**Older Volunteers Risk Isolation and Social Disconnect in a Post-Pandemic World**

COM-822 Persuasive Communication

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Omega Graduate School

June 1, 2023

Professor

Dr. Cathie Hughes

Assignment Instructions

### *100 Day – First Draft*

### Write an argumentative essay of 8 to 10 pages, not including in the page number total the title page, thesis statement page, and Works Cited, that you will present to a faculty dais during Core 4.

### 1. Include the following:

### Completed title page.

### Thesis statement page.

### Sentence outline developed for 60-day assignment with any changes received from professor feedback.

### Add section headers to your paper that match your outline.

### Introductory paragraph (below the title and preceding the first Level 1 heading on the first page of your essay) including your thesis statement (again).

### Clearly stated description of your topic, its importance, and your position.

### Include logical arguments and literature references to support the main points and sub-points of your position.

### Add counterarguments, along with logical reasons for rejecting them.

### Works Cited page with all cited works listed and all listed works cited in the paper (citations and references must match). You must cite a minimum of 25 references that meet the criteria explained in your 20-day assignment,

### Update your developmental readings with any cited works used for your essay.

### Structure (Assignment evaluation includes the following structure below).

### Download the “OGS APA Course Assignments Template 7th Ed 2021” template from the General Helps folder in the AA-101 The Gathering Place Course on DIAL. Using the template create the following pages.

### Title Page (Not included in page count).

### Copy and paste the assignment instructions from the syllabus starting on a new page after the title page, adhering to APA 7th edition style (APA 7 Workshop, Formatting, and Style Guide, APA 7 Quick Guide).

### Start the assignment on a new page after the copied assignment instructions.

### Document all sources in APA style, 7th edition (APA 7 Reference Example, APA 7  Quick Guide)

### Include a separate Works Cited page, formatted according to APA style,  7th edition

### 3. Submit through DIAL to the professor.

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**THESIS TITLE**: *Older volunteers risk isolation and social disconnect in a Post-Pandemic World*

**THESIS STATEMENT:**

The process of engaging in-person volunteers––particularly older volunteers––must be adapted to a post-pandemic world.

**KEY WORDS:** COVID-19 Pandemic, Post-Pandemic Era, Volunteer Engagement, Older Volunteers, Vulnerability, Social Isolation, Community Connection, Adaptation, Accommodation, Program Modification

**PERSUASIVE COMMUNICATION OUTLINE**

*(included here as part of the 60-Day and 100-Day Assignment requirements)*

1. Introduction
2. In the post-pandemic era, it is essential for 100% volunteer-based organizations to adapt their volunteer recruitment and retention strategies in order to accommodate older volunteers from the community.
3. The COVID-19 pandemic has dramatically reduced community volunteer participation––particularly that of older volunteers.
4. In order to encourage greater volunteer participation organizations must make modifications to their protocols in order to accommodate vulnerable, but otherwise willing, volunteers.

II. Main Argument One –

1. Colibaba (2022) asserts that during the pandemic and continuing into the post-pandemic era, older volunteers, being at higher risk of COVID-19 infection due to compromised immune systems, felt and continue to feel vulnerable and therefore hesitant to volunteer despite feeling disconnected from fellow volunteers (p. 3).
2. Older individuals can be encouraged to begin or resume volunteer work if they can be assured that their personal safety is upheld by the organization.

“Older peoples’ heightened vulnerabilities to COVID-19 have raised awareness about the need for isolated rural older adults to maintain social connections. To support this challenge, rural volunteer-based programs offer support for isolated residents and opportunities for participation and social networking through volunteering” (Colibaba (2022), p. 3).

III. Main Argument Two –

A. Organizations have been hesitant to support volunteers, due to concerns about risk.

B. “If your organisation works with people with weakened immune systems, older people, those with disabilities or those with long-term health conditions like diabetes, cancer and chronic lung disease, it’s important that you plan to limit their risk to being exposed” (To, 2020, p. 6).

C. Organizations’ concerns about risk led them to dismiss older volunteers from in-person interaction.

“Consider enabling staff and volunteers who are have vulnerabilities and are understandably concerned about their health to take leave or time off or to volunteer or work from home” (To, 2020, p. 6).

IV. Main Argument Three –

A. In order to encourage greater volunteer participation––particularly that of older volunteers––organizations must make modifications to their protocols in order to accommodate otherwise willing volunteers.

B. “Having a supportive program that is willing to modify its health and safety policies and procedures strengthened volunteers’ positive attitudes towards continuing to volunteer post-pandemic” (Colibaba, 2022, p. 5).

C. The utility of valuable-yet-vulnerable older volunteers rests upon the adaptability of the organization that seeks their active participation.

V. Opposing Argument One –

1. “Over-70s have been advised to avoid unnecessary social contact, remain largely indoors, and to do any outdoor exercise at a safe distance from others” (Oliver, 2020,   
   p. 1).
2. Although older volunteers are at greater risk of COVID-19 infection from in-person events, they can still volunteer from home.

C. “Embedding training within existing community-based programs holds promise as a potentially sustainable mechanism to provide digital training to older adults” (Fields, 2020, p. 1).

VI. Opposing Argument Two –

1. Older volunteers can volunteer in-person if volunteer organizations adapt their programs.
2. “The attitudes and actions portrayed by volunteers and programs alike, through their personal resiliency to remain a volunteer during the pandemic and through programs’ abilities to adapt, help ensure the sustainability of older voluntarism as a whole” (Colibaba, 2022, p. 5).
3. Older volunteers prefer in-person interaction as long as they feel safe.
4. In-person volunteering sustains the sense of community sustainability.
5. Older volunteers maintain a sense of usefulness and social connectedness that virtual volunteering does not.

VIII. CONCLUSION

Volunteer recruitment and retention strategies must adapt to a post-pandemic world––particularly with regard to older community members. The reluctance of older volunteers to participate is based upon legitimate concerns. This is borne out by current research.

Volunteer-based community organizations, while justifiably concerned about COVID-19 health risks, need to understand that older volunteers derive feelings of social connection and usefulness from interpersonal helping activities; such activities can be modified so that health is safeguarded while still allowing vulnerable volunteers to participate in person.

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**Introduction**

In the post-pandemic era, it is essential for 100% volunteer-based organizations to adapt their volunteer recruitment and retention strategies in order to accommodate older volunteers from the community.

The COVID-19 pandemic has dramatically reduced community volunteer participation––particularly that of older volunteers. In order to encourage greater volunteer participation organizations must make modifications to their protocols in order to accommodate vulnerable, but otherwise willing, volunteers. In this essay I explore several arguments, weighing extreme measures vs. those that are more adaptable to accommodating older persons’ needs for social connectivity and sense of purpose.

**Main Argument One**

Colibaba (2022) asserts that during the pandemic and continuing into the post-pandemic era, older volunteers, being at higher risk of COVID-19 infection due to compromised immune systems, felt and continue to feel vulnerable and therefore hesitant to volunteer despite feeling disconnected from fellow volunteers (p. 3).

According to this thinking, older individuals can be encouraged to begin or resume volunteer work if they can be assured that their personal safety is upheld by the organization. They don’t need to be locked up and placed out of sight in order to maintain their safety.

Says Colibaba: “Older peoples’ heightened vulnerabilities to COVID-19 have raised awareness about the need for isolated rural older adults to maintain social connections. To support this challenge, rural volunteer-based programs offer support for isolated residents and opportunities for participation and social networking through volunteering” (p. 3).

In my volunteer work with the Hospital Foundation, I’ve witnessed the challenges that our healthcare district faces in providing adequate services to our older residents. These challenges were of course compounded by pandemic restrictions. Our Foundation membership consists of individuals over the age of 50, with the majority of members in their mid-to late 70s. Since we collectively thrive on in-person camaraderie that comes with this work, we adapted meetings by moving them outdoors, wearing face masks and socially distancing. This kept us safe yet engaged with each other. It was the perfect antidote following two months of isolation.

**Main Argument Two**

Unfortunately, many organizations have been hesitant to support older volunteers due to concerns about risk. To (2020) argues that, “If your organisation works with people with weakened immune systems, older people, those with disabilities or those with long-term health conditions like diabetes, cancer and chronic lung disease, it’s important that you plan to limit their risk to being exposed” (p. 6). We have witnessed this in action; organizations’ concerns about risk led them to dismiss older volunteers from in-person interaction––often without any thought as to possible workarounds.

While I believe that safety is of paramount concern, risk-averse attitudes such as To’s have been (and continue to be) taken to an extreme: “Consider enabling staff and volunteers who are have vulnerabilities and are understandably concerned about their health to take leave or time off or to volunteer or work from home” (p. 6). I find such an attitude dismissive of the older person’s desire for purpose. In addition, it smacks of ageism and––based on our Foundation’s experience––is unnecessary.

**Main Argument Three**

In order to encourage greater volunteer participation––particularly that of older volunteers––organizations must make modifications to their protocols in order to accommodate otherwise willing volunteers. However, these modifications do not require intense effort; rather, they can be simple and practical.

As Colibaba (2022) asserts, “Having a supportive program that is willing to modify its health and safety policies and procedures strengthened volunteers’ positive attitudes towards continuing to volunteer post-pandemic” (p. 5). Indeed, the utility of valuable-yet-vulnerable older volunteers rests upon the adaptability of the organization that seeks their active participation.

While our healthcare district was concerned about the safety of our Foundation’s older volunteers, accommodations were made because the district leaders wanted Foundation members to remain connected to our community. Thus, they permitted Zoom meetings and approved adaptive ways for us to host our Tree of Lights fundraising event.

**Opposing Argument One**

According to Oliver (2020): “Over-70s have been advised to avoid unnecessary social contact, remain largely indoors, and to do any outdoor exercise at a safe distance from others” (p. 1). Oliver makes a discriminatory statement based solely upon an age category. “Over-70s…” But what does that mean? My husband is 85 and he is involved in no less than four organizations. While prudently masking his face, he nonetheless has participated in social activities––with the simplest of protections in place. As stated in Main Argument One, our Foundation members found safe ways to meet, thus enabling us to continue our important work and maintain vital social connectivity.

A month after the initial pandemic uncertainties in early 2020, our Foundation members were permitted to gather––at first remotely, then with warmer weather we met outdoors wearing masks and sitting 6 feet apart. We refused to hide ourselves from the world simply because of our members’ ages. Ageism serves no useful purpose in the world of charity.

**Opposing Argument Two**

Although older volunteers are at greater risk of COVID-19 infection from in-person events, they can of course volunteer from home. Yet this creates a great amount of isolation. Fields (2020) pushed for home-based senior volunteerism, going so far as to recommend that older people be provided free computer training: “Embedding training within existing community-based programs holds promise as a potentially sustainable mechanism to provide digital training to older adults” (p. 1). While well-intentioned, this thinking didn’t take into account the social isolation of sitting in front of a screen all day, or that many older individuals prefer face-to-face interaction (and perhaps even lack a personal computer at home!).

**Opposing Argument Three**

Older volunteers can volunteer in-person if volunteer organizations adapt their programs. It is important to think holistically about the vital role played by older volunteers. Colibaba (2022) argues, “The attitudes and actions portrayed by volunteers and programs alike, through their personal resiliency to remain a volunteer during the pandemic and through programs’ abilities to adapt, help ensure the sustainability of older voluntarism as a whole” (p. 5).

Additionally, older volunteers prefer in-person interaction as long as they feel safe. In-person volunteering sustains the sense of community sustainability. Older volunteers maintain a sense of usefulness and social connectedness that virtual volunteering does not. As Toquero (2021) asserts, “Agencies or support groups can create volunteerism among older adults” (p. 2).

Toquero agrees that older people need emotional fulfillment. I personally witnessed such emotional fulfillment as our Foundation members resumed our meetings (modified though they were). We laughed, we cried, we shared stories of fear and loss. But through that sharing we maintained our sense of emotional and social connectedness. Our shared purpose pulled us through and kept us focused on our roles, tasks and ultimate goals.

**Conclusion**

Volunteer recruitment and retention strategies must adapt to a post-pandemic world––particularly with regard to older community members. The reluctance of older volunteers to participate is based upon legitimate concerns. This is borne out by current research.

Volunteer-based community organizations, while justifiably concerned about COVID-19 health risks, need to understand that older volunteers derive feelings of social connection and usefulness from interpersonal helping activities; such activities can be modified so that health is safeguarded while still allowing vulnerable volunteers to participate in person.

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