



www.apvali.org



APVA Making News

Spring, April 1, 2008

WINTER WORKSHOP A ROARING SUCCESS

Judging from the comments made by attendees after the February APVA workshop, it was a huge success. "Volunteer Intake: Sorting Out the Application, Interview, Screening and Placement Process" was the topic and all of us attending came away with a wealth of information we will undoubtedly use in our role as volunteer administrators.

Stacey Goldyn-Moller, Director of Alumni Relations at Hofstra University, focused on the application process: how to identify your organization's volunteer needs, create an effective application, and where to advertise for volunteers. She also provided excellent sources for books, local and national internet sites and actual examples of volunteer applications from a variety of organizations.

Cynthia Sucich, Director of Communications for The Inn in Hempstead, gave a lively presentation on how she and her colleagues completely revamped The Inn's intake procedures and volunteer requirements. The staff had come to realize that some long term volunteers were not relating well to the organization's clients and that behavioral, attitudinal and even dress standards for volunteers had to be upgraded to meet the goals of The Inn's mission. A new

application as well as a volunteer questionnaire designed to determine a potential volunteer's feelings about working with underprivileged clients were just some of the changes The Inn made in their intake methods.

The importance of proper placement of volunteers was the theme of Pegi Orsino's talk. Pegi, who is the Executive Director of RSVP (Retired Senior Volunteer Program) of Suffolk County, emphasized how crucial it is to match volunteers to jobs that will make them feel productive and valued and provide them with opportunities for personal growth. Volunteers tend to lose interest and leave when, among other factors, they do not feel they are making a difference, there is little opportunity for initiative or creativity or the position is not meeting their personal needs. Good placement usually results in good volunteer retention.

After the three speakers finished their presentations, a lively discussion followed with audience members both asking questions and offering solutions to problems raised. This sharing of ideas and challenges among volunteer administrators is what APVA is all about.

Written by Judy Pockriss, Volunteer Coordinator, Nassau County Dept of Parks, Rec and Museums

**Mark Your
Calendars For Our
Spring Workshop**

**APVA Spring Workshop
Wednesday, June 11
9:30 AM - 12:30 PM
Location: Hofstra University**

From The President

When anthropologist Margaret Mead was asked "What is the first sign you look for, to tell you of an ancient civilization?" she responded by answering, "a healed femur... when someone breaks a femur, they can't survive to hunt, fish or escape enemies unless they have help from someone else. Thus, a healed femur indicates that someone else helped that person, rather than abandoning them and saving themselves. Isn't that what we in philanthropy are all about? Healing femurs of one sort or another?"

Throughout our history, Americans have shown a clear appreciation of how a culture of citizenship, service and responsibility can enrich our nation. The Federal government has supported volunteering and community service in a variety of ways during the past century. The Civilian Conservation Corps was founded in the 30's. In the 60s, there was the creation of the Peace Corps & VISTA and the Foster Grandparents, Senior Companions, and Retired Senior Volunteer Programs were initiated. In the 90's, the Commission on National & Community Service and Americorps were created. As a response to the terror attacks of Sept. 11, 2001, President George W. Bush created USA Freedom Corps. He also called on all Americans to devote the equivalent of two years of their lives—4,000 hours—to service and volunteering. Most recently, although on the state level, Governor Arnold Schwarzenegger has created a cabinet post to manage volunteers, which his administration says is the first such state cabinet position in the country. Clearly, this is a pivotal recognition of the importance and value of volunteers. Hopefully other states and the Federal Government will follow suit. For more information, please visit www.californiavolunteers.org.

**Check Out Our New Web
Site: www.apvali.org**

**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
Secretary: Jeanette Scott
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: 516-572-8416
JPockriss@nassaucountyny.gov

Aging Out of WWII Volunteers (part 1)

Recently I completed my end of the year statistical report for the Volunteer Department at the Long Island State Veterans Home. Sitting right in front of me, plain as day, was proof of what I have feared. The impact of our aging out WWII generation volunteers, is going to be HUGE!!

For the last 20 years or so, they have been retired and contributing a great amount of hours volunteering across Long Island. Volunteering for this generation has always been a part of everyday life and their culture. They don't mind doing whatever is asked of them and they tend to stay with one organization for many years. But they are now getting older, experiencing illness and limitations and unfortunately, passing away. I have seen this playing out at the Veterans Home and began looking at the impact it is having on our volunteer hours.

At the Veterans Home, our WWII generation volunteers are individually contributing, on average, over 300 hours a year. We have many in their 80's who are contributing over 800 hours each a year. If we lose one of these people it makes a huge impact on the Home and how much we can accomplish. And unfortunately, no one, in great numbers is replacing these volunteers.

The next generation after the WWII generation, is much smaller and does not have the same volunteering ethic as the WWII generation. So they are not flowing in to replace this dedicated group. Then come the Baby Boomers, a very large generation approaching retirement. The first Baby Boomers are starting to turn 60 now. But they don't have as much time to volunteer. Being a sandwich generation, they are taking care of children and parents which eats up a lot of their time. Their generation were also not great savers, so there is pressure on them to continue working into their 70's. Plus, being well educated and professional, they are not yet ready to fully retire, they enjoy working. Their idea of volunteering differs from the WWII group who were willing to help out any way they could. This generation wants to use their professional skills (filing is not going to be appealing) and change the world like they did in the 60's (busy work is not going to cut it, they want to see how their work makes an impact). Shorter term projects appeal to this group. **So what can we do to prepare for this change? Check out Part Two in our next newsletter.**

Written by: Susan K. Helmus, Director Of Volunteer Services, L.I. State Veterans Home

A Great Resource For Your Library

"The Volunteer Recruitment Book" by Susan J. Ellis

This book is a must for all volunteer coordinators. It will give you many ideas on where to look for volunteers (ex. schools, churches, corporations, etc.), why people volunteer or don't volunteer, techniques for inviting people to volunteer and not begging people to volunteer as well as much, much more. There is a section for recruiting on the Internet, some ways to deal with diversity and public service announcements, Employee/Staff/Volunteer relationships, family volunteering and short term and long term programs. There is so much information within the pages that I guarantee you will have a hard time putting this book down and you will use it as one of your main reference books.

This book will be available at the APVA's Spring Workshop. There you can look it over, see what you think, and purchase a copy.

You can also find many books for your resource library at Susan Ellis' Web Site:
<http://www.energizeinc.com>

Written by: Debra Mule, Volunteer Coordinator, Meals on Wheels

*"You may never know what results come from your action. But if you do nothing, there will be no result."
-Mahatma Gandhi*

Mark Your Calendars:

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