



APVA Making News

Winter, January 1, 2008

WISH YOU WERE THERE

APVA works diligently to provide Volunteer Administrators with workshops that are stimulating and provide practical solutions that managers of volunteer programs can implement at their own facilities. We think we hit the jackpot with our last workshop "New Faces of Volunteers- Different Generations and New Ways to Engage Them".

Susan Helmus, Director of Volunteer Services for the Long Island State Veterans Home and Past President of the APVA, offered an enlightened program about the new wave of volunteers we are encountering today- from the Baby Boomers to Generation Y. She suggested innovative ways to recruit these fresh faces (technology plays a big role), and clarified for the audience the expectation of this new breed of volunteers. For instance, Boomers want jobs that make a difference, not menial, repetitive tasks.

Student volunteers also present a unique challenge. How do you instill in them a sense of commitment? Are they being properly supervised? Discussion was held about Family Volunteer Programs. There are special considerations when dealing with different generations volunteering together with different levels of interests and expertise. After Ms. Helmus' presentation there were moderated roundtable discussions with those attending sharing their ideas about various ways to engage these new kinds of volunteers.

That is what the APVA is all about. Our mission is to provide professional volunteer administrators with useful tools and tested ideas that can be applied to each organization. As well as to be a gathering place where volunteer administrators can exchange strategies and solutions to the unique problems they encounter on a daily basis.

HOPE YOU'LL BE THERE- Spring Workshop

We are very excited about our Spring Workshop this year. The workshop title is "Divided We Fall", and is about staff and volunteer relations. It will be held on June 11, 9:30 AM - 12:30 PM. Our special presenter will be Marge Smith. If you haven't been to one of Ms. Smith's workshops, you are in for a treat. She is going to show you specific techniques that you can use to increase communication between staff and volunteers and techniques that will help staff understand how to supervise volunteers.

Ms. Smith is great at teaching you how to implement the various tools she shows you and how you can make them your own. She is energetic and engaging and comes with a wealth of knowledge. We know you will walk away from this workshop with a ton of new tools for your Volunteer Managers Tool Box. Keep your eye on the mail in May for the workshop brochure.

APVA Spring Workshop
Wednesday, June 11
9:30 AM - 12:30 PM
Location: TBA

From The President

Happy New Year everyone!

Back in 1999 my supervisor asked me to join her at an APVA workshop on the essential tools of volunteer management: recruitment, retention and recognition. Little did I know that shortly thereafter my boss would complete her term as APVA Treasurer and that she would then *VOLUNTEER* me for the job! Seven or eight years have passed since then and I have had the pleasure of working with and learning from some of the most dedicated and knowledgeable volunteer administrators on Long Island. I have learned more about managing volunteers through my involvement with the APVA than from any manual or book that I have ever opened.

Because I know that I have the support of such talented and committed people as those on our Board, I am confident in assuming the role of APVA President. Thank you to all of our members for your votes of confidence. Thank you to the past Presidents and board members who have volunteered hundreds of hours to ensure the success and growth of this organization. I hope to follow in your footsteps to continue providing this important forum for Volunteer Administrators throughout Long Island.

Truly yours,

Janet Romeo, APVA President

Community Educator/Volunteer Coord.

The Epilepsy Foundation of L.I.



*"Trust your hunches.
They're usually based on
facts filed away just below
the conscious level."
-Dr. Joyce Brothers*

Association of Professional Volunteer Administrators

PO Box 1475
N. Massapequa, NY 11758

Our Board

President: Janet Romeo
Past President: Susan Helmus
V.P.- Programming:
Stacey Goldyn-Moller
V.P.- Membership:
Judy Pockriss
Treasurer: Pat Shea
Board Members at Large:
Eileen Callahan
Elsa Eisenberg
Debra Mule
Denise Rodrigues
Debbie Weiss
Susan Wood

Contact Us

President:

Janet Romeo: 516-739-7733 X145
Jromeo@epil.org

Programming:

Stacey Goldyn-Moller:
631-367-3384 Ext 131
Stacey.goldyn-moller@hofstra.edu

Membership:

Judy Pockriss:516-572-8406
JPockriss@nassaucountyny.gov

Mark Your Calendars:

Martin Luther King, Jr. Day
"Make it a day ON- not a day off"
January 21, 2008
www.mlkday.org

Random Acts of Kindness Week
Feb. 11- 17, 2008
www.actsofkindness.org

National Youth Service Day
April 25-27, 2008
www.ysa.org/nysd

National Volunteer Week April 27 - May 3, 2008

Join Hands Day
May 3, 2008
www.joinhandsday.org

Make a Difference Day
Oct. 25, 2008
www.usaweekend.com/diffday

National Family Volunteer Day
During week of November 23, 2008
Points of Light Foundation
www.pointsoflight.org

The "Value" of Volunteers

There has been a strong movement to assess "the value of volunteer time" or the "value of volunteer work" using the wage replacement approach. Briefly, this methodology involves multiplying the number of volunteer hours by an average hourly pay rate based on what an employee might be paid to do the same work. The resulting figure is quite simply what the organization did not pay to have the work done. This is very different from what the work is actually worth.

While a full exploration of how to fairly and respectfully calculate the worth of volunteer involvement is beyond what can be done here, we offer a caution about using the wage replacement approach. Setting aside the not insignificant question of how one could accurately assign an "average wage" to the often quite different work of volunteers over a range of different volunteer positions (in some countries a single wage is held up to represent the average wage of all volunteer workers in the entire country!), the wage replacement method of calculating the value of volunteering actually serves to mask the real value of volunteer involvement.

Think of how you might answer the following questions. What is the value of:

- A volunteer who spends time at the bedside of a dying child?
- 400 citizens who turn out to successfully find a little girl lost in a swamp?
- The work of a group of anglers and environmentalists collaborating to clean up a stream bed, preserve the watershed, rehabilitate the sport fishery, and thereby revive the previously failing tourist industry in the surrounding area?
- The adult literacy movement?
- Teaching one student to read?
- Mentoring a "high risk" child who then does not join a gang or get pregnant at the age of 14?
- A volunteer fire department?
- The money collected by volunteers of the Arthritis Society which is largely responsible for funding research on successful joint replacement (substitute in this example, volunteer fundraisers for the Cancer Society, The Heart and Stroke Foundation, The Multiple Sclerosis Society, The Diabetes Associations, the local hospital, or any of the other thousands of charities through which volunteers raise funds to change the world, build their community, or find a cure)?

When one spends even just a few moments considering the multiple values created by volunteer work- value to the organization, its "clients", the volunteer him or herself, the community, civil society- the shortcomings of the wage replacement approach come into sharper focus. It is tempting, and it can be impressive, to multiply the hours by a wage equivalent and claim that the resulting total of thousands or hundreds of thousands of dollars represent the "value" of volunteer work. This is certainly the easiest method. But it misrepresents, and in most cases, underestimates the real value of volunteer work.

Excerpted from Best of All: The Quick Reference Guide to Effective Volunteer Involvement, Linda L. Graff, Linda Graff and Associates Inc, 2005, Pages 2-022.