



STARLING

STARLING STRIPERS
VOLUNTEER PACKET



Thank you for your interest in volunteering with Starling! This Starling Strippers Volunteer Packet (“Packet”) is meant to serve as a reference for our volunteers as outlined below and further detailed herein. On behalf of our employees and residents, we can’t thank you enough for joining us in our mission to serve.

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ABOUT STARLING

Starling offers independent living, assisted living, and memory care lifestyles in premier senior living communities featuring dynamic engagement opportunities, holistic wellness offerings, exquisite dining options, and the highest standard of service and care. At Starling, our highest mission is to provide the finest professional service in an exceptional environment to ensure our residents experience an extraordinary lifestyle full of unmatched convenience and vitality.

CORE VALUES ("STAR")

SUPPORTIVE

Empowering and nurturing all levels of our team to act as leaders and achieve our high standard of excellence in everything they do.

TRUTHFUL

A strident commitment to honesty, safety, and being transparent with our staff, residents, and their families.

ACCOUNTABLE

Unwavering responsibility to honor our commitments by being resilient, responsive, and reliable to everyone we serve, lead, and support.

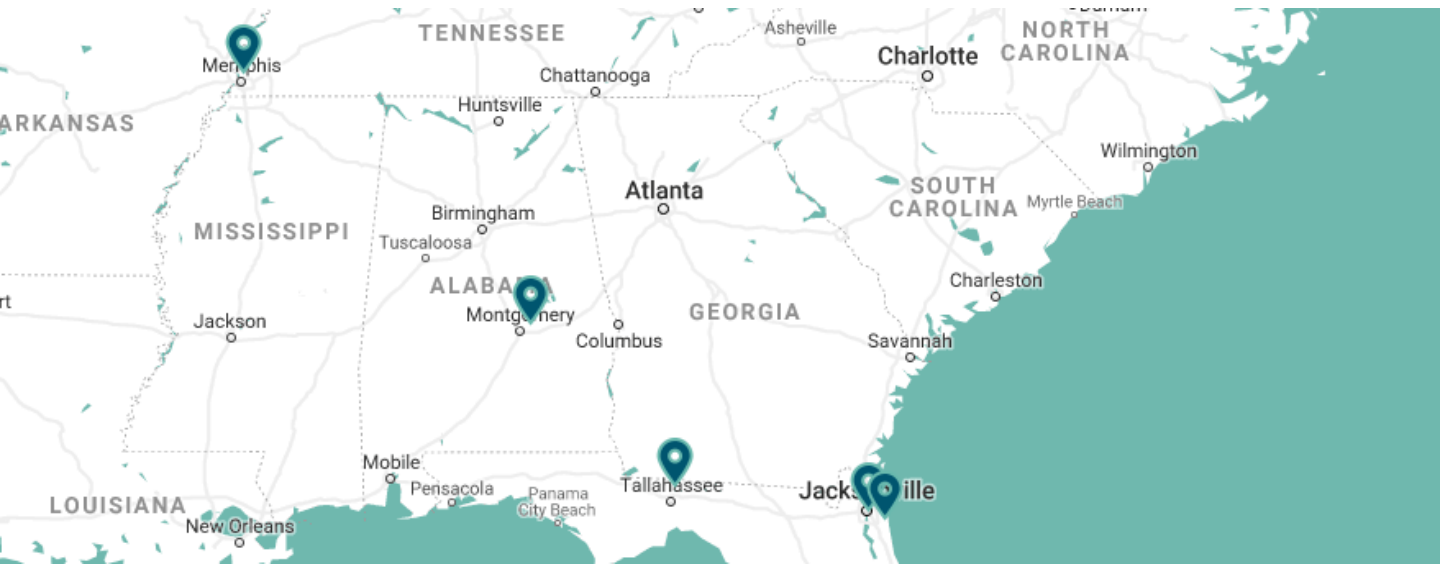
RESPECTFUL

A sincere commitment to treating others with courtesy, kindness, and politeness.



STARLING

STARLING LOCATIONS



Starling at Nocatee

Assisted Living | Memory Care
999 Crosswater Pkwy.
Ponte Vedra, FL 32081



Starling at Nocatee Independent Living

Independent Living
999 Crosswater Pkwy.
Ponte Vedra, FL 32081



Starling at San Jose

Assisted Living | Memory Care
9075 San Jose Blvd.
Jacksonville, FL 32257



The Grove at Canopy

Independent Living | Assisted Living | Memory Care
2601 Crestline Rd.
Tallahassee, FL 32308



The Parkview Memphis

Independent Living
1914 Poplar Ave.
Memphis, TN 38104



Legendary Living Montgomery

Cottage Living | Independent Living | Assisted Living
8660 Vaughn Rd.
Montgomery, AL 36117

VOLUNTEER OPPORTUNITIES & PROGRAMS

Volunteer Coordinator

Assist community Activity Directors in coordinating community-based service programs, growing and nurturing volunteer relationships, planning and scheduling activities, and acting as a liaison between Starling, volunteers, and partnering institutions (e.g., schools, religious institutions, community centers, and other organizations).

Duties may include:

- Assist with planning, developing, and setting up volunteer programs
- Assist with coordinating and onboarding volunteers
- Attend volunteer activities
- Volunteer outreach and relations

Starling's Got Talent

Starling's residents love to be entertained, which is why we're constantly looking for talented volunteers willing to spread the joy of their craft.

Examples may include (suggestions welcome):

- Dance performances
- Singers, choral groups, bands
- Instrumentalists
- Recitals
- Plays, acting, drama
- Comedians, magicians
- Storytellers, readers

Preferred Schedule:

- Frequency: Once a month
- Days/Times: Mon-Thu, Sat-Sun, 2:00 – 4:00 pm
- Duration: 30 minutes – 1 hour



Beyond “Bored” Games

Help us go above and beyond to ensure board games are never boring.

Duties may include:

- Set up games, tables, and chairs
- Arrange teams and provide tutorials on how to play new games
- Direct games and enforce rules
- Ensure active participation – particularly from those with hearing and sight issues to ensure they’re engaged in a meaningful way

Examples of games may include (suggestions welcome):

- UNO
- What’s in a Word
- Scrabble
- Rummikub
- Mahjong
- Jeopardy
- Bingo
- Dominos

Preferred Schedule:

- Frequency: Daily
- Days/Times: Mon-Thu, Sat-Sun, 10:00am – noon, 2:00 – 4:00 pm
- Duration: 45 minutes – 1 hour

Interactive Games

Add a new dimension to resident activities by leading interactive games and activities for all to enjoy.

Duties may include:

- Set up games, tables, and chairs
- Arrange teams and provide tutorials on how to play new games
- Direct games and enforce rules
- Ensure active participation – particularly from those with hearing and sight issues to ensure they’re engaged in a meaningful way

Examples of games may include (suggestions welcome):

- “Uncommon Knowledge” and other interactive trivia games
- Wii bowling and other video games
- Brain games

Preferred Schedule:

- Frequency: once a week
- Days/Times: Mon-Thu, Sat-Sun, 10:00am – noon, 2:00 – 4:00 pm
- Performance Duration: 30 minutes – 1 hour

Spiritually Speaking

Our residents are ever-eager for new opportunities to grow spiritually.

Duties may include:

- Leading group Bible study
- Organizing and directing prayer groups
- Spiritual readings, lessons and lectures
- Church services
- Religious-centered crafts and activities

Preferred Schedule:

- Frequency: once a week
- Days/Times: Mon-Thu, Sat-Sun, 10:00am – noon, 2:00 – 4:00 pm
- Duration: 45 minutes – 1 hour

Back to School

Help our residents expand their horizons beyond the community walls.

Duties may include:

- Prepare and present “Ted Talks” in an engaging and interactive format (or simply read topical matter to small groups)
- Test cognitive skills in a fun and friendly way
- Q&A sessions/open discussions to enhance resident engagement

Topics may include (suggestions welcome):

- History
- Florida/local history
- Literature
- Geography
- Nature & biology
- Sports & Hobbies
- Politics & Current Events
- Science & engineering
- Business & Finance

Preferred Schedule:

- Frequency: once a week
- Days/Times: Mon-Thu, Sat-Sun, 10:00 am – noon, 2:00 – 4:00 pm
- Performance Duration: 30 – 45 minutes



You've Got a Friend in Me

Help us combat isolation by spending one-on-one time with our residents. This amazing generation has much to offer, teach and share. Keep them connected and show them you value their remarkable contributions to the world they pioneered before us. Ask them about their past, family, interests, desires, memories, and more.

Examples may include (suggestions welcome):

- One-on-one in-room visits
- Document personal histories and stories
- Help draft letters to friends and family
- Read books/newspapers, discuss current events, etc.

Preferred Schedule:

- Frequency: Daily
- Days/Times: Mon-Thu, Sat-Sun, 10:00 am – noon, 2:00 – 4:00 pm
- Duration: 45 minutes – 1 hour

Everything In Between

Our diverse residents boast a wide range of interests. To that end, there are ample opportunities to serve in ways beyond those mentioned above, including but not limited to:

- Wellness (Chair Exercises, Yoga, Tai Chi, Pilates)
- Cooking classes
- Book clubs
- Gardening
- Red Hatter's / Women's Clubs
- Men's Clubs
- Sporting Event Watch Parties
- Computer/iPad/IT classes
- Pet Therapy
- School debate teams, project presentations, art displays
- Journalist students/school newspapers members reporting on volunteer programs or intriguing resident stories

We're always open to suggestions and welcome all those with a servant heart. If nothing in here speaks to you, then please don't hesitate to recommend new ideas so we can collaborate on ways to match your talents and gifts with the needs and interests of our residents.

How do I become a volunteer?

- First, you need to complete and submit the Volunteer Application and Consent Form (including Parent/Guardian consent for volunteers that are minors).
- Next, you will need to receive approval from a designated community staff member who will confirm your background check and work with you to identify and schedule your volunteer program.

Will I be trained by community staff prior to volunteering?

- Yes, upon your first day of arrival you will go through orientation, which will be led by a designated community staff member who will cover sign-in/sign-out requirements, planned activities, schedules, rules, expectations and the policies and procedures in the Volunteer Handbook.

How do I schedule future volunteer hours if I wish to come back?

- You will need to coordinate with the Activity Director (or another designated staff member) to schedule future volunteer hours and assignments.

Will I be compensated as a volunteer?

- Volunteers are not paid (except in smiles!).

Who should I contact to sign off on my volunteer hours?

- The Activity Director (or another designated staff member) will sign off on your volunteer hours.

How can I learn more about potential volunteer opportunities?

- The Starling Strippers Volunteer Packet includes a section on Volunteer Opportunities and Programs for your review. Because certain volunteer opportunities may require additional training, experience or certifications, the Activity Director (or another designated staff member) will need to approve your role ahead of time.

Can I recommend new volunteer programs not currently offered?

- Absolutely. We are always open to finding new ways for volunteers to interact with our residents in a way that matches their interests/skills with the interests/needs of our residents.

Are there special rules that I need to follow when volunteering in a senior living community?

- Yes. During orientation, a community staff member will review the Volunteer Handbook which includes policies and procedures volunteers need to follow that are specific to working with the elderly, including, in some cases, those with certain impairments (dementia, physical, speech, sight, hearing, etc.).

Who should I contact if I have more questions?

- During orientation, you will be notified which designated staff members will be your point(s) of contact. For general inquiries about the volunteer program, please contact Megan Kennedy at (904) 301-9100.

VOLUNTEER APPLICATION & CONSENT (APPENDIX B)



Contact Information:

Name: _____
Address: _____
Phone: (____)_____ Type (circle): Work Home Cell
Email: _____

Age: _____ Minor (< 18) _____ Adult (18+)

Availability:

Days (circle): Mon Tue Wed Thu Fri Sat Sun
Times (circle): Morning Afternoon Evening Other _____

Desired Volunteer Opportunities & Programs (reference pages 5-8 in Packet): _____

Special Skills, Interests, and Qualifications: _____

Previous Volunteer Experience: _____

Parent/Guardian, Emergency Contact 1:

Name: _____ Relation: _____
Phone: (____)_____ Type (circle): Work Home Cell
Address: _____
Email: _____

Emergency Contact 2:

Name: _____ Relation: _____
Phone: (____)_____ Type (circle): Work Home Cell
Address: _____
Email: _____

Physician (Required for Minors Only):

Name: _____

Phone: _____

Volunteer Consent:

I affirm that I have received the Starling Stripers Volunteer Packet and that my responses in this Volunteer Application are true and complete. I understand that I am applying to an unpaid volunteer position and if I am accepted as a volunteer, any false statements, omissions or misrepresentations made by me on this application or any later misconduct may result in immediate dismissal. Further, I understand that it is this organization’s policy to provide equal opportunities without regard to race, color, religion, national origin, gender, sexual preference, age or disability.

Volunteer Name: _____

Volunteer Signature: _____

Date: _____

Parental/Guardian Consent (Required for Minors Only):

_____ (volunteer name), a minor child, wishes to participate as a volunteer in certain volunteer activities (“Activity”) on and off premises at a Starling affiliated community (“Starling”). As the minor’s parent/guardian, I hereby consent to his/her participation in the Activity. I am not aware of any physical or medical condition that would interfere with the child’s ability to participate. If the child is injured or becomes ill and neither I nor any other parent(s)/guardian(s) identified on the previous page can be reached, I give Starling permission to seek medical attention for the child. I affirm that the emergency contact information on the previous page is correct.

Parent/Guardian Name: _____

Parent/Guardian Signature: _____

Date: _____

Photography Release:

I understand that I (or my volunteering child, as applicable) may be photographed during the course of this Activity. I grant full and unlimited permission to Starling, and its agents and affiliates, to use my (or my volunteering child’s, as applicable) photographs and any other record of participation in the activity in any marketing or communication purposes, without compensation, by placing my initials here. **Initials**_____