



Lavender Seniors of the East Bay

a project of The Tides Center

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www.lavenderseniors.org

Celebrating 13 years of service

MISSION STATEMENT

The mission of Lavender Seniors of the East Bay is to improve the quality of life of lesbian, gay, bisexual, and transgender seniors through community outreach, advocacy, and education.

VOLUNTEER APPLICATION PACKET

Advisory Board

Mike Mora, Chairman
D'Anne Bruetsch, Vice-Chair

Mitch Foudray, Secretary
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Tomi Smith

Members-at-large

Project Director
Dan Ashbrook

Outreach Coordinator
Melissa Taylor

Project Administrator
Tomi Smith

Lavender Seniors
is a
United Way agency

Federal Non-Profit
Corporation Number
94-3213100

Dear Friend of Lavender Seniors:

Thank you for your interest in becoming a volunteer. Everyone can help people of all ages, gender identities, skills, interests, and backgrounds.

To begin the process, please complete and return the following sheets. We will keep all information confidential. If you are interested in being a Friendly visitor, your social Security number is required as we do background checks for the security of our homebound seniors. Other volunteers are not required to provide their numbers.

The Mission of Lavender Seniors of the East Bay is to improve the quality of life of lesbian, gay, bisexual and transgender seniors (age 55 and older) residing in Alameda and western Contra Costa counties through community outreach, advocacy, and education.

We greatly appreciate your interest in volunteering to help achieve our mission. We look forward to receiving your completed application soon. If you have any questions, please don't hesitate to contact me at (510) 667-9655 or by emailing dan@lavenderseniors.org

Yours very truly,

Dan Ashbrook, Director
Lavender Seniors of the East Bay



Section 1: Volunteer Opportunities

Lavender Seniors of the East Bay

We have numerous volunteer opportunities! Please review the list of opportunities in the first column, then indicate whether you believe you might be interested in each. We realize you might change your mind after you learn more about Lavender Seniors and its services, but this sheet gives us a place to start the conversation with you.

Volunteer opportunities	Yes	Maybe	No
1. Friendly Visitor Program. Be matched with an isolated LGBT senior who needs weekly social support, help with light household chores, shopping assistance, and/or telephone assurance.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Telephone Outreach Project. Maintain regular phone contact with frail, isolated LGBT seniors, call newcomers to welcome them to Lavender Seniors, and/or call those we haven't heard from in a while.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Seniors of Color Project. Work with our staff to assess the needs of LGBT seniors in Oakland's African-American, Latino, Native American, Asian, and Pacific Islander communities, and to help improve services.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Speakers Panel Program. Work with our staff to conduct trainings to educate mainstream service providers and urge them to change policies and practices to make services more available to LGBT seniors. We are looking for seniors (age 55 and older) who are willing to tell their personal story as part of a panel of speakers. Non-seniors can help our staff arrange and coordinate training sessions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Lavender Juniors. Work with our Director and members of our organization who are not yet 55, plan and carry out activities to educate the broader LGBT community about LGBT seniors, raise money for our organization, and connect the generations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Development Committee. Work with our staff, Advisory Board, and other volunteers to develop and implement fundraising plans, including exploring grant opportunities and helping prepare proposals, planning events, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Monthly potlucks. Work with other volunteers to coordinate our monthly potlucks by arranging for speakers, helping set up tables and chairs, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Liaison. Represent Lavender Seniors on a community committee and/or at our booth at various community events.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Monthly newsletter production. Work with our staff to produce <i>Lavender Notes</i> by laying it out, writing articles, proofreading, and/or selling ads.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Website development. Work with our staff and other volunteers to update and design our website at www.lavenderseniors.org	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Computer support. Enter information, develop flyers for events, etc.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Workshops. Lead a workshop for LGBT seniors about a topic in which you are expert. Please describe your suggested topic:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Advisory Board. Nominate yourself for a position on our Advisory Board, which meets monthly and guides the organization. We particularly seek nominees who have non-profit Board experience.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Other. Describe any other way you want to contribute your expertise:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Section 2: Confidentiality Agreement

Lavender Seniors of the East Bay

As a volunteer, I agree to respect the confidentiality of all program participants, other volunteers, and staff.

1. I understand that all personal information about program participants is confidential, including both written and oral communication.
2. I will limit discussion of a participant's personal information to the participant herself/himself and my supervisor, unless I have received permission from a program participant to share information with specific other people.
3. I will discuss information that is relevant to my work with a participant in supervisory situations only, and avoid talking about participants in public spaces where others might overhear the conversation.
4. When I am no longer volunteering with a participant, I will continue to respect the confidentiality of the information she/he has shared with me.
5. I will not assume anyone's sexual orientation or gender identity, and I will respect each person's need regarding revealing sexual orientation and gender identity to others. This might require using discretion in mailings, phone messages, or chance meetings in public settings.
6. I understand that California law requires employees and volunteers who work with seniors to report suspected elder abuse to the appropriate authorities. I understand that elder abuse can involve physical harm, financial exploitation, emotional abuse, neglect (including self-neglect) or abandonment. If I suspect elder abuse is occurring, I will notify the Lavender Seniors Director immediately.
7. I understand that while program staff has access to information on volunteers, staff will respect volunteer confidentiality.
8. I understand that nurturing a sense of safety is a cornerstone of this program, and that if I do not abide by the terms and spirit of this agreement, I may be asked to step down as a program volunteer.

Signature

Date



Section 3: About You

Lavender Seniors of the East Bay

Your responses to the following questions will help us match your interests and skills with available volunteer opportunities.

Name _____ Date of Birth _____

Address _____ City/State/ZIP _____

Home phone (____) _____ Best time to call? _____ With discretion? yes no

Cell phone (____) _____ Best time to call? _____ With discretion? yes no

Office phone (____) _____ Best time to call? _____ With discretion? yes no

Preferred E-Mail address _____ With discretion? yes no

If "yes" to any of the above, how would you like us to contact you? _____

Your gender identity female male Your sexual orientation _____

Your race/ethnicity _____ Languages spoken, in addition to English _____

In case of emergency, contact _____

Relationship to contact _____ Contact phone number (____) _____

What motivated you to explore volunteer opportunities with Lavender Seniors? _____

Employment status? _____

Level of education _____ Current/Pre-retirement occupation _____

Licenses or Certifications (if any) _____

Briefly describe your current and/or previous paid work experience _____

Do you have use of a car? yes no Hobbies and special interests _____

Briefly describe any previous or current volunteer work (include any LGBT affiliation experience)

How many hours would you like to volunteer? _____ weekly monthly

When are you available to volunteer (days, evenings, weekends, etc.) _____

Please complete the following boxed section ONLY if you are interested in volunteering as a Friendly Visitor. If not, please skip to the next page to sign the application.

What life, work, or volunteer experiences have you had that would be valuable as a Friendly Visitor? _____

Are you able to devote a minimum of one hour per week for six months to the Friendly Visitor Program? yes no If "no" please explain: _____

What type of "visiting" would you like to do? face-to-face only telephone only either or both

Would you prefer to visit a male or female, or does it matter to you? _____

Please check a box that best describes your degree of comfort visiting an older person who is:

	Comfortable	Somewhat	Uncomfortable
Sick	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Terminally Ill	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physically disabled	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mentally disabled	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Homebound	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Diagnosed with a form of dementia	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sad / Grieving	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
In a nursing home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please provide information for two people who know you well and can act as references:

Name _____ Name _____

Address _____ Address _____

City/State/ZIP _____ City/State/ZIP _____

Telephone (____) _____ Telephone (____) _____

Background Check Information: Social Security Number _____

Driver's license number _____ Expiration Date _____

Liability Insurance Carrier _____ Expiration Date _____

Liability limits _____

Have you been convicted of any crimes? If so, what? _____

I am aware that Lavender Seniors will do a background check. _____ (your initials)

By signing this application on the next page, I verify that I understand my insurance coverage will be considered primary and secondary should an insurance claim occur. I also verify that no DUI citations appear on my driving record within the past 10 years, and that there are no outstanding arrest warrants issued in my name. When transporting passengers as a volunteer for Lavender Seniors, I will ensure that each passenger wears a seat belt at all times while in the vehicle.

questions fully and accurately and that you are aware that, as part of the matching process, Lavender Seniors might seek additional information.

Signature

Date

This box is for office use only

Comments from References:

Visited with Senior Services Coordinator:

Attended Orientation:

Lavender Seniors of the East Bay: An Overview

The mission of Lavender Seniors of the East Bay is to improve quality of life of lesbian, gay, bisexual, and transgender seniors (age 55 and older) in Alameda and Contra Costa counties through community outreach, education, and advocacy. Lavender Seniors is the only organization in the East Bay devoted to serving LGBT seniors. We work to create a caring, supportive family around isolated, frail LGBT seniors and to change policies and practices to make health and related services accessible to them.

Founded in 1994, Lavender Seniors began as an all-volunteer organization. With seed funding from several foundations, core services have grown to consist of the following:

- ▲ LGBT Seniors of Color Outreach, to improve access to services for LGBT seniors in the African-American, Latino, Native American, Asian, and Pacific Islander communities.
- ▲ The Friendly Visitors Program, to match volunteers with LGBT seniors for social support, light household and shopping assistance, and telephone assurance. The program promotes independent living and access to comprehensive services.
- ▲ The Speakers Panel, to educate service providers and urge them to change policies and practices to make services more accessible and culturally appropriate to LGBT seniors. The Project is implemented through Speaker's Panel trainings, the centerpiece of which is the sharing of personal stories by a diverse panel of LGBT seniors. In 2001, the American Society on Aging and the National Council on Aging recognized the Speaker's Panel program as a national model.
- ▲ Monthly potlucks, which provide a safe and welcoming social environment and, with the help of invited speakers, provide LGBT seniors with resource information.
- ▲ Lavender Juniors, for LGBT people under age 55 who want to raise awareness of and funds for Lavender Seniors and guide intergenerational activities.
- ▲ Discussion groups co-sponsored and hosted by Pacific Center.
- ▲ A monthly newsletter, *Lavender Notes*, and a website.

We work from a collaborative approach and network with mainstream and LGBT service providers regularly. We partner closely with Alameda County Area Agency on Aging, which supports the Friendly Visitors program with a four-year contract, and the City of Oakland, whose grant initiated the Oakland Outreach Project. We also enjoy partnerships with The California Endowment, The San Francisco Foundation, Horizons Foundation, and The True North Foundation, and benefit from fundraisers by several LGBT organizations, including the Royal Grand Ducal Council of Alameda County and Alameda County Leather Corps.

A project of the Tides Center, Lavender Seniors has its own Advisory Board to plan, oversee, and evaluate programs. Services are made possible by a corps of about 50 dedicated volunteers and part-time staff comprising a Director, Senior Services Coordinator, Outreach Specialist, and Administrator.

Get involved! Call us today at 510-667-9655 or email us at Director@lavenderseniors.org