

Volunteerism Network

South Carolina Association For Volunteer Administration

Issue 2003-3

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SCAVA Fall Workshop Ready to Go!

Mark your calendar for October 16, 2003! "Do You Have the Glue?" is the title of the 2003 SCAVA Fall Workshop. This annual event is an excellent skills building opportunity for professional managers of volunteer resources. Not only is this a chance to meet others who face the daily challenges and joys of working with volunteers but it is also a terrific way to brush up or learn new skills.

"Do You Have The Glue?" features Charlotte Anderson. Charlotte has been with the Charleston Hotline for 17 years and now serves as their Executive Director. She brings years of experience to this training. The focus of the day long workshop is retaining those valuable volunteers.

Goals of the Workshop include:

- List the top reasons why volunteers come or go from a program
- Utilize a model to assess their programs against these reasons
- Discuss key factors in preventing burn-out or conflict
- Apply training activities to individual volunteer roles and needs
- Understand the process for effectively supervising and firing a volunteer
- Demonstrate effective confrontation

The workshop will be held on October 16th at the Midlands Center, SC Department of Disabilities and Special Needs, Columbia, SC. The cost is \$40 for SCAVA members and \$60 for non-SCAVA members. Lunch and materials are included in the cost of the registration. For an additional \$7 you can obtain CEU's for attending (Continuing Education Units).

Details and a registration brochure will arrive on your desk in early August.

Don't let it get buried in the paperwork!

Dates to Remember

July 11, 2003

SCAVA Board Meeting and Strategic Planning Workshop, 9:45-3
SC Department of Corrections

October 16, 2003

SCAVA Fall Workshop
Midlands Center, Columbia

October 15-18, 2003

International Conference on Volunteer Administration
Cincinnati, Ohio
"Voyages: Full Steam Ahead"

January 28-30, 2004

SCAVA Winter Conference and Annual Meeting
Francis Marion Hotel, Charleston

October 20-23, 2004

AVA Conference, Portland, Oregon

From the *Journal*

The Association for Volunteer Administration (AVA) *Journal of Administration* has published the following articles. If you would like a copy for your personal use please contact Pamela Robinson, SCAVA Newsletter Editor at 803-777-3405 or Robinson@law.law.sc.edu

FEATURES

IYV 2001 And Its Impact on Inter-Governmental Legislation, Robert Leigh

United Nations Resolution A/57/106: Follow Up to the International Year of the Volunteer.

RESEARCH

Assessing the Impact of the Three-Year Ohio Teen B.R.I.D.G.E.S. AmeriCorps Program, R.Dale Safrit, Ed.D., Ryan Schmiesing, Ph.D., Jeffrey E. King, Ph.D., Judy Villard, M.S., Betty Wells, M.A.

The Impact of the Senior Companion Program on Quality of Life Outcomes for Frail Older Adults, Donna J. Rabiner, Ph.D., Scott Scheffler, M.Ap.St., Elizabeth Koetse, B.A., Jennfer Palermo, M.S., Elizabeth Ponzi, B.A., Sandra Burt, B.A., Lynelle Hampton, B.A.

Assessing Impacts on Volunteers Who Volunteer in Collaborative Efforts to Manage Environmental Disputes, Loretta Singletary, Marilyn Smith, George C. Hall.

Investing in Volunteerism: Recommendations Emerging from the Study of the Impact of Volunteers in Texas State Agencies, Sarah Jane Rehnborg, Ph.D., Meredith DeSpain

Dollar Value of Volunteer Time: A review of Five Estimation Methods, Paula Anderson, CVA, Mary Zimmerer, Ph.D., CPA

RESEARCH IN BRIEF

VIVA In Europe: A Comparative Study of the Value of Volunteer Investment, Katharine Gaskin, Ph.D.

COMMENTARY

Valuing Volunteering, Justin Davis Smith, Ph.D., Angela Ellis, Ph.D.

IDEAS THAT WORK

Volunteer Opinion Surveys, Ms. Regi Mezydlo

Moving Up!

Here are 13 ideas to help you stay ahead of the game in your career.

1. Keep your skills current. Be on the lookout for learning opportunities. Read the current material.
2. Network. Don't rule out contacts who may not be directly related to your present job.
3. Dress well. You feel how you look and it shows
4. Keep your resume up to date.
5. Join a professional organization and get involved.
6. Formulate a career game plan. Where do want to be in 5 years, 10 years??
7. Find a mentor.
8. Don't resist a lateral move. Moving sideways may mean you move up later. Like checkers!
9. Never burn a bridge.
10. Develop professional relationships with volunteers. It is not an "us" and "them" issue
11. Develop your one-on-one skills.
12. Change jobs once in a while
13. Care about your cause.

Coping with the 7 Year Itch

It is not uncommon for people who have worked for at least 7 years in a particular job to start to question their commitment. Are you at that point? Always good to evaluate where you are, why you are there and whether you want to stay. Answering these questions can get the ball rolling and the brain cells operating.

Do you look forward to coming to work?
Do you arrive with enthusiasm? Do I envy others?

What part of my job gives me the greatest sense of satisfaction or accomplishment?

What are my greatest challenges and what am I doing to meet them?

Does my enthusiasm for my job translate to others? are they as energized to be here as I am?

If I changed jobs would I be gaining or losing?

What can I do to re-energize my attitude?

Successful Retreats

Planning a successful retreat takes tons of planning. The day of the retreat is just as important. Here are a few tips to help make your next retreat more effective.

- Set goals: Know what you want to accomplish well before the day of the retreat.
 - Pick the right spot: The environment must suit your organization and be conducive to work.
 - Find a facilitator: The right leader can keep you on track and focused.
 - Stay on track: Keep to the plan.
- Everyone's time is valuable.
- Have fun
 - Respect everyone: Some people hate change, others embrace it.

Governor's Awards Presented

On Thursday, June 5 in the Rotunda at the State House in Columbia, SCAVA President Susan Grier presented the 2003 Governor's Volunteer Awards.

The recipients and the 7 categories are:

Community Leader Volunteer

John H. Coleman, Mobile Meals, Spartanburg

Direct Service Volunteer

Robert P. Slusser, Literacy Volunteers of the Lowcountry, Beaufort

Volunteer Group

"Cougar Kids" Service Learning Club,
Calhoun St. Elementary School, Anderson

Youth Individual

Naod Markos, Tuomey Healthcare System,
Sumter

Family

The Harry and Trudy Herrington family, Holly-
wood (Charleston)

Workplace

Blackbaud, Inc., Charleston

Robin Burns Volunteer Administrator

Margaret Smith, Calhoun St. Elementary School,
Anderson

AVA Introduces New Interim Executive Director

"On behalf of the AVA Board of Directors, it is with great pleasure that I announce the selection of Pamela Pettengell as our Interim Executive Director. She will officially join the AVA team on July 1, 2003 and hold the position for six to nine months as AVA begins its consultant-led visioning and strategic planning process.

Pamela comes to us with a background of twenty years experience with the Colonial Williamsburg Foundation in Williamsburg, Virginia, where she was most recently the Senior Director in Historic Area Support Operations. She has extensive experience in designing and implementing strategic organizational and educational plans as well as change management. Her valuing of effective customer service is a tremendous asset in leading our membership organization.

Pamela successfully led staff and volunteers through a major reorganization of the Williamsburg Foundation, and has been described as an inspiring leader and a gifted manager. In addition to her skills in financial management and grants funding, she has had extensive interaction with volunteers throughout her career. Her skills and experience are an ideal match for this position, and I am delighted to welcome her to AVA. I believe that Pamela Pettengell will be an excellent addition to our team.

The Search Committee, made up of members of the AVA Board of Directors and representatives of the membership, worked very hard to find the right candidate for this position. Nancy McLeod, Vice President of Administration, chaired the Search Committee. Other members of the committee included President-Elect Nancy Gaston, AVA members Susanne Lawson and Betty Stalling, and myself. Special thanks to Nancy Gaston and Betty Stallings for conducting the on-site interviews.

As AVA plans for the future, it was vital that we found a leader who will ensure smooth operations during this transitional time and with the skills and experience to support the planning process. I am confident that Pamela Pettengell will do an incredible job for us all. I know that you join me in giving her a warm welcome to AVA.

Denny Barnett
President, AVA

From the President.....

Do you remember your first few months as a Volunteer Administrator? If you were like me, you were totally lost, and would have remained clueless if it were not for the assistance of a wonderful mentor.

Jan McGhghy filled that role for me. I met her at the first PAVA meeting I ever attended. Her advice was always right on target and she could always be counted on to brighten my day. Her laugh was contagious and she entertained me on many trips to Columbia for SCAVA Board meetings. She quickly became my friend as well as my mentor and colleague.

Jan was employed as the Director of RSVP in Greenville for many years. In addition to serving on the SCAVA Board, she also served as PAVA's President (and in several other roles).

Jan McGhghy died on June 8 from complications related to cancer. Not only has SCAVA lost a valued board member, but also our entire profession has lost a dear friend and colleague.

While we mourn Jan's death, let us rejoice with the individuals and groups who received the Governor's Volunteer Awards in Columbia on June 5. All of these recipients exemplify what's "right" with South Carolina. Congratulations to the recipients and to the individuals who nominated them. Please start considering your nominations for next year right now!

To those of you who have teens or college students working with you this summer – hang in there. I know their enthusiasm and energy can be "trying" at times and they require more supervision than your adult volunteers; but, remember they are our leaders of tomorrow, and they may one-day remember you as that special mentor who made a difference in their life.

Until next time,

Susan Grier,

*Memorials may be made to Abiding Peace Lutheran Church,
Stained Glass Window Fund
(401 Batesville Road Simpsonville, SC 29681)
or the American Cancer Society.*

SCAVA

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On the Web at: www.SCAVA.org