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Grapevine



Vat: July/August ♦ Volunteerism's Newsletter ♦ Vintage: 1992

AVA International Conference Offers Something for Everyone

No doubt about it...AVA's October 28-31 International Conference on Volunteer Administration in Minneapolis has sent out its registration brochure and laid out a full program for the event. *Grapevine* suggests that if you run a volunteer effort locally, regionally, nationally or even internationally and cannot find segments of this

conference to fit your needs, you may be a candidate for the Volunteer Home for the Silly!

Even a quick look at the program will reveal an incredible array of learning and sharing opportunities geared specifically for people who direct volunteer programs from Arts to Zoos. Over 100 learning sessions in a variety of forms from consultancies to Think Tanks will afford participants real chances to 'Dive Deep' into topics and issues.

If you are looking for skill building and in-depth exploration of challenges in our field, this is the conference for you. A recent trip to the Points of Light Foundation conference on National Service reveals distinct differences between these two well-organized events.

Where AVA primarily focuses on program administration and skill

building, POLF aims toward community interaction, collaboration, strengthening Volunteer Centers and corporate volunteer programs, and spotlighting successful community initiatives. Certainly, AVA incorporates similar workshops, and POLF offers some skill building workshops, but it is clear to *Grapevine*

that these two traditionally popular conferences have slightly different target aims and audiences...a welcome set of options for potential

attendees. If you want to learn how to operate your program more effectively, then the ICVA in Minneapolis is the conference for you.

Keynoters for the Minneapolis AVA conference include Jennifer James, a wonderful speaker and cultural anthropologist; and Mike Farrell, an actor who has served as a volunteer spokesperson for several causes.

The basic workshop program is the best we've ever seen at any conference in the past ten years. The range of topics is immense, providing something for every subject area and every level of experience. The trainers include just about everyone you've ever heard of and a host of new

perspectives. The conference planning group has also done a bit of daring diving of its own, and scheduled sessions in a variety of time formats that will allow participants and trainers maximum flexibility.

The ever-popular individual/small group consultancies are also back, giving participants the option of attending discussion-oriented sessions.

For the really hard-core, AVA is again offering a set of pre-conference workshops in longer time formats. These sessions are designed to allow sufficient time to address complex topics in a bit more depth than the usual conference session would allow.

Total congratulations are due to Mike Newman and the rest of the Minnesota planning committee for fulfilling their promise to make the event both different *and* better.

For registration information, and a look at one of the most attractive and substantial conference brochures ever put together, contact AVA at P.O.Box 4584, Boulder, CO 80306, (303) 541-0238.

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Grapevine

Vat: May/June ♦ Volunteerism's Newsletter ♦ Vintage: 1992

L.A. Riots: The Unexpected Event of Volunteer Week

This article can only begin "It was the best of times, it was the worst of times." if you take the strict definition of volunteering to heart:

Voluntary: 1. Arising from one's own free will. 2. Acting by choice and without constraint or guarantee of reward. 3. Not accidental; intentional.

-The American Heritage Dictionary

Ironically occurring at the end of National Volunteer Week across America, the world saw both ends of the spectrum of volunteerism. In the worst of times came the riots, burning, killing, and destruction caused by hundreds of frustrated, angry, out-of-control people forming a mob. Surely, as has been reported, some used the uproar as an excuse to loot, hurt, and even murder, but, for the most part, what occurred was an action of volatile people knowing no other way to state pent-up frustration, hopelessness and anger at systems they see as failed in a city they see as lost.

The toll is staggering: 41 dead; half a billion in damages; hundreds injured; more out of work, homeless, or stripped of possessions by fire; businesses ruined; services lost; reputations destroyed; etc. An already fragile area raped again by violence.

And, worst of all, a new generation of children shown the negative examples of response to injustice, circumstance, and challenge.

Around the nation and the world, commentators, leaders and experts wondered out loud, "What can be done?" and then answered themselves with the sad conclusion that the problems were too massive, systemic and complex to solve – the anger too hot, the hearts too cold, the divisions too deep – to even try or begin to

address them.

But they were proven wrong.

Not by a 'White Knight' or armed troops or legal edict or corporate solution.

But by volunteers. Three of them to be exact...walking down the worst ravaged street in a neighborhood labeled "totally unsafe" by authorities angrily insisting that they not venture forth. Authorities totally ignored by an actor, Edward James Almos, who grew up in the Los Angeles mobs were trying to destroy.

Armed with a mop rather than a gun or a rock or a baseball bat, with no press agent or megaphone or PR banner, he and his two friends simply started walking down the street, cleaning up. When people asked what he was doing, with many of them not recognizing him as a celebrity at all, he simply answered, "I'm cleaning up."

Grapevine can imagine the looks he and his two companions got at that response! Shocked? Perplexed?... probably. But the effect of the action amazed everyone, because it generated others joining them. With their own mops and brooms and shovels and a spark of hope that they could turn the tide around; that armed with tools of renewal rather than destruction, they could begin to work on healing the wounds, and, in the greater sense, start to fix what was so wrong.

By the first day's end, there were 500 in the army of volunteers. Much to the amazement of authorities and citizenry, and to the disappointment of those who profit from deviousness, the volunteer corps grew to several thousand over the next few days – food collection and disbursement centers were established, split factions met to map out plans to work together to do what they could, people of color from black to red to yellow to brown

and even to 'white' lined up together to raise the barn and plant the seed and start anew.

Someone recently told *Grapevine* that after the riots in Watts years ago, 'we found we could at least look at each other, we people of color and we whites...not talk to each other, but at least look.'

Well, now this army of volunteers is talking to one another. Will it fix everything? Will it make it all right again? Will it shorten or bridge the gaps between those who have and those who don't?

No, of course not. Not right away.

But it's a start. A place to begin. Not with troops, but with volunteers. Not with bureaucracies, but with common sense. Not with bricks, but with brooms. To begin. To talk. To 'figure out.' To clean up. To help. To find combined strength.

To highlight needs in cities around the country. To turn things upside down and have policies and programs and provisions come from what the people demonstrate as need to break the cycle of poverty and worse yet, hopelessness. Voluntary action "arising from one's own free will; acting by choice without constraint or guarantee of reward; not accidental, intentional."

In Volunteer Week, it was the best of times.

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Grapevine

Vat: March/April ♦ Volunteerism's Newsletter ♦ Vintage: 1992

VOLUNTEER Makes a Move to the Light!

The National VOLUNTEER Center saw the moving van pull up to its door on February 21 as it began its physical move of equipment, records, and people to the offices of the Points of Light Foundation in downtown Washington, DC.

The move from its long-time location in Arlington, VA is yet another step in the merger of the two groups, and the new official title of VOLUNTEER is: *The National Volunteer Center of the Points of Light Foundation*.

Pam Warwick, acting VOLUNTEER director will now be acting Vice President of the new department, which will concentrate on services to

Volunteer Centers and Corporate Volunteer Programs.

Other familiar names from the old office now working at POLF include Linda Lancaster, who is

heading arrangements for the June national conference, Brenda Hanlon, who is editor of *Voluntary Action Leadership*, and Richard Mock, who is in charge of the re-named 'President's Points of Light Awards.'

Kath Wallace, who has run *Volunteer Readership* is now managing the program as a consultant. She can be located in a rural Virginia warehouse or at their new 800-number (800/272-8306).

The staff at POLF headquarters are hoping to locate even newer offices that will actually hold everyone at the same time. In the meantime, you can contact them at: 736 Jackson Place, NW, Washington, DC 20503 (202/408-5162).

The brochure for the June National Community Service Conference should be mailed soon. It may provide an opportunity to determine what priorities POLF will concentrate on, an issue which has become crucial due to loss of much of their anticipated federal funding.

AVA, Meanwhile, Is Not Moving At All

The Association for Volunteer Administration has decided to postpone its decision to move from Boulder, CO to Washington, DC.

The announced reason for the decision was "to postpone the relocation to the DC area until AVA's financial health is significantly improved, with the intention of re-visiting the question in February 1993.

The unannounced reason for the decision was a stern memo from Secretary/Treasurer Debbie Russell pointing out that there wasn't enough money to pay outstanding bills and the movers at the same time. The shortfall would have been in the larger five-figure range, making it hard to ignore.



From all indications, AVA is going into a holding pattern. Staffing functions in Boulder, aside from the ever-faithful Martha Martin, will consist of some work done by Board members, some newly recruited staff and volunteers to fulfill office and membership services, and some possible contracting of functions to consultants. This is not a great way to run a national organization, but seems to be consistent with the way most of them are operating now...

Those in despair should consider joining either Independent Sector or the National Association of Partners in Education, two national organizations who seem to have done a superb job of keeping their acts together while delivering services to constituents.

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November 1992

From the Desk of Sue Vineyard.....

GALLUP POLL AND VOLUNTEERISM....

INDEPENDENT SECTOR of Washington, DC, recently released their biannual Gallup Poll on Volunteering and Giving. The 250 page report is available for \$30 from their office and is worth the price, with it's incredible array of facts and figures that effect all of us.

The poll shows that the recession has indeed had an impact on giving time or money, with some interesting twists: 72% of American households gave to charity last year, for an average of \$899, down from two years ago when it was 75% giving an average of \$987.

51% of adults volunteered regularly, down from 54% in 1989, however the average number of hours rose from 4 hrs. a week to 4.2 hours. That translates to 94.2 million adults volunteering 20.5 billion hours for a value of \$176 billion...UP from \$170 billion two years ago! Grapevine draws the conclusion that that solid core of volunteers at the center of almost every successful program, saw the drop in volunteers giving time to their effort and rolled up their sleeves to try to make up the difference.

14% of all adults gave 5 hrs. or more per week, which is 25% of all volunteers. The old stereotype of the volunteer always being wealthy had another stake driven in its' heart by the statistic showing that homes with incomes UNDER \$10,000 gave 3.6%....a figure much higher than the national average of 2.2%.

When those surveyed were asked to identify the major factors that caused them to become a volunteer, we identified a significant response that should influence our long-range planning dramatically:

1. Youthful volunteering
2. Can make a significant change
3. Belonged to a youth group once
4. Had seen someone they admired volunteering (often in their youth)
5. Someone they loved had been helped
6. Benefited directly in the past

When asked to list their motivation for volunteering, the single most important influence was a positive experience while a youth.....to break this answer down even further, the respondents said that experience came : 1. because they were a part of a youth group, 2. a role model they admired volunteered, or 3. they were helped by volunteers personally when they were young.

It does not take a brick wall to fall on us to realize that the youthful experience, either as a recipient, member of a youth group or by seeing someone they admire model work as a volunteer, influences people to volunteer themselves when they are adults. Further examination of this factor reveals that their adult volunteering is not confined to the agency that helped them as a youngster, but rather, it is the principle and value of volunteering that is ingrained during youth that survives and extends to causes the adults find worthy of their commitment.

All this translates to DVSS looking at ways to involve young people in their programs, either through the many school-based programs that are cropping up across the continent, as educators introduce service-learning projects that gives credit to students involved in selected community service projects or through established youth groups in churches, neighborhoods, Ys, etc. Not only will we reap the benefit of youthful enthusiasm and boundless energy, we can look at the time it takes to positively involve young people as a long-term investment in the future of volunteerism.....sort of like an annuity plan of volunteers!

The Gallup Poll worked to delve into the reasons behind the decrease in giving and volunteering and discovered what common sense probably tells us: People were worried about the economy. Greatest concerns surrounded paying medical bills. A recent 60 Minutes on CBS confirmed this worry from another direction, sharing that the number one reason cited for personal bankruptcy was overwhelming medical bills. The second reason given for cutting back on donations of time and \$\$\$ was the concern that they might not be able to maintain their standard of living...specifically they worried about losing their job or home; and the 3rd reason given was concern that they might not have enough money for retirement.

When people have such deep concerns about their financial safety or future, they have less energy to give to volunteer projects and certainly are less likely to give monetary donations to causes.

An under-tapped resource section of the poll showed some startling statistics about 5 "groups" that were least likely to be asked to volunteer ALTHOUGH THEY ARE 4 TIMES MORE LIKELY TO SAY "YES":

1. Blacks
2. Hispanics
3. People ages 18-24
4. People age 65 and older
5. People in households with incomes under \$10,000

Grapevine suggests DVSs call in contacts they have in those categories and ask them what the best ways might be to reach their sector of society. Let them be the experts as to how to tap these rich resources!

When asked why they noted they had had to turn down requests that they volunteer, respondents listed time crunch as their first reason, no interest as their second and the fact that NO ONE ASKED! as their third reason. The ramifications of those answers ought to be very clear to all of us. Go out & ASK! and do it with targeted people who have demonstrated an interest in your cause.

The ties between volunteering and giving are clear once again, and are already driving some CEOs to link the Directors of Development and Volunteer Services as a team to go out and solicit donations. It has also cause some DVSs to confront the ethics of requests (sometimes demands) to turn over lists of their volunteers to the development department. An interesting ethical question for many.

Look at the comparison and understand why all the flurry on this subject:

1. Non-volunteers give 1.4% of their income to charity, for an average of \$477, down from \$601 in 1989.
2. Volunteers give 2.6% of their income, for an average of \$1,155, down only \$37 from '89.

Pretty clear parallel, Grapevine thinks.

Were also back to that old "asking" factor:

1. Of those people directly asked to volunteer, 86% said YES.
2. Of those who reported they had not been asked, only 24% volunteered.

The Gallup Poll gives us such good statistics for our field....a solid overview of what is going on, what trends are effecting us plus an ability to base future plans on what has been documented. Grapevine believes that the data can teach us many things as we work today and plan tomorrow. Those learnings are:

1. Youthful experiences and role modeling is a major factor in adult volunteering.
2. ASK people directly to volunteer, especially the under-tapped groups and sectors.
3. People are worried about income and time demands..be a good steward of same!
4. The ties between volunteering and giving are well documented..watch for changes in job designs to embrace both.
5. Direct experiences of the past are great motivators..look for volunteers among:
 - a. past recipients of services
 - b. family units with tradition of volunteering...tap kids, grandkids, etc.
6. Identify influencers and influence them!teachers, clergy, parents, bosses, etc.

A Note to Grapevine EXTRA subscribers: EXTRA is intended as a supplement to it's big cousin, GRAPEVINE, and should augment your regular subscription to same. Several EXTRA subscribers have only asked to get this informal letter, and we would submit that it is designed to go only to Grapeviners....if you are not getting GRAPEVINE, you really have only a small % of our vat!

ALSO: Coming in JAN. 1993...IVAN SCHEIER will offer his DOVIA Exchange newsletter in one section of GRAPEVINE! This will allow local Directors of Vols. in Agencies to hear what Ivan has to say, and let all the rest of us listen in!

GRAPEVINE
HERITAGE ARTS PUBLISHING
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Downers Grove, IL 60515

Grapevine

EXTRA



September 1992....*from the desk of Sue Vineyard*

PROCLAIMING THE VISION.....

Ivan Scheler, PhD., with help from Nancy David, has released results of his study "Take Back the Vision" which was completed by 68 "careerists" involved in volunteerism and focused on an ideal national organization. "Vision" posed 3 questions to folks around the country: 1: What would a national resource organization do?, 2: What wouldn't it do?, and 3: What would you be willing to do to help such an organization?

Results, in Ivan's own words were: "Very powerfully, our careerists saw the role of the national as.....a) facilitating networking and information exchange between members and....b) offering TRAINING which is AFFORDABLE, ACCESSIBLE, AND RELEVANT.

Other ideal functions for a national--not quite so frequent, though-- were advocacy for the field of volunteerism, national recognition awards, and readable newsletters.

Visioners DON'T want the national to be bureaucratic, controlling, or duplicative. A few added: avoid elitism, standards which inhibit local growth, and politicization.

In return for a national resource organization such as this, about 60% of our respondents said they were willing to volunteer time and expertise, and pay AFFORDABLE fees. Please note that 60% of careerists is many, many times the number that belong to national now."

Ivan goes on: "MESSAGES TO THE NATIONAL FROM OUR VISIONERS: 'Do not operate in a top down manner that dictates what we shall do and then claim you represent the interests of the volunteer community'.....'Reality. Most volunteer administrators cannot afford to go to national or even regional conferences.'.....'local DOVIAs AND VACs should be part of it all.'... 'We've centralized ourselves to death...' " (Ed. Note: I'm sure Ivan would welcome comments on this issue and/or this report. Send to him at his new address: Creative Community, Star Rte. 46, Madrid, NM 87010)

NOTE: Ivan's newsletter for Directors of Vols in agencies called "DOVIA Exchange", will find a new home in our regular GRAPEVINE newsletter starting Jan. 1993. Ivan will be able to share his vision with all Grapeviners and offer special news, information and networking to the hundreds of DOVIAs (or some other such title) which at the local level are a community of DVs who meet several times a year to network, learn and exchange support. Watch for this special feature in Jan.

POINTS OF LIGHT GOES TO SCHOOL....

The Points of Light Foundation has announced a collaboration with the Nat'l Assn. of Partners in Education to mobilize a "Call to Action" via a 2 hr. CBS special Sept. 8th from 8-10pm. It will explore, through the eyes of students, the serious issues facing America's schools. School-based volunteer programs will be highlighted. Viewers will be encouraged to get involved and call a toll free 800 number for further information. No details on what options might be offered callers or how their willingness to help will be funneled to their own local schools. Stay tuned.

A BIRD IN THE BUSH MAY NOT ALWAYS TURN OUT TO BE AN EAGLE.....

Vice President Dan Quayle, in a recent speech to the Nat'l Sheriff's Assn., stated his support of the Boy Scouts ban on gays. This came in a response to a comment regarding several corporations which had chosen to withhold financial support to the organization due to their own company's anti-discrimination policies, which, obviously were in conflict with the Boy Scouts stance on exclusion.

Quayle's support of the ban may gain more press now that James Dale of New Jersey was ousted as an Eagle Scout after the Monmouth Boy Scout Council learned he was gay. Bank of America, by the way, was one of the corporations who had withdrawn support, but recently reversed that decision even tho the

exclusion flies in the face of their own corporate policy on discrimination. Hmmmmm....watch all this for ramifications...politically, organizationally and corporately. A precedent may be set as we watch.

AND KEEP AN EAGLE EYE ON THIS ONE TOO.....

Berkeley California, struggling to balance its budget, has informed churches within its boundaries that it will enforce a city ordinance to tax non-profits at the rate of sixty cents per \$1000 of contributions. Hue and cry from ministers has caused the city to hold off collection until after a study can be made regarding actual financial impact on all involved.

As cities become more and more strapped for \$\$\$\$\$, do not go into cardiac arrest as they take a closer and closer look at taxing at least some revenues from various nonprofits....churches are very vulnerable to such scrutiny, as are hospitals, thrift/gift shops of organization, etc. Stay tuned....

SEVEN DEADLY SINS (One for each day of the week!)

Author/Trainer Nancy Macduff of Walla Walla, WA sent us a list of the 7 deadly sins of volunteerism:

1. Volunteer position inconsistency.
2. Lack of innovative jobs.
3. Slow response to change.
4. Inadequate volunteer involvement.
5. Complicated structures.
6. Poor resource allocation.
7. No "customer" service.

MAIL NOW....SCREAM LATER

Federal subsidies for NP mailings were recently cut by the US House by \$282 million. This could cost NPs postal rates to increase by 40%.

To balance this horror, they also voted to keep rates stable in 1993. Hope is for a plan that can cut costs to the federal government for NP mail without hurting nonprofits. Excuse me????? Is this a "trickle-down magic dust theory" in the making????

SOME STATS ON "SEASONED-PERSONS".....

One out of 4 people 55yrs. or older volunteer....13.7 million active volunteers. Men volunteer at the same rate as women. They typically give 4 hrs. per week. Over 1 m. average 18 hrs. a week. 23% over 75 years are active volunteers. (Harris Poll & Am Demographics, Jul '92 info.)

STATS ON STEPS.....

One out of every 3 Americans is a member of a step-family.....step: parent, child, sibling, etc. More than half of Americans today have experienced a step-family situation in their own life, American Demographics magazine tells us (7/92). Hummmmm.....

CHARITY GROWS BY BABY STEP...

\$124.77 was given to charity in 1991....just 1.4% increase over 1990. (Giving USA)

Great Quote....

"It's critical that the volunteer leader actually create a compelling vision that takes people to a new place and keeps that fire, by holding the vision in mind."....Warren Bennis, "Leaders: The Strategies for Taking Charge"

 The **VOLUNTEER MARKETPLACE** Catalog will be available Sept. 10th, offering dozens of books, audios, videos, training aides etc. plus new items such as books on Cultural Diversity, Liability and Risk, a guide to volunteers selecting work opportunities and a group of training case studies. If you would like a supply for your office, organization or conference, call the Volunteer Marketplace office: 708/964-1194, M-W-F from 10 to 4.30pm Central time.



GRAPEVINE

E X T R A

From the Desk of Sue Vineyard

MAY/JUNE 1992

NATIONAL & COMMUNITY SERVICE AWARDS ANNOUNCED***\$58 Million to Support Programs Coast to Coast***

Recently the Commission for National and Community Service announced its proposed disbursement of \$58 million granted to innovative programs across America.

Nearly 100 programs out of 400 applicants were selected to receive support in this, the 1st year of 3 projected to bring the Act to fruition. All selected programs also have some matching effort for monetary support.

Serve America received \$16.3m spread out in 47 states, DC and Puerto Rico to implement service learning innovation in public schools. Eight leader states (CO, MD, MN, PA, SC, VT, WV, DC) have been selected to share an additional \$1.2m for accelerated expansion of their proposals.

The goal of this portion of the appropriations will be to involve students in meeting human service needs via school curriculum. In NY, for example, a test will be conducted to determine if racial understanding can be promoted through a high school mentors program that "adopts" elementary schools, conducting discussions on cultural understanding, prejudice prevention and conflict resolution.

Conservation & Youth Service Corps received \$21.5m to develop Youth Corps in 25 states plus 5 operated by Indian tribes, which would become labs to involve youth in community needs projects. The goal is to serve the community, learn job skills, and become active citizens. Participants will receive a stipend and living allowance and/or earn scholarships. The Corps may also involve special skills Seniors.

Projects will focus on educational, human service, environmental, and/or public safety needs. In Los Angeles, for example, the LA Youth Corps will open satellite centers in the riot-torn areas which will organize and lead inner-city projects, especially rebuilding and creation of green spaces.

National & Community Service will receive \$20.1m for 7 national demonstration models which, through their implementation and testing, can determine the feasibility and best way to create a permanent National Service Corps. Each of the test sites will engage people 17 and older in full or part time service as well as Seniors will specific skills and needs.

In Arkansas, Louisiana and Mississippi, for example, the MS Delta Project, a coalition of the governments of the 3 states, AR Division of Volunteerism, AR Public Administration Consortium, and others from the private and independent sectors, will identify service needs in agencies, then recruit, train and supervise 1000 workers and leaders assigned to specific groups to assist in meeting community needs. Participants will be paid a stipend, be provided with easily identifiable uniforms and extensive training as early as October of this year, to empower them to impact community needs. All those selected for the program will have their high

school diploma or GED or be committed to acquiring the GED while they are involved with the Delta Corps.

It is anticipated that participants will come from all age ranges, backgrounds and experiences and will receive life-long community action and leadership skills in addition to greater self-confidence as they make a difference in communities across the Mississippi Delta region.

The National & Community Service Act has long been a topic for Grapevine and EXTRA....I'm happy to see it begin to move into the action phase and will be anxious to see specific results as innovative programs wind their way through the first year of operation and service to meet the needs of our cities, people and country! Stay tuned.

SALARIES OF NP EXECUTIVES SCRUTINIZED

Clearly as a result of the fall out caused by the forced resignation of the CEO of United Way of America and the focus on his salary, a survey of 100 large charities was conducted to examine compensation for Executives and suggest ways to ease concern of donors.

The Chronicle of Philanthropy (5/19/92. p. 26) reported that one in 5 earn over \$200,00 per year. The report urged charities and agencies to help donors acquire information on expenditures to include salaries so that donors feel everything is above board and ethical.

The article reported a move to require charities to list all 6 figure salaries for publication and the efforts by the IRS to step up enforcement of tax laws on charities. The IRS also has changed the way it audits nonprofits....rather than auditing a large number of small organizations they will now audit fewer groups but will be tougher, more careful and focused on all sizes of NPs.

They will be looking at a wide range of issues, including executive compensation, fund raising, corporate sponsorship, employment policies, political activity, for-profit subsidiaries and unrelated business tax. They are also trying to simplify the 990 informational tax form to ask how NPs are accounting and if monies can be shifted into several option accounts and also the 990-T form which tracks unrelated business tax (UBIT).

If all that doesn't make some folks quake in their boots, try this comment from a former chief counsel of the IRS agency on for size, who "expects the agency to find a few people who are significantly over the line and nail their hides up on the side of the barn for everybody to see." Whoa....makes one think it may be time to stop keeping track of expenditures with a \$3 K-Mart "blue-light special" calculator and a spiral notebook, heh?

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EXTRA

From the Desk of Sue Vineyard

Mar/April 1992

CONFERENCE TIME AHEAD.....

Plans are being honed by sponsors of the two primary conferences on volunteerism and community service offered each year:

The Points of Light Foundation is working toward its annual conference under the leadership of its newly merged National VOLUNTEER Center. The conference, with the theme "Volunteers At the Heart of Change" will be held at the new Sheraton Chicago Hotel & Towers in downtown Chicago (which hopefully will be dry by then, but no promises!) June 21-24. Costs are \$355-\$375 for general registration. Call (202)408-5162 for a registration brochure.

In addition to the previously announced workshops and keynote speakers, Coordinator Linda Lancaster recently announced the Sunday afternoon consultancies which include one hour sessions by Nancy Macduff ("Followership: Challenge of the 90s"); Julie Young ("Salute to Volunteers that Make Money To"); Stan Curtis, Chrm. of USA Harvest; yours truly ("Keeping Well While Doing Good") and a 3 hour training session by Rick Lynch & Steve McCurley ("Essential Volunteer Management").

The **AVA International Conference on Volunteerism** will shortly be sending out its registration brochure for their "Dare to Dive Deep" event Oct. 28-31 in Minneapolis.

Pre Conference workshops offering practical skills to volunteer administrators from all segments of volunteerism will begin Wed. Oct. 28th. Throughout the four day conference held at the Hyatt Regency in Minneapolis, workshops, consultancies, panel discussions, think-tanks, forums and creative exchanges will offer participants the widest possible variety of learning and skill building.

Jennifer James, PhD. will begin the full conference in the opening plenary and then make herself available for interaction with the audience in a followup dialogue and forum. A central 30,000 sq. ft. exhibit area at the Hyatt will become the conference hub for participants during the entire event by providing hospitality, coffee service, information, model program info., Mn. arts & crafts, exhibits, book & product sales, interactive demonstrations, resources, etc.

Interestingly enough, committees for the **1993** conferences scheduled by both organizations will also be present at the 1992 versions as they plan for their own events....AVA's in Oct. 1993 in Little Rock, Arkansas and Points of Light Foundation's in June of '93 in Washington, DC. (Want to plant even further? Talk of a west coast joint conference by AVA and ASDVS in 1994 is under way! ASDVS will hold its fall 1992 conference in Boston.)



BEING QUESTIONED ABOUT UNITED WAY STORY?

If you find yourself trying to field questions about the United Way revelations, get a copy of the April 7th Chronicle of Philanthropy which contains the report and Executive Summary of the investigation conducted internally by United Way. Its thoroughness will help you answer questions raised and allow you to point to the United Way's efforts to deal with problems directly. Also look for ways to help your constituents understand that local United Way chapters are autonomous with independent salary structures. It's a tough time for local chapters, anything you can do to help be supportive of them at the local level will be appreciated. Remember, donor mistrust translates into less people being served locally.



HI HO, HI HO, IT'S OFF TO COURT WE GO.....

The Center for Family Services, a Florida nonprofit counseling service is suing an Oklahoma businessman who promised to donate \$500,000 but had not fulfilled that pledge as of April. Their suit claims that plans were made based on the pledge and its nonpayment has caused them hardship by having to lay off a social worker, an office director and a part time clerical assistant.

The businessman's reply to requests for the donation indicated his intention to forward the pledged amount as soon as a pending business deal went through. Watch this case for its precedent-setting ramifications.



Nonprofit Almanac tells us that 41% of total employment in the independent sector was volunteer time. Volunteers account for 74% of total employment in religious organizations; 67% in arts & culture; 62% in civic, social & fraternal groups; 43% in social and legal services; 22% in education and 15% in health services. The total independent sector had 8.7 million paid employees in 1990.



HAPPY 20TH ANNIVERSARY!

You know you're an old-timer if you can remember the establishment of the Volunteer Management Training Program at the University of Colorado in Boulder. This July the program, founded by Marlene Wilson and Ivan Scheier, will mark its' 20th anniversary (trust me....it's 20!). Dr. Scheier will return to offer several sessions at the week-long event as well as this Editor, who will join faculty director Marlene Wilson and original & on-going faculty members Elaine Yarbrough, PhD and Mike Murray plus Betty Stallings and Jane Justis. See you there.



Need lots of stats about giving in the USA? (Including volunteer facts found within that topic) Here's your answer: 628 page Nonprofit Almanac 1992-93: Dimensions of the Independent Sector. \$49.95. Josey-Bass Inc., 350 Sansome St., San Francisco, CA 94104.



GRAPEVINE is hearing more and more examples of **coalition building** around the country to accomplish specific goals....larger state-wide training conferences to meet the needs of DVS' smaller training/travel budgets; a northern California effort to create a Grant and Resource Center; a Detroit-based organization of diverse directors of volunteers from established agencies and grassroots groups to meet common support needs; an Indiana project to link corporations, youth as trustees and school/youth services, etc. etc. Watch for more examples of at-home collaborations to meet needs.



GRAPEVINE Extra
Heritage Arts Publishing
1807 Prairie Ave.
Downers Grove, IL 60515



January-February 1992

from the desk of Sue Vineyard.....

NP HOSPITALS UNDER NEW SCRUTINY...*Volunteers the Key?*

Non profit hospitals are finding themselves under close scrutiny by the IRS and local governments looking for proof that they deserve retention of their NP status. (Those who don't "pass" the tests will provide much needed \$\$\$ for municipal & Fed. bank accounts!)

The Ill. Hospital Assn has shared what the Feds & locals are looking for. Note these well as they have to do with a special brand of volunteers and services and may be a glimpse at the future of valuing volunteer involvement:

IRS and local governments are checking to see that trustees (volunteers) are overseeing adherence to the hospital's Mission Statement and that the Mission included "Charity Care" and "Community Service" as expressed in community needs assessments, collaboration with other groups, advocacy and services.

All structure & organization must reflect the values expressed by the Mission Statement and fiscal integrity must be demonstrated by funding going to further that Mission. Those doing the assessments will ask for proof that trustees and community programs are well-grounded in the Mission.

Obviously, it is the volunteer trustees who can tip the scale toward hospitals retaining their NP status! Watch this as an emerging trend in all groups that involve volunteers & comm. service.



BULLETIN: Ass'n of Volunteer Administration Cancels Plans to Move to D.C.

At the urging of the Treasurer, Debbie Russell, the Board of AVA held a phone conference recently to decide the fate of their planned move to Washington, DC. set for next month. It was decided that such a move was inappropriate at this time but would be reviewed again in 1993. Current indebtedness and the prospect of moving and start up costs in the DC area were given as the reason for the postponement. The AVA Board and Regional leadership also rescheduled its Feb. 28th meeting for Minneapolis, Mn. (site of the 1992 conference in Oct.) . It had been planned to be in D.C. so that those attending might visit the new site. No lease had yet been signed for a new headquarters in that metro area. No word yet as to plans of the current Boulder staff which had not planned to move when AVA resettled in DC.

AVA EDUCATIONAL ENDORSEMENT Re-INSTATED?

Grapevine has tried to get a definitive answer on AVA's reinstatement of their Educational Endorsement for training which several of you noted was advertised in a recent brochure for a volunteer management program in Colorado. We are told that it will be discussed at the forth-coming Board meeting in Minneapolis. In Oct. 1990 AVA announced that it had suspended giving this endorsement until a firm policy could be written as to endorsement criteria, selection, application etc. and that none would be awarded until the policy was finalized and shared with the public. When we have the policy (which we must assume is somewhere in writing) we will reprint it in Grapevine. Until then, we suggest you contact the AVA office for further information.

NEW STATS ON THE INDEPENDENT SECTOR...

The "Nonprofit Almanac 1992-93: Dimensions of the Independent Sector" is the 4th biennial profile of our American society. It shows growth patterns from base statistics of 1977 on to the current ones for 1990:

1. There are 983,000 organizations in the independent sector (IS)...they include tax-exempt voluntary & philanthropic organizations.
2. The IS share of total national income was 6.8%, up from 5.8% in 1987.
3. The IS increased its share of total employment from 8.5% (8.8 million) in 1977 to 10.4% (14.4 million) in 1990.
4. Volunteers to the IS represented 4.2% of 1990 total employment, up from 3.9% in 1987.
5. Volunteers to government was 1.8% in 1990 up from 1% in 1984.
6. Value of volunteer time increased the per capita expenditures of NP organizations by 31% in 1990 from \$1047 to \$1,376.
7. The IS had 8.7 million employees in 1990.



FIGURES SHOW VOLUNTEERISM & CHARITY WELDED MORE STRONGLY THAN EVER

The Washington, DC based Independent Sector's new reports on Giving & Volunteering show once again how the incidence of volunteering has a direct relationship to contributions. In 1989, respondents who consider themselves "non-volunteers" (27% of households) reported contributions averaging \$601 or 1.6% of household income.

Respondents who reported both household contributions and volunteering (48% of households) reported contributions averaging \$1,192 or 2.9% of income. This obvious linkage of volunteers to giving may impact us in several ways:

1. Directors of Development in our agencies may ask DVSs to "help" them solicit funds from volunteers or share personal stores of volunteer activities to prospective donors.
2. An ethical question may arise as agency CEOs consider renting lists of volunteers to groups who do fund raising appeals. Think about it.

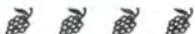


NATIONAL SERVICE UPDATE

Put your running shoes on if you plan to submit an application for Community & Nat'l Service grants. The final application forms are still being developed and must be completed and sent to the Commission overseeing the process by Mar. 23, 1992.

Many states have made plans to submit their proposals en-mass (as requested by the Commission) and were obligated to indicate by Feb. 3rd, their intention of forwarding applications. If they have done so, you MUST apply through your state process. To find out if your state has indicated their intent to file, call (202)724-0600. If you find that your state has NOT done so, you may apply directly to the Commission.

Funding will be given in such areas as "Serve America", Higher Education Innovation Projects for Community Service, American Conservation & Youth Corps or Nat'l Community Service. For more info and a fact sheet on Nat'l Service funding and the application process, telephone the Commission on Nat'l & Community Service, Nat'l Press Bldg., Suite 428, 529 14th St. NW., Washington, DC 20045. (202)724-0600 or FAX: (202)724-0608.



Resources:

RECOGNITION ITEMS & PUBLICATIONS CATALOGS:

Volunteer Recognition Catalog, Cal. Assn. of Hospitals/Health Systems: (916)552-7505.
VOLUNTEER Readership Catalog: 1 800-272-8306.

CONFERENCES:

The National Volunteer Center of the Thousand Points of Light: June 21-24, 1992.
Sheraton Chicago Hotel & Towers, (312) 464-1000. Theme: "Volunteers At The Heart of Change". Costs: \$355 regular, discounts for Volunteer Associates: \$325, \$280 for NCCV and Volunteer Corporate members, VAC associates, Dept. of Defense and State Office Associates (before May 1...add \$20 after that). Hotel rooms: \$89 single, \$99 double. Make reservations direct with hotel located in loop overlooking Lake Michigan. Program includes consultancies, trainings, panels, exchanges & program replication opportunities, many to address serious social problems.

Level 2, University of Colorado, Volunteer Management Program. Feb. 16-21, 1992.
\$295 tuition. FAX 303-492-5959.

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Heritage Arts Publishing
1807 Prairie Ave.
Downers Grove, Il. 60515



November 1991

From the desk of Sue Vineyard.....

SURVEY OF STATE OFFICES OF VOLUNTEERISM REVEALS CUTS/CHANGES

In mid spring, VMSystems surveyed the existing state offices of volunteerism (SOV) to determine the impact the tight economic times might have on their office or services. Full results will be revealed in the Nov/Dec issue of Grapevine but EXTRA will share a sneak peek:

Two office, South Dakota and Georgia, have been cut altogether with some efforts being placed in the hands of others (ie: State conference) and staff reassigned to other offices within the state government.

All offices reported cuts in some forms or "realignments" of resources and also spoke of cuts to state-wide programs that had depended on state money to operate. All suggested the need to strategize to increase strengths of the office and to insure strong constituency backing. Of the offices reporting (52% of all) only 2 reported that they felt totally secure about their future.

A common request from respondents asked for affordable, local or regional training to upgrade skills, network with other program leaders and share resources. A proposal is on the table by several current Directors of SOV's to create a training/sharing seminar for other SOVs and those states wishing to create such an office. Stay tuned.



FIRST RESPONSE FROM IVAN SCHEIER SURVEY, "TAKE BACK THE VISION"

In an interesting parallel to the request for specialized and localized trainings, Ivan Scheier has shared preliminary responses to his survey to determine how practitioners in volunteer management would wish to shape any nat'l/innat'l organizations that would serve their needs. In an echo of the 1st article here in EXTRA, respondents called for training and resource sharing at the local or regional levels to upgrade skills and collaboration.

In very clear, STRONG responses, practitioners said that nat'l conferences were too costly, too far away and impractical for their needs. Full report in next Grapevine.



UPDATE ON NAT'L & COMMUNITY SERVICE ENACTMENT

No, Washington (defined recently as "10 square miles surrounded by reality") has not forgotten it passed the Nat'l & Community Service Act and needs to tell folks how/when/where to tap into its allocated funds!

Chief reporter at large that keeps us "up" on such matters, shares that the following time line has been set by the committee charged with overseeing this act:

1. Public final regulations-Public Comment begins: Nov. 8, 1991
2. Public comment period ends: Dec. 9, 1991
3. Final regulations published & application forms available: Jan 16, 1992
4. States declare intention to apply: Jan. 20, 1992
5. Applications due: Mar. 16, 1992
6. Grantee notification: May, 1992.

The Commission will hold meetings around the US in order to meet program operators, state officials, etc: Jan 12-13 in Indianapolis, Mar 19-20 in Boston, Ap. 24-25 in San Antonio, Tx., May 1-3 in Washington DC. (More info. in Grapevine)



AVA PLANS MOVE TO WASHINGTON, DC AREA

The Assn for Volunteer Administration announced at it's annual meeting in Atlanta in Oct. that plans are progressing for a possible move in Jan or Feb. to a site in the Washington, DC area, easily accessible via the Metro transportation system. This will uproot the office which has always had it's office in Boulder, Colorado. No staff plans to move with the office. Watch for further news from AVA as to new staff, exact location, timing of move etc.

Watch closely what the House Postal Committee does with a bill that would require all charitable organizations to include full disclosure of their finances in all direct mail and TV campaigns

D.C. will join the 50 states in having legislation to provide immunity from civil liability suits for volunteers.

MARK YOUR CALENDARS & PLANNERS NOW....

The National VOLUNTEER Center of the Points of Light Foundation will hold it's annual Citizen Involvement Conference June 21-25, 1992 in downtown Chicago. Keep your eye on this one, Grapes, they are pulling out all stops to make this a conference of conferences!

Other conferences you will want to put in your memory bank: California Hospital Association, Feb. 2-5, 1992 in Monterey, Ca. (open to everyone...excellent conference, great location, good training & information...many choose this as their "national" training); OCT. 1992: Assn. for Volunteer Administration's International Conference on Volunteerism, theme: "Diving Down Deeper", Minneapolis, Mn.; Oct. 1993: AVA's conference site: Little Rock, Arkansas; and June 1993: VOLUNTEER's conference is set for Washington, DC.

SUMMIT ON VOLUNTEER MANGEMENT/LEADERSHIP TRAINING

May 5-6, 1992 at new AARP headquarters in Washington, DC for leaders of national, international or federal groups/programs that utilize the volunteer resource and offer training. Purpose: to share training designs, learning, needs, materials, discuss collaboration etc. to improve quality and accessibility of training within field of volunteer management. Co-sponsored with AVA, AARP, 4H, Red Cross, United Way and the Volunteer Leadership Institute. Chaired by Judy Helein of the Volunteer Leadership Institute's Leader Circle.

FREE Volunteer Marketplace Catalog for conference participants or constituents. Books, monographs, game, audios, videos, training tools & kits, Quick Reference Series, more. Write Volunteer Catalog, 1807 Prairie Av., Downers Grove, Il. 60515 for supply. Also, complimentary copies of GRAPEVINE for your use at conferences, meetings, etc. as samples

HAVE A HAPPY THANKSGIVING AND JOYOUS HANUKKAH & CHRISTMAS!
PEACE TO ALL.....

Grapevine EXTRA
1807 Prairie Ave.
Downers Grove, Il. 60515



Sept. 1991

From the Desk of Sue Vineyard

No.#5

The National VOLUNTEER Center Merges With Points of Light Foundation

It's official....after months of discussion, input and crafting, the National VOLUNTEER Center and the Points of Light Foundation have merged. In a letter to associates dated Sept. 9th, 1991 VOLUNTEER's Chairman, George Romney and Pres./CEO of Pts. of Light, Richard Schubert announced the unanimous approval by both Boards to merge the two organizations.

The National VOLUNTEER Center of The Points of Light Foundation (the new name) will be governed by the Foundation's Board of Directors which will delegate program functions related to fulfilling the Foundation's mission at the local level through VOLUNTEER. VOL. will have "maximum discretion for delegated program areas within the strategic plans, priorities and budgetary allocations established by the Foundation Board."

Depending on a structural decision to be determined by the end of the month, the VOLUNTEER unit will be guided by an operating council or board, appointed by the Foundation's co-chairmen. It will include representatives of VOLUNTEER's former Board of Directors and of its Nat'l Council of Volunteer Centers and Nat'l Council on Corporate Volunteerism. Daily management of the unit will be "handled by a chief operating officer or chief executive officer, appointed by and responsible to the Foundation President."

The National VOLUNTEER Center unit will be comprised of former VOLUNTEER staff members who will become Foundation employees as a result of the merger. It is hoped that eventually all staff will be housed at the same location although at present, this is not possible. It is hoped that the merger transition process will be completed prior to Dec. 31, 1991. Throughout the transition period it is anticipated that additional structural and programmatic details will be announced while all services continue. Work is now underway for the 1992 National Volunteer Conference to be held June 21-25 in downtown Chicago and for the Volunteer Readership catalog due out in early 1992.

GRAPEVINE sends all good wishes to the new organization.

**NATIONAL CONFERENCES THE DINOSAUR OF THE DECADE?**

Recent articles and reports suggest that organizations are questioning the wisdom and financial investment of sending their people to national conferences. Costs of travel, accommodations and high fees prohibit even some of our largest groups. Deciding factors seem to be what training is offered. If it is job-specific and in-depth it has a better chance than 90 minute, "graze-the-surface" trainings that resemble a Scandinavian Smorgasbord (all grey, bland & look-alike offerings!). Regional, less costly, day long training intensive workshops geared toward immediate job needs of potential attendees seems to be the called-for option. Food for thought for trainers & workshop planners.



Now Available: "VOLUNTEER MARKETPLACE" Catalog. Full of books, monographs, videos, audios & the new GRAPEVINE. Also offers NEW....Whimsical Volunteer Recognition certificates (complete with cartoon of "VOLUNTEERUS EXHAUSTUS"), Vol. Mgmt. Training Packet, new Vol. Mgmt. game from AARP and a few surprise sale prices to please your budget! Get as many as you want (within reason!) for your colleagues or conferences: Write..."Volunteer Marketplace", 1807 Prairie Av., Downers Grove, Il. 60515 or call, (708) 964-1194 for supply. FREE...FREE!!

**DO's AND DON'Ts of PARLIMENTARY PROCEDURE...**

Parliamentary rules can confuse even the brightest among us, as it did one "Let's-allow-her-to-remain-nameless" colleague who, at a business meeting, stood and declared, "I wish to make a movement!".....One of our readers shared the following overview to help us all muddle through Robert and his Rules, as we slip back into our Meeting Mode after a summer layoff. Happy Parlimenting.....(Sorry for no credit line, it was omitted when sent us & the sender can't recall where he got it either.....)



MARCH 1991

From the desk of Sue Vineyard

NO.# 2

The National Governor's Assn. has prepared a State Guide on the National & Community Service Act of 1990 and sent it to each state Governor's office for use in responses.

The Report, delivered in the last 2 weeks, can be used as a guide in understanding and therefore planning responses to opportunities for program support & funding. Best guesses continue to be centered on July as the timing of funding appropriations coming to the Commission appointed to disburse and manage the process of Community Service.

At this time there are no process instructions available to guide people on application or regulations. I will continue to monitor this and get this information to you as soon as it comes across my desk.

I have attached the matrix from the Guide which shows the various segments of the Act, if the states are eligible to apply, who local applicants can be and how to get the funding process started. The full State Guide tells what other funding might be available for some of the various program options and offers some contact names for further information. They include: White House Office of Nat'l Service, (202)456-6261; Nat'l Conference of State Legislatures, (202) 624-8692; Council of Chief State School Officers, (202)393-8161; Nat'l Assn. State Conservation Corps, (202)331-9647, or Youth Service America, (202)783-8855.

Your best source of information should, however, be your Governor's office which has this entire Guide. Somewhere within the structure of your state administration some office will need to coordinate the efforts to apply for and oversee responses to Community Service legislation opportunities.

For many states, that may mean the State Office of Volunteer Services, so you might talk to them first if you need more information or guidance. The short-hand version is: there will be money available about July that has to be allocated by Oct. to programs, institutions & states for innovative community service initiatives. No guidelines for proposals exist at this time. Each state's Governor's office (or designate) will coordinate responses from the state. Keep tuned.



Call your U.S. Post Office to get instructions on how to get your mail list cleaned by them and have zip + 4 codes added. The services requires your list be on IBM computer disks, ASCII II format, no more than 300 entries per disk. The P.O. cleans it by correcting addresses, abbreviations, etc. It produces a printout of undeliverables and puts the cleaned list on new formatted disks you provide.

If your local P.O. doesn't know about this (mine didn't) call you area Postal Service Representative for instructions and an application form. Turn around time is 5-6 working days.....and it's FREE! Be careful, however, to have whomever is in charge of your mail list talk directly to the processing house that actually does the computer work. We found that the P.O. person, tho very nice, did not have all the details of how to convert existing lists to the required format. The processing house had to call our computer person and have them re-format with several additional commands, the disks we originally sent.

Understand that cleaning the list in this way saves twice: once through reduced postage per piece (up to 6 cents each) and through the ability to eliminate undeliverables. Is it possible that Uncle Sam has really gotten his act together in the P.O.?



Now there is a way to cut your phone costs. ProGroup Inc. of Boston is one of the growing number of resellers of AT&T services around the U.S. It is however, unusual in that it specializes in working with nonprofits, providing AT&T's best rates and deepest discounts. Upon qualification, NPs may receive rates and discounts formerly available only to very large volume companies.

They seem especially concerned about human and public service and are committed to returning 1% of the long distance usage of participating clients to agencies meeting the challenges of environmental, hunger, educational issues, etc. For more information, call Lisa Stapleton, Director, Pro Group Inc., 224 Clarendon St. Suite 41, Boston, Mas 02116. (617)424-8807. FAX: (617)424-6912. Every little bit helps!

<u>Program</u>	<u>States eligible?</u>	<u>Local applicants</u>	<u>Conditions for local funding</u>
Serve-America (K-12)	Yes	Partnerships: Public or private nonprofit organization that provides service opportunities plus either a local educational agency or a public or private nonprofit organization that works with disadvantaged youth (private schools or business may also be part of partnerships).	Apply to state educational agency or to Commission if state does not apply.
Higher Education Project for Community Service	No	Institutions of higher education or public or private nonprofit organization in partnership with higher education institution.	Apply directly to Commission.
American Conservation and Youth Corps	Yes	Public or private nonprofit organizations with experience with youth programs.	Apply to state or to Commission if state does not apply.
National and Community Service Demonstration	Yes	Public or private nonprofit organizations.	May receive grant or contract only from state.
Governors' Innovative Service Programs	Yes	No	
Peace Corps/VISTA Demonstration	No	No	
Rural Youth Demon- stration Project	Yes	Open	Apply to Commission.
Assistance for Head Start	No	Foster Grandparent Grantees.	Apply to Commission.
Employer-Based Retiree Volunteer Program	No	Public or private nonprofit organizations.	Apply to Commission.
Regional Clearinghouses	No	Public or private nonprofit agencies.	Apply to Commission.

Grapevine EXTRA is published at least 6 times per yr. as critical news becomes available. \$10 yr. to subscribers of GRAPEVINE, volunteerism's leading newsletter; 6 issues annually, \$18. Gpv.+Extra: \$28.

Sue Vineyard
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Downers Grove, IL 60515



JAN. 1991 From the desk of Sue Vineyard:

President Bush has proposed new state laws for volunteer liability protection and the development of a privately funded, independent Volunteer Risk Management Center. In the form of a model for states, the law would extend liability protection to all types of volunteers working for any 501 3 c groups. At the present, only about half of volunteers in this category are protected. Volunteers would still remain liable for "willful or wanton misconduct" and organizations could also remain liable.

The Risk Management Center proposed by Bush would essentially do what the already existing Nonprofit's Risk Management & Insurance Institute of Washington, DC is planning to do. Obviously, they would be among the prime candidates to benefit from the President's initiative. Endorsement of any existing groups would have to come from the newly appointed Presidential Task Force on the issue. The Task Force has been mandated to report it's findings by June 1.

The proposed Center would address the entire issue of risk management for nonprofits and volunteers, including making it easier to find and afford protection insurance.

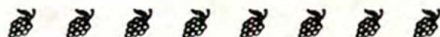


Bad news in the postal rate department: It is expected that on Feb. 3rd, the postal hikes will go into effect. Due to the cries of the public about raising the 1st class stamp from 25 to 30 cents, the postal commission generously reduced this amount by a whopping penny, so now it will just cost all of us a most inconvenient 29 cents to mail a regular letter. The really bad news is that to make up for the lost revenue this creates, they decided to increase the amount of proposed increase for 3rd class bulk mail from 16% to 25%. This mean the 16.7 cent costs for bulk will jump to approximately 21 cents for mailings from profit concerns; it will jump dramatically for nonprofits also, to 11.1 cents per piece.

There are exceptions, and the postal service will be providing details and instructions on these shortly. It looks to me that you would have to be very sophisticated to comply, however; bar coding, 9 digit zip code sorts with special types of machine addressing, etc. are mentioned.

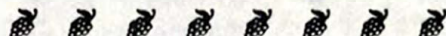
This will hurt two types of groups that impact our field: first the for profit organizations such as my publishing company, which mails catalogs and items bulk rate to people in volunteerism, and, large mailers among nonprofits, such as AVA and VOLUNTEER who have products, services and conferences they want you to know about.

The really, *really* bad news is that the PO has the authority to raise these rates TWICE more in 1991 and are expected to do just that! Seems crazy that in these tough economic times, the government is creating more barriers to success for small and midsize businesses and nonprofits already struggling to survive. A quick call to a couple of such groups by my office found 2 of them very unsure that they can survive this added blow to an already rather desperate fight to remain in business. Yuck.



Stumbling right along with the National Community Service Act: Several folks "in the know" in Washington, DC, called to tell me that no appropriations have come down from the Hiii to fund the 62\$ million allotment for the first year of the Community Service Law signed in November by President Bush. The operating commission, after getting the money, which is not expected until summer at the earliest, must create regulations, standards and procedures for releasing the funds to programs, and this seems impossible to do before the start of the 1992 fiscal year in Oct.

All of this would mean that no one would see the money until the next fiscal year and the entire three year process would fold over and extend to 1994. Counting on their 5\$ million, of course, was the Points of Light Foundation, and in a domino effect, groups and organizations that hoped and expected on funding through *that* foundation. Translation: be prepared with proposals, but don't hold thy breath or count on funds from all this in 1991! Stay tuned.



Musical chairs continues to be a popular game in national organizations: Richard Schubert, retired head of Red Cross and former Undersecretary of Labor, has been appointed President and CEO of the Points of Light Foundation. Watch for double ties between Pts. of Light and Red Cross' new CEO, Elizabeth Dole, past Secretary of Labor! Whee!



CARE has also hired a new CEO, William Novelli, who left the PR and Marketing firm he co-founded in 1972. Why do I include this in a newsletter to folks in volunteerism you ask? Simple: we are beginning to see the shift from placing people with strong backgrounds in management in CEO positions to those with a track record of leadership in marketing (and fund raising). Just to buoy my point, the 4th new CEO in the last 2 years of NSFRE (National Society of Fund Raising Executives), is Patricia Lewis of Seattle. Her background? Campfire and the faculty of Un. of Washington School of Social Work and the Fundraising School in Indianapolis. If you are thinking in terms of a career step to a CEO position in the future, you might want to note this trend and pick up as much marketing and fundraising expertise as possible.



Second Level Workshop of the Volunteer Management Program at the Univ. of Colorado in Boulder will be held Feb. 17-22. \$280 tuition, \$219.57 room & board, dbl. occupancy. Faculty: Marlene Wilson, Elaine Yarbrough, Phd., Arlene Schindler, Phd., Violet Malone, Ph.D., Jane Justis, Mike King, Donna Ewy. Courses include: Trends, Planning, Personal Profile, Power, Conflict, Balance vs. Chaos, Marketing, Training and Issues. Un. of Colorado at Boulder, Housing/Finance, Hallet 70, Boulder, Colorado 80309-0153. (303)492-5151.



I've decided that the greatest oxymoron and incongruent phrase is "Holy War". Nothing of war is holy and nothing holy embraces war. I hope by the time you read this, we have Peace.

.....

 HERITAGE ARTS
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DOWNERS GROVE, IL. 60515

SUE VINEYARD



Sue Vineyard is considered one of volunteerism's top visionaries, leaders, trainers and authors, impacting tens of thousands of people who lead community service and voluntary efforts from arts to zoos. A product of the trenches, she served for 6 years with Project Concern, an international health care and training charity for poverty stricken children & families. As local, state and National Director there she helped develop the walkathon concept in America, working with over 30,000 volunteers to raise \$17 million in average pledges of less than \$3 each!

Since 1979 she has trained up to 10,000 annually in the effective management, motivation, and recognition of volunteers. Her 14 books and monographs, plus training tapes and materials, have helped countless program leaders in recruitment, retention, training, marketing, evaluation, wellness and leadership efforts through her practical, light-hearted, "use-it-now!" style of communication. Since 1987 she has concentrated on material development, consultation and writing.

She is founding Editor and author of the field's leading newsletter, GRAPEVINE, which continuously provides practitioners with information, issues, research, resources and training to do their job better.

A wife and mother of two grown sons, Sue holds a BSEd. from Western Illinois University and CVM (Certified Volunteer Manager) from the Univ. of Colorado. Honors include Outstanding Graduate, Western Il Univ.; Outstanding Young Women of America; Distinguished Service Award from the Ass'n of Volunteer Administration; and Who's Who Worldwide, 1992. She has served on many state and national Boards.

Sue is currently the managing partner of VM (Vineyard-McCurley) Systems, the largest producer of goods and services for the field of community service and volunteerism. She can be reached through her office in suburban Chicago: 1807 Prairie Ave., Downers Grove, IL 60515. (708)964-1194.