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THE VOLUNTEER CENTER OF LUBBOCK
IS A COMMUNITY AGENCY THAT PROMOTES
VOLUNTEERISM, RECOGNIZES VOLUNTEER
ACCOMPLISHMENTS, SUPPORTS YOUTH
VOLUNTEERISM, AND PROVIDES TRAINING
AND TECHNICAL SUPPORT TO NONPROFIT
AGENCIES.

got involved

The Connection

December 2008

A Message from Sharon

"It is not the strongest of the species that survive, nor the most intelligent, but the most responsive to change." -Anonymous (often mistakenly attributed to Charles Darwin)

It seems like all of us are having lots of opportunities to practice in the midst of changes. I was privileged to attend the Board Source Leadership Forum last month. There were plenty of stimulating conversations, presentations, and strategies focusing on challenges within the nonprofit sector. What can our organizations do to weather the current economic uncertainties?



Sharon Hyde Bass
Executive Director

Here's some of what I learned or was reminded of:

- **Stop. Take a deep breath. Don't panic.** Getting frozen in fear of what might happen isn't productive. Calmly looking at our situation offers an opportunity to strengthen our organization.
- **Step back and be clear** about what you do and why it matters. What do you do best? How would this community be different if you weren't meeting the needs you're meeting?
- **Make a plan.** Be proactive in considering the impact for your organization if funding stays the same or decreases. How can you "tighten your belt"? However, don't stop dreaming. Plan also for possible opportunities that might present themselves.
- **Take care of the supporters you have** rather than focusing on support you wish you had. Communicate with them... "Thank You!"... "Here's what we're doing."... "Here's how we're addressing." Don't stop fundraising and providing ways for people to be a part of your important work.
- Be willing to **ask hard questions.** Is it a good time to risk starting a new program? How can we reduce expenses? Do we have the resources – staff, volunteers, funding – to keep our doors open? Do we need to consider merging with another partnering organization?
- **Stay mission-driven** in all that you do. It's never been more important to focus on your mission.
- **Let us help!** The Volunteer Center offers resources to strengthen your organization's board, staff, and volunteers.
 - o Utilize our Web site and printed referral guides to recruit and track volunteers.
 - o Attend training sessions designed to help manage volunteers; build a stronger, more engaged board; or increase funding.
 - o Give us a call. There are lots of other ways we can help you deal with the changes we've been thrown into. We exist to serve you.



If you would prefer to receive this newsletter in an electronic e-mail form, please contact Virginia Dorton at (806) 747-0551 or vdorton@volunteerlubbock.org

The 5th Annual Lubbock Post-Masters Invitational



About the Tournament

- Limited to a select 18- 22 teams (4 players per team)
- Lubbock Country Club gift certificate prizes to top four places:
 - 1st place team - \$300 gift certificate for each player
 - 2nd place team - \$200 gift certificate for each player
 - 3rd place team - \$100 gift certificate for each player
 - 4th place team - \$50 gift certificate for each player
- Nothing to buy, no solicitations on site
- Scramble format
- No mulligans
- Post round hors d'oeuvres & beverages
- Closest to hole prizes at each hole
- No handicap requirements
- Every team/company's name displayed on a hole

You are cordially invited to
"A Golfer's Golf Tournament"
benefiting the Volunteer Center of Lubbock

11:30 a.m. - Lunch
1:00 p.m. - Shotgun Start
Monday, April 13, 2009
Lubbock Country Club

Cost: \$1,500 per team. Entry deadline: March 23, 2009
Call (806) 747-0551 or email vdorton@volunteerlubbock.org
for more information.

Sponsorship opportunities are also available.

Upcoming Workshops

Advancing Your Volunteer Program - January 13, 20 & 27, 2008

This three-part workshop introduces the many benefits of having engaged volunteers and empowered staff managing those volunteers.

Presented by: Brandi Willis Schreiber, Community Impact Volunteer Coordinator

Time: 1:30 p.m. to 4:30 p.m.

Location: Volunteer Center Conference Room, 1706 23rd Street

Cost: \$155 for Agency Partners/\$195 for Non-Agency Partners

Building & Supporting Strong Youth Partnerships - February 3, 2009

This workshop explores targeting, recruiting, training and retaining youth volunteers.

Presented by: Gloria Caballero & Jenny Young, Youth Program Staff

Time: 1:30 p.m. - 3:30 p.m.

Location: Volunteer Center Conference Room, 1706 23rd Street

Cost: \$35 for Agency Partners/\$50 for Non-Agency Partners

Understanding the New 990 - February 5, 2009

This workshop, co-sponsored by the Lubbock Area Foundation, will focus on the new IRS 990 form, which was designed to underscore the principles of enhancing transparency, promoting tax compliance, and minimizing the burden on the filing organization. The 2008 Form 990 requires organizations to provide greater breadth and depth of detail into their operations.

Presented by: Matt Willis, Bolinger, Segars, Gilbert & Moss

Time: 9:00 a.m. - 11:00 a.m.

Location: Bolinger, Segars, Gilbert & Moss Conference Room, 8215 Nashville Avenue

Cost: \$35 for Agency Partners/\$45 for Non-Agency Partners

Fire the Deadbeats: Unloading Ineffective Board Members & Volunteers - February 19, 2009

Nobody wants to reprimand a board member who is not performing, nor relishes the idea of asking a volunteer to quit coming, but once in a while these situations simply must be addressed. This workshop will first review steps that can be taken to ward off a problem situation before it becomes explosive.

Presented by: Sarah Jane Rehnborg, Ph.D. LBJ School of Public Affairs, UT-Austin

Time: 8:30 a.m. - Noon

Location: Volunteer Center Conference Room, 1706 23rd Street

Cost: \$50 for Agency Partners/\$65 for Non-Agency Partners

Basics of Grant Writing - February 24, 2009

This workshop will focus on the basic elements of writing grant applications, grant researching methods and utilizing the Lubbock Area Foundation's Funding Information Library.

Presented by: Sharon Hyde Bass & Michelle Tosi-Stephens

Time: 9:00 a.m. to 12:00 p.m.

Location: Volunteer Center Conference Room, 1706 23rd Street

Cost: \$60 for Agency Partners/\$75 for non Agency Partners

These workshops are funded in part by a grant from the unrestricted funds of the Lubbock Area Foundation, made possible by generous donors since 1981.

2009 Special - Register for *Advancing Your Volunteer Program*, *Building & Supporting Strong Youth Partnerships*, and *Fire the Deadbeats* at the same time and get an additional savings.

Agency partners can sign up for all three workshops for \$215, a \$25 savings.

Non-agency partners can sign up for all three workshops for \$280, a \$30 savings.

To register for a workshop, please contact Sara Rice at (806) 747-0551 or srice@volunteerlubbock.org.

Board Governance Series

This 6-part training series is geared toward strengthening your nonprofit organization's board of directors. Building a strong partnership between senior staff (Executive Director, CEO, etc.) and board members (Chairman, Board President, etc.) will be emphasized. Issues and trends impacting the nonprofit sector will also be explored. Each session will include strategies and resources to help empower your organization.

This series is only available to Volunteer Center Agency Partners. The fee for the entire series is \$200. The \$200 fee covers the cost for one staff member and one board member to attend each session in the series, as well as lunch and materials.

Each session will be held from 11:00 a.m to 1:00 p.m. at the Volunteer Center Conference Room, 1706 23rd Street.

January 29, 2009 - Balancing

- Examine the impact of economic challenges with emerging trends and issues affecting nonprofit governance.

February 26, 2009 - Governing

- Examine the roles of the board as well as the individuals who serve on it.
- Consider strategies for board engagement.

March 26, 2009 - Funding

- Develop a process that supports an active board-staff partnership in fundraising.

April 23, 2009 - Planning

- Become effective in thinking, planning and operating more strategically.

May 21, 2009 - Building

- Initiate a board building cycle that is an ongoing strategic cycle

June 25, 2009 - Measuring/Evaluating

- Determine strategies to measure organizational impact.
- Understand competencies of an effective board.
- Assessment of the CEO/Executive Director.

This series will be presented by Sharon Hyde Bass, Executive Director of the Volunteer Center of Lubbock.

Reservations are required and space is limited. To register for the Board Governance Series, please contact Sara Rice at (806) 747-0551 or srice@volunteerlubbock.org.

Become a Volunteer Center Agency Partner!!!!

The Volunteer Center of Lubbock is committed to serving and supporting nonprofit organizations in our community. By becoming an agency partner your organization will benefit in the following ways:

- Discounts on workshops
- Discounts on consultations
- Inclusion in various printed volunteer guides throughout the year
- Volunteer matching through the Volunteer Center web site and telephone referrals
- E-newsletters
- E-mail notification about supplies and equipment being donated by local businesses and organizations
- Brown Bag lunches
- Free job listings on the Volunteer Center web site
- Check-out privileges for the Volunteer Center library resources

If you have questions about becoming a new agency partner, renewing your existing membership, or to request an invoice for the \$100 annual fee, please feel free to e-mail Sara Rice at srice@volunteerlubbock.org or Virginia Dorton at vdorton@volunteerlubbock.org. If you're not an e-mail person, please feel free to give us a call at (806) 747-0551. We're happy to answer any questions you may have.

Volunteer Center Orientations

- Are you a new Volunteer Center Agency Partner?
- Are you a nonprofit organization who has never been an agency partner, and you're curious about the benefits of being an agency partner?
- Or have you been an agency partner for years, but aren't quite sure if you're utilizing all our services?

Then sign up to attend one of our Volunteer Center Orientations! Come learn about all the benefits of your membership and how to take advantage of them, discover the other services the Volunteer Center of Lubbock offers, and network with your fellow nonprofit organization peers. Come with all the questions you've ever had about our programs and services. This orientation is open to agency staff and board members and volunteers. Let us know you're coming by calling (806) 747-0551 or emailing vdorton@volunteerlubbock.org.

8:30 a.m. to 9:30 a.m. on the third Tuesday of each month

Come one time or come each month! We're always happy to see you!

Presented by: Volunteer Center Staff

Attention Agency Partners!!!

You can create an account to post *unlimited* volunteer opportunities and advertise what's happening at your agency on the Volunteer Center Web site. Contact us at (806) 747-0551 and let us know how we can help you gain access to the over 700 volunteers registered on our site.

Speed Boarding 2008

On September 24, the Volunteer Center and Covenant Foundation hosted a board development event called Speed Boarding at the Knipling Education Conference Center. Over 70 people interested in serving on a nonprofit board visited with representatives from 27 different organizations actively looking for new board members.



Above: Judy Powell sets up the Children's Advocacy Center booth.



Above: Mixing and mingling at Speed Boarding.



Above: LeTresa Lowe has a smile for people visiting the B.U.D.S. booth.



Left: Heather Reynolds discovers board opportunities with Covenant Foundation.

Right: Members of the Volunteer Center's Youth Connection programs listen to Randall Resneder of Handicap Awareness.



If you missed Speed Boarding 2008, we hope to offer other board development opportunities in 2009.

Are you interested in serving on a community board? The Volunteer Center of Lubbock's Community Board Bank is a collection of information from people in our community looking for an opportunity to serve on a nonprofit board. Organizations use the Community Board Bank when they have board positions to fill. If you would like to be included in the Community Board Bank, please contact us at (806) 747-0551 and we can e-mail, fax or mail an information sheet to you. Fill it out, send it back to us, and you will be included in the Community Board Bank.

The Volunteer Center Interns ROCK!!!

The Volunteer Center is blessed to work with our local universities to get great interns each semester. We'd like to thank our fall interns for all their hard work, energy and enthusiasm! We just couldn't get everything done without these great volunteers.

Below: YVC Intern Sherrel Jones on Make a Difference Day



Above: Mass Comm Intern, Melissa Sansing and YVC Intern Gabe Quinteros planting pansies on Make a Difference Day

Below: Mass Comm Intern Tarah Sprague spreading mulch on Make a Difference Day



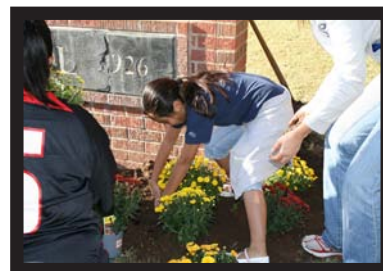
Make a Difference Day 2008



Above: Mayor Tom Martin presents Jenny Young with a Make a Difference Day proclamation.



Above: Kick-off rally at Dupre Elementary School.



Above: A student from Dupre hard at work planting flowers.



Above: Groups from Texas Tech preparing to paint the basement at Hope Community of Shalom.

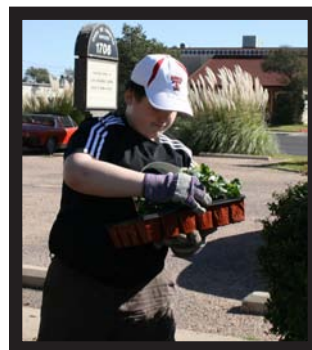
Thanks to all the groups and individuals who turned out for Make a Difference Day on October 25.



Above: Weeding, planting and mulching on a beautiful October day!



Above: Cleaning up the gardening tools at Dupre Elementary.



Above: Youth volunteer planting pansies at the Casa de Amistad building. (Home of the Volunteer Center!)



Above: Volunteers sign cards for those stationed at Kunsan Air Base in Korea. These cards were used for Family Volunteer Day. See story below.

National Family Volunteer Day 2008

Throughout the summer many people, lead by Dona Nussbaum, cut out, sewed and decorated stockings for the men and women stationed at Kunsan Air Base in Korea. On November 22, National Family Volunteer Day, hundreds of volunteers gathered at Westminster Presbyterian Church to fill the stockings with candy and other goodies and ship them off to Korea.



2009 Agency Partner Brown Bag Lunches



Join us for our Agency Partners' Brown Bag Luncheons. We will share information about upcoming events and cover a new topic each lunch. You can also network with your colleagues and tour the host agencies. These networking lunches are for EDs or anyone connected to your agency, including staff, board members and volunteers.

Thursday, January 23 - Bring a Co-Worker Brown Bag - Everyone who brings a co-worker to the January Brown Bag Lunch will be entered into a drawing for a fabulous door prize!

Thursday, April 23 - Bring a Volunteer Brown Bag - Everyone who brings a volunteer to the April Brown Bag Lunch, which is during National Volunteer Week, will be entered into a drawing for a spectacular door prize!

Thursday, August 27 - Bring a Board Member Brown Bag - Everyone who brings a board member from his/her organization to the August Brown Bag will be entered into a drawing for an amazing door prize!

Thursday, December 3 - Bring a Friend Brown Bag - Everyone who brings a friend to the December Brown Bag will be entered into a drawing for a magnificent door prize!

All Brown Bag Lunches begin at Noon and will be held at the Volunteer Center Conference Room, 1706 23rd Street. Remember - you bring the lunch, we'll bring the drinks and desserts!

Don't forget to RSVP to Sara at srice@volunteerlubbock.org or (806) 747-0551.



Is Your Agency Doing Everything Possible To Protect Your Clients?

The Volunteer Center's Criminal Background Check Program Can Help Make Your Clients Safe.

- Nonprofit organizations that provide services to children, the elderly or people who are mentally incompetent, physically disabled, ill or incapacitated can participate.
- One-time training set-up fee of \$75 and individual checks cost \$6.

For more information about the Criminal Background Check program, contact Sara Rice at (806) 747-0551 or srice@volunteerlubbock.org

"Sometimes it's so fun you forget that you're working."
- Youth Volunteer



Youth Volunteer Corps has participated in several projects: making newspaper hats for Lubbock Arts Alliance, working on a recycling project at North Ridge Elementary School and making a presentation on recycling to Parkway Neighborhood Center!



"Recycling is really important!"
- Youth Volunteer



"What a great group of kids!"
- Dona Nussbaum



United Way Youth Division has pitched in to help out at LUNA's National Night Out, Parenting Cottage's Pumpkin Prowl, the Volunteer Center's Make a Difference Day and Guadalupe Parkway's Fall Festival to name just a few of their many projects this semester!



www.volunteerlubbock.org

There is a whole lot happening in our little corner of the World Wide Web! Thanks to Lloyd Caballero, Sean Sanford, Adam Kelso and the rest of the talented folks at The Thomas Agency, the Volunteer Center of Lubbock has a beautiful, brand new, easy to use Web site! So come visit us on the Web at www.volunteerlubbock.org

While you're there, click on the City Bank Community Rewards link on the bottom of our home page and vote for the Volunteer Center of Lubbock. You can vote for us each and every day until the contest ends. The five organizations receiving the most votes through December 21st will receive a \$10,000 check from City Bank!

Online Volunteer Opportunities

How do you choose your volunteer opportunities? Some people exclusively utilize our *Guide to Volunteering in Lubbock* or our *Youth Guide to Volunteering*. Others prefer to call or e-mail the Volunteer Center for more information. However, a large population of area residents is using the Internet to discover and connect with opportunities! Currently we have 729 individual volunteers and 6 volunteer groups of 211 people registered on the Center's Web site! Of the 729 registered individuals, 206 registered since we began spreading the word about "Education Matters," and 5 groups of 209 members are brand new! This increase is significant, since it represents a pool of people who are actively looking for volunteer opportunities NOW and are using our Web site to do it.

In addition, 82 volunteer activities and opportunities have been posted online since July. Agencies are utilizing the Web site more and more, which means that there are many new ways you can volunteer! If you'd like to create your own online volunteer account and discover ways you can serve, please visit www.volunteerlubbock.org and click on "Volunteering."

The 2008 Holiday Guide is here! Call us at (806) 747-0551 to have one mailed to you, or visit our Web site to download a copy.

Education Matters Update

By Brandi Willis Schreiber



A few months ago when I began working with individuals and agencies to highlight "Education Matters," I wasn't sure what our outcome would be. Would agencies find new empowerment through volunteers? Would we find enough volunteers to meet the need? What would a new program like this teach us about volunteerism? Well, I couldn't have imagined how much fun I would have unearthing answers to these questions - or better yet - the picture "Education Matters" would paint in our community!

Collaboration with Early Learning Centers of Lubbock, Communities in Schools on the South Plains, Big Brothers/Big Sisters of Lubbock, and Literacy Lubbock strengthens our community with volunteers. These agencies have created 40 volunteer opportunities you can explore on our Web site! Through our efforts, I have spoken or given information to over 2,400 individuals, and I'd like to thank the 37 classes, organizations, and professional groups who have allowed me to present information about volunteer opportunities at their meetings. Currently 59 volunteers are giving their time to "Education Matters," and these individuals represent just a small percentage of the Lubbock community who can share their interests and talents through volunteerism.

The 1-hour volunteer orientations offered this fall were so well received we've scheduled more for Spring 2009:

Saturday, January 10 - 10:00 - 11:00 a.m.
Tuesday, January 13 - 7:00 - 8:00 p.m.
Monday, January 26 - 12:00 - 1:00 p.m.

Thursday, March 12 - 12:00 - 1:00 p.m.
Saturday, March 28 - 10:00 - 11:00 a.m.
Monday, March 30 - 7:00 - 8:00 p.m.

Wednesday, February 4 - 12:00 - 1:00 p.m.
Monday, February 16 - 7:00 - 8:00 p.m.
Saturday, February 28 - 10:00 - 11:00 a.m.

Tuesday, April 14 - 12:00 - 1:00 p.m.
Saturday, April 4 - 10:00 - 11:00 a.m.
Thursday, April 30 - 7:00 - 8:00 p.m.

If you'd like to learn more about volunteering, register for a volunteer orientation or would like me to speak to your group, contact me at 747-0551 or bschreiber@volunteerlubbock.org.

The 12th Annual

**Cornucopia
LUNCHEON**

Thank you to all the 375 people who played a part in honoring the 2008 Get Involved Award recipients at our 12th Annual Cornucopia Luncheon on November 12. We are blessed to be part of a community that gives so freely of its time and resources.

Sponsored by Wal-Mart Supercenters of Lubbock



Above: Donna Snodgrass receives the Ray J. Diekemper Lifetime of Community Service Award from Lou D. Diekemper.



Above: Greg Bruce of UMC presenting Cathy Allen with the Cultural Diversity Get Involved Award.



Above: The Communities in Schools CHAMPIONS group from Cavazos Middle School receiving the Youth Award from Joseph Alvarez of Wal-Mart Supercenters.



Above: Chris Comer of First United Bank presents the College Award to Double T Health Service Corps.



Above: South Plains Mall's Beth Bridges presents the Education Award to Deborah Finlayson of the Junior League's Food 2 Kids Program.



Above: Louise Cummins, founding director of the Volunteer Center, presents ARCS' Susan Kimbrough with the Louise Cummins Outstanding Organization Award.



Above: Individual Commitment Honoree Eddie Owens shares a laugh with presenter Murray Wazny of Wal-Mart Supercenters.



Above: Donnie Caldwell of Wal-Mart Supercenters presents an Individual Commitment Award to Stu Childre.



Above: Carrie, Jim and Morgan Lerner receiving the Family Award from Wal-Mart Supercenters' Ron White.

2008 Get Involved Award Honorees

- Individual Commitment - Stu Childre, Bill Curnow, Eddie Owens
- Youth - Communities in Schools CHAMPIONS Group from Cavazos Middle School
- Young Adult - Tonya Phifer
- Family - Jim, Carrie and Morgan Lerner
- College - Double T Health Service Corps
- Cultural Diversity - Cathy Allen
- Volunteer Coordinator - Mary Guetersloh, Cheryl Keefer
- Business - Hartsfield Design
- Louise Cummins Outstanding Organization - ARCS (Achievement Rewards for College Scientists)
- Ray J. Diekemper Lifetime of Community Service - Donna Snodgrass

**2008 Volunteer Center Honor Roll
Steven Jones**

Youth in Service Fall Projects

This year 36 area middle and high schools are participating in the Volunteer Center's Youth in Service program. This fall, students at these schools have participated in a variety of service projects benefiting local nonprofit organizations, schools and individuals.



"It's fun to get dressed up and put smiles on the kids' faces for a little while."
- Youth in Service Participant



"We felt a sense of school pride because we were able to help out."
- Youth in Service Participant



"Students gained an appreciation for their neighborhood and a responsibility for their neighborhood."
- Youth in Service Sponsor



Connecting. Empowering. People. For Goodness.