

A National Forum on Life Cycles and Volunteering

The Impact of Work, Family, and
Mid-life Issues

April 30-May 1, 1998

Cornell University
Ithaca, New York

Sponsored by the College of Human Ecology

CORNELL
UNIVERSITY



How Will Volunteers Balance Work, Family, and Mid-life Issues?

Volunteerism presents lifelong opportunities for people to give back to their communities. But people's willingness and ability to volunteer are often tied to age, job and family responsibilities, personal values, and other factors.

With the baby boom generation reaching middle age, volunteer organizations are eager to tap the vast wealth of knowledge and experience these individuals can bring to volunteer positions. More than 50 million Americans are now between the ages of 40 and 60, but little is known about how this unique demographic group will balance work, family, and volunteering or what kinds of volunteer endeavors most interest them.

Join Us in Finding Out!

To answer these and other questions, Cornell University's College of Human Ecology is hosting a *National Forum on Life Cycles and Volunteering: The Impact of Work, Family, and Mid-life Issues* on April 30 and May 1, 1998.

The goals of the forum are to

- share current or existing research and trends.
- create a dialogue about life course factors as they affect volunteering.
- develop understanding of specific mid-life cycle segments.
- identify where additional research is needed and learn how practices to involve and manage mid-life volunteers can be improved.

How You Can Benefit

The National Forum on Life Cycles and Volunteering is the one of the first conferences to consider the factors determining how mid-life individuals choose to volunteer. It will bring together leaders of organizations from throughout the United States that rely on volunteers. They will discuss the relationship between mid-life issues and volunteerism and investigate how the needs of volunteers and those of volunteer organizations can achieve balance. The forum will be significant to nonprofit agencies, volunteer and civic organizations, community leaders, academics involved in the study of the life course, and corporations that encourage volunteerism among their employees. We hope you will join us for two days of stimulating and enlightening discussion.

A registration form and travel and lodging information are included on the back page of this brochure.

Registration is limited to 250, so please register early.

Conference attendees are eligible for 1.1 Continuing Education Units from Seton Hall University for an additional charge of \$30. For more information, please contact

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SELECTED LIST OF SPEAKERS

Donna Anderson

President, National Retiree Volunteer Coalition

Paula Beugen

Director, Congregations in Community

Avodah B'Yachad—Service Together

Jewish Community Relations of Minnesota and the Dakotas

Bonnie Brannon

Board of Directors, Association of Junior Leagues

International

Jeff Brudney

Professor of Political Science, University of Georgia

Vicki Clark

Vice President, Points of Light Foundation

Arlene El-Amin

Director, Congregations in Community

Masjid An-Nur/Islamic Centers of Minneapolis and St. Paul

Susan J. Ellis

President, Energize, Inc.

Robert K. Goodwin

President and CEO, Points of Light Foundation

Amory S. Houghton

U.S. Congressman, New York State

Ron Kinnamon

Assistant Executive National Director, YMCA of the USA

Nancy Latimer

Senior Program Officer

The McKnight Foundation

Charles Mazza

Director, Master Gardeners Program

Cornell Cooperative Extension

Dagmar McGill

Deputy National Executive Director, Big Brothers/Big Sisters

of America

Phyllis Moen

Ferris Family Professor of Human Development and Director,

Bronfenbrenner Life Course Center, Cornell University

Pat Peterson

Director, Congregations in Community

TURN Leadership Foundation

Anne Firor Scott

Professor Emerita, Duke University

Gretchen Stringer

Executive Director, Non-profit Management Center

FORUM PARTNERS

ADEC (Distance Education Consortia)

Association of Junior Leagues International

Big Brothers/Big Sisters of America

Bronfenbrenner Life Course Center, Cornell University

Cornell Cooperative Extension

Cornell Retirees Volunteering in Service (CRVIS)

National Retiree Volunteer Coalition

New York State Commission on National and

Community Service

Points of Light Foundation

Seton Hall University

YMCA of the USA

YWCA of the USA

PROGRAM

Thursday, April 30

**Mid-life and Volunteering:
Where Issues Interact**

Welcome and Introductions

Francille M. Firebaugh, Dean

College of Human Ecology, Cornell University

Hunter R. Rawlings III, President

Cornell University

A National Call to Volunteering

Plenary Session: An Overview of Volunteering

- **Uniquely American? The Evolution of Volunteering**

A review of the evolution of volunteering in American society with a perspective on middle-aged Americans

- **Redefining Volunteering**

An examination of the factors that influence individuals' use of time, of volunteering as a parallel to employment, and of the organizational challenges in mobilizing community resources

Concurrent Sessions: Group Dynamics in Volunteering

- **Men, Women, and Volunteering:
Boomers Breaking New Ground**

An exploration of the similarities and differences between the sexes in their attitudes toward volunteering

- **Race, Ethnicity, and Volunteering:
Dynamics in Conflict**

A discussion of the changing demographics of the twenty-first century and the implications for volunteer organizations including diversity issues such as race, socioeconomic factors, and ethnicity.



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Conference Services
206 Robert Purcell Community Center
Cornell University
Ithaca, NY 14853-6001

- **Changing Patterns of Community:
The Service Organization Phenomenon**

An examination of factors influencing how people choose to become involved in civic life and why service organizations are facing declining memberships while those of groups involved in issues such as AIDS education and environmental protection are growing. This session examines the factors that influence how people choose to become involved in civic life.

Plenary Session: Mid-life Factors Influencing Volunteering

A look at how the dynamics of mid-life affect work, family, and volunteering

Concurrent Sessions: Through Volunteers' Eyes

- **The "Professional" Volunteer: Issues of Roles and Self-worth**

An exploration of the roles volunteers play, the tension between full-time volunteers and full-time professionals, how volunteers and others value their work, and how society values both

- **Engagement to Commitment: Motivations and Life Expectations of Volunteers**

A discussion of motivational theory as it applies to the life cycle of volunteers, from initial engagement to long-term commitment, and how mid-life redefines motivations and expectations

- **Youth, Family, and Intergenerational Volunteering: Crowded Lives, Captured Moments**

An examination of the growing trend of families to share volunteer projects and the benefits of intergenerational teams for individuals, communities, and organizations

Evening

Information on area restaurants, theaters, and other on- and off-campus activities will be available.

Join Us for a Wine Tasting and Dinner

Conference attendees are invited to enjoy a Thursday evening bus trip to an area winery followed by dinner at one of Ithaca's many excellent restaurants. Tickets are \$35.00.

Please include payment with your registration.

Friday, May 1

**Making Life Cycles Work for
Volunteers and Organizations**

Plenary Session: The Changing Workplace and Volunteering

An examination of the impacts of downsizing, technology, "forced" retirement, and preretirement on individuals and how volunteering presents mid-life options

Concurrent Sessions: Maximizing Volunteer Involvement

- **Preparing Organizations for the
"New" Middle-aged Volunteer**

A look at the issues involved in integrating highly skilled volunteers, especially those with management expertise and other skills, with paid staff

- **Volunteer Assignment Development:
How Organizations Can Tap Mature Talent**

A look at who responds to a call for volunteers and how organizations can design volunteer work to attract people at every stage of the life cycle, particularly mid-life, and how cyberspace has produced opportunities for "virtual volunteering."

Plenary Session: Faith Communities—Evolving Spirituality and Service

A case study and discussion on the connection between volunteering and religious participation, how baby boomers are expressing their spirituality, and how faith communities are using community service to reactivate lapsed congregations

Plenary/Closing

- **Reaction Panel**

- **Strategy Session: Ten Greatest Needs/Issues and the Call to Action**

Conference participants will strategize about the next steps the forum can issue as a call to action.

TRAVEL INFORMATION

Air service to Ithaca is provided by US Airways into Tompkins County Airport. The airport is just a few minutes from Cornell. Most other major airlines fly into Syracuse, which is approximately one hour from Ithaca.

US Airways is offering special round-trip discounts to conference attendees planning to fly into Ithaca. American Airlines and Delta Airlines are offering discounts to those flying into Syracuse. Ticket information can be obtained from Sherri Stafford, Stone Travel, 903 Hanshaw Rd., Ithaca, NY 14850. Call 800-631-6464.

Driving times to Ithaca from various East Coast cities are as follows: New York, 5 hours; Philadelphia, 4.5 hours; Boston, 6 hours; Washington, D.C., 7 hours.

LODGING INFORMATION

Reservations are being held for conference participants at the following hotels. Attendees are responsible for making their own reservations. Please indicate that you are with the National Forum on Volunteering. Deadlines for securing hotel rooms are listed.

Statler Hotel *(located on the Cornell campus)*

607-257-2500

Deadline: April 1, 1998

Shuttle service: 607-257-2500

Single: \$110

Double: \$120

University Best Western *(located 5 minutes from campus)*

607-272-6100

Deadline: April 9, 1998

Shuttle service: 607-272-6100

Single: \$69

Double: \$69

\$5.00 each additional person

Triphammer Lodge *(located 10 minutes from campus)*

607-257-2000; 800-257-6992

Deadline: March 30, 1998

Single: \$69

Double: \$69



Visit our Web site at

<http://www.human.cornell.edu/volunteerism/>