

Hanover Township Officials

Brian P. McGuire, Supervisor
Katy Dolan Baumer, Clerk
Thomas S. Smogolski, Assessor
Alisa ‘Lee’ Beattie, Trustee
Craig Essick, Trustee
Eugene N. Martinez, Trustee
Khaja Moinuddin, Trustee



Department of Aging Services

Volunteer Handbook

2019

Aging Services
240 South Illinois Rt. 59
Bartlett, Illinois 60103
www.hanover-township.org
Phone: 630-483-5600
Fax: 630-483-5690

Office Hours: 8:30 A.M.-4:30 P.M.
Saturdays: 8:30 A.M.-12:30 P.M.

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“As a new resident, I decided to volunteer to become part of the community and meet people.”
 -Roberta, Volunteer



“I enjoy talking to and helping others. I like to learn different things. I feel connected to the Senior Center and I feel good about helping out. Puedo ayudar la gente latina que no entiende el idioma.”
 -Rocio, Volunteer

I enjoy being with all the seniors—making a contribution with them in various activities and functions at the Center. It is a heartwarming experience. I’ve been busy my whole life and involved in a lot of activities. Continuing that is important to me. If I put a smile on anyone’s face, it makes me happy.”
 Kathleen, Volunteer



**Hanover Township Senior Center
Code of Conduct**

Grievance Procedure

If a patron disagrees with the decision of the Aging Services Director or staff member regarding a suspension, he or she has the following recourse:

- I. The individual will request, in writing, to the Hanover Township Administrator, the opportunity to discuss the suspension. The Administrator will then make a final decision whether or not the suspension will remain in place.
- II. Where required by law or agreement, a final appeal may be made to the Suburban Area Agency on Aging (AgeOptions) or the Illinois Department on Aging.

Hanover Township does not discriminate in admission to programs or activities or treatment of employment in programs or activities in compliance with the Illinois Human Rights Act; the U.S.Civil Rights Act; the U.S. Civil Discrimination Act; the aged Discrimination in Employment Act; the U.S. and Illinois constitutions. If you feel you have been discriminated against, you have a right to file a complaint for more information, contact Tracey Colagrossi (630) 483-5600

**Hanover Township
Mission Statement**

Hanover Township is committed to provide an array of quality, cost effective, community based services; and to acting as a dynamic and responsive organization that delivers services in a responsible and respectful manner.



**Hanover Township
Aging Services Mission Statement**

Enriching Lives,
Fostering Friendships,
Promoting In- dependence

Accredited by 
National Institute of
Senior Centers

 **AGEOPTIONS**
Area Agency on Aging

Letter from the Director

Welcome to Hanover Township Aging Services!

Each year we have thousands of residents involved in programs - including art, exercise, language, and technology classes, organized lunches, congregate meal and home-delivered meal programs - and people who need assistance through the Social Service division, as well as those who rely on our Transportation services.

None of this would be possible without the support of a dedicated volunteer base. Over 280 people contribute their time and energy to the Senior Center. These generous community members collectively gave 21,604 hours in our fiscal year 2019 (April 1, 2018, through March 31, 2019). We are excited by the continued growth of the volunteer program, starting in 1990 with 20 volunteers to the numbers that you see today.

Our goal is to create efficient, effective and sustainable programming for the residents of Hanover Township. In 2012 and 2018, the Hanover Township Senior Center was Accredited by the National Council on Aging for providing a Center of Excellence. We are one of 180 Senior Centers accredited in the United States, 1 of three in the state of Illinois and the only Township run center with this recognition. Volunteers are an integral part of this effort and our programs. We work to increase the services offered while operating within difficult economic times. I hope you will find great satisfaction in your work; your service is priceless and essential to us!

I look forward to seeing you at the Center! If you should have any questions or would just like to visit with me, please give me a call or email. I am happy to meet with you. Thank you for your time and dedication to serving older adults of Hanover Township!

Tracey Colagrossi
Director



Hanover Township Senior Center Code of Conduct

Second Warning: The second time an individual demonstrates improper behavior; the Aging Services Director will notify the individual in a certified letter regarding the violation of the Code of Conduct, and issue a warning that a third violation will result in suspension of the individual. The witnessing staff member, or the staff member who was informed of an incident, will complete an Incident Report and add the client's information to the Code of Conduct Log.

Suspension: The third time an individual demonstrates improper behavior, he or she will be asked to leave the Senior Center promptly. A minimum suspension of two weeks will be instituted depending on the severity of the incident. The participant will also be notified by certified letter. The witnessing staff member, or the staff member who was informed of an incident, will complete an Incident Report and add the client's information to the Code of Conduct Log. An individual may also be suspended for a first offense of a more serious nature.

Repeated Incident: If this process needs to be repeated a second time, the individual will be suspended from the Center for a period of one year. The individual will be notified by certified letter of this suspension.

Acts of Violent Behavior or Imminent Danger: Any act of violent behavior or any behavior that results in imminent danger to patrons, guests, or staff will result in a phone call to the police and other necessary emergency

**Hanover Township Senior Center
Code of Conduct**

Incident Reporting

The health, safety, dignity, and welfare of Senior Center patrons, staff, and guests are of the utmost priority to Hanover Township. For any medical emergency, 911 will be contacted immediately by staff. Additionally, Hanover Township staff should be notified immediately following the notification of emergency personnel in the event that a person's health or safety is in jeopardy. Incidents involving a violation of the Center's Code of Conduct or other policies should be immediately reported to Hanover Township staff. Any incident of prohibited behavior, or behavior suspected of being inappropriate, requires that an Incident Report is completed by the staff. This incident report will require the input of the individual witnessing the violation.

Consequences of Misconduct

Hanover Township will institute a policy of progressive discipline for individuals who violate the Senior Center code of conduct. Disciplinary actions will be taken as indicated below:

First Warning: The first time an individual demonstrates improper behavior, the individual will receive a verbal warning from a Senior Center staff member. The individual will be told that his or her behavior is not acceptable according to the Code of Conduct. The witnessing staff member, or the staff member who was informed of an incident, will complete an Incident Report and add the information to the Code of Conduct Log.

History of Hanover Township

Hanover was organized as a Township on April 2, 1850, primarily to provide government closer to home than the county seat in Chicago. Land was divided like a checkerboard into six mile squares called Townships, each Township being roughly 36 square miles. Hanover's location in the checkerboard is designated as Township 411 North, Range 9 East of the Third Principal Meridian - the farthest west of the old "country Towns" of Cook County.

In 1850 the first federal census of Hanover Township reported a population of 672. Most of these people were from upstate New York and New England. Ten years later, there were 926 residents, but a marked change in composition had occurred. The rural government was concerned with collecting the tax, stray animals, control of weeds, maintenance of roads. After spring and fall rains, roads were apt to become long black ditches of mud, so this was quite a chore. The Clerk organized the machinery for elections. Another function, "poor relief" was minimal.

Today the population of Hanover Township is over 100,000. Most of Streamwood residents live within its boundaries; also portions of Bartlett, Elgin, Hanover Park, Hoffman Estates, Schaumburg, and unincorporated Cook County. In 1900 a town hall was built on the southeast corner of North Bartlett Road and Route 19. The cost of the town hall was \$600. It served as the only polling place until 1912. Since 1985 the Township hall has been located on ten acres of land, two miles south of Route 19 and Route 59. This building along with the Hanover Township Senior Center, 240 S. Route 59, Bartlett; the Hanover Township Astor Avenue Community Center, 7431 Astor Avenue, Hanover Park; the Hanover Township Izaak Walton Center, 899 Jay Street, Elgin; and the Hanover Township Community Resource Center, 1535 Burgundy Place, Streamwood,

Hanover Township Senior Center

The Hanover Township Senior Center was dedicated on April 2, 2005. It is a visible symbol of the support that the Hanover Township community has for its elders. Aging Services programs were initially held in the farmhouse portion of the Town Hall, which they outgrew. A senior tax referendum, "Support Our Seniors" was passed in November 2002 thanks to our older adult residents, whose dedication and hard work incited its passage. The referendum allowed for the construction and maintenance of a new Senior Center. The center benefits adults, age 55 and over, and their families who live in Hanover Township.

Volunteer Program Purpose

At Hanover Township Senior Center we strive to provide reliable support to the staff to better serve the community with effective and efficient programming. We support the Aging Services Mission Statement by offering opportunities for growth and giving back; a welcoming atmosphere that creates a sense of belonging; an additional support system; and contributing to the greater good.

Benefits of Volunteering

Many of our volunteers tell you that their biggest reward comes from helping others. At Hanover Township we hope that you see the breadth of benefits:

- An opportunity to brush up or refine your current skill set;
- Receive assistance in finding the ideal spot for you;
- Meet new people, develop new skills, and discover new ones;
- Share your knowledge, wisdom, and experience;
- Enjoy the pleasures that come with helping others;
- Remain an active and vital member of the community;
- Support the Hanover Township Aging Services staff;
- Receive recognition for your services to the community.

Hanover Township Senior Center Code of Conduct

- 8) Misuse or removal from the Senior Center premises, Without proper authority, of records or confidential information of any nature;
- 9) Arriving at the Senior Center while intoxicated;
- 10) Unauthorized use or unauthorized possession of drugs;
- 11) Engaging in indecent or unlawful conduct, or creating a disturbance within the Senior Center;
- 12) Jeopardizing the health or safety of other patrons, guests, or staff members;
- 13) Demonstrating disregard for common safety practices;
- 14) Violating any safety rules or practices which create a hazard to participants or staff;
- 15) Distracting the attention of others or causing confusion by unnecessary shouting or any other disruptive behavior at the Senior Center;
- 16) Soliciting membership or contributions to groups or organizations, or selling goods, without express authorization from the Director of Seniors Services;
- 17) Distributing literature, brochures, or printed matter without express authorization from the Senior Services Director;
- 18) All postings, signage and other marketing material must be approved by Aging Services Director.
- 19) Use of profane, obscene, abusive, derogatory, or threatening language toward patrons, guests, or staff;
- 20) Creating or contributing to unsanitary conditions, or throwing refuse or objects on the floor;
- 21) Smoking inside the Senior Center and the vestibules;
- 22) Clients shall respect the boundaries of staff and other patrons. Incessant calling, emailing, or any other form of harassment is unacceptable; and
- 23) Acts of retaliation against a fellow patron, guest, or staff, of any kind.

**Hanover Township Senior Center
Code of Conduct**

Prohibited Behavior

Demonstrating the following behaviors at the Senior Center is prohibited and will subject the offending individual to disciplinary action. Upon reasonable belief, the Hanover Township staff has the sole discretion to determine if any of the following behaviors have taken place. The following behaviors are prohibited:

- 1) Engaging in physical violence of any kind, including battery, defined as when a person, knowingly and without legal justification, by any means, causes harm to an individual, or makes physical contact of an insulting or provoking nature with an individual, pursuant to 720 ILCS 5/12-3 of the Illinois Criminal code, on any patron, guest, or staff member;
- 2) Assault, defined as when a person, without lawful authority, engages in conduct which places another in reasonable apprehension of receiving battery, pursuant to 720 ILCS 5/12-1 of the Illinois Criminal Code, on a patron, guest, or staff member;
- 3) Fighting, threatening, intimidating, coercing, or interfering with fellow participants, guests or staff;
- 4) Unauthorized possession or concealing of firearms or other weapon on Center premises at any time;
- 5) Theft or misappropriation of the Senior Center's property, or the possessions of other patrons, guests, or staff, pursuant to 720 ILCS 5/16-1 of the Illinois Criminal Code;
- 6) Forging, altering, or deliberately falsifying any of the Senior Center's documents or records, pursuant to 720 ILCS 5/17-3;
- 7) Making or publishing false, vicious, or malicious statements concerning any patron, guest, or staff member;

Operating Hours and Locations

Hanover Township Senior Center

240 S IL Route 59
Bartlett, IL 60103
630-483-5600



Monday, Wednesday, Friday 8:30 AM to 4:30 PM
Tuesday, Thursday 8:30 AM to 8:00 PM
Saturday 8:30 AM to 12:30 PM

Satellite Programming

Izaak Walton Center & Reserve

899 Jay Street
Elgin, IL 60120
847-888-8329



Wednesday (Social Services) 8:30 AM to 4:30 PM
Thursday (Life Enrichment) 8:30 AM to 4:30 PM
Friday (Card Clubs) 8:30 AM to 4:30 PM

Holidays Closing Days

New Years Day	January 1
M. L. King Birthday	Third Monday January
Presidents' Day	Third Monday February
Memorial Day	Last Monday May
Independence Day	July 4
Labor Day	First Monday September
Veterans Day	November 11
Thanksgiving	Fourth Thursday and Friday November
Christmas Day	December 25
New Year's Eve	December 31

Hanover Township Board Meetings

Held on the first and third Tuesday of each month at 7 PM

Volunteer Overview

Goals of Volunteer Program

- We strive to support the staff and overall programming at the Senior Center.
- Engage older adults and community members, encouraging investment within the community.
- We recognize that it is an opportunity to meet new people, learn new skills, and make connections, creating a sustainable, supportive environment.

Orientation and Training

Participatory Training

Activity Aide	Positive Action
Check-in	Kitchen Worker
Card and Game Club Secretary	Senior Committee
Fundraising Committee	Silver Belles Choral Group
Special Events Volunteer	

Advanced Training (background checks required)

Lending Closet
Home Delivered Meals driver
Tax Aide Volunteer

Intensive Training (background checks required)

Auxiliary Staff

Clerical Associate:

Receptionist Associate
Social Service Associate

Enrichment Associate:

Trip Escort
Class Instructor

Media Associate:

Videographer/Photographer/Web Designer

Social Services Associate:

Medicare Counselor



Hanover Township Senior Center Code of Conduct

General Rules and Expectations

- 1) All patrons must complete an annual Data Page;
- 2) Patrons must respect the hours of operation; the building is open Monday, Wednesday, and Friday 8:30 AM – 4:30 PM, Tuesday and Thursday 8:30 AM – 8:00PM, and Saturdays 8:30 AM – 12:30 PM;
- 3) Hanover Township supports a community of inclusivity and tolerance. Patrons, staff, and guests are expected to be respectful of one another and show each other kindness and courtesy;
- 4) Senior Center patrons are expected to abide by all state laws and local ordinances regarding public behavior;
- 5) All persons attending the Senior Center must be able to function independently or with an attending personal caregiver while at the Senior Center. Individuals who are physically or cognitively impaired to the extent they need personal assistance in such matters as using a telephone, going to the bathroom, or attending a meeting must be accompanied by a caregiver at all times when at the Center;
- 6) The Senior Center hosts various activities, programs, presentations, and groups. Please do not disrupt group functions or individuals involved in these activities; and
- 7) Patrons, staff, and guests are to be considerate of others while using Senior Center furniture and equipment. Please refrain from placing feet on chairs, tables, and counters. Please treat furnishings and equipment with care.

Hanover Township Senior Center Code of Conduct

The Hanover Township Department of Aging Services is committed to facilitating programs and services that enrich lives, foster friendships and promote independence for the older adults of Hanover Township. The Department of Aging Services provides programs and services for residents 55 and older to enable seniors to enjoy an independent lifestyle within the Township through transportation, life enrichment, nutrition, and social service programs.

In order to ensure an atmosphere that welcomes participation at the Senior Center, Hanover Township Aging Services has adopted this Code of Conduct for the proper conduct of patrons, guests, and staff at the Senior Center. The purpose of these rules and procedures is to encourage an enjoyable, warm, and supportive environment for all who participate and work at the Senior Center. The Code of Conduct is also designed to protect the facility for the benefit of everyone at the Senior Center. These rules and procedures also serve to provide notice of behavior that will not be tolerated and the consequences resulting from such behavior.

All individuals present at the Hanover Township Senior Center, transportation, satellite programs and out trips agree to abide by the Hanover Township Senior Center Code of Conduct set forth below.

Volunteer Guidelines

Volunteer Rights

As a Volunteer, you have the right to:

- be treated respectfully by Aging Services Staff and recognized as an essential part of the team;
- be provided orientation, training, support, supervision, and evaluation;
- have a clear understanding of the position including duties, responsibilities, expectations, and time commitment required;
- turn down (say no) to extra volunteer hours above and beyond your commitment and not be concerned of negative repercussions;
- receive support and recognition from staff, fellow volunteers and Township Officials.

Volunteer Responsibilities:

Volunteers are an incredible support to the staff and services of the Senior Center. Our goal is that each volunteer feels appreciated and knows each time they are here what an extraordinary contribution they are making. Because of the expectations from the Senior Center, we ask that as a Volunteer you have the responsibility to

- uphold the mission of the Senior Center and the Township;
- report on time for your volunteer assignments; call in advance if you are ill or otherwise unable to report for your assignment;
- treat others with dignity and compassion and adhere to the Senior Center Code of Conduct;
- be sincere in the offer of service and believe in the value of the job to be done;
- willingness to learn new tasks and accommodate changes.

All volunteers are asked to sign an agreement before they begin.

Volunteer Policies

Age

Volunteers must be 16 or older; under the age of 18, a volunteer must have a parent or guardian sign the waiver. Home Delivered Meals drivers must be over the age of 21.

Americans with Disabilities Act

Hanover Township Aging Services welcomes volunteers with disabilities. Aging Services complies with the Americans with Disabilities Act. Please contact the Volunteer Coordinator if you have special requirements so we may reasonably accommodate your needs.

Attire

The dress is business casual. Please refrain from wearing articles that include offensive statements or that is revealing.

Confidentiality

State law requires that you respect the confidence and privacy of clients. You are asked to sign a statement to that effect. You may talk about the agency and your position, but you are never allowed to use a client's name or share personal and identifying information about them.

Discrimination

It is the policy of this agency that there will be no discrimination or harassment in its programs, activities or employment based on race, color, sex, sexual preference, marital or parental status, religion, national origin, age, mental or physical disability, or veteran status. Questions or concerns related to affirmative action, nondiscrimination or equal opportunity should be directed to the Volunteer Coordinator.

Volunteer Position

A volunteer is a unpaid position. For certain positions, there is reimbursement for driving done as part of the volunteer position (Home Delivered Meals). Any items needed for volunteer work must be approved by the Volunteer Coordinator before they are

Transportation Services

Transportation Manager: **Linda Steininger**

Dispatcher: **Char Kampfranz**

Driver: **Tim Aspy**

Driver **Mark Buthman**

Driver/Trainer: **Juanita Espinoza**

Driver: **Beth Evans**

Driver: **Janice Stevens**

Driver: **Janice Stevens**

Driver: **Myra Wilkins**

Hanover Township Dial-A-Bus

- Residents, age 55+ or 18 with disabilities
- A one-way ride is a \$1 donation
- Monday - Friday, 8:00 A.M. - 3:00 P.M.
- Saturday 8:30 A.M. - 12:00 P.M. to/from Senior Center only
- TRIP: Township Rider Initiative Program
 - For medical purposes only
 - Travel across 5 Township Borders (Wheeling, Elk Grove, Palatine, Schaumburg, Hanover)
 - Stroger Cook County and Hines Hospitals-Tuesday and Fridays only
 - \$5.00 per Township line crossed; maximum \$10.00 one-way
 - Call 630-483-5656 to register.

Volunteer Positions:

- Dispatch Aide
- Transportation Software Intake Assistant



Social Services

Social Services Manager: **Diana Gomez**
 Social Services Specialist: **Frances Domingo**
 Social Services Specialist: **Thalia Robles**
 CHOPE Therapist: **Jenny Mantis**
 CHOPE Therapist: **Trish Abbey**

The Social Services staff of the Department of Aging Services assists seniors and their caregivers with the programs listed below. Social Services Caseworkers assist clients, according to last name.

Diana Gomez: All Spanish Speaking Clients
 Frances Domingo: Client last names of B, E-M
 Thalia Robles: Client Last Names of A, C-D, N-Z

- Information and referrals
- Energy assistance for heating and cooling (LIHEAP, ComEd Hardship, weatherization)
- Health insurance counseling (Access to Care, Medicaid, Medicare)
- Pharmaceutical assistance (Medicare Part D Enrollment, patient assistance programs)
- Public aid programs (Food Stamps/SNAP, SafeLink, Medicare Savings Program)
- General benefit screenings
- Benefits Access (RTA Senior Discount Ride Free Program)
- CHOPE: Free Therapy Program funded by the Hanover Township Mental Health Board; Hanover Township residents can qualify for short term therapy with a licensed counselor.
- Caregiver Support Groups
- Wellness Programs

Volunteer Positions

- Social Services Receptionist
- LIHEAP Volunteer
- Tax Aide Representative
- Social Services Associate



Reporting Hours

Located in the main floor lobby of the Senior Center is a MySeniorCenter Kiosk. The kiosk enables touch screen technology to help track volunteer hours, participation in groups and alert people of new opportunities. Tracking enables the center to accurately report participant activities and volunteer hours, which are very important in grant reporting. Each participant receives a key tag that is tied to an individual. We ask that you use it every time you come into volunteer or attend a class or event at the Senior Center.

Placement

Applicants may select the skills they would like to utilize and the positions that are of most interest to them. The Volunteer Coordinator will work with the applicant to select the best possible match for the volunteer's skills and interests.

Recognition

The Township strives to recognize all volunteers. An annual Volunteer Recognition luncheon is held in April. Written and verbal recognition of volunteer efforts are encouraged by staff, patrons and other volunteers.

Volunteer Dismissal

Volunteers may be dismissed for failure to comply with policies and procedures of Hanover Township. Volunteers may discuss reasons for dismissal with support person or volunteer coordinator. Prior to the dismissal the support person and Volunteer Coordinator must agree to the dismissal. Instead of dismissal the Volunteer Coordinator may recommend a probationary period to develop corrective methods. Any violation of the Hanover Township Aging Services Code of Conduct, listed in this handbook is grounds for dismissal.

Resignation

A volunteer may choose to leave their position at any time. Volunteers are assigned for a set period of time. If a volunteer should need to resign his/her volunteer position, the Volunteer Coordinator should be notified as well as his or her support person. Volunteers are asked to give at least one week notice when terminating their volun-



Emergencies

Emergencies don't happen very often but when they do it is crucial to act calmly, quickly, and properly. Usually, at the Senior Center, a Registered Nurse from the Office of Community Health is on premises. However, 911 should always be dialed before calling staff. Staff are on hand during business hours; a cell phone from the Township will be provided for Trip Escorts or Volunteer Drivers. The Division Manager and/or Key Lead Team Member will review specific locations of AED, Panic Button, and other notable items during your orientation.

Assessing the Situation

Evaluating an emergency may be more difficult, but here are some general guidelines. Call an ambulance if the client is:

- Unconscious
- Unable to stand (when they usually can)
- Unable to breathe
- Vomiting blood.

Call your staff support person for consultation if the client is: Much more confused than usual.

- Having extreme unexplained behavioral change.
- Unable to speak clearly
- Having sudden one-sided weakness
- Bleeding (apply immediate pressure to wound)
- Having significant extreme pain.

Programming Division

Program Manager: **Jamie Zbrzezny**
 Volunteer & Program Coordinator: **Devora Murillo**
 Program Specialist: **Sarah Adelpia**
 Receptionist: **Charlene Thomason**
 Visual Arts Instructor: **Linda Kay**
 Visual Arts Instructor: **Mimi Krall**
 Computer Instructor: **Dan Kupowski**

Recreational Opportunities

We promote active aging and offer a wide variety of options:

- Trips to the theater, museums, and casinos
- Lunch Bunch - a new restaurant to try each month!
- Overnight adventures
- Holiday and theme parties
- Art, ceramics, and crafts classes
- Computer classes
- Exercise classes such as Yoga and Line Dancing
- Silver Belles Choral Group
- Cards, knitting, Bingo, movies and much more!



Volunteer Positions:

- | | |
|-----------------------|---------------------------------------|
| • Art Assistant | Trip Escort |
| • Activity Aide | Parade Volunteer |
| • Club/Game Secretary | Front Desk Reception Aide |
| • Library Aide | Community Outreach Member (and More!) |

Senior Citizens' Service Committee

- Appointed by the Hanover Township Board, serving three year terms; The Senior Citizens' Service Committee advises the board on issues affecting the older residents of Hanover Township.
- The committee oversees the operations of the Ye Olde Gift Shop, which is run by volunteers. All items in the gift shop are donated and revenue is generated to support the older adults of Hanover Township.

Volunteer Positions:

- Committee Member (appointed by the Board)
- Gift Shop Volunteer

Volunteer Overview

Role of the Volunteer & Program Coordinator

Volunteer & Program Coordinator, Devora Murillo, works with the four divisions of the Department of Aging Services; Transportation, Recreation/Programming, Social Services and Nutrition Services, as well as Key Leads in Volunteer Groups such as the Gift Shop or Card Clubs; to find individuals interested in supporting these areas.

Devora recruits potential volunteers through the Township website, VolunteerMatch.com, Hands-On Suburban Connect, through other volunteers and patrons. Candidates fill out an application regarding interests and skills. Devora then interviews each candidate and matches them with a volunteer position.

Devora will assist with the orientation of a new volunteer on his/her first day, introducing them to the Division Manager and Key Team Leader. Devora then acts as a liaison between the Division Manager and volunteer to ensure that both parties have a quality and enriching experience at the Senior Center. Devora is involved with training as well as evaluation processes of volunteers with each Division Manager.

Recognition is an essential piece of our volunteer program. Devora plans our annual event, as well as smaller recognition of volunteers, is done throughout the year. From the organizational chart on the next page, you can see that volunteers are at the core of all we do. It is because of your efforts and support we can excel in service to all that enter the Senior Center.

If you would like to learn more about other volunteer opportunities, please contact Devora Murillo!

Senior Services: Area of Service

Organizational Chart

