

NHAVA NEWS

October 2001



From the President of NHAVA

by Alexis Walker

Last month, a tragedy hit America's shores and Americans rallied to help, just as Americans have rallied to help other countries in times of disaster. That is because Americans volunteer. We volunteer in times of terrible catastrophes, major accidents, and individual calamities, but we also volunteer during times of peace and during every day life. We volunteer simply to make America a better place to live.

As volunteer administrators you rise to the call, to delegate, organize, and direct in the most efficient manner possible, the resources of our volunteers . . . always. It does not take a terrible tragedy for you to appreciate the spirit of volunteerism you witness in your communities on a day-to-day basis, but when calamity hits, you are ready. You may not be recognized for the work you do and you may not be compensated appropriately, but you continue to do what you do. Why? Perhaps because when you lay down at night to fall asleep you can close your eyes and know that you are helping, everyday, to make our world a better place to live.

On behalf of our communities, our country, and our world, I salute you, congratulate you and thank you for being a volunteer administrator.

Inside

Spotlight on Members

2

Committee Reports

3

Topics for Discussion

4

Breast Cancer Awareness Month

4

Motivation for the Volunteer Manager

6

Domestic Violence Awareness Month

7

Volunteer NH! Update

9

Directions & Agenda for Membership Meeting

11

Attack On America:

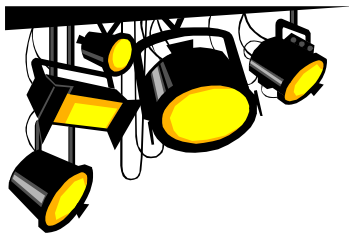
Susquehanna Valley Shows Its Patriotism

Downloaded from web page: www.disasterrelief.org.

LANCASTER, 7:07 p.m. EDT September 15, 2001 - Across the Susquehanna Valley, people are showing their patriotism and doing their part to help in the relief efforts. The Pennsylvania Army National Guard flew back from New Jersey, where members dropped off 15,000 meals ready to eat for the rescue teams in New York City. On their way back, the helicopters flew over the Susquehanna River in the Harrisburg area and displayed a giant American flag hanging from one of the helicopters.

The American Red Cross has had to add additional training classes because of the recent increase in people wanting to volunteer. More than a dozen volunteers in York County are learning to meet the needs of those in the midst of a disaster. The volunteers have to undergo more than 24 hours of training before they are certified with the Red Cross.

Continued on page 10.



Spotlight on Members

Carol Heath joined NHAHA at its inception and serves on the Communications Committee designing the NHAHA News. She is a recent graduate of the College for Lifelong Learning (the NH University System) receiving her degree in Behavioral Science. Among her many duties as office coordinator of the New Hampshire Coalition Against Domestic and Sexual Violence (NHCADSV) in Concord, Carol recruits and manages volunteers from local colleges and the general public.

Wendy, the handicapped volunteer, with her caregiver, has been volunteering for the Coalition one-hour-a-week for the past seven years.

“We always have the need of Legislative Interns to work with our Public Policy Director,” reports Carol, “researching issues and proposed bills; tracking new legislation; attending legislative committee meetings and other policy meetings as appropriate; and preparing written and spoken testimony for one or two bills (Spring).”

Under the direction of the newly hired Health Care Specialist, a SANE (Sexual Assault Nurse Examiner) Internship has been developed. This volunteer will compile sexual assault data using the current computer database; research new publications/articles; and attend committee meetings/trainings as appropriate.

Carol also coordinates the display of the “Divorce the Violence” quilt, crafted by incarcerated women at the NH Prison for Women in Goffstown. If you are interested in displaying the quilt, give Carol a call at the Coalition office – 603/224-8893 ext.316 or email her at heath@nhcadsv.org.



Carol Heath



The Vermont Teddy Bear Company is donating Angel Bears, Police Bears and Firefighter Bears to all the families and children of the courageous firefighters, police officers, and rescue workers who lost their lives saving others.

They would like each of the 500 bears to come with personal messages from all of you all over the country. There is no charge for this service. All messages will be printed and will accompany the bears. We invite you to share your love and strength — and let them know that we will never, ever forget our heroes.

All you have to do is log onto <http://www.vermontteddybear.com> and then click on “Send Card of Compassion,” pick which teddy bear you want to send along with your message. After you type your note of sympathy, type in your name, city and state. That is all you have to do. **THERE IS NO CHARGE AT ALL.** Again, they didn’t want to send these bears out with a company form letter, instead they wanted to make it more personalized with a note of sympathy from people of the United States. I just thought you might want to help.

Committee Reports

Program Committee Needs To Hear From You!

by Susan Rapter

Please send any questions or concerns relating to Recruitment, Retainment, and Recognizing volunteers you would like addressed by Dee Martin during her presentation, at the October 25th meeting, to Sue Rapter by or before October 5th. Sue can be reached at 271-5788, srapter@dhhs.state.nh.us or NH Volunteer Services, 36 Clinton Street, Concord, NH 03301. Thank you!

Communications Committee

by Carol Heath

We are looking for personal bios of NHAVA membership and profiles of members' agencies. This month the member spotlight is on Carol Heath, our newsletter designer and an article about her agency, the NH Coalition Against Domestic and Sexual Violence, is featured in our Cornucopia Corner, as October is *Domestic Violence Awareness Month*.

Please submit an article on your agency and your personal bio that can be published in these ongoing columns. Send all to Deborah Emery-Gigliotti, Email: deborah.emery-gigliotti@cancer.org or "snail mail" it to NHAVA, PO Box 3364, Concord, NH 03302-3364.

Mentor Committee

Just a reminder that the mentor program is alive and well. Please contact Dave Coombs at 225-6697/800 464-6692 or e-mail coombsd@redcross-concordnh.org to sign up or for more information.



Make a Difference Day

Submitted by Deborah Emery-Gigliotti

Make a Difference Day is a unique program that inspires and rewards volunteers. Everyone who helps others on **October 27th** and sends in an entry form is eligible for an national or local award and for a cash donation to a charitable cause. In addition, every award recipient will appear in USA WEEKEND magazine and on makeadifferenceday.com. Please go to their website for more information.

She was born in an average Middle-American family in Springfield, Ill., Aug. 28, 1952. This Saturday, she will motivate more than 2 million people of all ages across the USA to do something above average. Marcia Bullard, age 47. President, CEO and editor of USA WEEKEND. That magazine appears in 564 newspapers, a circulation of 21.9 million. "Make a Difference Day" was Bullard's brainchild in 1992. It was a

Continued on page 5

Topics for Discussion

Regarding the possibility of affiliating with AVA.

I have been a member of the Association of Volunteer Administrators (AVA) for about 5 years, and find that the material they produce is well worth the cost of membership. I attended the international conference they sponsored in Boston and it was best volunteer conference I've ever attended. What an empowering experience!

From the materials I have seen, there would be no cost for NHAVA to affiliate, individuals would get a discount for AVA membership, be linked to their website, and occasionally distribute surveys to our membership.

We would need to provide our membership roster to AVA. I realize that this could be a sensitive issue. However, in the five years I've been an AVA member, I have not received any direct solicitations by email or snail mail as a result of my membership. And the materials produced by AVA, a newsletter, the Journal of Volunteer Administration, the AVA Ethics Statement, and their certification program are interesting, relevant and of very high quality.

I encourage the board and members to pursue affiliation with the Association of Volunteer Administrators.

*Submitted by Sarah Brown
Director of Membership and Marketing
Girl Scouts of Swift Water Council*



OCTOBER IS NATIONAL BREAST CANCER AWARENESS MONTH

The Board of Sponsors of National Breast Cancer Awareness Month is dedicated to increasing awareness of breast cancer issues, especially the importance of early detection of breast cancer.

This message is communicated through a nationwide educational campaign to audiences including women in all age and ethnic groups, the general public, state and federal governments, women's health care professionals, and employers.

During 2001 an estimated 192,000 new cases of breast cancer are expected to occur among women in the United States. NBCAM encourages all women to recognize the importance of early breast cancer detection by participating in National Mammography Day on October 19, 2001.

If you would like additional information on breast cancer, mammograms, or women's health issues please send an email to info@nbcam.com.

National

Mammography

Day

The third Friday in October each year is National Mammography Day, first proclaimed by President Clinton in 1993. On this day, or throughout the month, radiologists provide discounted or free screening mammograms. In 1999, more than 2,200 American College of Radiology (ACR) accredited facilities took part. **In 2001, National Mammography Day will be celebrated on October 19.**

OCTOBER IS

NATIONAL BREAST CANCER AWARENESS MONTH

The Third Friday in OCTOBER is National Mammography Day

In September, several national organizations will have the list of facilities that participate in National Mammography Day. To learn which facilities in your area are taking part in the event, call:

American Cancer Society	(800) 227-2345
The Susan G. Komen Breast Cancer Foundation	(800) 462-9273
National Alliance of Breast Cancer Organizations (NABCO)	(888) 80-NABCO
Y-ME National Breast Cancer Organization	(800) 221-2141



Make A Difference Day
Continued from pg. 3

Leap Year. She suggested people use the extra day to “do something kind for your neighbors.” Nearly 70,000 did.

From that beginning, “Make a Difference Day” has become the biggest day of volunteering in the country. Examples of some who will participate this Saturday:

■ In Sparks, Nev., 9-year-old Kristal DeRuisse and friends will sell 500 rocks they’ve painted to look like ladybugs. They’ll donate the money to the National Lupus Foundation. Kristal explains: “My best friend’s mom has lupus, and we want to help her get better.”

■ In Hazleton, Pa., 10-year-old Matthew Nonnemacher collected 2 million pennies (\$20,000) for this special day last year and donated them to the United Way. This year he’s working with groups in all 50 states to try to raise 100 million pennies (\$1 million) for the poor.

■ In Los Angeles, Mayor Richard Riordan and the Los Angeles Police Department will lead a public 20-mile bike ride. Participants will donate books to a literacy-promoting campaign.

Editor Bullard says the response shows that “the power of the press can be used in a positive way.” It also shows us the power of one young female journalist with the vision to show you how you can make a difference.

An excerpt from an October 22, 1999 article published in USA Today.

Details and ideas on Web at
<http://www.makeadifferenceday.com>



“Volunteering helps us reach across the racial, cultural, social and economic gaps that divide us. By helping others, we recover our sense of community. ‘Make a Difference Day’ fosters a tradition of service that is part of our history and national character.”

- Gen. Colin Powell, chairman, America’s Promise

“Ms. Bullard is doing an extraordinary thing, motivating people to improve the world. We are grateful to all those she has inspired to volunteer with our housing ministry and other worthy organizations.”

- Millard Fuller, founder, Habitat for Humanity International



“Too often people hesitate to volunteer because their contribution seems so small to them. But look at the impact Marcia’s had! Imagine what Kristal and Matthew will accomplish by starting so young.”

- Charles Gould, president of Volunteers of America



Motivation for the Volunteer Manager

By Tina Derby

Reprinted from Volunteer Ventures August/September 2001, Submitted by Carol Heath

As a manager of Volunteers it is critical that you both understand and utilize the basic principles of motivation. The following article is designed to explain the basic principles of motivation as well as to cover some ways in which a volunteer manager can use these principles to get and keep volunteers.

What a Motivation?

Motivation is the thought process that makes an organism want to perform a behavior. Human organisms are motivated to perform an action, or behavior, because we expect to either:

- a) receive something nice, **or**;
- b) to avoid something unpleasant.

Two Kinds of Motivation

There are two kinds of motivation. The first kind is **extrinsic motivation**. Extrinsic motivation leads us to do things in the hopes that we will get some kind of a reward that is not part of the behavior we perform. Examples of this are things like trophies, certificates, a pay check, etc.

The second kind of motivation is called **intrinsic motivation**. With intrinsic motivation, the behavior itself is the reward. A good example of intrinsic motivation is eating. Most people are motivated to eat, at least sometimes, simply because they enjoy it.

Everyone Is Different

Of course, everyone is different. If I offer to buy my 11-year-old daughter a new Destiny's Child CD I can get her to do almost anything. She loves that new pop group and is always anxious to get their new albums. *Continued on page 8.*

Help Wanted

Manchester Boys & Girls Club needs Volunteer Coordinator 20hrs/wk. Flexible hours. \$9/hour. No benefits. Contact Ken Neil, Director of Operations, at 625-5982.

*Please note the deadline for submission to the **January 2002** NHAVA News is **December 5, 2001**. Send all correspondence to Deborah Emery-Gigliotti, whose email and "snail mail" address is on page 9.*

Cross-Cultural Solutions is a non-profit organization that sends volunteers abroad to provide humanitarian assistance with our Volunteer Work Programs in China, Ghana, India, Peru and Russia.

We also offer Visit the Field Insight Programs to travel and learn about the people and cultures of Cuba, Ghana, India and Peru.

We believe that local people are the experts and know what is best for their communities. By joining our programs, you help us achieve our mission to empower communities, foster cultural sensitivity and understanding, and further social progress.

For more information go to <http://www.crossculturalsolutions.org>

Cornucopia Corner

The New Hampshire Coalition Against Domestic and Sexual Violence (NHCADSV)

Submitted by Carol Heath



October is Domestic Violence Awareness Month

What is Domestic Violence? Domestic Violence is a pattern of behavior in

which one intimate partner or former intimate partner uses physical or sexual violence, coercion, threats, intimidation, isolation, or emotional or economic abuse to control the other partner.

The Federal Government has recognized that Domestic Violence, and violence against women in general, is a serious problem. The Violence Against Women Act (VAWA) passed in 1994. It contained a number of provisions designed to strengthen legal protections for victims of domestic and sexual violence and provide expanded services to survivors of domestic violence and their children. It was reauthorized in the year 2000.

NHCADSV is a private non-profit organization that supports its statewide independent member programs by providing coordination, training, resource sharing, and advocacy for legislative changes that affect sexual assault survivors, battered women, and their families. The services are free, confidential, and available to all regardless of age, race, religion, sexual preference, class, or physical ability. The Coalition administer state and federal contracts that provide funding for our crisis centers.

You are invited to join NHCADSV in recognizing October as *Domestic Violence Awareness Month*. On **Sunday, October 21, 2001** the Coalition will print a full-page Signature Ad in the statewide paper, the Union Leader. Add your signature to the list and your voice to the chorus of concerned citizens who are publicly proclaiming their desire to end domestic and sexual violence in New Hampshire and the nation.

Domestic Violence Awareness Month is an ideal time to raise public awareness of domestic violence and make it clear that it will not be tolerated in our society. Your support of the Signature Ad will help the Coalition reach out to those experiencing domestic violence, influence public policy on this crucial issue, and educate the public. Together we can end domestic and sexual violence in our homes, our schools, our workplaces, and our communities. If you would like to add your name to the list of concerned citizens and businesses that share the Coalition's commitment to helping survivors of domestic and sexual violence break free of abuse in their lives, please call 603/224-8893 x 311 or email coughlin@nhcadsv.org for more information.

24-Hour Hotlines for Crisis Ctrs.

A Safe Place

Portsmouth, Rochester, Salem
1-800-852-3388

New Beginnings

Laconia
1-800-852-3388

Rape & Assault Support Services

Nashua, Milford
1-603-883-3044

Rape & Domestic Violence Crisis Ctr.

Concord
1-800-852-3388

RESPONSE

to Sexual and Domestic Violence

Berlin, Colebrook, Lancaster
1-800-852-3388

Sexual Harassment & Rape Prevention Program, SHARPP

University of New Hampshire, Durham
1-603-862-3494

Starting Point

Conway, Ossipee
1-800-336-3795

Task Force Against

Domestic & Sexual Violence

Plymouth
1-603-536-1659

Support Center Against

Domestic Violence & Sexual Assault

Littleton, Woodsville
1-800-774-0544

Women's Crisis Service of the Monadnock Region

Keene, Jaffrey
1-603-352-3782

WISE - Women's Information Service

Lebanon
1-603-448-5525

Women's Support Services

Claremont, Newport
1-800-639-3130

YWCA Crisis Services

Derry, Manchester
1-603-668-2299

Continued from page 6

For me, however, the thought of receiving a new Destiny's Child CD is not particularly interesting. The thought, however, of obtaining a new business-related book is extremely exciting (I'm a bit of an aficionado). Therefore, if someone wanted to use such an extrinsic reward to get me to do something then s/he should offer me a book, not a CD. To get my daughter to do stuff, however, it's the CD all the way.

Managing Volunteer Motivation

In order to get and keep volunteers you need to be sure that each one of them is motivated. For some people motivation may come from wanting to help with your good cause. Other folks may be interested in the opportunity to meet other people and form friendships. Still other folks may be doing volunteer work because they have to, due to school or court orders. The trick for you as the volunteer manager is to figure out what each one of your volunteers wants then to create a situation in which they can get what they want by volunteering with you.

One of the most effective ways to understand what motivates each of your volunteers is to have each one fill out a "motivation inventory" when s/he starts to work with you. A volunteer intake inventory for an animal shelter might look like the sidebar.

After you have someone fill out such a form it is important that you use this information to become more familiar with what that person wants from his volunteer work. First you need to discuss with each volunteer (preferably in person, though sometimes this is not practical) just how you, as the volunteer manager, can help him get the rewards he seeks through the volunteer work he will do for you. This is very important because you

need to let each person know that you are working hard to help him get what he wants. If you do not take the time to do this then you might as well not have anyone fill out the form in the first place.

After your volunteer begins working for you it is critical that you monitor his work and be sure that, in reality he is getting what he wants. This means that you need to frequently communicate with each volunteer for which you are responsible in order to understand how things are going. As is often the case, things may be going fine one moment then something may happen, either with the volunteer situation or with the volunteers "personal" life that may change everything.

Of course, you are only one person. Therefore, do not expect to spend 40 hours each week on the volunteers you have. If you can spend 1 or 2 hours each week on your volunteers then you are doing well. If you, however, have so many volunteers that you cannot give each one enough attention you should consider "hiring" people to help you manage your volunteers.

Sometimes you will be in a situation where you can actually pay someone to do this. At other times you may have to find a volunteer or two who can help manage the rest of your troops. No matter how you arrange your organization, however, do remember the basic principles of motivation since they will work on everyone!

links on motivation:

From the web site of Valdosta State University, Valdosta, Georgia:
<http://www.valdosta.peachnet.edu/~whuifl/psy702/behsys/behmod.html>

The website of the American Psychological Association: www.apa.org

Sample Volunteer Intake Inventory

I am volunteering here at Tina's Animal Shelter because, through my volunteer work here, rate each item 1, 2, or 3, with 1 being something you really want and 3 being something you don't want at all or that doesn't apply.

I want to get:

- Experience caring for animals
- Experience training animals
- The chance to volunteer with my child in order to show her/him that helping others is important
- The chance to help assist homeless animals
- The opportunity to log some volunteer hours for my school graduation requirements
- The opportunity to log some volunteer hours for my court-appointed community service
- The chance to meet the board members at Tina's Animal Shelter
- The chance to work with a cute guy/girl who already volunteers at Tina's Animal Shelter
- Other (please explain)

Inc Magazine:
www.inc.com

Volunteer NH! Update

By Alexis Walker

It has finally happened. On Friday August 10, Volunteer NH! was signed into law by Governor Shaheen. About 20 people attended the signing including many members of NHAVA. It was perfect timing for the new non-profit since it had just spent a week with 5 federal inspectors who reviewed all of Volunteer NH!'s systems. On Friday morning Volunteer NH! was informed that they had passed all 11 Standards or all 123 items. That made Volunteer NH! the 5th of 27 states reviewed to pass on the first try! Governor Shaheen was pleased with this unexpected news.

The new legislation requires Volunteer NH! to take over the responsibilities of the former New Hampshire Commission for National & Community Service, the former State Office of Volunteerism, and the former Governor's Council on Volunteerism. Specifically, Volunteer NH!'s duties as outlined in the legislation are:

- (a) Promote volunteerism and community service as a value in the state.
- (b) Promote and support national, state, and local community service initiatives.
- (c) Assume responsibility for duties established for state commissions in section 178 of the National and Community Service Act of 1990, as amended.
- (d) Assist and advise state agencies and political subdivisions to establish, maintain, and expand volunteer programs.
- (e) Serve as a resource to coordinate and collaborate with other nonprofit and volunteer organizations throughout the state.
- (f) Provide technical assistance to state agencies and political subdivisions, including a database that details the needs and capabilities of volunteers and volunteer organizations throughout the state.
- (g) Take other appropriate actions to promote active participation of volunteers which would enrich state and local programs without supplanting public employees.

For more information on the Volunteer NH! legislation go to:

<http://www.gencourt.state.nh.us/legislation/2001/hb0385.html>

For more information on Volunteer NH! go to: www.volunteernh.org

REGIONAL CONFERENCES PLANNED FOR THE WEEK OF NOV. 7, 2001 -- Mark your calendars.

A committee of Volunteer NH! has been working to arrange regional educational conferences which will provide a forum for all volunteer coordinators to enhance their knowledge in the area of volunteer administration.

The regional conferences will be held in three locations: the Seacoast, the Plymouth area, and the Monadnock area. Topics being considered are: *Dealing with Difficult People, Recruitment, Retention, and Recognition, Time Management, etc.* We hope this forum will draw the interest of seasoned coordinators who wish to enhance their skills, as well as to draw those who are new to the profession. These regional meetings will also provide the opportunity to network with others in your area engaged in volunteer administration. For more information call the Volunteer New Hampshire Office in your own area as well as to draw the interest of those who are not yet members of NHAVA but who are potential members.

ATTACK ON AMERICA

Continued from page 1.

Because the outpouring of volunteers nationwide has been so great since Tuesday's attack, there's no guarantee that the group from York will even be needed, but they want to be ready just in case.

"Just knowing I can help anyone out there makes me feel good," Courtney Grote, of Hanover, said.

Volunteering isn't the only way to help the Red Cross. People can also give money. WGAL is collecting money. You can send a check payable to the Red Cross National Disaster Relief Fund to WGAL, Post Office Box 7127, Lancaster, Pa.

Flags are in great demand as people show their patriotism. One Susquehanna Valley company is making sure there are enough to go around. NeFra Communications Center in York has printed more than 20,000 flag posters since Friday. The company has been giving them away to church and school groups, as well as individuals who stop.

"Since flags are hard to come by, we wanted to do our part, and since we can print up flags easily, we decided to do that and make them free to the public," NeFra's Jennifer Atkinson said.

People who would like a flag can stop by the company, which is located on East Market Street in York.

Many people are showing their patriotism by wearing red, white and blue ribbons. Jo Ann Fabrics in Lancaster said that the store has been bombarded with requests for red, white and blue fabric and ribbon. All Jo Ann Fabrics are now giving away free unity ribbons.

One Lancaster County community reacted to this week's disaster in its annual community day celebration Saturday. East Petersburg residents filled firefighter boots with cash and had the chance to sign their name to condolence books.

"All the funds raised will go to New York City Firefighters Fallen Memorial Fund for the families and their children who had their fathers and mothers lost in the World Trade Center bombing," Chief James Rohrer, of East Petersburg Fire Department, said.

They raise \$675 and filled two books with condolence messages.

A fifth-grader from Dallastown decided she wanted to help too. Kathy Miller hand-made several condolence cards. She then set up a table at Community Day at York Galleria Mall in Springettsbury Township and invited people to sign their names.

Many people will head to prayer services Sunday. The Lancaster Downtown Ministerium will hold an interfaith community service at 5:30 p.m. in Lancaster Square on North Queen Street. The service is open to all.



*In Memory of those we lost on
September 11th.*

**DIRECTIONS TO NHAVA MEMBERSHIP
MEETING**

THURSDAY, OCTOBER 25, 2001

**Location: New Hampshire Hospital
Acute Psychiatric Services Bldg.
(enter from Clinton Street)**

I93 NORTH & SOUTH at Exit 14:

Turn west at end of ramp, go to intersection, turn left onto **North Main Street**, continue on Main Street to traffic light at **Pleasant Street**, turn right onto Pleasant Street, go through 3 sets of lights. At fourth set of lights, turn left onto **South Fruit Street**. At end of street (traffic light), take left onto **Clinton Street**. Entrance to NH Hospital Acute Psychiatric Services (APS) Building is on your left.

From 89 North: Take Exit 2 off 89 North. Bear right onto **Clinton Street**. Entrance to NH Hospital Acute Psychiatric Services (APS) Building is on your left after the Salvation Army and South Fruit Street intersection (traffic light).

Directions to Meeting Room: Go through Main Entrance of building, take elevator to second floor, turn left out of elevator, continue halfway down the hall. Entrance to Staff Development Office is on the left. Enter and you're there.



NHAVA News is published quarterly by the NHAVA Communications Committee.

Editor: Deborah Emery-Gigliotti

Designed by: Carol Heath

Proofreader:

Distributed by: Jean Desany

NHAVA Membership

Meeting

October 25, 2001

AGENDA

9:00 AM Informal Networking

9:30 AM Business Meeting

10:15 - 10:45 AM Formal Networking

10:45 - 11:45 AM Program

*Recruitment, Retainment and
Recognition of Volunteers*

Speaker: Dee Martin, Director of Volunteer Services, at the American Lung Association and a member of NHAVA, has 20 years experience in Volunteer Management.

NH ASSOCIATION OF
VOLUNTEER ADMINISTRATORS
(NHAVA)

PO Box 3364
Concord, NH 03302-3364

President Alexis Walker

Phone: 603/271-7202

Email: Alexis@volunteermh.org

Vice President

Deborah Emery-Gigliotti

Phone: 1-800-640-7101 x112

Email: deborah.emery-
gigliotti@cancer.org

Secretary Lois Meredith

Phone: 603/224-3452

Email: loismeredith@mediaone.net

Treasurer Debbie Cheever

Phone: 603/225-5505

Email: Deborah.Cheever@UNH.edu

NHAVA
PO Box 3364
Concord, NH
03302-3364



**October is National
Domestic Violence Awareness
Month**(See Page 7)

**OCTOBER IS
NATIONAL BREAST CANCER
AWARENESS MONTH**

The Third Friday in OCTOBER is National Mammography
Day (See page 4)

**Make a Difference Day
is October 27, 2001**
(See cover page)

**National Family Volunteer Day
is November 18, 2001**

