



ENTREPRENEURS FOR NORTH TEXAS

a program of Communities Foundation of Texas

Company Name Employee Community Involvement Survey

We are launching a community involvement program in conjunction with Entrepreneurs For North Texas (EFNT). We need your input regarding what kinds of community organizations are of interest to you and what types of volunteer activities you would like to do this year. These questions shouldn't take more than five minutes of your time. Your feedback is crucial to making sure that the program we develop involves all of us. Please complete the survey no later than [DATE]. Begin the survey by clicking the link below.

What kinds of volunteer experiences have you enjoyed in the past?

Are you currently a volunteer for any organization? If so, please describe:

What are your particular areas of interest? Please rank your areas of interest, beginning with the areas of most interest to you as 1:

	1 Most Interested	2	3	4	5 Least Interested
Health (research/services for those afflicted with specific diseases such as cancer, multiple sclerosis, heart disease)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Human Services (support/services for the homeless, developmentally disabled, elderly, legal aid, disaster relief)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Environment (natural resources, land clean-up and preservation, animal welfare)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Youth Support and Development (literacy, boys and girls clubs, outings)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
K-12 Education (in class, school based, academic programs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Higher Education (trade or college level services, technical training)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Arts/Culture (arts organizations, community centers, public television/radio stations)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

What goals would you choose for a successful program in the workplace?

- Involvement with my colleagues - team building
- Making a large impact on an organization or issue - being able to see the results
- Developing a long-term relationship with a community organization

Please check the boxes next to the item(s) that you think will most engage employees in our community involvement effort:

- Organized company-wide volunteer events
- Organized departmental volunteer events
- Time off for group volunteer efforts
- Time off for individual volunteer projects
- Corporate matching gifts when making donations
- Education/assistance in setting up individual or family charitable funds

Please indicate your preference for our focus:

- Focus on one or two issues/organizations in the North Texas region
- Spread involvement efforts among many issues
- I'd rather be involved with a global or national charity as opposed to a local charity

State your preference in volunteer activities:

- Work directly with the recipients
- More removed from the recipients

Are you interested in helping to identify and plan project activities for the company? If so, please list your name, otherwise this survey will remain anonymous:

- Yes
- No
- Name:

Briefly list any community programs or organizations that we should consider in our planning. Please be specific and include the elements about them that you particularly like:

Please describe any ideas you have for group or individual volunteer projects:

Other comments or recommendations you would like to make in regards to our company's community involvement program as it develops:

As soon as the results are tallied, we'll develop a summary and share this information with you. Thanks for your assistance!



ENTREPRENEURS FOR NORTH TEXAS

a program of Communities Foundation of Texas

Community Benefit Performance Bonus Metric

Introduction:

When a company has multiple office locations it is sometimes difficult to ensure the community involvement program is active in all locations and that the remote offices are consistent with the corporate-wide program, while also having the flexibility to meet the needs of each individual community where offices are located. The performance based matrix, is a way to encourage participation in remote offices, provide consistency with the corporate program, and provide flexibility in each region.

COMPANY

Community Involvement Metrics

[INSERT COMPANY CI MISSION]

Each regional office will receive a \$XK budget for their yearly community involvement program. Based on the success of each quarter, each office will receive an additional \$XK/quarter to distribute to the community (a community-performance bonus).

Corporate grant guidelines:

- Cash may only be distributed to a public educational institution or a tax-exempt 501(c)(3) nonprofit organization as recognized by the Internal Revenue Service.
- Contributions may not be used for religious purposes (organizations or events that promote religion).
- Contributions may not be distributed to organizations that discriminate based on creed, race, religion, or sexual orientation.
- Receipts for contributions must be submitted to Corporate.
- Contributions may only be used for charitable purposes.
 - Examples of appropriate spending:
 - Direct cash donation to a 501c3 organization
 - Matching gifts to enhance employee contributions to a 501c3 organization
 - Catering a BBQ for people you're helping, e.g. BBQ for kids at a Boys & Girls Club
 - Purchasing supplies or equipment for a 501c3 organization
 - Examples of inappropriate spending:
 - Catering a BBQ for employees at the volunteer event
 - Paying the transportation cost for employees to the volunteer event
 - Purchasing recognition gifts for employees

- Employee holiday parties
- Political organizations/events
- Sports teams/events

Successful offices will receive their community performance bonus when they have made progress towards achieving one or more of the following goals each quarter.

Category	Metric	Definition	Evaluation process
Corporate Giving	Use of Corporate Grant	Strategic distribution of \$4K over the year. Must enhance overall regional CI efforts & fit within the corporate guidelines.	Submit receipts to Corporate
	In-Kind Donations	COMPANY services.	Tracked through COMPANY's customer database.

Employee Volunteerism	Number of Volunteers	15-25% or more of employees engaged each quarter as a group or individually, using VTO policy.	Track individual volunteering through VTO submission form. Group results should be emailed to corporate
	Number of Volunteer hours	Total hours volunteered	Email results to corporate
Employee Giving	Cash donations	Total employee cash donations	Email results to corporate
	In-kind donations	Total employee donations (e.g. barrel drives)	Email results to corporate
Marketing/ Communications	Promotion of CI Program	How creative & informative is internal & external communication.	Share examples with Corporate.
	Educating employees on community needs	Share data about community needs and impact of how employees/company are helping to solve those needs.	Share data with Corporate.
Infrastructure	Communicate corporate policies	Communicate VTO, CI mission, & details of CI program.	In regional employee handbooks, intranet, and portions of website.

	Community Involvement Liaison	Appoint main contact for each office.	Participates in quarterly conference call and reports results to corporate on quarterly basis.
	CI Team	Establish CI planning team.	Submit names to corporate.

Extra Credit

Business Practices	Vendors	Use of community friendly vendors (e.g. office supplies)	Email to corporate the community benefits of the vendors being used.
	Recycling	How comprehensive is the office recycling program, and % of employees who use it.	Track lbs. of paper, bottles and cans recycled.



ENTREPRENEURS FOR NORTH TEXAS

a program of Communities Foundation of Texas

Practitioner Roundtable

Planning your Community Involvement for 2016

- **What worked well in 2015?**
 - **What will you replicate in 2016?**

- **What didn't work well in 2015?**
 - **What will you do differently in 2016?**

- **What aspects of the Community Engagement Spectrum would you like to focus more on in 2016?
What will your tactics be?**

- **How do your plans tie in with your corporate goals?**

- **Is it time to do an employee survey?**
 - **If so, how will you use it in your planning process?**

- **How will you engage your Community Involvement Committee in 2016?**
 - **Will you have the same people and the same number? Why?**

 - **Do the committee members represent the diversity of all the company's functional areas?**

- **What is your communication plan for 2016?**

- **Have you used your Community Involvement effective as a recruiting and/or retention tool?**



Planning your Community Involvement for 2016

Activity Planning Worksheet

Instructions: Use this form for planning with your Community Involvement (CI) Committee.

Overall Goals for the Year:

E.g. Increase employee volunteer participation by 25%; Incorporate New Policies that promote CI.

Employee Interests (based on survey)

- *E.g. K-12 Education or Environment*
-
-
-

Types of activities that ranked highest:

- *E.g. Outdoor Activities or Drives*
-
-
-

Schedule:

Q1—FOCUS AREA (e.g. Environment)

Activity: _____

Goals: _____

Activity Lead: _____

Communication Plan: _____

Next Steps: _____

Q2—FOCUS AREA

Activity: _____

Goals: _____

Activity Lead: _____

Communication Plan: _____

Next Steps: _____

Q3—FOCUS AREA

Activity: _____

Goals: _____

Activity Lead: _____

Communication Plan: _____

Next Steps: _____

Q4—Holidays—FOCUS AREAS

November:

Activity: _____

Goals: _____

Activity Lead: _____

Communication Plan: _____

Next Steps: _____

December:

Activity: _____

Goals: _____

Activity Lead: _____

Communication Plan: _____

Next Steps: _____

Q1 2016—FOCUS AREA

Activity: _____

Goals: _____

Activity Lead: _____

Communication Plan: _____

Next Steps: _____



**ENTREPRENEURS
FOR NORTH TEXAS**

a program of Communities Foundation of Texas

Sample CI Mission Statements

Sample 1:

COMPANY is committed to being an active partner in improving the quality of life in our community through the sharing of our social, intellectual and economic resources.

Sample 2:

"A strong community provides the foundation for business to grow and prosper. COMPANY supports and encourages community involvement at all levels."

Sample 3:

Company Mission:

To revolutionize the way people learn, create and live.

Community Outreach Mission:

Just as we are dedicated to building a community on the Web, COMPANY is committed to supporting activities that enhance and serve the communities in which we live. Service is an inherent part of the COMPANY culture. COMPANY supports its employees in finding community service opportunities and organizing projects. We invite you to look at where COMPANY has been and join us in where we are going.

Sample 4:

CI Mission Statement:

COMPANY is committed to being an active partner in improving the quality of life in our community through the sharing of our social, intellectual and economic resources.

Community Involvement Mission Statement: Community involvement and volunteerism are an integral component of the culture at COMPANY. We believe giving back to the community is a "win-win" scenario for both COMPANY and the organizations that we support. Our volunteer activities boost morale, strengthen our team and improve communications and relations among our employees.

The employees of COMPANY have elected to focus our corporate community involvement program on the following areas:

- Area 1
- Area 2
- Area 3

In addition to participating in the community as an organization, COMPANY also promotes individual volunteerism by allowing each full-time employee [40] hours of paid volunteer time off (VTO) per year.

Sample 5:

Architecting COMPANY

The key to developing new technology is developing people. At COMPANY, the success of our company depends on the vision of each one of our employees. We encourage passion and vision for what is possible in the workplace and in the community.

"Architecting COMPANY", one of our favorite programs, allows you the time and the resources to get involved in the community. By doing so, you help to build a great workplace; use your COMPANY dollars to support an issue or a cause in the community, to pool dollars for a community event, or to recognize a co-worker. It's up to you. At COMPANY, we believe in tapping the power of people.

Sample 6:

The corporate culture at COMPANY is shaped in innumerable ways by the surrounding community. By dedicating ourselves to volunteer work, we seek to contribute to the environment that nurtures our team and to fortify the creative spirit, energy and dedication that drive our company. The COMPANY community Service team will seek to create awareness, drive action and increase our potential for impact by bringing individuals and resources together.

The CS Team will strive to strengthen the company's commitment to the following core values:

- *Uncompromising respect for the individual*
 - Identify and target causes close to the hearts of our employees
 - Recognize that the community is comprised of individuals who can flourish from the support we can offer
- *Safeguarding one another's personal integrity*
 - Foster work/life balance
 - Provide outlet for fun/rewarding experiences w/ colleagues; team-building
 - Enhance the company's public image as a conscious, responsible entity
- *Honoring every idea that might further our common cause*
 - Strengthen and invest in the communities where our customers do business and our employees live
 - Contribute to, rather than merely exhaust, the community's resources
- *Embracing creative, intellectual, and cultural diversity*
 - Respond to societal issues and concerns reflective of the diverse individuals in our company and the greater Bay Area.

Sample 7:

Our Community

COMPANY's culture is shaped in innumerable ways by our community. The city of San Francisco and the surrounding Bay Area are a nexus of innovation and diversity; COMPANY draws talented employees and corporate inspiration from this unique location. Our community plays an integral role in making COMPANY a successful and exciting place to work. By dedicating ourselves to philanthropic endeavors, we seek to contribute to the environment that nurtures our team and to fortify the creative spirit, energy and dedication that drive COMPANY.

Our Mission

Excellence and integrity, major components of COMPANY's corporate mission, include the responsibility to help those in need and serve as a catalyst for our employees to do likewise. This is not simply altruism, but an investment in the world around us.

As a company and corporate family, COMPANY believes that giving back to our community is a vital initiative that fosters happier employees and better citizens.

The COMPANY Community Involvement Committee seeks to drive action and increase impact by promoting awareness and bringing individuals and resources together.

Our Values

The Community Involvement Committee strives to strengthen COMPANY's commitment to the following core values:

- Recognizing that **engaging with the community** in which we live, work and thrive fosters a sense of belonging and fulfillment;
- Encouraging a **philanthropic worldview** by providing opportunities for enriching and challenging experiences with colleagues;
- **Respecting the individual**, by targeting causes that embrace the values of our coworkers.



Roles for Community Involvement Team

CEO

The CEO and senior executive team play a critical role in the development of a community involvement program. It is very important to obtain “buy-in” from this group prior to kicking off your program company-wide, and throughout your program’s development. Support and participation by the senior management team sets the example for the employee base and serves as a reminder to all employees that the leaders of your company not only encourage and support their involvement in the community, but see it as a corporate priority.

The role of the CEO and the executive team is to

- Advocate for the community involvement program and make it a corporate priority
- Create a vision for the community involvement program that compliments corporate business strategies
- Participate, as appropriate, in community involvement activities
- Approve policies that help facilitate the program, such as matching gift and volunteer time off policies
- Communicate about the program to both internal and external stakeholders

Not only should the CEO be personally invested and involved in the corporate community involvement program, he or she must get others invested and excited about the effort as well.

Executive Liaison

The Executive Team Liaison is a member of the company’s senior executive management team. He or she agrees to serve as the "guardian" of the community involvement program, and the main point of contact for any issues that need to be brought in front of the executive team (e.g. approval of a "volunteer time off" policy, or approval of expenses associated with any volunteer work). Other responsibilities include participation in community involvement team meetings and participation in discussion relating to goals and objectives for the program.

Community Involvement (CI) Liaison

The CI Liaison is the CI team leader. This employee has overall responsibility for the CI program at your company.

At some companies, this role rotates among CI Team members. At other companies assuming this role is the first step to making CI a part of someone’s job function.

The CI Liaison is responsible for scheduling meetings, is the main contact for the CI program (including with EF), and is responsible for tracking all results of the CI program.

In collaboration with the Executive Liaison, the CI Liaison ensures that the CI program links with the overall corporation business strategy, determines who is on the CI team, and maintains the vision of the CI program.

CI Team

Having a community involvement team is critical to the success of a company's program. Having a team ensures that no one person ends up carrying all the responsibility for the program. The team ensures that the CI program is a collaborative effort and that multiple points of view are represented. This team also acts as cheerleaders of the program, encouraging other employees to participate. The CI team can have as few as three people and as many as ten. Members should be representative of the diversity in the company, including various departments, various levels, regional employees and others who have voiced interest in being on the team through employee surveys or personal interaction.

The role of the team is to:

- Provide ideas for CI activities, researching various opportunities as necessary
- Coordinate logistical aspects of an activity
- Champion and promote CI activities, actively encouraging employee participation
- Provide communication to and from employees
- Provide feedback on recent CI activities and program enhancements



**ENTREPRENEURS
FOR NORTH TEXAS**

a program of Communities Foundation of Texas

CEO Role with Community Involvement Program

The CEO and senior executive team play a critical role in the development of a community involvement program. It is very important to obtain “buy-in” from this group prior to kicking off your program company-wide, and throughout your program’s development. Support and participation by the senior management team sets the example for the employee base and serves as a reminder to all employees that the leaders of your company not only encourage and support their involvement in the community, but see it as a corporate priority.

The role of the CEO and the executive team is to

- Advocate for the community involvement program and make it a corporate priority
- Create a vision for the community involvement program that compliments corporate business strategies
- Participate, as appropriate, in community involvement activities
- Approve policies that help facilitate the program, such as matching gift and volunteer time off policies
- Communicate about the program to both internal and external stakeholders

Not only should the CEO be personally invested and involved in the corporate community involvement program, he or she must get others invested and excited about the effort as well.



ENTREPRENEURS FOR NORTH TEXAS

a program of Communities Foundation of Texas

Follow-up Employee Community Involvement Survey (Used for companies that have had a program in place 1+ years)

As most of you know, our company has partnered with Entrepreneurs Foundation over the last year(s) to build a community involvement program. We would like to gather your feedback so that we can measure and evaluate the effectiveness of our program. In addition, your input will help us shape the program as we move forward. Please take a few minutes to answer the following questions so that we will be able to tailor our program to better meet your needs.

Questions:

1. Have you participated in activities with the community through our company in the last year?
 Yes
 No

If not, please skip to question 7.

Please rate your attitudes about the community and your activity level if any.
(1 being not true and 5 true)

2. As a result of my company's Community Involvement Program:
 - I care more about the social issues facing my community.
 - I am knowledgeable about the social issues facing my community.
 - I am engaged in addressing the social issues of my community.
 - I currently support community organization(s) with financial contributions.
 - I currently volunteer for a non-profit organization.
 - I currently serve on a board of directors for a non-profit organization.
 - I feel more connected with the community.
 - I feel more connected with my co-workers.
 - I am more informed about community issues today than a year ago.
 - I make/increased charitable donations to community organizations.
 - I am more active in the community.
3. Please review the following statements: (1 being not true and 5 true)
 - Our Corporate Community Involvement program has a positive impact on the community.
 - I am proud of the company's efforts in the community over the last year.

4. Benefits I have received – please indicate

- Know colleagues better
- Stronger sense of team
- Better communication between colleagues
- Better communication between departments
- Increased loyalty to my team or my company
- Opportunity to give back
- Direction for my own philanthropic efforts
- Other _____

5. Please rate any of our previous activities that you participated in (rate from 1-5, 1 being the lowest and 5 being the highest):

1	2	3	4	5	N/A
Poor				Exceptional	

Activity 1

Activity 2

Activity 3

6. Rate the elements of our program (rate 1-5, 1 being lowest and 5 being highest)?

- Executive Leadership
- Organization of activities
- Frequency of activities
- Selection of activities
- Non-profit partnerships
- Matching gifts
- Volunteer time off policy
- Website presence
- Internet presence
- Overall communication/publicity of program

Please skip to question 8.

7. Why have you not participated in activities in the community through our company over the last year? (Check all that apply.)

- I'm a new employee.
- I work in a different office.
- I am on the road too much/work related travel.
- The activities didn't interest me.
- I'm too busy—I don't like taking time away from my work.
- I participate in activities in the community outside of work.
- I prefer that community activities be separate from the workplace.
- Other (please describe) _____

8. In the last year did you use any Volunteer Time Off?
- Yes
 - No
 - Didn't know company had a Volunteer Time Off program

If no, then please skip to question #10

9. Where did you volunteer?

10. What are your particular areas of interest for the coming year? (Rate 1-6, 1 being lowest and 6 being highest)

- Health (e.g. research and services/clinics for diseases such as cancer, multiple sclerosis, heart disease, etc.)
- Human services (e.g. disaster relief, support/services for the homeless, developmentally disabled, and elderly)
- Environment (natural resources, land clean-up and preservation, animal welfare, etc)
- Youth development (literacy, boys and girls clubs, outings, etc.)
- K-12 education (in class, school based, academic programs, etc.)
- Arts/culture (arts organizations, community centers, public television/radio stations)
- Other (please describe) _____

11. State your preference in volunteer activities:

- Outdoor activities
- Runs, walks or biking events
- Sorting or other indoor activities
- Company Drives benefitting organizations such as Second Harvest Food Bank and/or Blood Drives
- Activities that involve interaction with the people you are helping (e.g. serving food at a homeless shelter)
- Activities that are behind the scenes and not interactive with the people you are helping (e.g. preparing food at a homeless shelter, but not serving it)
- Activities that include the participation of your families

12. Please check all the elements of a successful program in the workplace.

- Involvement with my colleagues - team building
- Measuring results – being able to see the results
- Developing a long-term relationship with a community organization
- Focusing on one or two issues in the community
- Spreading involvement efforts among many issues
- Other (please describe) _____

13. Please check the boxes next to any items that you think will engage employees in our community involvement effort:

- Education about social issues facing our community
- Volunteer Time Off (for individual or group commitments)
- Matching gift donations from the company
- Organized company-wide events
- Events that include family or others
- Education/assistance in individual or family philanthropy planning – might include charitable funds, tax planning, strategies, etc
- Other (please describe) _____

14. Any other thoughts, comments, or suggestions?

15. Are you interested in joining the company's Community Involvement Committee to help identify and plan project activities for the company?

- Yes name: _____
- No

**As soon as the surveys are tallied, we'll develop a summary of everyone's comments.
Thank you for your assistance!**



ENTREPRENEURS FOR NORTH TEXAS

a program of Communities Foundation of Texas

Employee Community Involvement Activity Evaluation

1. Name (Optional): _____ Job Title (Optional): _____

2. Date of Activity: _____

3. Name of community organization you assisted (e.g. Save the Bay): _____

4. Description of what *you* specifically did in this activity (e.g. pulled out non indigenous plants):

5. Why did you sign up to do this (check all that apply)?

- | | |
|--|---|
| <input type="checkbox"/> I thought it would be fun. | <input type="checkbox"/> I wanted to engage my family. |
| <input type="checkbox"/> To give something back to the community. | <input type="checkbox"/> My boss told me to. |
| <input type="checkbox"/> Team building. | <input type="checkbox"/> Everyone else was doing it. |
| <input type="checkbox"/> I'm passionate about this cause. | <input type="checkbox"/> To get away from my desk for a little while. |
| <input type="checkbox"/> I wanted to learn more about the community. | <input type="checkbox"/> Other _____ |

6. Were your expectations met? _____ If not, why not?

7. Would you participate in this activity again?

8. As a result of this activity (check all that apply)

- | | |
|--|---|
| <input type="checkbox"/> I am more knowledgeable about the social issues being addressed by this activity. | <input type="checkbox"/> I know my colleagues better. |
| <input type="checkbox"/> I am more likely to volunteer further to help address this social issue. | <input type="checkbox"/> I have a stronger sense of team. |
| <input type="checkbox"/> I am more likely to give financial contributions to address this social issue. | <input type="checkbox"/> I have better communication between colleagues. |
| <input type="checkbox"/> I feel more connected with the community. | <input type="checkbox"/> I have better communication between departments. |
| | <input type="checkbox"/> I have increased loyalty to my team or my company. |
| | <input type="checkbox"/> I have a new direction for my own philanthropic efforts. |
| | <input type="checkbox"/> Other _____ |

9. Rate the elements of this activity (rate 1-5, 1 being lowest and 5 being highest)

- Executive Leadership 1 2 3 4 5
- Organization of activity by the community organization 1 2 3 4 5
- Organization of activity by your company 1 2 3 4 5
- Timing of activity 1 2 3 4 5
- Selection of activity 1 2 3 4 5
- Overall communication/publicity of activity 1 2 3 4 5

10. What are your recommendations for our company's next community involvement activity?

11. Any other thoughts, comments, or suggestions?

12. Would you like to volunteer to be on the community involvement team to help with the planning and implementation of future activities?

Yes

No

name: _____

13. May we publish your comments? Yes / No



CI Liaison Community Involvement Activity Evaluation

1. Company Name: _____ Date of Activity: _____

2. Name of community organization you assisted (e.g. Save the Bay): _____

3. Description of activity (e.g. pulled out nonindigenous plants):

4. How many employees participated? _____ How many volunteer hours? _____

5. How many hours did you spend planning the activity (e.g. committee meetings, coordinating with the community organization, promoting and communicating to employees, etc.)?

6. If a cash donation was made, how much from employees? \$ _____ From the Corporation? \$ _____

7. If an in-kind donation was made, describe the donation:

How much? (e.g. no. of barrels, lbs. of food, etc.) _____ Donation value? _____

8. Were your goals for this activity met? _____ If not, why not? _____

9. Based on your observations, as a result of this activity, participants (check all that apply):

<input type="checkbox"/>	Are more knowledgeable about the social issues being addressed by this activity.	<input type="checkbox"/>	Have better communication between colleagues.
<input type="checkbox"/>	Were satisfied that they addressed community needs/issues as a result of their participation.	<input type="checkbox"/>	Have better communication between departments.
<input type="checkbox"/>	Felt good about the opportunity to give back.	<input type="checkbox"/>	Will return to this community organization for future events.
<input type="checkbox"/>	Have a stronger sense of team.	<input type="checkbox"/>	Will recommend this activity to others.
		<input type="checkbox"/>	Other: _____



CI Liaison Community Involvement Activity Evaluation

10. Rate the elements of this activity (rate 1, 2, 3, 4, or 5), 1 being lowest and 5 being highest):

- Executive Leadership _____
- Organization of activity by community organization _____
- Organization of activity by your community involvement committee _____
- Timing of activity _____
- Selection of activity _____
- Overall communication/publicity of activity _____
- Entrepreneurs Foundation support _____

11. What are your recommendations for your company's next community involvement activity?

12. Do you have any pictures and/or follow up communications from this activity? _____
If so, consider publishing them on your website, intranet, or other appropriate places.

13. Any other thoughts, comments, or suggestions?



ENTREPRENEURS FOR NORTH TEXAS

a program of Communities Foundation of Texas

Workforce Development & Hiring Employees

A good business practice that creates additional community benefit is to hire workers from community organizations that focus on workforce development. This may include, among others, organizations that:

- transition homeless people back into the workforce
- work with physical or developmental disabled people to navigate the work environment and place them in the workforce
- have workforce training for youth
- help disadvantaged people become entrepreneurs
- train and place recently immigrated citizens

Below is a short list of workforce development agencies in the North Texas area. Many are networked to similar organizations across the country or affiliated with national organizations. This is not meant to be a comprehensive list, just a good list to get started.

Citizens Development Center, www.cdcdallas.org

Services are individualized based on participant need. Programs include: vocational training and day habilitation services; instruction and counseling in the attainment and maintenance of marketable work skills; supported job placement and follow along services.

Texas Department of Assistive and Rehabilitative Services, www.dars.state.tx.us

DARS exists to assist people with disabilities to participate in their communities by achieving employment of choice, living as independently as possible and accessing quality services. People with disabilities are DARS primary customers.

Veterans Affairs – Veterans Industries, www.north-texas.med.va.gov

Provides compensated work therapy including vocational rehabilitation, work readiness, and development of self-esteem and self-confidence to homeless veterans. Has transitional residential component for up to 20 veterans.