



CDDD

Nurture. Enrich. Thrive.

Center for Developmentally Disabled
Volunteer Program



Tell me about yourself and
what brought you to CDD?



A close-up photograph of a man with glasses, smiling warmly. He is wearing a dark suit jacket over a white shirt and a red tie. The background is slightly blurred, showing what appears to be a wooden chair back.

Our Mission, Vision and Values

Our Mission

To support persons with disabilities in achieving their fullest potential.

Our Vision & Values

Each person is unique, and their personal journey should be respected and supported. With encouragement and assistance, everyone can make lifestyle choices. Each person has the right to be treated with kindness, respect, and freedom from intimidation. Lives are enriched through social relationships, community involvement and access to comfortable and safe residential opportunities.

Our History

- Established in 1972 and formerly known as Sutton Group Homes, the CDD was founded by Iva Sutton, a parent who needed services for her son.
- With the needs growing in the community, Sutton Homes incorporated in 1975 as a nonprofit and changed its name to Center for Developmentally Disabled.
- CDD now provides residential care, school services and day habilitation to about 400 children and adults with developmental disabilities in the greater Kansas City, MO area.



Staff & Leadership



Karrie Duke
Chief Development Officer



Julie Bowers
Volunteer Coordinator



Jayden Hicks
Volunteer Coordinator



What is an active CDD volunteer?

- At minimum, active volunteers must serve at least 10 hours per year.
- *Our hope is that volunteers serve weekly, bi-monthly or monthly* to remain engaged and active.
- We also welcome episodic or seasonal volunteers for special events and projects during the year.



Volunteer Requirements

- Complete orientation & sign a waiver
- Complete and pass a background check & the MO Abuse Neglect Training
- Have accessible email and check regularly
- Read bi-monthly newsletters
- Arrive on-time and in appropriate attire
- Please track your hours regularly via Galaxy Digital



Administrative & Maintenance

- Marketing tasks such as photography and website, yardwork such as mowing or planting flowers, and general building maintenance such as painting or repair.
- 2-5 hours per shift
- Weekly, bi-monthly or monthly

Events



Seasonal events: Tasks include greeting, customer service, parking, activities & more



2-5 hours per event



4-6 seasonal events throughout the year





Befriending Buddy

Befriending reduces loneliness and social isolation by increasing connections.

- We match you with an individual. You will set the activities you want to do, and you will not provide any care.
- Our goal is two points of contact per month, one in person & one additional touchpoint (phone calls, emails, virtual call, letters).
 - Approximately 2+ Hours



Befriending Buddy Program



PALS University / Day Habilitation Program

Day Habilitation provides individualized day activities that support the participant's definition of a meaningful day.

Mentoring, coffee conversations, bowling, concerts, classroom activities or lessons, music, meal prep and other programming needs.

2-6 hours per shift
Week, bi-monthly or monthly



PALS
UNIVERSITY

PALS University Locations



PALS U 1 - 900 NW Woods Chapel Rd, Blue Springs, MO 64015

PALS U 2 - 3420 NW Kingsridge Dr., Blue Springs, MO 64015

PALS U 3 - 9150 East 41st Terrace KC MO



Volunteer Policies

Absence and Punctuality

- If volunteers are unable to fulfill a regularly scheduled shift, they should inform their designated staff lead and/or the volunteer dept. at volunteer@cddkc.org.

Dress

- Volunteers should dress appropriately for the job, including close-toed shoes as well as a volunteer badge or name tag if available. If you will be outside, dress according to the weather.

Identification

- You may receive a temporary name tag after check-in, or already have a customized CDD Volunteer Badge. Please wear these identifications at all times.

Volunteer Policies

Parking

Volunteers will be instructed where to park before arrival. This can vary by location and shift.

Check in/Check Out

Always check in at the front desk, receive and wear name tag at all times. Special event check in/out instructions will be provided prior to arrival.

Meals and Breaks

Most volunteer shifts will be scheduled in-between standard mealtimes, but if an event or assignment is rather long, lunch and meal breaks can be scheduled with the volunteer's assigned staff lead.



Conduct Policy

A **positive and professional attitude is vitally important** to the culture and mission of CDD. Volunteer service at CDD will cease for any of the following behaviors or actions:

- Possession or use of alcoholic beverages or illegal drugs while serving or appearing for duty under the influence of alcohol or drugs.
- Theft or unauthorized removal of property from the facilities, employees, fellow volunteers, clients or any others.
- Misusing, destroying, or damaging property of CDD, employees, fellow Volunteers, or visitors.
- Fighting on the site.
- Bringing dangerous or unauthorized materials such as explosives, firearms, or other similar items on the CDD premises.
- Harassment of a paid or volunteer staff member, visitor, or any person at CDD.

Conduct Policy

Confidentiality & Media Relations

- All information must be kept confidential; disclosure of inappropriate material may result in immediate termination from the volunteer program.

Minimum Age & Minor Policy

- Minimum age to serve is 17.
- 16 and under must be accompanied by an adult and complete a minor release form.

Phones

- Phones may be carried, but only used during breaks or an emergency.



Gentle Teaching

Building companionship with unconditional love and understanding allows the individual to feel at ease, and we see a reduction in violent or destructive behaviors

We put less focus on conforming and reshaping behaviors and more focus on healing their heart –the behavioral changes will come, just connect with them

We want to be intentional with each interaction.

Many individuals experience abuse/neglect at some point in their lives

Many experience loneliness and so their mental health suffers

We are here to offer true companionship



4 Pillars of Gentle Teaching



Every individual should feel:

Safe: not just ensuring their safety but making them feel safe.

- They'll feel more comfortable and relaxed

Loved: practicing unconditional love for the individual so they feel respected and cared for

- There are people who want the best for them and will watch after them

Loving: the individual can reciprocate what has been

- modeled through elements of teaching companionship

Engaged: the individual's awareness shifts from being primarily focused inwardly, to including some processing of external awareness, making connections with the interactions of those they are connecting with

Regular Communication Tools

Hands - your touch should be soft, appropriate, and loving, go slow, touch can facilitate a connection

- Do they know how to touch gently? Do they flinch from touch?
- Do they hit themselves?

Eyes - your gaze should be soft, slow, loving and warm.

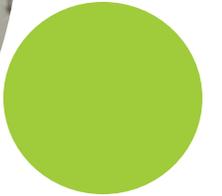
- Do they look you in the eyes? Or do they look down or cover them?

Words - consider your tone and rhythm, say things that are loving and uplifting

- If you ask a question, you can offer the answer to prevent embarrassing them
- Avoid being bossy, yelling, or any anti-peaceful behaviors

Presence- physical, mental and emotional presence

- Synchronize with the individual
- Do they like being alone? Do they like a certain staff member?
- Don't be afraid to spoil them if it means they will refrain from violent behaviors and keeps them engaged



Gentle Teaching



A DAY IN THE LIFE



Emergency Procedures

Safety

- Immediately report any condition that you may believe to be unsafe.

Injury Or Illness

- If injured during a volunteer shift, contact the closest staff member as well as the volunteer coordinator.

In Case Of An Emergency

- Volunteers first priority should always be their own safety.
- In the case of serious injury, when it's safe to do so, IMMEDIATELY DIAL 9-1-1 to alert police.





How Do Our Amazing Volunteers Make a Difference?

2024 Volunteer Stats:

- Total Volunteers: 93
- Total Volunteer Hours: 386
- Total Nonprofit Value: \$12,927

Thank You!



WE COULDN'T DO IT WITHOUT YOU!