and activities. The RSVP office encourages all stations to appreciate and understand that RSVP volunteers are unpaid staff, just as committed to the goals and mission of the agency as paid staff, and expects them to afford these volunteers the same training and opportunities that would be offered to paid staff. Information on training and technical assistance for nonprofits is provided through the Volunteer Center. Training is a component of the monthly orientation sessions for agencies, and, as a follow up, volunteer Advisors assist stations with individual database support. We notify partner organizations of training opportunities such as the free online seminars offered by Volunteer Match and the new volunteer initiative from the Aging Network's Volunteer Collaborative launched in 2012 by the National Association of Area Agencies on Aging.

Program Management

Q12. Plans and infrastructure to ensure management of volunteer stations in compliance with RSVP program regulations (such as preventing or identifying prohibited activities)

The RSVP Program has an established procedure in place that includes meeting with new stations to review all RSVP Program regulations. Ongoing communication takes place with all volunteer stations to provide support and to gather report data and at these times RSVP program regulations are reviewed as necessary. Volunteers and station contacts have access to a concise and informative RSVP Volunteer Information reference document clearly outlining program regulations and prohibited activities. The MOU is a comprehensive document clearly outlining program regulations and prohibited activities. It has been reviewed by the County attorney for compliance with RSVP program requirements.

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Q13. Plans and infrastructure to develop and/or oversee volunteer stations to ensure that volunteers are performing their assigned service activities

RSVP Staff meet with new stations to develop procedures. The RSVP Director regularly visits RSVP stations to meet with staff and volunteers. Stations must provide biannual reports on the assigned service activities of their RSVP volunteers. The RSVP Director is also present at key stations for orientation and training.

Q14. Plans and infrastructure to meet changing community needs to include minimizing disruption to current volunteers as applicable and/or graduating* stations as necessary

The RSVP program is well apprised of community needs through our work with the Montgomery County Volunteer Center, routinely interfacing with the Montgomery County nonprofit community. Further, as part of the County Executive's Community Engagement Cluster, RSVP staff is particularly focused on critical community needs and issues with special emphasis on diverse populations. Being situated within the County government, staff has ready access to a variety of departments ranging from Health and Human Services to Transportation, and can work easily within the system to place volunteers.

In keeping with our commitment to communication with our RSVP stations and nurturing our volunteers, we will ensure volunteers in graduating stations are informed of other RSVP volunteer opportunities. Fortunately, in the largest graduating station that does not align with RSVP's program design, it has been determined all those volunteers will continue on in their current roles with the nonprofit as it has always been a very self-contained group primarily involved with senior center activities and senior nutrition. So there will be no disruption of services.

Q15. Demonstrated an organizational track record in managing volunteers in the Primary Focus Area, to include if applicable, measuring performance in the Primary Focus Area

RSVP of Montgomery County has had a long standing relationship with all the stations in our primary focus area of Healthy Futures: The Senior Connection, Meals on Wheels, Long Term Care Ombudsman and Bone Builders. We are committed to continuing and further strengthening those partnerships through frequent communication and active involvement in their trainings, recognitions

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and planning efforts. RSVP staff work individually with stations to ensure that reliable measurement tools are in place to assess the effectiveness of volunteer projects. RSVP staff will evaluate program performance on a regular basis, checking in every six months or more often as needed.

RSVP staff will work with stations on the identification and collection of relevant data to evaluate individual program performance and to determine that stated goals are on track. The system of program assessment and evaluation is ongoing in an effort to continually improve the program.

Q16. Demonstrated a plan and infrastructure to ensure the project is in compliance with the RSVP federal regulations to include establishing an RSVP Advisory Council, ensuring RSVP volunteers are placed in stations that have signed the required MOU, and ensuring all volunteers are eligible to serve in RSVP.

The role of an RSVP Advisory Council is served by our active participation in Montgomery County's Vital Living Network (VLN), an advocacy organization composed of county residents, staff, community leaders and business representatives. The RSVP Program regularly asks for and receives input from this group. There are 24 members; the RSVP Director is an active member. Additional input on program design and evaluation is provided through the County's Senior Subcabinet on Senior Vital Living, specifically its Civic Engagement Workgroup, of which the RSVP Director is a member. These formal groups that advise the RSVP program serve to meet the requirement for securing community participation (RSVP Regulations 45 CFR 2553.24) is, to provide regular feedback and advice.

The RSVP Director keeps up to date records of signed MOUs from all stations and ensures that all volunteers meet RSVP eligibility requirements. Use of Volunteer Reporter software monitors MOU compliance and the RSVP Volunteer Registration Form includes an age-confirmation validation that the applicant is eligible to be in RSVP.

Organizational Capability

The mission of the Montgomery County Volunteer Center is 'to mobilize people and resources to deliver creative solutions to community problems.' The staff has expertise in the successful direction and management of both volunteers and volunteer programs, and the RSVP program has thrived in the Volunteer Center environment. The key staff positions responsible for program management are: Director of the Office on Community Partnerships Bruce Adams, J.D; the Volunteer Center Director

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Molly Callaway; and the RSVP Project Director Kathleen Meaney Stobie. All three meet weekly to discuss program activity. Daily oversight is the responsibility of the RSVP Project Director who has been in the position since August 31, 2009. She was promoted from RSVP Coordinator, a part-time position she held for three years. She has a wealth of experience in volunteering, both as a volunteer herself and as a supervisor of volunteers in multiple service activities. She holds a Bachelor of Science Degree in Business Administration from Georgetown University, and a Master's Degree in Health Services Administration from George Washington University. Volunteer Center Director Molly Callaway will provide RSVP Program support through active participation in all RSVP key events and programs, i.e. volunteer recognition, Pro Bono Consultant Program, etc), management support for the RSVP Director, and leveraging connections to the nonprofit community. Ms. Callaway has been with the Volunteer Center for 16 years and is well-versed in RSVP operations. She has a Masters in Human Resource Management from the College of Notre Dame in Baltimore. Other paid staff includes a part-time Senior Fellow to focus on Days of Service as well as a Montgomery Corps staffer to handle phone/email inquiries and produce our monthly "Hotlink" of donations and resources to our registered nonprofits. We have also had paid staff on a contract basis to manage social media as well as special events such as our annual Montgomery Serves volunteer awards program.

The Volunteer Center recognizes senior volunteers and the RSVP program to be a substantive resource in addressing and solving community problems. The Center is extremely supportive of the RSVP Program and works collaboratively in addressing community needs. Staff roles are well defined, but with enough flexibility to address new and pressing issues as they may present themselves. There is a strong commitment to teamwork and collaboration. Weekly staff meetings assure that staff is aware of all current projects and a true spirit of cooperation ensures that the work will be done, and done well. The Volunteer Center and RSVP also rely on unpaid staff (volunteers). We have a highly successful team of lead volunteers. Long-time RSVP volunteers maintain the searchable volunteer database, serve as advisors/ambassadors, and manage the Pro Bono Consultant Program. Additionally, RSVP of Montgomery County has a "SWAT" Team (Seniors With Available Time) to provide support for events and special projects. This is both for the Volunteer Center and for nonprofits and agencies registered with the Volunteer Center.

Montgomery County Government has a finely tuned financial management system and has handled millions of dollars in Federal grants. The County's Department of Finance monitors all grant financial

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activity. One individual is assigned to the RSVP Grant and compiles all reports and tracks all financial activity relating to the Grant. Adequate office and meeting space are provided as well as computer, telephone, etc Montgomery County Government has successfully sponsored the RSVP program for over 30 years. Through the Volunteer Center's established partnerships with community nonprofits, businesses, and senior-focused organizations, we are recognized as the go-to experts for senior civic engagement. Due to the requirements of the RSVP grant, other grants, and the findings of the Senior Summit, our focus is on impact-based programming. In April 2012, the Volunteer Center was relocated to the County's UpCounty Regional Services Center. In this location, the RSVP Program is provided with a secure office for the RSVP Director and several workstations to accommodate any volunteers. There is also a large in-office conference table for meetings as well as access other conference rooms in the building for orientations or other meetings. To ensure safety, there is a security guard on duty in the lobby during core office hours. For equipment and supplies, we are subject to County purchasing procedures and have well defined personnel procedures with job descriptions for staff and administrators as well as County policies, including a travel policy. The County has an online performance evaluation system for all staff for annual review and rating, both self and by supervisor. As part of this process, program performance as well as personnel performance is considered. As part of an individual performance plan, employees also set goals for professional development with many free course offerings through the County. For community input, the County conducts surveys of residents every two years. At the Volunteer Center, registered nonprofits have been asked to complete periodic surveys to assess performance and provide suggestions for improvement. As part of the County's annual report, program statistics are provided. At any large days of service events (MLK Day, Community Service Day, etc), evaluations are completed by participant volunteers as well as nonprofit partners.

Managing project resources, both cash and in-kind, follows the County's strict procedures for financial accountability. The County maintains segregated revenue and expenses for the RSVP grant through its Oracle system, assigning specific grant codes to enable tracking of resources. The County has a rigorous grant review process in place involving the Office of Management and Budget, County Attorney's office and the County Executive's office. In-kind donations are appropriately documented according to CNCS guidelines. For securing resources to sustain or expand our project, RSVP has had an opportunity to work with the business community through Montgomery County's Corporate Volunteer Council (CVC). In the past, the CVC has partially sponsored our annual recognition events.

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Additionally, a Fund for Montgomery was established in 2011 to raise funds to support the Office of Community Partnerships events. Current sponsors include Safeway, Fitzgerald Auto, and the Carl M. Freeman Foundation. More specifically, the RSVP Project Director establishes and maintains strong relationships with businesses working with the senior market, enhanced in 2011 by involvement with GROWS. Thanks to targeted outreach ("making the ask"), Brighton Gardens of Tuckerman Lane (a Sunrise facility) has provided for the past seven years, free of charge, the Tax Aide volunteer recognition hosted at their lovely facility including a lovely brunch. RSVP established a partnership with an area business, The Original Pancake House, to provide knitted items for their annual free Christmas breakfast for the homeless.

Other

N/A

PNS Amendment (if applicable)

N/A