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Executive Summary

PIKE COUNTY RSVP provides an estimated 200 unduplicated volunteers 55 and older to help improve their communities, ameliorate some of the consequences of multi-generational poverty, and ensure a brighter future. The primary focus area is: Veterans and Military Families. Activities will include: job applications; interviewing skills; medical care and benefits. At the end of the three-year grant, anticipated outcomes for this area are: provided services to 50 or more military families. The second focus area is: Disaster Preparation. Activities will include: Blood Mobile Drive; Emergency Preparedness Training; Disaster Response Training. At the end of the three-year grant, anticipated outcomes for this area are: 85% of attendees pass the test on the 3 Key components of an emergency preparedness plan. The third focus area is Healthy Futures. Activities will include: TeleFriend calls; Meals on Wheels; Nutrition Risk Assessments. At the end of the three-year grant, anticipated outcomes for this area are: 250 TeleFriend assurance calls; 100 meals and fellowship. The fourth focus area is Education/Cultural Heritage. Activities will include: Pioneer Museum Educational Tours; Volunteer Tutors/Mentor. At the end of the three-year grant, anticipated outcomes for this area are: 1000 educational/cultural heritage volunteer hours. The fifth focus area is: Capacity Building. Activities will include: leadership roles in community agencies (American Cancer Society, Heart Association, Art Council). At the end of the three-year grant, anticipated outcomes for area are: organization capacity and infrastructure is strengthened allowing for more service delivery to community. The CNCS federal investment of \$60,127.00 in federal funding will be supplemented by \$6,000.00 in non-federal funding and \$36,000.00 in-kind match.

Strengthening Communities

Pike County RSVP is both a rural and urban program with over 40 years of service to this community and its constituents. In addition, Pike County RSVP has been in a mutually beneficial partnership with Troy University for 18 years. This strengthening of this partnership with the addition of staff, the use of a computer lab on campus, volunteer time from social work students, access to the university infrastructure of advertising and education, and in-kind service from Dr. Denise M. Green (PI) will allow this project to access resources and expand services for our community.

Description of Pike County Pike County lies in the center of the Black Belt (Britannica Online Encyclopedia) with a four lane interstate highway running through the center of the county. Interstate 231 runs from north to south, connecting Pike County to most major cities in the state of Alabama. The urban center and county seat of Pike County is the city of Troy. The Pike County RSVP

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Project service area encompasses all of Pike County, which is made up of: the municipalities of Troy, (the County Seat) Brundidge, Goshen and Banks. Pike County also has the rural dirt roads and acres of cotton, corn, peanuts and livestock. Troy has a mayor, city council, and police force.

Demographics. The total population of Pike County is 33,182 and the total senior population age 65 and older is 13% (4,314 persons). Pike County continues to rise in total population below the poverty level with 27.1 % (8,960 persons) while the state poverty level is 17.6%. In addition, 46.6% of those living below the poverty line are families with children under 5 while 17% are 65 and older. Pike County racial breakdown is 59.1% Caucasian and 39.9% are Black/African American or other nationality. Gender data shows 52.3% of the population are female and 47.7% are male. Pike County reports a 40.9% not in labor force rate. This rate is commensurate with the 55.5% rate for females not in labor force. . The unemployment rate (those who either lost their job or cannot find a job) in Pike County increased slightly over the past year with a higher than national average of 17%. Private wage and salary workers comprise 71% of the population. There are approximately 400 elderly (grandparent) households taking care of grandchildren. The average family income is \$31,179.00 yearly (retrieved from: <http://quickfacts.census.gov/qfd/states/01/01109.html>). Poverty and its associated consequences - lack of medical care, lack of nutrition, loss of essentials (good housing, power, and water, working appliances) is a multi- generational issue. The rural communities in the Black Belt commonly face acute poverty, rural exodus, inadequate education programs, low educational attainment, poor health care, urban decay, substandard housing, and high levels of crime and unemployment (The Black Belt Fact Book, University of Alabama).

While Pike RSVP may not be able to raise our community out of centuries of poverty, it is our singular focus to ameliorate some of the consequences of multi-generational poverty for our residents in a respectful and empowering manner.

Identified Community Needs based on Demographics and State Human Service Agencies Partnerships. Pike RSVP works with local community agencies to define the unmet needs and recruit volunteers to assist in meeting those needs. There is a wide variety of inter-generational, social economical, racial, educational and ages involved in the planning, recruiting, development and evaluation of the areas of need to be served.

The first identified need of serving Veterans and Military Families grew from who we are as community. Alabama's National Guard ranks fifth in the nation in the number of troops deployed since 2006 (Texas is ranked first followed by North Carolina, California and Tennessee). (<http://www.encyclopediaofalabama.org/face/Article.jsp?id=h-1042>). Our soldiers leave to serve and

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upon their return are unable to receive help with the basic provisions necessary to survive. Our Veterans reported in a survey the following requests: Job assistance (resumes, interviews, transportation, applications, computer skills). In addition, assistance with obtaining health care benefits and traveling to appointments were ranked as very important.

The second community need of Disaster Services stems from the rural aspect of our county and the lack of ability for elderly persons and the poor to protect their homes and lives. Disaster training is also invaluable in helping develop resources to protect lives. The elderly in our county do not have the resources to survive the frequent storms traversing this part of the state. With our higher than the national average poverty rate in all categories, our communities are largely uninsured. Many of our elderly and children do not have food or water for the next day. State agencies, local police, and EMA's require quick mobilization of volunteers to travel the county to check and assist once a storm has passed.

Juxtaposed to protection of life is the constant community need of providing food and creating a Healthy Future. Most of our small communities do not have a food bank. Home bound elderly are reliant on volunteers and TeleFriend for life saving help and food assistance. There are over 400 grandparents taking care of their grandchildren. This is a very complex situation with serious implications for both young and old. Help with medical care and transportation is also part of this focus area.

Our next community need of Education stems from the deteriorating generational condition of living in the Black Belt. Our community's low education attainment lends to an inability to provide adequately for families, higher unemployment rates, and higher crime rates. The U.S. DOE report Alabama ranks 45th in the nation with 43% or more failing to receive a high school diploma (www.southerneducation.org). The ability to read proficiently, complete homework, and obtain a high school degree is a top priority.

Our final community need of Capacity Building stems from.

Service Activities in Focus Areas and National Performance Measures

A) Requirement 1: A minimum of 10 percent of the unduplicated RSVP volunteers must be in work plans that result in outcomes.

Our basic community service encompasses a minimum of 20 unduplicated RSVP Volunteers.

B) Requirement 2: At least 25 percent of the unduplicated RSVP volunteers must be placed in assignment that address one of the CNCS Focus Areas. Our Primary Focus Area:

Veterans and Military Families: a minimum of 50 unduplicated RSVP volunteers will serve by the

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end of the 3 year grant .

Other Priority Areas to be addressed:

1. Disaster Services
2. Healthy Futures
3. Education:

C) Requirement 3: No more than 30 percent of the unduplicated RSVP volunteers can be placed in the community priorities work plan.

A minimum of 60 unduplicated RSVP volunteers will be placed in the community priorities work plan (Colley Senior Complex, Sun Beams, basic community service station)

D) Requirement 4: The remainder of the unduplicated RSVP volunteers are placed in volunteer activities aligned with: Capacity Building outputs.

A minimum of 20 unduplicated RSVP volunteers are placed in Capacity Building outputs (Community Outreach Program, Recruitment and Training activities)

Measurement, Collection and Management of Data related to National Performance. The Evaluation Committee performs an assessment of the project annually. The committee consists of Dr. Denise M. Green, Mrs. Tammy Lockley, the Travel and Benefits Coordinator, and the Student Interns. Dr. Denise M. Green received her Ph.D. from the University of Georgia and is a trained program evaluator. She along with the Project Director, Mrs. Tammy Lockley will collect data in the form of volunteer logs, computer use logs, phone logs, station logs and reports, and school data records from volunteers, volunteer station managers, community leaders, and advisory council members. In addition, a survey using grounded theory will be administered during the Volunteer Recognition Banquet. Several of the topics of this new survey will included: needs assessment; penetration rate of activities; and self-perception of accomplishments. A copy of the current Evaluation has been sent with the added documents. A 360o evaluation (one that takes into consideration all participants and stakeholders) assures all goals and objectives are being met and management by community derived objectives results in a high quality project.

Community Partnerships. Community Partnerships include: Pike County Sheriff's Office, Troy Police Department, American Red Cross, Pike County EMA, Big Brothers Big Sisters, Pike County & Troy City Boards of Education, Edge Regional Medical Center, Colley Senior Complex, Nutrition Sites in Brundidge, Goshen and Troy, Pike County Department of Human Resources, OCAP, Methodist Foster Care Programs, Pike County Community Service Agencies, Pike County Health Department, Home Health Agencies, Hospice Agencies, Pike County Citizens Corps, Pike Manor Health and

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Rehabilitation Center, Pike Interfaith Council, Troy University, Pike County Cancer Association, Pike County Heart Association, and Area Agencies on Aging. These agencies assist in the vital roles of identifying the local community needs, recruiting and placing volunteers in the areas of need. The volunteer stations gather the required data, report volunteer hours, and assist in evaluation of the program and volunteers.

Service Activities in Primary Focus Areas and Volunteer Stations. The specific volunteer service activities include: a) Emergency Preparedness Training; b) Disaster Response and Training; c) American Red Cross Blood Mobile Program; d) America Reads and Volunteer Tutors/Mentors; e) Project Share; f) Meals on Wheels; g) Elderly Transportation Assistance; h) TeleFriend; i) Hospital Volunteers; j) Senior Services Outreach Programs; k) EMS Volunteers; and, l) Life skills assistance for veterans and military families to include the following: Job interviewing training; job searches; resume building; job applications; assistance with medical and other benefits; resource procurement; and education attainment. Furthermore, RSVP includes media coverage at special events. RSVP media coverage will include National Days of Service, special countywide events, volunteer station special project and recognition days, RSVP sponsored recognition events, and personal interviews with volunteers for inclusion in the local newspaper "Get to Know" column. RSVP will provide support to all organizations and agencies served by the RSVP volunteers. This community participation will provide more visibility for RSVP and the services provided by the volunteers.

Site Location of Volunteer Stations. The physical location of the service activities are the following: a) Public Schools and Troy Regional Hospital; b) Blood Mobile is mobile throughout Pike County ;c) Public and City School system ; d) OCAP; e) American Red Cross Building; f) Nutrition and Senior Center in Pike and Crenshaw Counties; g) Transportation system is located in Pike county; h) TeleFriend from private homes; i)Troy Regional Hospital; j) RSVP Office; k) Pike County Health Department; l) Pike County Department of Human Resources; m) East Central Mental Health Center; n) EMS office; and, o) Troy University Department of Social Work and Human Services located in McCartha Hall.

These service activities are organized around 12 (twelve) service stations: 1) American Red Cross; 2) Troy Health and Rehabilitation Center; 3) Troy Regional Hospital; 4) Brundidge Nutrition Center; 5) Troy Nutrition Center; 6) Colley Senior Complex; 7) OCAP; 8) Department of Human Resources; 9) Alabama Pioneer Museum; 10) Sunbeams; 11) Community Service; and 12) Troy University Department of Social Work and Human Services located in McCartha Hall.

Current Outcomes and Third-year Anticipated Outcomes.

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The following outcomes and/or results of the PIKE COUNTY RSVP current 3 year program included:

a) 75% of clients maintain utility services; b) provided additional 400 additional hours of Pioneer Museum Tours; c) 50% of Frail Seniors will remain in their homes due to necessary transportation; d) 30% increase assisting in procurement of health care services; e) increase blood drives and blood donation; f) increase security of homebound seniors by TeleFriend calls; g) increasing service delivery by 100 clients; h) continuing Disaster Preparedness training; i) increase meal deliveries to clients thereby increasing their Nutrition Risk Assessments; and a New Primary Focus of; j) provide life skills assistance to Veterans and military families (communication skills, resume building, computer skills, budget management, resource location, mock job interviews, and job applications).

The Strengthening Communities Summary provides an overview of each Primary Focus Area, the Community Partners, Service Activity; Volunteer Provisions, and Data Collection.

1. Primary Focus Area: Veterans and Military Families

Community Partner: Troy University "Troy for Troops" Program; American Legion; American Legion Auxiliary

Service Activity: Resume development; Computer skills; Interviewing Skills; Job applications; Job searches; Resources building; Post-secondary education; Obtaining medical care; Obtaining benefits

Voluntary Provisions: RSVP Veteran's and Military Families Assistants Community Helpers;

Honorary Volunteers; Student Interns (400 hours); RSVP Part-time position(20 hours per week)

Data Collection: Volunteer Logs; Computer Logs; Phone Logs; Station Logs and Reports

2. Focus Area: Disaster Preparation

Community Partner: American Red Cross; EMA ; Troy Police Department; Pike Country Sheriff's Office; FEMA

Service Activity: Blood Mobile; Assist in disaster preparedness, response, response, and mitigation; Emergency Preparedness Training; Disaster Response Training

Voluntary Provisions; Pike County Citizen Core Preparing for Disasters and Catastrophic Events

School readiness thru Senior/Disability Planning; Pike County Seniors and Disabled Emergency

Contact/Medication Core List for Disaster Response Teams; CERT Teams; Volunteers in ACTION

Data Collection: Volunteer Logs; Station Logs and Reports; School Logs

3. Focus Area: Healthy Futures

Community Partner: Edge Regional Medical Center Colley Senior Center; Nutrition Sites; Dept. of Human Services DCAD; Methodist Foster Care; Community Service Agency; Nursing Homes

Service Activity: Supports the ability of Homebound older adults and individuals with disabilities to

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live independently; Supports ability of homebound older adults and individuals with disabilities to obtain good services

Voluntary Provisions: Navigators for Affordable Health Care; Hospital Auxiliary Volunteers; TelaFriend Project; Nutrition Helpers; Life Skills Coach; Keeping Seniors Engaged; Community Health Awareness Vol-Cancer and Heart Assoc.

Data Collection: Volunteer Logs; Phone Logs; Station Logs and Reports

4. Focus Area: Education/Cultural Heritage

Community Partner: Pike County School Board; Troy City School Board; Area Agency on Aging; American Reads Tutors; Pioneer Museum

Service Activity: Provides support to improve academic performance and academic engagement

Voluntary Provisions: Arts Council ; America READS; Math COUNTS; Museum Guides

Data Collection: School Data Records; Volunteer Logs; Student Logs; Station Logs and Reports; Attendance Logs; Pre and Post Survey

5. Focus Area: Capacity Building

Community Partner: Community Service Volunteers ; Make A Difference Day Volunteers; Community Leaders; Student Interns

Service Activity: Recruitment and training

Voluntary Provisions: Community Service Agency Volunteers; Troy Arts Council Volunteers

Data Collection: Volunteer Logs; Station Logs and Reports

Recruitment and Development

PIKE COUNTY RSVP has been a vital part of the community for over 40 years with a partnership with Troy University for the past 19 years as of April 2014. PIKE COUNTY RSVP volunteers have the willingness, motivation, training and experience to help improve their communities and ensure a brighter future for the generations to come. The long tradition of 40 years of service PIKE COUNTY RSVP volunteers have provided is the embodiment of life-long success and continued growth and development for volunteers and all Pike county residents.

Creation of High Quality Volunteer assignments.

Dr. Denise M. Green has accepted the PI position for the PIKE COUNTY RSVP partnership with Troy University as an in-kind match. Dr. Green will oversee the grant and create additional high quality volunteer assignments, opportunities and resources through her relationships with Troy University and the Pike County Community. Dr. Denise M. Green, Chair of the Department of Human Services, and Social Work has over 25 years' experience in the helping profession to include: direct service,

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grant work, teaching, mentoring, workshops and published research. Moving PIKE COUNTY RSVP under Dr. Green's oversight created the following new high quality volunteer assignments, opportunities, and resources:

1. Free access to an open computer lab (72 PC's, 3 Printers) located on campus;
2. Ability for volunteers to share their experiences, abilities and skills in classroom venues;
3. Ability for volunteers to be matched with students at their (volunteers) preferred service stations and demonstrates skill sets;
4. Ability for volunteers and students to continue recruitment for specific events on the Troy Campus and throughout Pike County;
5. Ability for the Department of Human Service and Social Work to actively support and recruit volunteers throughout Pike Country and Troy University for specific events;
6. Ability for PIKE COUNTY RSVP to host trainings and workshops at the Troy University Campus for local and statewide events;
7. Ability for PIKE COUNTY RSVP to receive the added support of Ph.D, MSW, BSW, and BS trained volunteers throughout its tenure with Troy University;
8. Ability for events to be quickly and expertly advertized through Troy University media channels - such as Older Americans Month, National Volunteer Week and the annual recognition banquet;
9. Ability to provide additional resources (funding and food donations) as required to support the mission of PIKE COUNTY RSVP; and,
10. A specific focus on the Veteran and military families has been initiated by the Troy University - specifically within the Department of Social Work to include use of the computer lab, and assistance with computer skills training, resume building, applying for benefits, applying for jobs, enrolling in school, mock job interviewing, and locating transportation assistance.

Training

The PIKE COUNTY RSVP Director, the Travel and Benefits Coordinator, and student interns will receive training from Corporation for National Service, State Program Director and Program Specialist. In addition, RSVP has 5 volunteers who are assigned the responsibility of leaders for the RSVP program. All staff are given training on the most effective ways to recruit the much needed males, Baby boomers, and veterans for one time assignments as well as long term assignments. When the Director signs a Memorandum of Understanding with a new volunteer station, discussions concerning the daily operational procedures with the station supervisors and the community based organizations will occur to insure continuity of services. The RSVP Program Director attends grant

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management trainings as offered. RSVP works with the local employment agency to offer information on volunteer opportunities as well as recruit volunteers with strong work ethics. RSVP works with the following stations to provide day to day operational support of volunteers to the following stations as requested: American Red Cross, Pike Rehabilitation and Nursing Home, Edge Regional Medical Center, Brundidge Nutrition Center, Troy Nutrition Center, Colley Senior Complex, OCAP, Department of Human Resources, Alabama Pioneer Museum, Sunbeams, Community Service, and Troy University. Volunteers are actively being recruited thru new programs being initiated at the Arts Council, Retired Teachers Associations and Retired Federal Employees. Emphasis in placing and recruiting Baby Boomers and more male volunteers for specific volunteer assignments (especially Veterans and military families) is always a priority.

Diverse Volunteer Pool and Non-- Discrimination Statement and Policy

American traditionally value fairness, individual liberty, and equality. Consistent with values reflected within the U. S. Declaration of Independence, the Constitution of the United States, the staff, volunteers, and students of PIKE COUNTY RSVP and the Department of the Human Service, Rehabilitation and Social Work Program (faculty, staff, field instructors, and student) are expected to treat each person with dignity and respect.

Consistent with this philosophy, a policy is implemented of not condoning or practicing any form of discrimination toward any person based upon race, color, religion, creed, gender, ethnic, or national origin, disability, age, political belief, or affectional-sexual identity (orientation). Effort will be made to ensure the service sites are approved only with individuals and agencies which share and honor the values of mutual respect, dignity, and equality.

PIKE COUNTY RSVP and the Department of the Human Service and Social Work Program (faculty, staff, field instructors, and student) are a diverse group. There is a higher than demographic average of minorities (40%), persons with disabilities (10%), and veterans (25%) within this population. We recruit through TV, newspapers and Troy University media, persons from this pool of individuals who are eager and willing to provide their time in volunteer projects in addition to utilizing our strong connections with the community for additional recruiting opportunities. We are ADA accessible - allowing for additional access for persons with disabilities to utilize our computer lab and classrooms. Our faculty are specialty trained in many of the areas associated with diversity (age, disability, cultural, and ethnicity). The Department's connectivity to the University, to PIKE COUNTY RSVP, and the community is strong and well-developed under the leadership of Dr. Denise Green. This path creates ample opportunities for continued recruitment of a diverse volunteer group.

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Retention and Recognition

Retention begins with insuring volunteers are satisfied with their duties and ends with ample recognition. Not only does this year's budget include additional staff and interns to assist with assignments, it will include other needed areas of recognition. PIKE COUNTY RSVP and the Department of the Human Service and Social Work Program will host the Annual Recognition Banquet in Troy University's new Dinning Center. In addition, PIKE COUNTY RSVP, in concert with the Department of the Human Service and Social Work Program will develop a venue to include a state-wide workshop and educational opportunities for the community starting with National Volunteer Week, including Older Americans Month, National Senior Corp Week, and ending with the Recognition Banquet in May of each year. During the Banquet and the workshop, PIKE COUNTY RSVP will recognize its Volunteer(s) of the Year. With the addition of interns, PIKE COUNTY RSVP will be able to develop 'RSVP Volunteer Highlights' and become a regular part of the local paper. Finally, with RSVP have a web link within the Department of Human Services and Social Work, all volunteer members and their work can be displayed on the link as an additional lasting form of recognition.

Program Management

Governance and compliance: The Advisory Council is composed of 9 community leaders and meets 2 times a year with the Annual meeting. The New Advisory training is held as needed. Advisory Council members serve on one of three committees-Finance, Nomination, or Evaluation. In order to enhance rapport, each Advisory Council Member is assigned as a liaison to two or three volunteer stations. They are encouraged to make contacts with Volunteer Station Managers and to personally visit their assigned stations. The Advisory Council, in conjunction with the director and station supervisor, ensures that volunteer assignments meet the community needs and provide meaningful placements for the volunteers. Dr. Denise M. Green will lend her expertise as a trained program evaluator to this project as in-kind match. She will compile and review the grounded theory survey administered during the Volunteer Recognition Banquet and all other available data to assess the viability of the program. Dr. Green will present a report to the Advisory Council at the end of each year cycle. The Advisory Council will use this report as the foundation of QM (quality management) and QA (quality assessment) process.

Volunteer Stations outside Primary Focus Areas: The RSVP director works together with the community to identify and develop volunteer stations that will address the community needs in each area of the county. When volunteers are recruited they will be placed in volunteer stations that will

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serve their interest. Volunteers are recruited, trained and placed at volunteer stations according to their skills, interests and need. In addition, volunteer students from the Department of Human Service, Rehabilitation and Social Work will be placed in volunteer areas with a RSVP mentor to learn and provide service to their career fields.

Graduate Volunteer Stations: PIKE COUNTY RSVP will continue to assess the critical needs of the community in terms of the volunteer stations and volunteers in order to graduate out those not working in Primary Focus Areas. When available and agreed upon by the volunteer, reassignment will be to a Primary Focus Area of their choice. We anticipate a strong commitment to our new Primary Focus Area of Veterans and their families. This commitment will assist in a natural graduation of closing stations and graduating volunteers.

National Performance Measurements: The Evaluation Committee performs an assessment of the project annually. Input from volunteers, volunteer station managers, community leaders, and advisory council members are included in the annual evaluation. A copy of the Evaluation has been sent with the added documents. This evaluation assures all goals and objectives are being met and that these result in a high quality project. PIKE COUNTY RSVP has adopted the CNCS National assessment requirements for this current grant cycle.

Track Record in Primary Focus Areas:

1. Veterans and Military Families: 50 veterans and their families received assistance. There was a request for a total of 56 unduplicated for services from the community.
2. Disaster Preparation: 5,990 people received emergency preparedness training (Senior housing, school children, Recreation Center).
- 3 Health Futures: 169 participants were served meals and their individual needs were met through fellowship and hot meal; 15 volunteers provided services to help seniors increase their activity level -- helping reduce the likely hood of premature institutionalization.
4. Education/Cultural Heritage: a total of 1861 hours were provided by volunteers conducting cultural heritage group tours and education.

Budgetary Oversight. All federal, state and local funds are deposited in the Accounts receivable Business Office of Troy University. All bookkeeping is performed by the University, Sponsored Program Accounting. The RSVP Director, Chair, Purchasing Office, Office of Sponsored Programs accountant and the Senior Vice Chancellor for Finance and Business Affairs signs requisitions for purchases and payment vouchers. Personnel salaries are based on Contract salaries and other comparable salaries within the grantee and community. The State of Alabama Examiners of Public

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Accounts performs annual audits. The complete purchasing and accounting procedures are available on line at www.troy.edu as well as all guidelines for external grants under the Office of Sponsored Programs. The annual audit is also online for review.

A program subcommittee of the Advisory Council, staff and volunteers is used to assess the projects performance of all goals and objectives. This subcommittee will make recommendations to the full Advisory committee regarding alternatives for RSVP to enhance service delivery. The Sub Committee established the following goals: Develop an agile and integrated system for service delivery, support, and decision making that is reflective of the RSVP Project's history, mission, priorities and strengths, builds upon previous successes, advances the strategic direction of the Program, and strengthens our community-based service. The Advisory Council sub-committee results indicate that the program is operating efficiently and are placing volunteers in the emphasis areas to meet the community needs and CNCS initiatives areas. The RSVP Advisory Council works to ensure that resources, such as in-kind of office space and utilities and cash from the United Way and County Commission are available to sustain and expand the project. The Advisory Council and director are responsible for obtaining recognition items for the volunteer banquet.

Organizational Capability

Pike County RSVP is both a rural and urban program with over 40 years of service to this community and its constituents. PIKE COUNTY RSVP is designed to provide an opportunity for citizens 55 and older to give back to their community through volunteering in various venues. In addition, Pike County RSVP has been in a mutually beneficial partnership with Troy University for 18 years. This strengthening of this partnership with the addition of staff, the use of a computer lab on campus, volunteer time from social work students, and access to the university infrastructure of advertising and education, and in-kind service from Dr. Denise M. Green (PI) will allow this project to access resources and expand services for our community.

PIKE COUNTY RSVP and Troy University share a strong connection with a representative of the Troy University serving on the Advisory Council and numerous employees from the University volunteering their time. PIKE COUNTY RSVP volunteers have the skills, knowledge and experience to help improve their communities and ensure a brighter future for the generations to come. The 40 years of service PIKE COUNTY RSVP volunteers have provided is the embodiment of life-long success and continued growth and development for volunteers and all Pike county residents. Now with the formalized connection to the Department of Human Services, Rehabilitation and Social Work, PIKE COUNTY RSVP will have the addition benefit of faculty for teaching and training, students for

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volunteerism and service learning, and material and physical resources to assist in designated projects. Organizational Structure (Staffing).

Primary Investigator of Grant. Dr. Denise M. Green has accepted the PI position for the PIKE COUNTY RSVP partnership with Troy University as an in-kind match. Dr. Green will oversee the grant and create additional high quality volunteer assignments, opportunities and resources through her relationships with Troy University and the Pike County Community. Dr. Denise M. Green, Chair of the Department of Human Services, and Social Work has over 25 years' experience in the helping profession to include: direct service, grant work, teaching, mentoring, workshops and published research.

Project Director of Grant. The Project Director, Tammy Lockley will provide the day -to -day decision making necessary to continue running an efficient and effective program. Ms. Lockley has over 30 years' experience with RSVP. She has held numerous office positions include national, regional, and state.

Travel and Benefits Coordinator/Volunteer Coordinator: This new position will assist with coordinating volunteer activities as well as coordinating the volunteer travel. This person will also be responsible to insure interns/students are appropriately assigned to stations in addition to follow up as necessary.

Student Interns. The Department of Human Services, Rehabilitation and Social Work will vet 4 -- 6 students (this includes a criminal background check) for a minimum of 120 volunteer hours per semester (Jan. -- May; May -- Aug., and Aug. -- Dec.). The students will work in concert with the RSVP staff and volunteers. In addition, Troy University will also solicit additional volunteers from students, faculty and retirees.

Financial support.

RSVP financial support has come from the following sources: a Federal grant (Corporation for National and Community Service), City of Troy, Pike County United Way, AARSVP, Inc.- the State of Alabama, Pike County Commission, local donations and in-kind. The sponsor and Advisory Council will continue to apply for additional funding either through grants or fund-raising.

Primary Focus Areas. The first identified need of serving Veterans and Military Families grew from who we are as community. Alabama's National Guard ranks fifth in the nation in the number of troops deployed since 2006 (Texas is ranked first followed by North Carolina, California and Tennessee). (<http://www.encyclopediaofalabama.org/face/Article.jsp?id=h-1042>). Our soldiers leave to serve and upon their return are unable to receive help with the basic provisions necessary to

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survive. Our Veterans reported in a survey the following requests: Job assistance (resumes, interviews, transportation, applications, computer skills). In addition, assistance with obtaining health care benefits and traveling to appointments were ranked as very important.

The second community needs of Disaster Preparation stems from the rural aspect of our county and the lack of ability for elderly persons and the poor to protect their homes and lives. Disaster training is also invaluable in helping develop resources to protect lives. The elderly in our county do not have the resources to survive the frequent storms traversing this part of the state. With our higher than the national average poverty rate in all categories, our communities are largely uninsured. Many of our elderly and children do not have food or water for the next day. State agencies, local police, and EMA's require quick mobilization of volunteers to travel the county to check and assist once a storm has passed.

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Our final community need of Capacity Building is essential for ongoing recruitment and training to continue the provision of sustained services to the community.

Service Activities in Primary Focus Areas and Volunteer Stations. The specific volunteer service activities include: a) Emergency Preparedness Training; b) Disaster Response and Training; c) American Red Cross Blood Mobile Program; d) America Reads and Volunteer Tutors/Mentors; e) Project Share; f) Meals on Wheels; g) Elderly Transportation Assistance; h) TeleFriend; i) Hospital Volunteers; j) Senior Services Outreach Programs; k) EMS Volunteers; and, l) Life skills assistance for veterans and military families. Furthermore, RSVP includes media coverage at special events. RSVP media coverage will include National Days of Service, special countywide events, volunteer station

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The physical location of the service activities are the following: a) Public Schools and Troy Regional Hospital; b) Blood Mobile is mobile throughout Pike County ;c) Public and City School system ; d) OCAP; e) American Red Cross Building; f) Nutrition and Senior Center in Pike and Crenshaw Counties; g) Transportation system is located in Pike county; h) TeleFriend from private homes; i)Troy Regional Hospital; j) RSVP Office; k) Pike County Health Department; l) Pike County Department of Human Resources; m) East Central Mental Health Center; n) EMS office; and, o) Troy University Department of Social Work and Human Services located in McCartha Hall.

These service activities are organized around 12 (twelve) service stations: 1) American Red Cross; 2) Troy Health and Rehabilitation Center; 3) Troy Regional Hospital; 4) Brundidge Nutrition Center; 5) Troy Nutrition Center; 6) Colley Senior Complex; 7) OCAP; 8) Department of Human Resources; 9) Alabama Pioneer Museum; 10) Sunbeams; 11) Community Service; and 12) Troy University Department of Social Work and Human Services located in McCartha Hall.

New Primary Focus Area: Life Skills Assistance to Veterans and Military Families.

PIKE COUNTY RSVP has added the Primary Focus Area of "Life Skills Assistance to Veterans and Military Families" based on identified community needs and national focus area. Troy University has a long established tradition of service to our military. We support Air Force, Army and National Guard ROTC units. Our student body supports a 25% veteran population. Finally, in acknowledgment of our dedication to our military, Troy University was designated the first "Purple Heart University" in America in April of 2013.

The "Life Skills Assistance" program will address integration of returning veterans into the community and supporting their families through life skills assistance /coaching using the following resources and services:

1. Access to computer lab (60 PC's) and assistance in computer skills;
2. Resume building and development (include printing of resume);
3. Assistance with on-line job searches and on-line job applications;
4. Assistance with benefit procurement;
5. Mock job interview (professional communication and dress).

The target for this grant period is to provide service to a minimum of 25 veterans and military families

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in the service activity areas listed above. These services will assist participants in improving their ability to thrive independently in the community.

PIKE COUNTY RSVP Process and Productivity.

Troy University has been sponsoring RSVP of Pike County for over 19 years. The Chair of the Department of Human Services, Rehabilitation and Social Work supervises the RSVP Project Director and provides oversight to the project. A representative of the University is also invited to serve on the Advisory Council. RSVP of Pike County has been serving seniors, 55 years and older, for forty (40) years. Currently over 200 active volunteers serve at 12 volunteer stations. One station entitled "Community Service" encompasses a wide variety of assignments and areas of need. In FY 2010, volunteers provided over 200,000 hours of service in the areas of health and nutrition, the environment, education, public safety, human needs, and economic development. RSVP volunteers have been assisting with transportation services for the elderly and disabled for over 40 years as well as supporting Red Cross bloodmobiles. Today, approximately 15 volunteers serve over 400 hours in transporting the needy. Our new Primary Focus Area of "Life Skills Assistance for Veterans and Military Families" will add a minimum of an additional staff position and 6 students.

The following outcomes and/or results of the PIKE COUNTY RSVP current 3 year program included:

a) 75% of clients maintain utility services; b) provided additional 400 additional hours of Pioneer Museum Tours; c) 50% of Frail Seniors will remain in their homes due to necessary transportation; d) 30% increase assisting in procurement of health care services; e) increase blood drives and blood donation; f) increase security of homebound seniors by TeleFriend calls; g) increasing service delivery by 100 clients; h) continuing Disaster Preparedness training; i) increase meal deliveries to clients thereby increasing their Nutrition Risk Assessments; and a New Primary Focus of; j) provide life skills assistance to Veterans and military families (communication skills, resume building, computer skills, budget management, resource location, mock job interviews, and job applications). The Evaluation Committee performs an assessment of the project annually. Input from volunteers, Volunteer Station Managers, Community Leaders, and Advisory Council Members are included in the annual evaluation. A copy of the Evaluation is submitted to the Alabama CNCS office.

Organizational Infrastructure.

The Advisory Council is composed of 9 community leaders and meets 2 times a year with the Annual meeting and New Advisory training being held as needed. Advisory Council members serve on one of three committees-Finance, Nomination, or Evaluation. In order to enhance rapport, each Advisory Council Member is assigned as a liaison to two or three volunteer stations. They are encouraged to

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make contacts with Volunteer Station Managers and to personally visit their assigned stations. The Advisory Council, in conjunction with the director and station supervisor, ensures that volunteer assignments meet the community needs and provide meaningful placements for the volunteers. The Primary Investigator, Dr. Denise M. Green has 25 + years' experience in service delivery. She will provided oversight and act as a liaison between the University and RSVP. The RSVP Project Director, Mrs. Tammy S, McGee, has 31 years of experience in the development and day-to-day operation of the RSVP Project. She is responsible for the development and management of this grant. She is an active participant in several community projects and community organizations. She also serves as the Secretary on the National Board of RSVP Directors, the past President of the State Association of RSVP Directors, Inc., Cluster Vice-President for the RSVP Association, as well as serves on numerous State Boards and Committees. In addition to adhering to the general college policies and procedures as specified by the Faculty and Staff Handbook, the Dean/Associate Provost Troy University, the Chancellor, the State Board of Education, and RSVP policy guidelines, the RSVP Project Director has full-time responsibility for the development and day-to-day operation of the local RSVP project in coordination with the sponsoring agency and the RSVP Advisory Council. The Project Director description is derived from the Corporation handbook for RSVP. All policies governing the TROY Sponsored Programs is available at www.trojan.troy.edu . Travel regulations as well as purchasing regulations are also available at this site as is the complete audit for the fiscal year 2010 as submitted by the State Of Alabama Auditors. A-133 audits are performed yearly by the State of Alabama auditors and they have a permanent office on campus.

In addition to this group of long term experienced leaders, Troy University has added a computer lab, students and faculty to support the PIKE COUNTY RSVP.

Budgetary Oversight. All federal, state and local funds are deposited in the Accounts receivable Business Office of Troy University. All bookkeeping is performed by the University, Sponsored Program Accounting. The RSVP Director, Chair, Purchasing Office, Office of Sponsored Programs accountant and the Senior Vice Chancellor for Finance and Business Affairs signs requisitions for purchases and payment vouchers. Personnel salaries are based on Contract salaries and other comparable salaries within the grantee and community. The State of Alabama Examiners of Public Accounts performs annual audits. The complete purchasing and accounting procedures are available on line at www.troy.edu as well as all guidelines for external grants under the Office of Sponsored Programs. The annual audit is also online for review.

A program subcommittee of the Advisory Council, staff and volunteers is used to assess the projects

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performance of all goals and objectives. This subcommittee will make recommendations to the full Advisory committee regarding alternatives for RSVP to enhance service delivery. The Sub Committee established the following goals: Develop an agile and integrated system for service delivery, support, and decision making that is reflective of the RSVP Project's history, mission, priorities and strengths, builds upon previous successes, advances the strategic direction of the Program, and strengthens our community-based service. The Advisory Council sub-committee results indicate that the program is operating efficiently and are placing volunteers in the emphasis areas to meet the community needs and CNCS initiatives areas. The RSVP Advisory Council works to ensure that resources, such as in-kind of office space and utilities and cash from the United Way and County Commission are available to sustain and expand the project. The Advisory Council and director are responsible for obtaining recognition items for the volunteer banquet.

Sustainment of Non-Federal Share.

PIKE COUNTY RSVP will continue to seek adequate funds and in-kind to insure the proposed non-federal share of this grant are met. Troy University will support additional in-kind to insure the non-federal share is met. Dr. Denise M. Green will provide additional in-kind match in the form of program evaluation and brokering for the program.

Other

NA for this grant application.

PNS Amendment (if applicable)

NA for this grant application.