



ASSOCIATION FOR VOLUNTEER ADMINISTRATION

To the Membership of AVA:

With the advent of the 1981 National Conference on Volunteerism and the Annual Meeting of the Association for Volunteer Administration comes the opportunity to reflect on the progress achieved over the last year and a chance to examine the challenges confronting us. The imperative of professional volunteer administration has never been more publicly obvious nor has the economic climate ever been more potentially threatening. The role of AVA within this arena is clear, the work ahead of us, as an Association, overwhelming. As we prepare to face the future, this Annual Report allows us to review the past year.

AVA has consistently maintained the highest membership in its history; four groups have joined us as affiliates; and the Performance Based Certification Program is in the process of being pilot tested in cooperation with Adelphi University. Our regional structure has been realigned and areas established in compliance with the bylaw revisions of 1979. Completing the mandate of the membership, a new Policies and Procedures guide has been developed, and a single slate of officers secured by the Nominations Committee for membership approval. An Awards Program has been unveiled honoring the Governor of North Carolina, the Honorable James B. Hunt, Jr. and a Past-President of the Association, Marion Jeffery. Focusing primarily on regional meetings, conference guidelines and standards emerged over the course of the year. Working from a comprehensive long range plan, an active Board of Directors maintained their momentum passing the torch to the new officers in a formal board training experience.

Numerous accomplishments highlighted the year, and with every dream realized new ones were born. Yet, each success also found its complement of frustrations and setbacks. Our job has not been an easy one, but it has been gratifying.

As I conclude my tenure in the office of President, I want to thank each of you for allowing me this opportunity to serve you. I have known no job equal to the challenges, the opportunity, the excitement, the time commitment, the stress or the personal growth afforded through this position. Special appreciation is extended to each member of my Board, without whom there would have been no accomplishments over the past two years, and especially to Martha Martin, the Association's Executive Secretary.

It has been an honor and a privilege serving the Association for Volunteer Administration.

Respectfully submitted,

Sarah Jane Rehnberg
Sarah Jane Rehnberg, CAVS
President



1981 ANNUAL REPORT

HIGHLIGHTS OF THE MID-WINTER BOARD MEETING:

Realizing that the two-year term of this Board was rapidly coming to a close, the focus of the meeting was on both accomplishments and the business to be finished by October 1981. Out of many hours came short term goals and a long range plan to be passed on to the next Board of Directors.

Work has begun on two major goals to be accomplished by March 1984.

GOAL I. TO ENHANCE THE IMAGE OF VOLUNTEER ADMINISTRATION AS A PROFESSION AND TO ENHANCE THE IMAGE OF AVA AS THE FIELD'S PROFESSIONAL ASSOCIATION.

...Joe Rozelle, CAVS, Vice-President, presented a new Awards Program that was accepted by the Board. The first recipients will be presented at the October 1981 Awards Luncheon.

...May 2 was truly a "Red Letter" day for AVA. Under the direction and guidance of Sarah Jane Rehnberg, the Association for Volunteer Administration and Adelphi University initiated a pilot project utilizing the Association's new Performance Based Certification Program for volunteer administrators. The pilot project has been made possible by a grant received by Adelphi University from the Kellogg Foundation for the operation of their Center on Volunteerism. Rhoda White, AVA member, has been the liaison in this project. Special thanks to Dom Cavella, Ph.D., Adelphi Faculty Advisor to the project.

The participants have completed the first quarter of their portfolios and submitted them to the AVA evaluators. Their entire portfolio must be completed by December 31, 1981, which will be reviewed by AVA evaluators (practitioners) and University staff (scholars). AVA will be responsible for the final decision and granting of certification.

The following persons are participating in the Certification Pilot Project:

Eunice Bensfield
Claire Collins
Mel DelMonte
Rena Dudley
Barbara Elias
Emily Guttchen
Carole Kee

Mary Lillie
Ann Miller
Sandra Mintz
Donald Patterson
Roberta Stim
Adi Turkeli
Rhoda White

Rhoda White reports that the certification process has prompted inquiries and interest from other universities and groups. There is a lengthy waiting list of prospective participants. Following the completion of the pilot project there will be a period of evaluation with feedback from the participants.

...Nancy Jane Barker, CAVS, President-Elect, assumed responsibility for completing job descriptions for Board positions as well as for regional chairpersons and vice-chairpersons. Each Board member submitted recommendations and these were finalized and used by the Nominations Committee in slating the officers for the 1981-83 year.

...Nancy also accepted responsibility for reviewing the draft of the policy and procedure manual drafted by Carol Moore. The manual is now in the final stages.

...Special emphasis was given to reviewing the Association's regional structure. With the new position of Area Chairperson in the bylaws, the Board was concered with equity in representation, geographic distribution of responsibility and addressing regional administrative concerns. Twelve regions and four areas were adopted unanimously by the Board and will become effective in October 1981.

GOAL II. TO BROADEN THE BASE AND SIZE OF THE ASSOCIATION MEMBERSHIP.

...The Affiliation Plan as accepted by the membership in Minneapolis was reviewed and minor revisions were made. Anne Hayden assumed responsibility for developing the current brochure and for serving as the contact person. Special thanks to the law firm, Wiggin and Nourie, Counsellors at Law, Manchester, New Hampshire; especially Gordon A. Rehnberg, Jr. and James G. Cook for the many hours of consultation and advise on the Affiliation Plan.

Currently AVA is proud to have four affiliates:

North Carolina Association of Volunteer Administrators - Non Voting Affiliate

Volunteer Administrators of Western New York - Provisional Voting Affiliate

Association for Volunteer Administration for Greater Milwaukee - Full Voting Affiliate

Minnesota Association for Volunteer Directors - Provisional Voting Affiliate

...As an outgrowth of several meetings at the 1980 National Conference, there will be seven Special Interest Groups that convene this year. These meetings are the first step in the development of interest groups within AVA's structure. As AVA's membership increases, it will be necessary for us to find additional ways to meet our members' needs. The Groups coordinated by Anne Hayden, Acting Vice-President for Constituent Affairs, are:

- Corporate Volunteerism
- Arts/Museums/Historical Societies
- College Programs
- Consultants/Trainers
- International/Canadian Caucus
- Public Sector
- Religious Volunteerism

Regions were very active during the year:

Region I: Regional Conference held at Wharton College in Norton, Massachusetts, July 30-31 with Harriet Naylor as keynote speaker. Over 100 persons attend the conference and 10 members were gained. Membership increased 47 percent.

Region II: DOUBLED membership from last year. The first Provisional Voting Affiliate, Volunteer Administrators of Western New York was sponsored.

Region III: Increased membership. Maryland Cluster Group meeting afforded a time for nominations of regional chairs and vice-chairs. AVA members were instrumental in passage of Maryland Volunteer Mileage Bill (502 V).

Region IV: Betty VanderRoest graciously accepted the appointment by the Board to fill the vacant Regional Chairperson position. Regional Meeting was held in Montreal, North Carolina on May 20, as part of NCAVA Spring Conference. North Carolina Association of Volunteer Administrators has the distinction of being the first affiliate of AVA.

Region V: Regional Conference was held May 11-13, in Chicago with approximately 300 in attendance. The first Full Voting Affiliate is the Association for Volunteer Administrators for Greater Milwaukee.

Region VI: Regional Conference was held August 14-15, in Austin, Texas, with a good cross section of volunteer administrators from large agencies, museums, community programs and small private agencies. Susan Ellis was keynote speaker.

Region VII: Iowa is trying to organize a state volunteer association. The Minnesota Association for Volunteer Directors became a Provisional Voting Affiliate.

Region VIII: Regional Conference was held in Colorado Springs in May, 1980. There was a significant rise in membership.

Region X: Another exciting and profitable conference was held April 2-4 in Portland, with over 200 persons registering. Marlene Wilson keynoted the conference.

Under the capable leadership of Anne Hayden, the membership campaign was a success. Also, our RETENTION of members has increased significantly.

As of September 1, 1981, Regional Membership is as follows:

Region I	91	Region VI	86
Region II	85 + 1 Affiliate	Region VII	59 + 1 Affiliate
Region III	161	Region VIII	55
Region IV	42 + 1 Affiliate	Region IX	81
Region V	121 + 1 Affiliate	Region X	67

COMMITTEE ACTIVITIES:

The Professional Development Committee (PDC), chaired by Susan Ellis, has a structure, a form of intra-committee communication and clear priorities and challenges to pass on to the next committee. Major achievements have been establishing procedures and defining a vocabulary: standardizing the words Educational Endorsement, Certification and Recertification.

Educational Endorsement: Michael Cianfrocco and Lucy Hestir continued as reviewers. They are to be highly commended and should take pride in the fact that they created the prestige of the system. Approximately 100 applications were received and processed and 35 educational endorsements were given.

Susan Ellis expressed thanks to all who publicized the Educational Endorsement option to your local groups.

Another project of Adelphi University and AVA through the Kellogg grant is the completion of the Association for Volunteer Administration Regional Conference Planning Guide. This manual will be made available to all regional chairs and vice-chairs. The initial survey for the guide was done by Christine Franklin, CAVS. The final copy was compiled and written by Rhoda White, Susan Ellis, and friends with special thanks to Betsy Garland.

Adelphi University is adopting the guide for use by other non-profit groups. It will be available in the future for a fee.

Certification: Winnie Brown, CAVS, and her committee: Alice Booth, Margaret Moritz, CAVS; Eleanor Glauser, CAVS; Eileen A. Gulley, CAVS; Barbara X. Veneris, CAVS; Major Thomas D. White, CAVS; and Jane A. Berry, CAVS did an outstanding job. AVA can boast 42 professionals certified since October 1980.

CONGRATULATIONS TO THE FOLLOWING NEWLY CERTIFIED MEMBERS:

Janice D'Agostino	Bette Rae Lieber
Nancy Seay Barret	Ellen B. Linsley
Evelyn A. Berman	Monique G. MacGlothlin
Doris S. Bergan	Betty Jean Maus
Lillian Blackman	Marilyn A. McElligott
Richard A. Blackman	Leona H. McElroy
Dorothy Brehm	Nancy Lee Moffatt
Shirley E. Burgess	Bernice N. Moore
Ann J. Busalacchi	Debra Morgan
Jo Ann W. Clegg	Lillian Noren
Shirley L. Coder	Hilda R. Palm
Dorothy C. Davis	Joanne Holbrook Patton
Diane F. Everline	Mary L. Reese
Christine G. Franklin	Fia B. Scheyer
Adeline L. Fossey	Maryellen S. Shachoy
Eleanor R. Goodley	Gretchen E. Stringer
Deborah B. Henry	Melsie M. Waldner
Charlotte Mae Hensel	Johanna D. Weisbeck
Margaret J. Howarth	Joan B. Wentworth
Syrietta Kalla	Mae B. Wilks
Madeline Levinson	Jacqueline A. Zuschlag

Recertification: Hope Bair, CAVS, organized and implemented the recertification process. The following members were recertified since October 1980:

Mae Crowe
Hazel Marie Farris
Patty Fish
Virginia Grabill
Elizabeth Hammond
Helen Ille
Sarah Kegerreis

Mary Joan Meisner
Peggy Patrick
Marsha Riddle
Estell Roberts
Joe Rozelle
Naomi Salazar

Curriculum Development: Mary DeCarlo convened the "Ad Hoc Curriculum Committee" which involved academic representatives from all over the country. Hopefully, this area can move to become a priority due to its connection to the issues of Certification and Educational Endorsement.

Public Information:

AVA IN THE MARKETPLACE DIRECTORY under the direction of Cherrie Carapetyan will be a second edition and features a name change and a more useable format. The directory seeks to be a one-stop-shopping center which lists and displays individual and corporate resources that meet the needs of volunteer administrators and program managers.

Hilda Palm, CAVS, continues her volunteer assignment with AVA as managing editor of Volunteer Administration. She is responsible for the fiscal management of subscriptions, renewals and bookkeeping for the 1500 subscribers to the journal.

The second edition of the Ethics and Standards was printed.

UPDATE has become a more polished and professional newsletter. It is being typeset and published on a regular basis. Sue Dryovage is editor.

Policies and Procedures are being developed for all AVA publications.

Vice-President:Programs: Christine Franklin, CAVS, accepted a dual role during the past year as Acting Vice-President for Program and 1981 National Conference Chairman. The 1981 National Conference on Volunteerism, "Challenges, Choices and Connections" received 75 responses to the RFP for workshop presentations and 34 for paper sessions.

The Steering Committee has had active representatives from AVAS and AVB as well as AVA.

Special thanks for the willingness of Ivan Scheier, Eva Schindler-Rainman and Marlene Wilson to collaborate with Susan Ellis on the Strategy Exchange design and implementation.

Special recognition and many, many thanks to the following donors from the Delaware Valley for their contribution of goods, services and funds for the 1981 Conference:

American Red Cross	Junior League of Philadelphia
Ametek, Inc.	Maggio Cheese Company
Association for Jewish Children	Moseley Associates
Bell Telephone of Pennsylvania	New Jersey Bell Telephone Company
Bloomingtondale's	Pennhurst Center
Coca-Cola Company	Philadelphia Convention and Tourist Bureau
Coffee Systems, Inc.	Philadelphia Museum of Art
Colonial Penn Insurance	Philadelphia Savings Fund
Commonwealth of Pennsylvania, Department of Public Welfare, Southwestern Regional Office	Philadelphia Zoo
Eagleville Hospital and Rehabilitation Center	Prudential Insurance Company of America
Eastern State School and Hospital	Reisman's Pretzels
ENERGIZE	Schmidt's Beer
Fidelity Bank	Sir Speedy Corporation
Germantown Savings Bank	SmithKline Corporation
Herr's Potato Chips	Sperry Univac
	Tasty Baking Company
	Telephone Pioneers

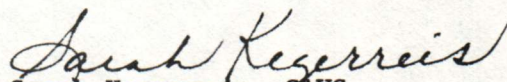
Resource Development Chair, Ivan Scheier, has completed work on a Capability Statement for AVA to be utilized in proposals for grants and other outside financial assistance. The Board will be reviewing the statement at the October meeting in order to make a recommendation to the incoming Board.

Mary Ann Lawson, Treasurer, reports that AVA is operating on a sound basis. The fund balance has been invested in a money market account and the books are set up to show in-kind support of both the Board and membership. Dee Dee Burroughs continues as part-time bookkeeper in the Boulder office.

The Nominations Committee chaired by Pat Chapel and assisted by Mary Ann Lawson, Eleanor Glauser, Carol G. Moore and Becky Proudfoot have been requested by the Board to remain in their capacity until October 1982. During the coming year, they will be responsible for the nomination of a President-Elect. The revised bylaws created this position in order to allow a full two years of preparation for the presidency. The uncertainty of funding of many programs and the difficulty candidates would have in making a four-year commitment to the Association have made the nomination difficult at this time.

Administrative Office: Cheryl Koelling, a senior English student at Colorado University, is assisting in the Administrative office on a part-time basis.

Martha Martin, THE EXECUTIVE SECRETARY, handles the multitude of details involved in running the Association. She assists the entire Board at any time of the day or night and always has a smile in her voice over long distance. There are not words to express the gratitude for her fine work. THANK YOU MARTHA!!!


Sarah Kegerreis, GAVS
Secretary

BOARD OF DIRECTORS

Officers

President

Sarah Jane Rehnborg, CAVS

Secretary

Sarah F. Kegerreis, CAVS

President-Elect

Nancy Jane Barker, CAVS

Treasurer

Mary Ann Lawson, CAVS

Vice President

Joe Rozelle, CAVS

Acting Vice President of Constituent Affairs

Anne W. Hayden

Regional Chairpersons

Region I

Betsy Aldrich Garland

Region VI

Sue Towery

Region II

Linda B. Hawley, CAVS

Region VII

Bonnie L. Strait

Region III

Eleanor Glauser, CAVS

Region VIII

June K. Huss, CAVS

Region IV

Region IX

Barbara A. Bradley, CAVS

Region V

Mary Joan Meisner, CAVS

Region X

Jean S. Higginbotham, CAVS

Committee Members

Public Policy

Judi R. Lund, CAVS

Conference Chairpersons

Laura Lee M. Geraghty - 1980

Cora Myers - 1981

Public Information

Ann Gowdey and Arty Trost

Resource Development

Susan Beard

Professional Development

Susan Ellis

DATES TO REMEMBER

October 14 - 17, 1981 National Conference in Philadelphia

April 2-4, 1981 Region X "Where Do We Grow From Here?" Sheraton Inn, Portland Airport, Portland, Oregon Marlene Wilson as Keynoter.

April 28 - May 2, 1981 National Volunteer Week

May Conference for Region VIII

June Conference for Region IX

YOUR MEMBERSHIP ANNIVERSARY RENEWAL DATE!