

the change process. Training and technical assistance as well as a plan which allows for phasing in changes over a specified period of time would help to ameliorate concerns. The intent of using a blue print concept in designing the workshops was to get broad range input and consensus about what needed to get done. That information provides a general guide, a blue print, which can then be adjusted to adapt to local needs and capacities. The participants had one demographic imperative clearly in mind--the boomers are coming, in fact, they are on the doorstep. If agencies hope to tap the expansive volunteer resource which the boomers represent, the time has come to adapt aspects of this blue print and plan for recruitment of the next generation of volunteers in every volunteer and community-based organization.

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