

Ransom PRIDE Develops Agreement

In an effort to limit liability to PRIDE volunteers, the Ransom PRIDE Committee, with legal assistance, developed the following document:

THIS AGREEMENT made and entered into this _____ day of _____ 19____, by and between the Ransom PRIDE Committee, Ransom, Kansas, hereinafter referred to as "PRIDE", and _____, hereinafter referred to as "OWNER".

WITNESSETH: That OWNER is the owner of the following described real estate, to wit: _____ That the parties hereto agree that it is in their best interests, and in the best interests of the community, for PRIDE to perform the following labor and operations on OWNER's land, to wit: _____.

It is further agreed that each of the parties will indemnify and hold harmless the other, including members and volunteers acting on behalf of PRIDE, from any and all loss or losses, damages, injuries and expenses which the parties, including members and volunteers acting on behalf of PRIDE, may suffer or be threatened with liability for, arising out of the performance of the above described labor and operations performed by PRIDE on OWNER's property. The terms and conditions of this agreement extend to and are binding upon the heirs, executors, administrators, devisees, legatees, assigns and successors of the parties hereto.

IN WITNESS WHEREOF, the parties have hereunto set their signatures on the day and year first above written.

Ransom PRIDE Committee _____ OWNER _____

Editor's note: This document may or may not hold up if it is tested in the court system. However, it does make plain that both PRIDE and the property owner are aware of possible liabilities and have agreed to hold each other harmless.

COOPERATIVE EXTENSION SERVICE
U. S. DEPARTMENT OF AGRICULTURE
KANSAS STATE UNIVERSITY
MANHATTAN, KANSAS 66506-3403

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This newsletter is published to provide communication among communities participating in the Kansas PRIDE Community Improvement Program. Your input is welcome.

PRIDE is jointly administered by the KSU Cooperative Extension Service and the Kansas Department of Commerce.

Robert S. McAdoo
Extension PRIDE Program Coordinator

Kansas State University, County Extension Councils and United States Department of Agriculture cooperating. All programs and materials available without discrimination on the basis of race, color, national origin, sex, age or handicap.



PRIDE

Kansans Building Better Communities

PRIDE Communities Celebrate Eisenhower's 100th Birthday

PRIDE communities throughout the state are making plans to celebrate Dwight D. Eisenhower's 100th birthday. As an example, the Kansas Interstate 70 Association (consisting of 12 member cities organized to market and promote I-70 communities, businesses, and attractions) has developed an "Eisenhower Five-Star Tour."

The participating PRIDE communities along this tour have been active. Their major activities include:

- Goodland - June 6
 - Ribbon Cutting and Parade from State Line
 - Pre-Air Show Warbirds Exhibit
 - A Talk, "Growing Up in the Wartime Army"
 - Video about Eisenhower and World War II

- Exhibit Military Drill Team
- Mess Hall Dinner and USO Canteen Dance
- Early Bird Pancake Feed and Send-Off
- Colby - June 7
 - Prairie Living Museum, Eisenhower and Military Exhibit
 - 1930's Working Farmstead Tour
 - Picnic in the Park - Reminiscing with Entertainment and Program
- WaKeeney - June 8
 - Eisenhower Centennial Golf Tournament
 - "The Eisenhower Era," Dramatic Short Scenes
 - Poster Panel Exhibition of Eisenhower's Paintings
 - Barbecue on Courthouse Square

- Russell - June 9
 - Parade in Downtown Russell
 - Five-Star Historic Walking Tours
 - Old-Fashioned Picnic on the Courthouse Square
 - Eisenhower: A Senior Statesman Reminisces - A Dramatic Interpretation
 - Junction City - June 9
 - Eisenhower: A Senior Statesman Reminisces - A Dramatic Interpretation
 - Fort Riley 1st Infantry Division Band Concert
- Additional ideas on suggested activities for local Eisenhower Centennial activities can be obtained by contacting Stan McAdoo at (913) 532-5840, or Bev Wilhelm at (913) 296-3485.

Communities Receive Assistance

All twenty-one PRIDE communities enrolled in the water conservation program have now received assistance on conserving water. Representatives from the Kansas Water Office, the Kansas Rural Water Association, the Department of Commerce, and the Cooperative Extension Service have met with each of the communities.

The staff of the PRIDE Program, on behalf of the two administering agencies and the State PRIDE Board of Directors, wishes to thank everyone from the Kansas Water Office and the Kansas Rural Water Association for volunteering their time to assist with this effort.

March-April, 1990

Important PRIDE Dates

February Through April, 1990...PRIDE Area-wide Workshops

April 15, 1990...Completed PRIDE Entry Form is Due

April 22-28, 1990...National Volunteer Week

June 28, 1990...State PRIDE Board of Directors Meeting

September 1, 1990...Completed PRIDE Project Book is Due

September 18-21, 1990...PRIDE Judging Week

October 27, 1990...State PRIDE Recognition Day in Salina

Blue Ribbon Certificates

The following communities were evaluated and approved as meeting the requirements for Blue Ribbon recognition at the February 6 State PRIDE Board Meeting:

- Atchison - Beautification and Recreation and Parks
- Atwood - Commercial and Industrial Development, Education, Fire Protection, Police Protection, Recreation and Parks, and Tourism
- Hoisington - Education, Emergency Medical Services, Library, Sewage Disposal, Solid Waste Management, and Streets
- La Cygne - Library
- Potwin - Fire protection
- Wakefield - Culture and Arts, Energy, and Solid Waste Management
- Walnut - Culture and Arts and Recreation and Parks

Now Is A Good Time To:

- Set your goals
- Form committees or task forces
- Order your PRIDE project book
- Plan your publicity campaign
- Take pictures of before projects
- Work on Blue Ribbon recognition projects
- Help enroll another community in PRIDE
- Read the PRIDE Manual
- Pass the PRIDE Newsletter to another reader

Governor Praises PRIDE Program...

In a recent letter to the 1989 Chairman of Kansas PRIDE, Inc., Governor Mike Hayden praised the PRIDE Program for its many 1989 accomplishments. The letter follows:

January 5, 1990

Mr. Richard Shank, Chairman
Kansas PRIDE, Inc.
c/o Southwestern Bell Telephone Co.
615 First National Center
Hutchinson, Kansas 67501

Dear Richard:

Congratulations to you and the Kansas PRIDE Board of Directors for the outstanding success of the 1989 PRIDE Program! Due to your fine leadership, the PRIDE Program has achieved record levels in local activities and accomplishments. I congratulate the award-winning cities for their achievements and commend each and every participating city for their grass roots commitment to shaping their own destinies.

Since the inception of PRIDE in 1970, over 400 communities have been involved with the program. Through this united effort by Kansas companies, organizations, educational institutions and governmental entities, PRIDE has assisted communities in developing effective organization and citizen involvement in efforts to maintain community services, increase economic vitality, and renew civic pride.

I am confident that the PRIDE Program can continue to make our Kansas cities better places for future generations. Please extend my sincere thanks, encouragement and congratulations to all those who helped to make this a banner year for PRIDE. Best wishes for your continued success in 1990.

Sincerely,

Mike Hayden
Governor

1989 Annual Report Released

The Kansas PRIDE, Inc., Board of Directors has recently released the 1989 PRIDE Annual Report. According to Richard Shank, 1989 Board Chairman, "The Kansas PRIDE Program has successfully completed its 19th year of responding to the needs of Kansas communities by providing technical assistance and recognition for community improvement efforts. PRIDE works in Kan-

sas because it encourages communities to shape their own futures through a comprehensive approach to community betterment."

Copies of the PRIDE Annual Report are available upon request from Stan McAdoo, KSU Extension Service, (913) 532-5840, or from Beverly Wilhelm, Kansas Department of Commerce, (913) 296-3485.

Success Depends on Volunteer Recruitment

Over 45 percent of American adults are involved in organized, structured volunteerism on a regular basis. If one counts the people who help their neighbors, over 65 percent of the population is active in volunteer work. Most volunteers involve themselves in many activities that affect the life of the entire community in which they live. They are busy people.

Three important ingredients are necessary to recruit volunteers: (1) Know your organization. Leaders must be knowledgeable about the principles of the PRIDE Program.

PRIDE leaders will need to know exactly what the volunteer's responsibilities will be, (2) Enthusiasm is contagious. If

one recruits with enthusiasm, one will have an organization with enthusiastic volunteers. Avoid negativism. A little goes a long way. Be positive! (3) Know the specific nature of the job; i.e., what the volunteer will be doing (a written job description is useful); for example, how many hours of volunteer work is expected, the starting and ending time of the work to be done, and the degree of responsibility the job requires. So that volunteers can be retained, it is necessary for the organization to make the volunteers feel useful and wanted.

The PRIDE organization needs to keep the following in mind: (1) Volunteers should be considered members of the organization. They should be given the same "fringe" benefits given to the leaders, such as a chance to advance in the organization, etc. This may be the only obvious reward the volunteer may receive. These benefits provide opportunities for achievement and belonging, (2) There is no such thing

as a typical volunteer. Volunteers come in all shapes, sizes, ages, backgrounds, and sexes. Treat each volunteer as an individual, (3) People do not volunteer without expectations. They have certain ideas and perceptions about what they hope to gain from the experience. The person who works with volunteers must help volunteers reach their goals, (4) Volunteer programs should be coordinated with volunteers in mind. This means planning tasks based on the individual's special interests, recruiting by appealing to these needs, supervising in a way that allows these

needs to be met, and rewarding people with what is important to them, (5) The most direct way to get someone to do something is simply to

ask. Let the individual make the decision about whether to volunteer. Let the volunteer determine if the task meets his or her interests, (6) Motivation of volunteers may change depending on the situation and over a period of time. The person working with volunteers must be aware of these changes as they occur, (7) There is no simple answer to how to motivate people. What motivates one person may not motivate another. The individual differences and the ability to match individual needs with organizational tasks is the challenge of working with volunteers, and (8) Specific job descriptions may be useful for optimal recruitment, placement, and recognition of volunteers. The job description should give an indication of the kind of person needed. This can be matched to an individual's reason for volunteering.

National Volunteer Week

Did you know that April 22-28 is National Volunteer Week? PRIDE committees may wish to celebrate this week by organizing such activities as a major community clean-up, recognizing outstanding PRIDE volunteers, sponsoring special community improvement projects, encouraging downtown beautification efforts, holding a "community party" on the main street of town, etc.

Promotional materials for National Volunteer Week can be obtained by contacting: Volunteer--The National Center, 1111 North 19th Street, Suite 500, Arlington, VA 22209, telephone number (703) 276-0542.

Promotional Effort Approved

The State PRIDE Board of Directors approved a proposal presented by David Furnas, PRIDE Inc., Board Member and Executive Director of the Kansas Press Association, to increase the awareness of the PRIDE Program state-wide. PRIDE staff will be working closely with David Furnas and the Kansas Press Association on developing news releases and public service announcements on upcoming PRIDE events and activities. Major areas to be highlighted are the 20th anniversary of the PRIDE Program, PRIDE Day 1990, and projects being accomplished in local PRIDE communities.

Descriptions of successful community projects are welcomed from PRIDE leaders. All submitted projects must have occurred as a direct result of the PRIDE Program. A high degree of one or more of the following elements should be included: *Awareness* (effort to make PRIDE widely recognized in the community), *Involvement* (effort to get organizations and individuals actively participating in the planning, organizing, and implementing of the PRIDE projects), and *Accomplishments* (successfully completing the project). Project information may be sent to Stan McAdoo.

