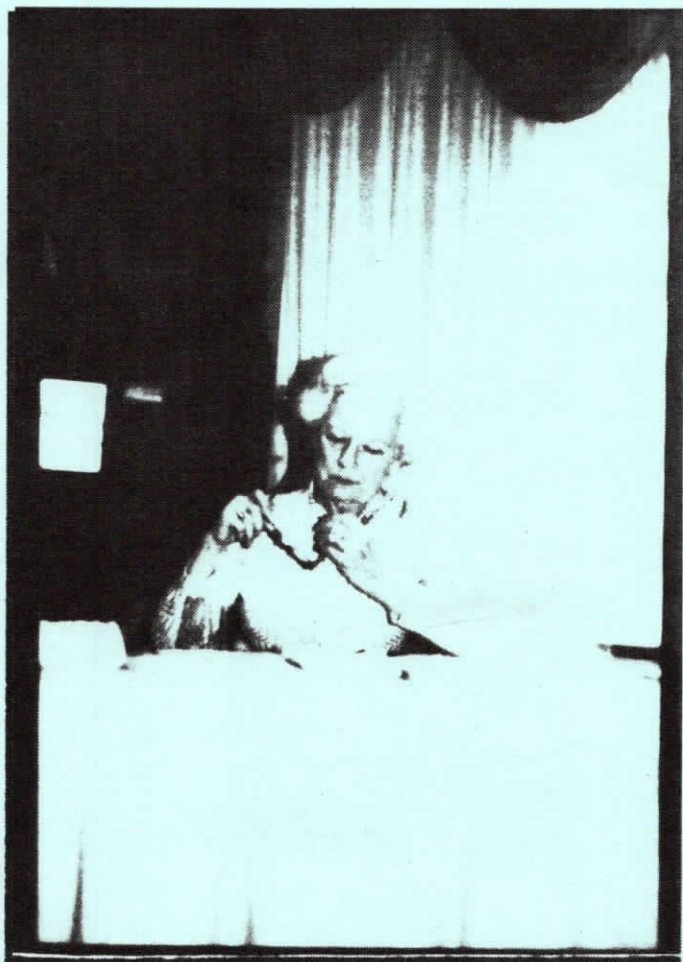


A TRIBUTE TO HARRIET NAVLOR...

...PIONEER, VISIONARY, MENTOR, TEACHER, ADVOCATE.....

Hat's death recently has touched many people, just as her life did through her years of service to our field and the people she so generously encouraged and guided. Several AVA members have recalled their relationship with this gentle giant and their comments are shared here in tribute and in love.....



"It is difficult to comprehend that Hat Naylor will not be there the next time the leading scholar and practitioners of volunteerism gather. I last saw her in Blacksburg at the 1984 Conference of the Association of Voluntary Action Scholars. As usual, she was full of fine ideas for research in the field, and her enthusiastic belief that ideas could affect action were undiminished. The paper she gave at that conference will be published in the next issue of the Journal of Voluntary Action Research. It is characteristic of this great and humane woman that her work continued right up to the end.

I will remember Hat Naylor for her unflagging commitment to the importance of voluntary action research, and the enthusiastic support she gave to her membership in AVAS and to those who sought to raise and answer important questions in this field. I will also remember her because she embodied the very highest aspirations of the scholar and practitioner: her work still in process and development as she died, her contribution assured to all our lives and what they mean."

Jon Van Til

Editor, Journal of Voluntary Action Research
Past-president, Association of Voluntary Action
Scholar, Rutgers University, N.J.

"The first time I encountered the very special person, Hat Naylor, it had a profound effect on me and greatly influenced my own journey in the field of volunteerism. It was in Atlanta in 1969, 100 cities had been invited to send representatives to an exploratory meeting regarding the formation of NCVA (a National Center for Voluntary Action). During the meetings, the 400 people there began to exhibit resistance and even anger, as they feared the government was "trying to take over volunteerism,"

It was in this climate that Hat Naylor was given the podium and in the course of one of the most beautiful and inspiring speeches I've ever heard, turned that audience completely around. As a brand new person in this field, I was profoundly impressed. If she represented volunteerism - I wanted to be a part of it!

The most amazing part of the experience was that Hat happened to sit next to me at two meals that week and there was an instant rapport that quickly developed into a rich and enduring friendship. She was friend, mentor, and model for me. I shall miss her deeply - and so will our field."

Marlene Wilson
Author, Trainer, President
Volunteer Management, Associates
Boulder, Co

"Hat Naylor and I knew each other only these last four years, but in that time, primarily through her letters, I watched the seasons change on her farm and felt her concern for the changes in her family and the roomers she sheltered.

I last heard from her in April before her training session in New York, where she was excited about presenting some new material which we had thought about together over the winter months. "Let's do a Workshop," she said. "C'mon over, Duck" I threatened to make Poughkeepsie one of my first solo cross-country flights on my way to getting my pilot's license. We joked about my getting her out of the garden long enough to take her for a ride.

She had a knack for writing when I most needed encouragement, finding time just for me at national AVA meetings and opening up my mind to deeper perceptions of concepts just taking shape for me. Hat loved new ideas, adding the depth of her experience to challenge them and make the responsive to the now.

We shall miss her, but she has left much of her life's work here for us. What is remarkable is that I think she knew it."

Anne Honer, CAVS
Community Skillsbank
Volunteers in Action,
Providence, R.I.

"One cannot say good-bye to a mentor. Whatever I have been able to share with those I have trained has come in part from the wisdom of Hat Naylor. As I look back over twenty years of friendship, I am aware of the milestones in my life that were marked with a short note or a phone call of encouragement.

Way back in the beginning, in 1967, there wasn't much to read about volunteerism but Hat taught me so much that I quickly overcame my uncertainty in trying to run a Volunteer Center. She welcomed us newcomers with open arms and called us "ducks" and I finally knew someone who had written a book!

Through all the vagaries of AVB, Hat was always there telling me to stick to my guns. That meant a lot. Conferences won't ever be the same without her ready smile and warm hug. There must be quite a recruitment drive going on in heaven!"

Mary Ann Lawson, CAVS
Consultant
Carmel, Ca

"Harriet was not only a true friend, but also my mentor in the field of volunteerism. I deeply appreciated her guidance and assistance that she provided in my efforts to develop and publish the Standards and Guidelines for the Field of Volunteerism.

She was the first nationally accepted authority in the field of volunteerism and probably was among the first to give credibility to the field through her book, Volunteers Today. We might call it our teaching book. She always had the wonderful ability to put practical precepts into the written work. When she spoke, people listened. When she trained us, the whole room lit up.

Those of us in the Association of Volunteer Bureaus who had the privilege of working with her loved her - for us she had always been a gadfly - in a nice way, but a powerful way. She chose to work and to make an impact in the most difficult of settings. She proved the tremendous potential of volunteers in a closed bureaucratic system. For that alone, I think she should receive a medal of honor.

Thank you again Harriet, you made a voluntary difference in my life."

Ann Jacobson, Past President
Association of Volunteer Bureaus
Kansas City, Mo

"I first met Hat at Marlene Wilson's 1972 University of Colorado workshop. Her passion for volunteerism and ethics of our profession was an inspiration. We soon discovered another mutual interest which was that we both came to the field of volunteer administration from training as professional social workers. Hat loved to share her experiences as a Red Cross case worker in West Virginia serving families in some of our most rural areas.

As the years rolled by Hat continued in her career moving from NCVA to the Department of Health, Education and Welfare which later became Health and Human Services. In that federal government position Hat worked tirelessly championing volunteerism within national, state and local government.

To say that Hat will be missed is truly an understatement. She has left a legacy of service and dedication which has touched a multitude of lives. It is a legacy which hopefully will be multiplied by thousands of us Hat has mentored. Her passion, wisdom, wit and personal leadership has truly moved mountains. In memory of Hat may we each make a renewal pledge to continue to promote ethical and responsible volunteerism as a key to building that better world today and for generations to come."

Susan Beard
Director, Volunteer Program
Charleston, WV

"The 1984 National Conference on Volunteerism, although we didn't know it at the time, was the last conference at which Hat Naylor participated. Each time she was a leader at a national conference she brought her many years of experience and commitment to the field with her so that all could share. Asheville was no exception. She drove to Asheville from her farm in New York (1740 miles) and brought other volunteer administrators from New York with her. She enriched the conference with her presence and her sharing at the Meet The Authors breakfast. For many conference participants this was the first chance to meet the well known Hat Naylor and they were thrilled.

We will miss her.

Judi Lund
1984 National Conference on Volunteerism
Chairman
Raleigh, NC

"Though many of us teased Hat Naylor about being the "grandmother" of our field, there was a great deal of truth to our recognition that she was one of the first to give volunteer administration the status of a profession. Hat was important to me personally because I met her very early in my career as a Director of Volunteers here in Philadelphia. We knew each other briefly before she left to work for HEW in Washington and then met again at a conference in Ann Arbor, Michigan. The conference in Michigan was my very first out of town speaking engagement and I was unsure as to what my reception might be. Afterwards, Hat came up to me and said: "The field of volunteerism needs people like you -- I hope you make a long term commitment to us." Her words made a great impression on me and I was grateful for that bit of encouragement early in my career. Because of Hat, I now make a point of telling people I see around the country who have a flair for volunteer management that they should consider a similar commitment to our field. Hat understood how isolated we can all be and reached out to share her vision of the collective numbers of us working to strengthen volunteerism. I join with the many others who mourn for Hat but who know that she leaves us a vital legacy."

Susan J. Ellis
President, ENERGIZE ASSOCIATES
Philadelphia, Pa

"Fifteen years ago, at a national conference of the Association for the Administration of Volunteer Services, I met a sweet-looking white haired lady on a hotel elevator. We introduced ourselves and thus began an acquaintance, the friendship, the mentorship that has contributed untold benefits to my professional as well as personal life ever since.

...I remember her...pleasant and kind disposition and the determination of iron fighting daily battles for the rights of volunteers and respect for the field of volunteer administration. She loved and understood volunteerism like no one else I have ever met...with a fierce insistence that it be administered and managed professionally and recognized fairly. She would gladly help anyone who asked for her help. But it pained her that there were people in her beloved profession who were exploiting it and who lacked commitment to the field and willingness to speak up. It pained her too that there were agency administrators, county commissioners, supervisors who underrated the value and potential of volunteers and the complexity of well managed volunteer programs.

Hat Naylor was never too busy to take time for a young volunteer coordinator, never too scheduled up to give a suggestion, or to answer a letter or call. She was never too advanced or too "knowledgable" to give a young coordinator a learning experience by asking for my input or opinion. And I am sure she was as inspirational to others as she was to me.

Hat Naylor's spirit will live on in the hearts, minds, and careers of the many volunteer administrators she inspired and encouraged. May we be the most effective possible leaders and mentors...in her honor and after her example!"

Phyllis Acker
Director of Volunteers
City of Bloomington, Mn

"Harriet Naylor left an enduring legacy to the field of volunteerism. Every volunteer administrator can take inspiration from her professional life and contributions. Probably no one else had an opportunity to leave an imprint on so many different areas of volunteer development.

For over forty years, she worked in our field - first as a dedicated volunteer, and then as a highly skilled professional. Her associations have included: Girls Scouts of the USA; YWCA-National Board; New York State Department of Mental Hygiene; National Center for Voluntary Action (now VOLUNTEER); US Department of Health Education and Welfare (now Health and Human Services). She was a writer, including two of the classics in our field, VOLUNTEERS TODAY and LEADERSHIP FOR VOLUNTEERING, as well as a consultant, trainer, and lecture.

Her influence helped to establish AVA by encouraging a move from an association of professionals in the mental health field to a broad based association for all volunteer administrators. She provided leadership from the earliest days to the Association of Volunteer Bureaus.

Her abiding faith in the strength and productive capacity of volunteers never wavered, and she never lost her sensitivity to the needs and aspirations of the volunteer. Her dedication to excellence in volunteer administration was a lifetime goal. She was a forecaster of trends who could create organizations, ways of work, and networks to meet emerging needs. Everything she expressed had a strong philosophical basis, and she never failed to be challenged by new ideas as she continued to read and explore research, trends, and literature which could impact on the field of volunteerism. She had the courage to speak out and had total honesty in her approach.

We admired and respected her as a consummate professional, but she earned our deep affection as an always approachable, friendly, warm, supportive, and caring person to whom we could turn for guidance and advice."

Winifred L. Brown
Executive Director
Mayor's Voluntary Action Center
New York, N.Y.

"Hat Naylor was the founder of our profession. That is true literally and specifically as well as in a general sense, for it was she who almost singlehandedly persuaded the Department of Labor to grant our occupation the status of a profession. Name any dimension in professional advancement -- education, evaluation, taxonomy, ethics, resource organization, etc. -- and Hat Naylor's name will be among the pioneers.

Hat was one of the rare few today who reminds us clearly and eloquently that we are more than technical adepts; along with that, we are the custodians of values in a free society which are always precious, though currently beleaguered. She can never be replaced but must never be forgotten."

Ivan Scheier
Consultant
Boulder, Co

"In the opening chapter of his book, Effective Leadership in Voluntary Organizations, Brian O'Connell described the experience of persons deeply involved in public causes. He speaks of the frustrations and disappointments as well as the lasting joys and then goes to say: "There's something wonderfully rewarding in being part of an effort that does make a difference. And there's something sparkling about being among other people when they're at their best."

Harriet Naylor invested her life in an effort that does make a difference, and her investment is a legacy she leaves with us. An author when few even knew of the field of Volunteer Administration, her encouragement spawned the works of countless others. Always a professional herself she encouraged our collective growth to increase professionalism. Harriet offered a perspective to issues and concerns that evident not only her knowledge and wisdom, but also her vision for our future. Her tact and diplomacy enabled her to help others tackle different situations to define the cogent concerns and reach to resolutions. A keen observer, she served as an astute guardian to an emerging field.

Throughout her career, Harriet's commitment and enthusiasm truly did sparkle through her eyes of kindness and caring for others. Ever a lady and always gracious, Harriet was approachable, concerned and passionate. The first honorary lifetime member of AVA, we have all been enriched by her presence. I feel honored and privileged to have known Harriet. She has touched many of our lives and careers with a lasting impression.

Sarah Jane Rehnborg, Ph.D.
Consultant in Volunteerism
and Community Resources
Pittsburgh, PA