



## ASSOCIATION FOR VOLUNTEER ADMINISTRATION

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To the Membership of AVA:

It's been said that the past provides a blueprint for the future, and in that spirit, this Annual Report invites you to pause for a moment to glance back at significant accomplishments and ways a number of challenges were successfully met.

All of us in the field of Volunteer Administration have much in common. Generally, we tend to emphasize our shared goals and interests. Yet, the diverse work situations and distinct differences we bring to the field also are valuable resources for group effectiveness when properly channeled.

Volunteer Administration can be and should be a professional discipline which is INCLUSIVE rather than EXCLUSIVE---emphasizing our similarities, yes, but also gathering expanded knowledge and strength from the sharing of our diversities. We need not be polarized by our differences; we must not think of diversity as adversity.

The three Options for Conferencing with AVA---Supporting, Participating, and Cooperating---provide a workable framework for bringing all the richness of our diversity as professionals into an orderly, cohesive whole. With this plan, all the groups across the total spectrum of volunteerism can work together for the common good without sacrificing their individuality or their own specific goals.

Despite severe fiscal constraints which have touched all of us within the past year, AVA continues to "hold the line", with a membership roster which is stable and growing.

I want to assure each of you that whether I am speaking as a professional volunteer administrator---or as your Association's President---I continue to work toward the goal of upgrading professional status of all volunteer administrators with corresponding increases in status and salary.

*Nancy Jane Barker*

Nancy Jane Barker, CAVS  
President

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1981-1982

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### 1982 ANNUAL REPORT

Work continued throughout the year toward achieving the two major goals set by the preceding Board for accomplishment by 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.

The Certification Pilot Project, conducted in concert with Adelphi University and Kellogg Foundation, graduated ten members who received the first AVA Certified Volunteer Administrator (CVA) designation. Congratulations to:

Eunice Benfield  
Claire F. Collins  
Mel Del Monte  
Rena E. Dudley  
Barbara Elias

Emily Guttchen  
Mary R. Lille  
Ann R. Miller  
Sandra F. Mintz  
Donald W. Patterson

Sarah Jane Rehnborg, CAVS, AVA Past President, and Rhoda White, AVA liaison with Adelphi University, and Dom Cavella, Ph.D., Adelphi Faculty Advisor, saw the project through to completion, a major step in the implementation of the new AVA Performance Based Certification Program.

The Performance Based Certification Plan has been developed by a subcommittee of the Professional Development Committee, chaired by Joanne H. Patton, CAVS, with consultation and support from Sarah Jane Rehnborg, CAVS, Page Bristow, Mark Cheren, Rhoda White and Winifred Brown, CAVS. The two options for participation, The Sponsored Study Plan (Plan A) and the Self-Initiated Study Plan (Plan B), will be unveiled at the National Conference on Volunteerism in Anaheim. Sarah Jane Rehnborg will begin a field test of the Sponsored Study Plan in Pittsburgh, Pennsylvania, sponsored by Volunteer Administrators of Southwestern Pennsylvania, an AVA affiliate member.

Ninety inquiries about CAVS certification were received and processed by Winifred Brown, CAVS, First Vice President of AVA, and her committee.

Congratulations also to the 36 members awarded the Certified Administrator of Volunteer Service (CAVS) designation in 1982:

Shirley A. Biegler	Diane J. Homstad
Thomas A. Bishop	Anne S. Honer
Maeve Blackman	Lorena D. Houchen
Sara Jane Bryant	Jean A. Howell
Lila G. Christensen	Janet A. Keating
Patricia Davidge	Wanda L. McFarlane
Valerie Dwyer	Edward McGloin
William W. J. Ennis	Nancy L. Munnikhuisen
Betsy Aldrich Garland	Jennifer L. Reynolds
Harvey Gross	Sue M. Sayah
Raymond J. Gurney	Lillian Shubow
Alice Hausman	Mary Paul Statt
Anne W. Hayden	Marie B. Taylor
Alice F. Heath	Sue S. Towery
Deborah Hitchcock	Elizabeth N. VanderRoest
Joanne M. Holmes	Louise Yaffe

Nine AVA members were recertified under the guidance of Hope Bair, CAVS. They were:

Barbara Bradley	Marion Jeffrey
Shelia Champion	Dorothy H. Martin
Doris Czarobski	Rhoda E. Morrison
Elizabeth F. Gibson	Sarah Jane Rehnborg
Martha Williams	

The 1982 Awards Program was chaired by Susan Eisenmenger. AVA is proud to present three National Service Awards for dedication, support, loyalty, and continued efforts which stand as evidence of concern for the field of volunteerism. The recipients were:

- Allstate Insurance Company for the "Helping Hands Program" which matches employee volunteer interests with pressing community needs;
- The Honorable Robert D. Ray, Governor of Iowa, who initiated the statewide Iowa Community Betterment Program in 1970 to upgrade the quality of life. Today there are 460 concurrent projects in the state with an impact equivalent of \$175 million; and
- Women in Community Service, Inc. (WICS), a national coalition of major women's groups: National Council of Negro Women, National Council of Catholic Women, National Council of Jewish Women, Church Women United, and American GI Forum Women. WICS was established in 1964 to create and identify employment opportunities and to train and support individuals to avail themselves of these opportunities.