Elders Program Strategic Plan

**Mission Statement**

The mission of the Elders Program is to build mutually beneficial relationships between committed and enthusiastic Gusties and residence of elderly care facilities. Elder’s fosters companionship and happiness by working with residents to enrich their quality of life through weekly activities and one on one relationships.

**Goal 1: Foster mutually beneficial relationships for both residents and sites and Elders volunteers through a focus on reciprocity and strong communication.**

**Objective 1.1:** Provide an environment of reciprocity where both residents of facility and volunteers benefit from the relationship and work towards shared goals.

  Initiative 1.1.1: Develop a process for activity planning that assesses physical and cognitive needs of the residents.

  Initiative 1.1.2: Set up an evaluation system that addresses the benefit of the activity (number of participants, body language and commentary) and plan future activities accordingly.

  Initiative 1.1.3: Work to determine shared goals between volunteers and participants when planning activities.

**Objective 1.2:** Improve communication to enhance relationships between coordinators, activities directors, the CSC, volunteers and residents.

  Initiative 1.2.1: Provide multiple outlets for evaluation of program and coordinators.

  Initiative 1.2.2: Establish and review common goals between coordinators and volunteers on a semester basis.

  Initiative 1.2.3: Address and reflect upon concerns and accomplishments between the CSC and program coordinators.

  Initiative 1.2.4: Gear activities towards fostering interactions between volunteers and residents.

**Goal 2: Foster committed and enthusiastic program volunteers and coordinators through reflection, meaningful orientation, and investment in the program.**
Objective 2.1: To provide reflection opportunities that creates meaning for volunteers and fosters a strong connection to the program and its mission.

Initiative 2.1.1: To foster meaning making, offer reflection opportunities on a consistent basis for volunteers.

Objective 2.2: To provide a meaningful orientation that informs volunteers, provides background information of the residents, and establishes a bond between Gustavus participants and site.

Initiative 2.2.1: Develop an interview process that assesses volunteer needs and skills.
Initiative 2.2.2: Inform volunteers of the different sites and match them based on their qualifications and interests.
Initiative 2.2.3: Partner with the elderly care facility to provide a site specific orientation that informs the student of volunteer responsibilities.

Objective 3.1: To dedicate time and energy of coordinators and volunteers to achieve success of the program.

Initiative 2.3.1: Provide clear expectations of volunteer responsibilities that help foster a stronger commitment to the program.

Goal 3: Enhance quality of life for elderly care facility residents through stimulating and intentional activities, and providing a safe and welcoming environment.
Objective 3.1: Facilitate activities that are both engaging and stimulating to residents’ physical and cognitive processes.

Initiative 3.1.1: Assess the needs and abilities of site residents and partner with the site to develop appropriate activities
Initiative 3.1.2: Create a binder and calendar that has activities which offer diverse activities and appeals to all cognitive levels.

Objective 3.2: Offer an environment that is both welcoming and rewarding, encouraging resident involvement by providing safe spaces and facilitating conversation.

Initiative 3.2.1: Establish guidelines that promote fun participation
Initiative 3.2.2: Divide tasks to ensure that everyone has the opportunity to feel involved and appreciated in the program
Initiative 3.2.3: Ensure that the environment in filled with potentially positive attitudes
from residents, care givers and Gustavus participants.

Initiative 3.2.4: Offer conversation starters to new volunteers to feel comfortable stimulating conversation at the start of the program.