



*Moving
Forward*

ANNUAL REPORT

2017

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Message from the President



Dear Friends,

2017 was the year of Moving Forward for Mature Services, now VANTAGE Aging. As I considered our theme this year, I gravitated to a picture of me and Cindy Ertel, a member of my Susan G. Komen 3-Day Walk team. At 17 I lost my mom to breast cancer. I wanted to take action and I chose to Move Forward by walking in the event. Moving Forward can be easy or may be more difficult than you planned. When we start training for the walk a quick 5-mile jaunt is no big deal. By event day, we walk 20 miles a day, 3 days in a row for a mighty total of 60 miles in 3 days. Your body hurts, your feet throb and you have had to dig into every reserve to cross that finish line. Ahhh, but then the reward! The closing ceremony, a true celebration where walkers and volunteers celebrate their accomplishments. But do you know what the best part is? The Survivors Circle. The moment when all the men and women who are beating breast cancer and participated in the event come out and receive honors. They are all Moving Forward.

2017 was the year Mature Services spent Moving Forward. We experienced the ups and downs that come with change but believe we are moving in the right direction.

Our easy decisions? Deciding to re-brand Mature Services to VANTAGE Aging and moving to a new building. Preparing a new website, a blog, and focusing on wrap-around services to provide more programs to more clients. We presented our first annual SOAR Awards (Summit Oscars for Aging Resources) to honor people and businesses that embrace the aging process. We kept our aging community active by having older adults serve older adults by launching our Telecare program by RSVP. This program matches our retired or senior volunteers with homebound and isolated seniors by phone. Telecare volunteers are trained to call on the older adults, provide companionship and recognize warning signs when help may be needed. All great and necessary decisions.

What has been difficult in Moving Forward? Continuing to advocate against ageism. It is so prevalent in our culture, that promoting positive aging is a challenge we face daily. We must serve as the voice of the homebound and hidden in our communities, the elderly. As one of Ohio's fastest-growing population, this is not an easy task.

We are fighting to find funding for older adult services. The average cost of a nursing home for a year is \$91,248 and even someone with resources quickly ends up on Medicaid paying those costs. It is so much more cost effective to keep someone in the community with simple wellness, empowerment and support services provided by Mature Services, now VANTAGE Aging. Yet, our governmental and local funding sources continue to shrink on a yearly basis. Donations are becoming increasingly more important to keep older adults in our communities.

So now I am going to ask you to Move Forward with us. Visit the new website at www.vantageaging.org and sign up for our newsletter. Like our Facebook page and when we post good things, share it with your friends. Check out our advocacy page and help us make things better for everyone as we age. Hire an older worker from our employment program. Come to one of our events or nominate someone for a SOAR Award. Consider helping us continue to Move Forward by making a donation.

Keep walking with us until we reach that "Ahhh... ", the day that everyone can age with dignity in his or her home with supports they need for a quality aging experience.

Respectfully,



Karen and Cindy Ertel

Mission, Vision, & Programs

Mission

Mature Services provides high-quality programs to empower the economic, social, physical, and mental well-being of adults as they age.



Vision

All people should be able to age with the greatest degree of dignity, independence, and health possible.



Our Programs

Mature Services provides high-quality programs to empower the economic, social, physical, and mental well-being of adults as they age. These include initiatives to support older adults' ability to remain independent in their own homes and engaged in the community through employment, health and wellness and volunteering.



Workforce Solutions

Assists older adults with job training and placement.



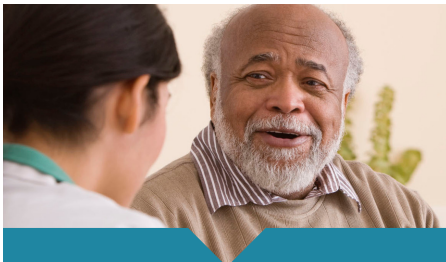
Meals on Wheels

Home delivered and congregate meals and Farmers' Market vouchers.



Behavioral Health Solutions

Mental health and addiction counseling for older adults and their families.



Home Wellness Solutions

Provides personal care and in-home services so older adults can remain at home.



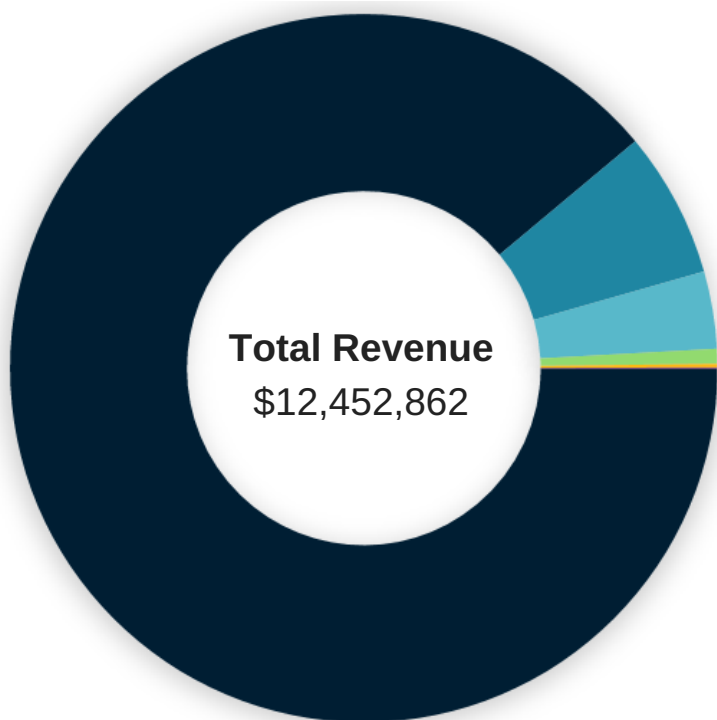
RSVP

Volunteer program for older adults wishing to remain active in their communities.



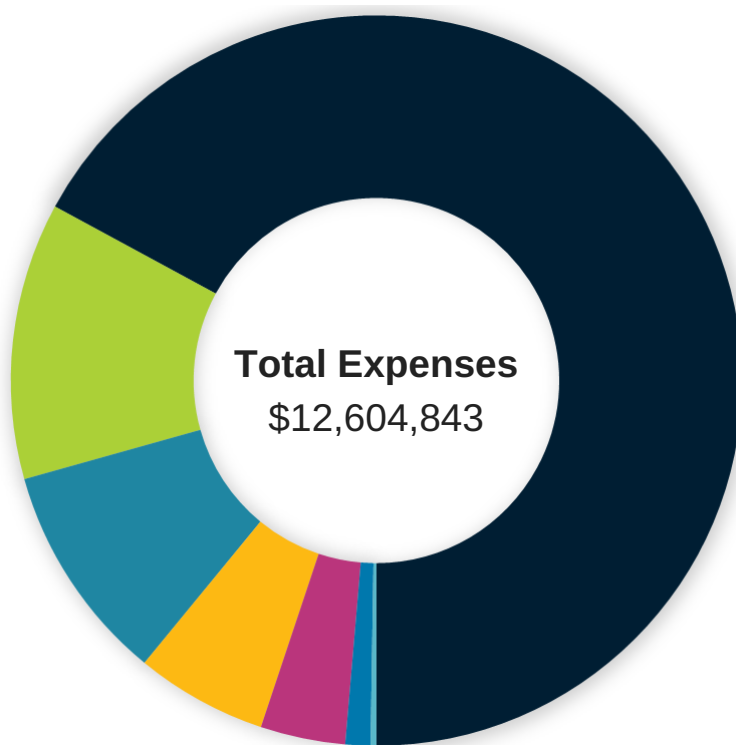
Social Enterprises

Fee-for-service programs in which earned income from sales is reinvested into our mission.



- Fees & Grants - \$11,074,066
- Program Service Fees - \$830,431
- Contributions - \$439,201
- Other Public Support - \$84,409
- Other Revenue - \$20,368
- Investment Income - \$4,387

- Workforce Solutions - \$8,456,941
- Meals on Wheels - \$1,545,137
- Management & General - \$1,223,864
- Behavioral Health Solutions - \$734,303
- Home Wellness Solutions - \$473,050
- RSVP - \$139,271
- Fundraising - \$32,277



The Senior Community Service Employment Program (SCSEP)

The Senior Community Service Employment Program (SCSEP) provides paid job training for Ohio seniors at non-profit and governmental agencies to low-income individuals age 55 and older. Our program participants find experience and success working part-time at any one of our Host Agencies located across the state of Ohio.

On the Job Experience (OJE)

On-the-Job-Experience or OJE at Mature Services is a contract service provided to employers through SCSEP funding and covers all of the wages and fringes for up to a 12 week training period of a mature worker. At the end of the training period, employers can simply transfer the trainee to payroll and the contract is complete. OJE is designed to offer both the employer and trainee with the opportunity to ensure the job is a good fit.

Encore Staffing Network

Using the social enterprise model to help expand funding for our mission, Encore Staffing Network has combined the power of our 28 years as a staffing agency with the innovation behind the Encore Career movement to promote the benefits of placing experienced workers in jobs designed for the greater good. Funded in part by The Cleveland Foundation, Encore provides placement of older workers who want to stay engaged in the workforce while dedicating their skills and talents to a variety of employers.

By the Numbers

185



people found work as a result of the training they received in the SCSEP program.

13,432



people utilized our various resource rooms across our 40 county service area

17,588



hours of work training were provided to 1,097 mature workers

639,767



hours of service were provided to various nonprofits



22 Encore participants provided 2,009 hours of services to nonprofits.

Impact Story – Marilyn

Marilyn faced employment challenges after relocating from Tennessee to Ohio. She had experience in social services but could not find a job. Like many older adults, she was unemployed for several years. “I am sure my age, lack of current social services experience, and education level limited my ability to work in this field,” Marilyn says. Close to being homeless, she managed to survive on SNAP food benefits and subsidized housing.



When Marilyn enrolled in the SCSEP program, life began to improve. Her goal was to update her current experience, learn new skills, and find a job. She met with a Mature Services Workforce project director and was assigned to Catholic Charities for on-the-job training as a receptionist.

Marilyn worked hard to retool her skills and learned about community services and resources in Cincinnati. She took classes at Cincinnati State College and earned a Community Health Worker (CHW) certificate. As part of the program, Marilyn was selected to intern with Cradle Cincinnati Connections at Children’s Hospital.

While staff members were experts in their fields, Marilyn recalls them having little knowledge about community health workers and their roles in community health services. When Marilyn went on home visits with the Children’s Hospital team, they were impressed by her knowledge of community services. She was able to connect with clients in an area where the Children’s staff had difficulty making connections.

Marilyn loved the experience and told her supervisor, “This would be my dream job.” On completion of the internship, Marilyn’s dream came true. Her supervisor asked if she would be interested in a new Community Health Worker position that would be funded on approval in a few months. Marilyn was elated and continued her SCSEP training at Catholic Charities until she applied and was hired as a Community Health Worker at Children’s Hospital. Now, Marilyn works in the Cradle Cincinnati Connections department and receives an excellent salary and full benefits. Proud of her achievement, Marilyn found hope, help, and permanent employment through Mature Services.

“I am very appreciative of the Mature Services Workforce Solutions program that provided the pathway to my success. I highly recommend it because it is a great opportunity for seniors who want to re-enter the workforce.”

“Don't dwell on what went wrong. Instead, focus on what to do next. Spend your energies on moving forward toward finding the answer.

–Denis Waitley

Home Delivered Meals

Supporting the nutritional needs of older adults in Summit County, our Meals on Wheels program provides home bound and disabled clients the opportunity to choose their own delicious and nutritious meals to be delivered to their home to support their health and well-being. Each visit includes a Wellness Check, where professionally trained drivers can assess potential health issues, such as fall-risk assessments.

Congregate Dining

Mature Services Meals on Wheels of Northern Ohio offers a delicious assortment of hot meals to people wishing to dine in a social setting in buildings throughout Summit County.

Ohio Senior Farmer's Market Nutrition Program

If you are 60 years of age or older and meet income guidelines, you may qualify for \$50 worth of coupons to be used at local Farmer's Markets for fresh produce, herbs, and honey grown locally. Designed to provide seniors with access to fresh fruits and vegetables as an important part of federal dietary guidelines, the Ohio Senior Farmers' Market Nutrition Program encourages seniors to make healthy food choices for improved health.

Senior Health and Services Fair

With over 600 people attending each year, the Mature Services Senior Health and Services Fair held in June provides seniors with access to fresh food through the Senior Farmer's Market Voucher Program with an on-site farmer's market.

By the Numbers



MOW delivered 264,878 meals to 753 home bound clients.

•
In our four congregate dining facilities, 31,182 meals were served in 2017.

•
Over 83% of our clients agreed that the freshness, quality, and taste of our meals was to their satisfaction.



Meals on Wheels of Northern Ohio provided 6,404 hours of training to participants in the SCSEP program.



We distributed 682 Farmer's Market vouchers in Summit County, 276 in Stark County and 110 in Wayne County.



At the Senior Health & Services Fair, we partnered with 32 community agencies, including the Akron-Canton Regional Foodbank to deliver thousands of pounds of food.

Impact Story - Norma Jean & Anna

Norma Jean and her daughter Anna live in the same apartment housing complex. Because they were having a hard time preparing and cooking meals, they decided to start using a home meal delivery service.

The mother and daughter quickly learned that not all food delivery programs are the same. They tried seven other services before switching to Meals on Wheels of Northern Ohio. The other services lacked the choice, nutrition, and flexibility that Norma Jean and Anna wanted. After starting with Mature Services, they saw the difference.

Anna's favorite part of Meals on Wheels is the choice menu. Because main dishes, sides, and desserts are individually packaged, flash frozen, and delivered on a weekly basis, she can mix and match different items throughout the week. This gives her the ability to choose what she wants to eat each day, instead of receiving a TV dinner-style plate that limits meal options.

Anna is also satisfied with the nutritional value of Meals on Wheels. The program is flexible and caters to the individual dietary needs of clients. Anna has been working with a dietitian at Akron General who was impressed by the nutritional benefits of Anna's home-delivered meals. Since working with the dietitian and eating Meals on Wheels, Anna has lost over 15 pounds.

Norma Jean enjoys experimenting with different food combinations. The packaging and delivery system of Meals on Wheels allows her to leave items frozen until she is ready to eat them. Her favorite part of her meals, fruit, stays fresh. Norma Jean likes to mix Meals on Wheels' scalloped apples with other fruits to create a fruit salad.

"Meals on Wheels at Mature Services is the best home-delivered meal program, and we've tried them all," said Anna. "It is delicious, it's good for you, and it gives you a lot of options."



Norma Jean & Anna

“We keep moving forward, opening new doors, and doing new things, because we're curious and curiosity keeps leading us down new paths.

-Walt Disney

Avenues to Recovery

Avenues to Recovery provides quality mental health services and treatment for alcohol and other drug use disorders to Summit County adults age 50 and older. We provide services designed to meet the emotional and physical needs of older adults so that they can remain independent in their homes and communities.

Addressing the needs of older adults facing behavioral health challenges requires a unique approach. While mental health and/or substance use can be dangerous at any age, older adults are at a greater risk for complications due to the natural physiological changes that happen as we age.

Our team of professionals are here to support and encourage you in the process of restoration to optimum mental and physical health. Our services include:

- Compassionate and professional care
- Individualized counseling
- Connection to community resources to enhance your quality of wellness
- Help with depression, anxiety, and grief
- Intensive outpatient treatment for individuals experiencing alcohol and drug problems
- Immediate access to other Mature Services programs including Meals on Wheels, Home Wellness Solutions, and Workforce Solutions

By the Numbers

71%

of clients surveyed expressed improved functionality as a result of treatment at Avenues to Recovery.

4,378

hours of group therapy provided clients with a community of support amongst people coping with similar behavioral health challenges in a non-judgmental setting.

74%

of clients surveyed felt a social connectedness from treatment.

770

hours of individual treatment were provided to assess and develop a holistic approach to assist people challenged with Behavioral Health issues.

78

people benefited from the Brown Bag Medication Review, a prevention program designed to identify and eliminate potential drug interaction issues amongst older adults.

Impact Story – Teresa

After having to take early retirement, Teresa thought everything was going to be OK. She soon found out that after twenty years, the workforce had changed and she struggled to find employment. Struggling to adjust to her new lifestyle, Teresa grew depressed.

While Teresa had always considered herself a “social drinker,” she began consuming more alcohol once she did not have any work commitments. Before she knew it, she was drinking in the morning, afternoon, and evening. Teresa also had a hard time getting out of bed and spent a lot of time laying down and watching television.

It wasn't until her sons stepped in that Teresa realized something was not right. They took her to the emergency room where she spent 2 days in the ICU due to dehydration. She spent an additional 2 weeks in the hospital receiving pints of blood and fluids and undergoing rehab because her body had grown so weak.

Once released, Teresa started going to Mature Services for counseling and ladies group two days a week. She completed the IOP program and has quit drinking alcohol. Teresa started a new job that she enjoys and has a positive perspective on life.

“IOP helped me understand what happened to my body, what was going on in my head, and that I had given up without realizing it,” said Teresa. “It’s a good program and helps a lot of people.”

**Name has been changed for privacy*



Stock photo for Teresa

“The truth is, unless you let go, unless you forgive yourself, unless you forgive the situation, unless you realize that the situation is over, you cannot move forward.

–Steve Maraboli

Home Wellness Solutions

As experts in assisting older adults with the services necessary to remain independent in their own homes and active in their communities, Mature Services Home Wellness Solutions offers multiple options designed to help older adults and people living with disabilities live comfortably at home.

We provide non-medical home care and wellness support through our team of trained, pre-screened, and insured staff and offer services to both low income and private pay clients. Our professional support staff works with you, your family, or your caregiver to identify your specific needs and creates a customized plan designed for your benefit.

Our services include:

- Household services such as housekeeping, laundry, and meal preparation
- Chore services such as deep cleaning, spring cleaning and assistance with moving
- Personal care services like bathing and dressing, grooming and eating assistance
- Fall risk assessments and prevention

By the Numbers



15,162 hours of home health aide services and 4,751 hours of homemaker services were provided for 243 customers and 583 hours of case management services were provided.



305 nurse visits were also provided to customers to provide wellness assistance.



182 clients received 1,830 hours of chore services.



99% of customers remained in their own home because of the services they received from Mature Services.

Impact Story - Colleen

Colleen receives support from Mature Services Home Wellness Solutions three times a week. With the help of her health aide, Colleen is able to stay independent at the home that has been in her family for decades. In 1980, Colleen decided to throw caution to the wind and move to California. She enjoyed living close to the ocean and mountains and the people she met. But within a year, Colleen had to move back to her family's home in Akron to take care of her ill grandmother, and eventually her mother and father.

Nearly two decades later, Colleen realized that she needed some help to stay independent. Mature Services has been helping her stay independent at home for over 10 years.

Colleen has received household services where team member comes to her home to clean and go to the grocery store. She has also received help from a home health aide, who provided assistance when she needs help in the shower or washing her hair. Her home health aide pays attention to her individual needs and works hard to provide the best service possible. For that, Colleen thinks the world of her (aide).

When asked what Colleen would do without Home Wellness services, she replied, "I'd be totally lost. I have trouble walking, so I'd have a hard time running the sweeper. I'd have to be extremely careful to dust. (My home health aide) comes in and runs the sweeper, scrubs my floors, dust, changes my bed, does my laundry, and she'll run errands and go the grocery store. That's appreciated very much. If I didn't have any of that, I don't know what I'd do."



Colleen

“Times of transition are strenuous, but I love them. They are an opportunity to purge, rethink priorities, and be intentional about new habits. We can make our new normal any way we want.

-Kristin Armstrong

RSVP is one of the largest volunteer networks in the nation for people 55 and over. RSVP helps to link volunteers with nonprofit agencies where their time, interest, talents, knowledge, and experience are most effectively utilized to meet important needs in our community.

Funded by the Corporation for National & Community Service and local business partners, Mature Services RSVP volunteers choose how, where, and how often they want to serve to support the most critical needs of our communities served by volunteering with nonprofit agencies.

By the Numbers

158

people volunteered in Summit and Medina counties in 2017, together providing over 18,690 hours of community service to benefit 16 non-profits.



100%

of volunteers surveyed agreed that volunteering made a difference in their community and 100% agreed that volunteering with RSVP made them feel like an active part of their community.



100%

of volunteers surveyed indicated they enjoyed meeting new friends and interesting people.



43%

of RSVP volunteers were age 75 or older, proving that regardless of age, volunteers can make a difference in a community and peoples' lives.

Impact Story – Kim



Kim graduated with a Bachelor's Degree in Psychology with a minor in sociology in July 2018. During a social gerontology class, she heard about Mature Services and felt immediately connected. Joining RSVP was sparked by an increasing desire to create change for the better. Kim retired after working 25 years as an optometrist. She thought she would be content with settling down, “digging in the dirt and baking cookies all day.”

As it turned out, she wasn't. Kim was frustrated with her routine and felt called to do something more for her community. Sensing a spirit of defeat in her community, Kim's decision to join Mature Services RSVP was her “charge for change in the world.”

On her first day as an RSVP volunteer, she helped with the Brown Bag Medication Review Program. Mature Services staff, volunteers, and a pharmacist provide breakfast, medication reviews, and a presentation on safe medication practices to residents of senior living centers in Summit County. Kim welcomed residents, provided them with the necessary paperwork, and made sure their information was correct.

Kim advises looking at the world through your own eyes, instead of only listening to what others tell you is happening. Get out in your community and observe. Then, do what you can to make it better.

Kim feels strongly about addressing loneliness in older adults, which aligns with one of Mature Services RSVP's efforts to prevent social isolation. Kim admitted that she has been lucky to have close family and friends, but not everyone in the aging community has someone to turn to for a conversation or support. With RSVP, Kim is able to help those who struggle with isolation and loneliness in her community.



Kim



To move forward you have to give back.

–Oprah Winfrey



What is a social enterprise? It is a business created to further a social purpose in a financially sustainable way. By providing income generating opportunities at Mature Services, we can meet the needs of older adults wishing to age at home. Earned income from our various businesses is reinvested into our mission, allowing Mature Services to be sustainable over the long-term.

>>>>>> Our Social Enterprises



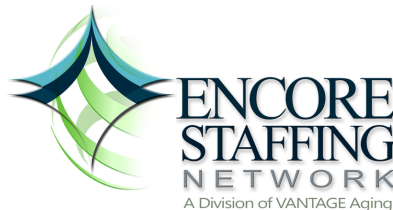
Catering For A Cause is our catering business operated by the team of Meals on Wheels of Northern Ohio. We offer delicious meals prepared especially for every special occasion. And the best part? Proceeds from every purchase are used to support our low-income clients receiving Meals on Wheels!



CLEANERS FOR A CAUSE

A DIVISION OF VANTAGE AGING

Cleaners for a Cause was developed to provide cleaning services to private and commercial customers with proceeds from services being reinvested into the mission of Mature Services Home Wellness Solutions. With services ranging from light household cleaning to deep spring cleaning or janitorial services, our team is pre-screened, trained, insured, and dedicated to creating a sanitized space for every home or office.



Using the social enterprise model to help expand funding for our mission, Encore Staffing Network has combined the power of our 28 years as a staffing agency with the innovation behind the Encore Career movement to promote the benefits of placing experienced workers in jobs designed for the greater good. Funded in part by The Cleveland Foundation, Encore provides placement of older workers who want to stay engaged in the workforce while dedicating their skills and talents to a variety of employers.

Impact Story – John

John has had a varied career, and at 77, it is far from over. He actively seeks out new opportunities and ways to contribute his experience and talent to his community. John is a firm believer that there is always something more to learn.

Encore has allowed John to work on short-term assignments at different locations near his home in Cleveland. The program matches him to work that best fits his interests. John can earn money while exploring new work opportunities that give back to the community. As an avid writer, he also enjoys gaining new material for his books.

Most recently, John worked at an inner-city elementary school. He assisted teachers in day-to-day activities and tutored the children on their classwork. The experience gave him a new perspective on the climate of youth in that specific area. He enjoyed getting to know the students and encouraged their creative sides through art and writing.

John encourages older adults to continue to learn and take on new challenges. He reminds us that “we don’t just stop living” when we reach a certain age. John believes the experiences available through Encore are beneficial to both the health and minds of seniors who want to stay active.

“Encore has been very good to me. I regard them as a real ally.”



John

“It's a wonderful world. You can't go backwards. You're always moving forward. It's the wonderful part about life. And that's terrific.

–Harvey Fierstein

Our Leadership Team

Karen Hrdlicka – President/Chief Executive Officer

Sue Henige – Director of Human Resources

Penny K. Holvey – Director of Home Wellness Solutions

Gizelle Jones – Director of Behavioral Health Solutions

Cathy Lance – Director of RSVP

Catherine Lewis-Beaverly – Director of Meals on Wheels

Paul Magnus – Vice President for Workforce Solutions

Ann Manby – Chief Financial Officer

Dawn Moeglin – Director of Community Engagement

Sarfaraz Mohammad – Director of Information Technology

Our Board of Directors



Executive Team

Melinda Smith Yeargin, Attorney at Buckingham, Doolittle & Burroughs, LLC - **Chair**

Leann Schaeffer, MA, RD, LD, LNHA, The University of Akron - **Vice Chair**

David Ionno, Financial Advisor at PNC Investments - **Treasurer**

Amy Marsteller, Akron Metropolitan Housing Authority - **Secretary**

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Nicole Walker - Summit County Probate

Sharon Ennis - KPMG

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Emeritus Board Members

Thomas R. Fuller - Alpha Phi Alpha Homes

Barbara A. Venesy, JD, MSN - Retired from Cleveland Clinic

Pamela A. Hawkins - Retired from AMHA

Our Sponsors



- 21st Century Financial
- Akron Children's Hospital
- Akron Community Foundation
- Akron Metro RTA
- Akron Metropolitan Housing Authority
- Akron Safety Lite & Equipment
- Akron Zoological Park
- Anthony Kucko Funeral Home
- Aramark at The University of Akron
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- Blick Center
- Bober Markey Fedorovich
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- City Yellow Cab Co.
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- Direction Home Akron Canton Area
- Agency on Aging & Disabilities
- Dr. Rebecca Zurava
- Fastenal Company
- Giant Eagle
- Hattie Larlham
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- Jerpbak-Bayless Co.
- Jewish Family Services
- Liberty HealthShare
- McMaster-Carr Supply Co.
- Messmore Agency
- Midwest Health ServicesOhio Living Rockynol
- Oriana House
- PSI-Partners for Success and Innovation
- Rubber City McDonalds
- Signet Jewelers
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- Stephen and Marybeth Shamrock*
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- Summit County Department of Job & Family Services
- Summit County Probate Court
- Summit Development Disabilities Board
- Synchrony Financial
- The Echo Group
- United Disability Services, Inc.
- Universal Screen Arts, Inc.
- University of Akron Adult Focus

*Indicates a Board Member

Our Funders and Donors



- Action Link
- Akron Community Foundation
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- CareSource Foundation
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- Cathleen Lance
- Claudia Denaro
- David Russell
- Dawn Moeglin
- Direction Home Akron Canton Area Agency on Aging & Disabilities
- Elizabeth Swift
- Frank App
- Gardner Pie Company
- Gordon Food Services
- Hattie's Food Hub
- Hilda Kaufman
- Innes Middle School
- Jeanne Shea
- Joanne Bases
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- Meals on Wheels America
- Peter Teofilo
- PNC Bank
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- Roetzel & Andress
- Smith Memorial Fund
- Summa Health Foundation
- The Hillier Family Foundation
- The Sisler McFawn Foundation
- United Way of Summit County
- Welty Family Foundation
- William Morgan

*Indicates a Board Member



Our 2016 Annual Appeal Donors



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- Dayna Barnhart
- Cynthia Bayer*
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- Thomas Butler
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- Valerie Henderson
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- Dr. Rebecca Zurava
- Mature Services-In Memory of Russell Eggert
- Communication Workers of America Retirees Club 4302
- Oliver Products
- Mary McLeod-Bethune Intervention and Enrichment Center

*Indicates a Board Member



Donate

- Mature Services (now VANTAGE Aging) is a tax-exempt 501(c)(3) non-profit, so your donations are tax deductible!
- Mature Services accepts both cash and in-kind donations to support our mission. If there is a cause you wish to restrict your donation to support, we can make arrangements to suit your personal wishes.
- Our Senior Love Fund is an endowment with the Akron Community Foundation and designed to provide Mature Services with a more sustainable future. Gifts of bequests, cash, stock, bonds, insurance policies, annuities and more can be coordinated to best meet your philanthropic goals.

Volunteer with RSVP

- If you are age 55 or older, you are eligible to participate in the Retired and Senior Volunteer Program (RSVP). You can choose to volunteer at a variety of host sites in our community or at Mature Services!
- Whether you want to contribute to the well-being of older adults or children, we can find the right volunteer position for you.

Volunteer with Mature Services

If you are 54 or younger, we have great opportunities for your help at Mature Services! We are looking for volunteers who are able to commit to volunteering at least twice a month on an ongoing basis. With your help, we will be able to better serve our clients and community!