



alive™

ASSOCIATION OF LEADERS IN VOLUNTEER ENGAGEMENT

**Annual Meeting**

December 6th 2023

# Today's Agenda

- **Call to Order**
- **Welcome and Introductions**
- **2024 Board of Directors**
- **Committee Reports**
- **Invitation to Engage**
- **Questions & Open Forum**
- **Announcements & Upcoming Events**
- **Meeting Adjournment**

# Meeting Hosts



**Michelle Raymer, CVA**  
ALIVE President



**Cathay Thoma, CVA**  
ALIVE President Elect

# The Why, The Who, and The How of AL!VE

## Mission

AL!VE serves to enhance and sustain the spirit of volunteering by fostering collaboration and networking, promoting professional development, and providing advocacy for leaders in community engagement

## Vision

The essential professional resource and advocate for those who engage, motivate, and celebrate volunteers and their vital contributions to our society.

## 2023 Board Development Committee

- Cathy Thoma
- Michelle Raymer
- Darlene Laird
- Rebeccah Verhoff-Kiss
- Alicia Morris Campbell
- Faiza Venzant
- Tim Suda

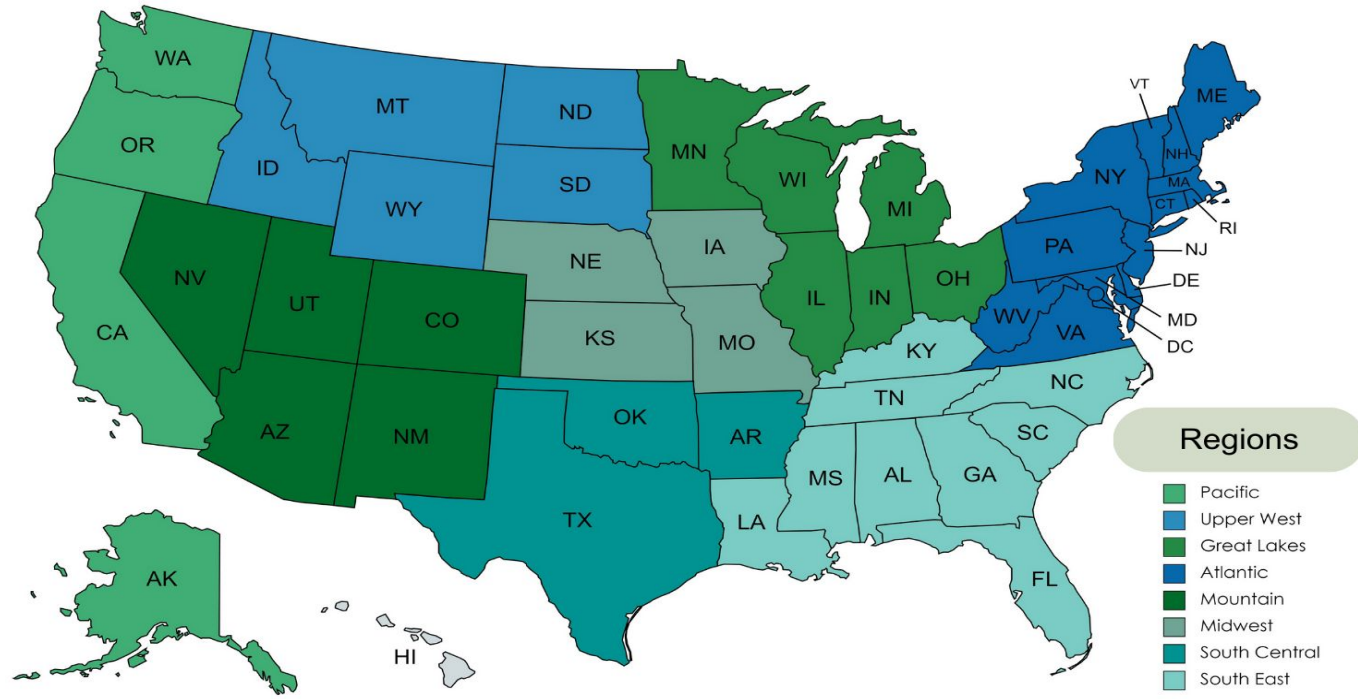
# Your 2024 Board of Directors

## Executive Committee

- ✓ Cathy Thoma, CVA– President
- ✓ Darlene Laird, CVA- President Elect
- ✓ Christi Brown, CVA- Treasurer
- ✓ Wendy McClure, CVA **New!** - Secretary
- ✓ Ashley Rieser, CVA - VP of Membership
- ✓ Jordanya Reeves, CVA- VP of Programs
- ✓ Alicia Morris Campbell, CVA - VP of Advocacy
- ✓ Chris Woods - VP of Marketing
- ✓ Jenn Forristal, CVA - Equity Leader

## Board Members at Large

- ✓ Carol Ayars, CVA
- ✓ Shelli Beck, CVA
- ✓ Grace Belizario, CVA **New!**
- ✓ Julie Booth, CVA
- ✓ Mark Heffner, CVA **New!**
- ✓ Amy Pinger, CVA **New!**
- ✓ Amanda Schmierer, CVA
- ✓ Allison Schwartz
- ✓ Rebecca Verhoff-Kiss, CVA
- ✓ William Webber, CVA **New!**



**Atlantic**  
 Carol Ayars  
 Grace Belizario  
 Christi Brown  
 Mark Heffner  
 Wendy McClure  
 Ashley Reiser  
 Allison Schwartz  
 William Webber  
 Chris Woods

**Upper West**  
 Amanda Schmierer

**Midwest**  
 Amy Pinger

**Pacific**  
 Jenn Forristal

**South Central**  
 Jordanya Reeves

**South East**  
 Darlene Laird  
 Nicole Smith

**Great Lakes**  
 Shelli Beck  
 Julie Booth  
 Alicia Morris Campbell  
 Cathy Thoma  
 Rebeccah Verhoff-  
 Kiss

# Leadership Accomplishments 2023 Board

- Hosted a 2023 Board Retreat and Strategic Planning Session
- Continued to strengthen succession planning for board recruitment and future sustainability
- Developed a Service Enterprise Advisory Committee and implemented action items from SE Proposal
- Finalized VEP job leveling project and launched planning of advocacy for inclusion of VEP in DoL occupational handbook



# 2024 Board Leadership Goals

- Publish a new Strategic Plan for 2024-2028
- Develop a succession planning committee to address staffing needs as our association grows.
- Develop a conference exploratory committee to determine the feasibility of an in person conference in 2025.
- Publish the results of the Career Pathways Survey.
- Advocate for an occupation code for volunteer engagement professionals in the Department of Labor listings.

# HR & Policy



**Secretary, Nicole Smith, CVA**  
Secretary  
HR & Policy Committee



**Wendy McClure, CVA**  
Incoming Secretary  
HR & Policy Committee

# HR & Policy Report

## 2023 Accomplishments

- Conducted annual review of policies, procedures, bylaws and position descriptions.
- Developed and launched Volunteer Recognition Program
- Created documentation for AL!VE's volunteer onboarding process

## 2024 Goals

- Onboard new Secretary
- Development and launch of volunteer welcome video
- Review and streamlining of volunteer recruitment / placement process
- Conduct annual review of policies, procedures, bylaws and position descriptions

# Secretary's Report

## **Thank you to Committee members:**

- Alicia Morris Campbell
- Hannah Sell
- Karen Stolt
- Katelyn Noble
- Nicole R. Smith
- Wendy McClure

# Marketing

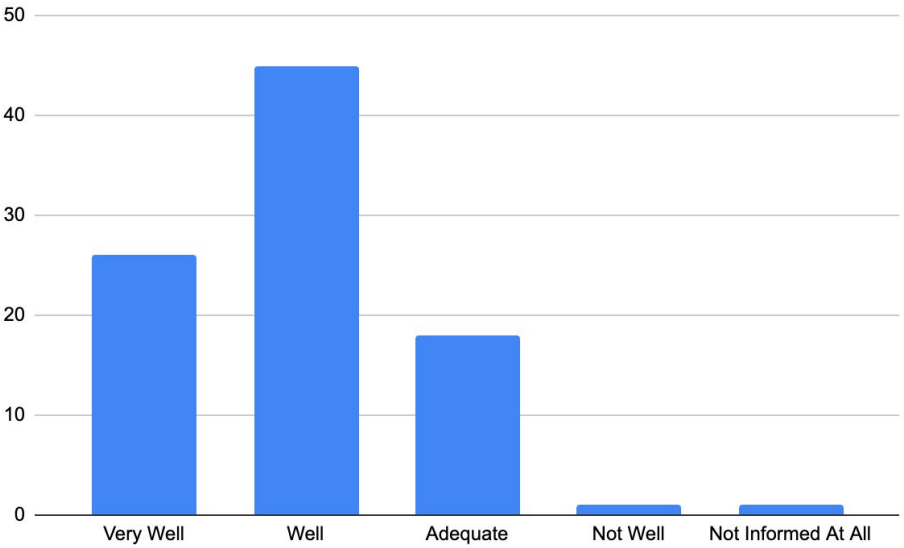
## 2023 Marketing Committee

- Shelli Beck
- Yvonne Dunphee
- Sarah Short
- Bekah Aisnebrey
- Adrienne Polumbo
- Noni Virani
- Jade Mizzell



**Chris Woods**  
VP Marketing

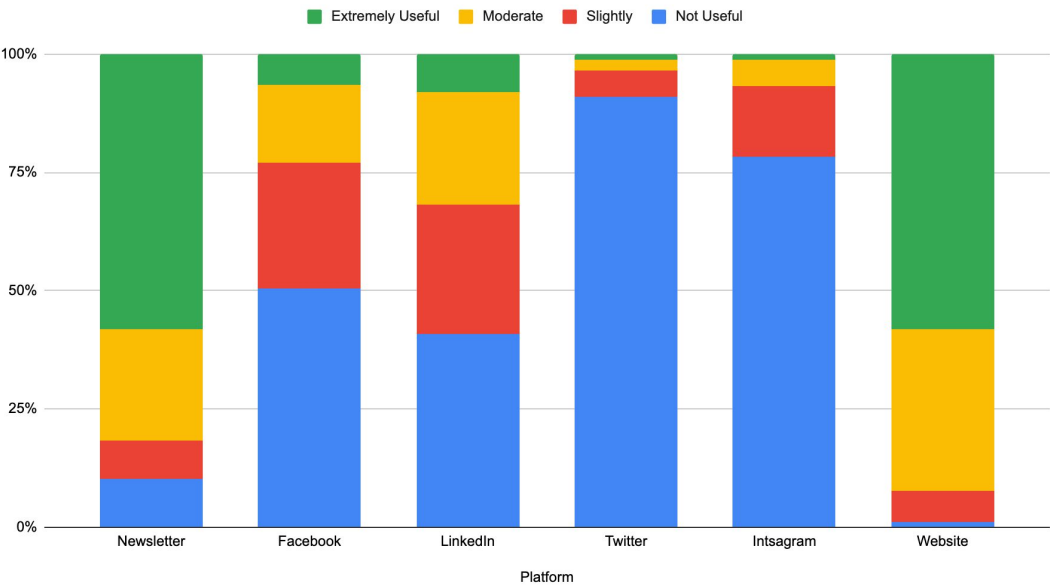
# Marketing Report



**98%** of members feel that **ALIVE** keeps them adequately informed of programming

- **92%** of members say our **website** is **useful** in keeping them informed
- **81%** of members say our **newsletters** are **useful** in keeping them informed

Member Survey 2023-Marketing Platforms



# Marketing Report

## Special Projects

- First-Ever Annual Report
- AL!VE Business Cards
- Created AL!VE T-Shirts and Stickers
- AL!VE Benefits One-Pager
- Website and Newsletter enhancements



# Marketing Report

## 2024 Goals and Objectives

- Align our branding with AL!VE DEI standards
- Continue to enhance AL!VEs mission and drive memberships through special initiatives
- Continue to develop a stronger presence on our social media



# Membership

## 2023 Membership Committee

- Jared Peer
- Allison Schwartz
- Dana Litwin
- Karen Henry
- Yvonne Dunphe
- Carol Ayars



**Ashley Rieser**  
VP of Membership

# Membership Report 2023 Survey Results

## Survey Participants are engaged...

- **90%** would be or might be interested in an ALIVE national in-person conference
- **65%** have participated in an ALIVE Academy
- **64%** have joined an ALIVE Community of Practice
- **63%** have utilized ALIVE resource web pages or the ALIVE calendar

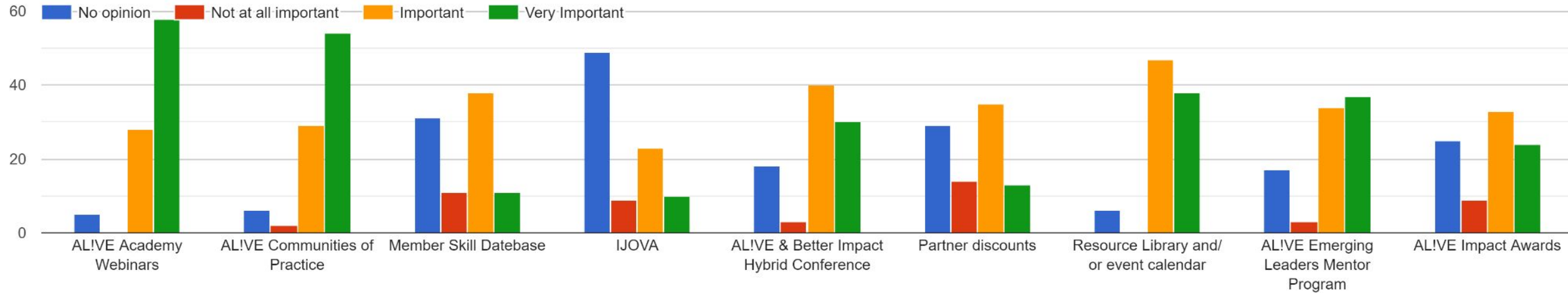
# Membership Report 2023 Survey Results

## Survey Participants involvement...

- **92%** have visited the AL!VE website in the past two months
- **51%** read all of the AL!VE newsletter
- **83%** would be or might be interested in volunteering with AL!VE
- **60%** are already volunteering with AL!VE

# Membership Report 2023 Survey Results

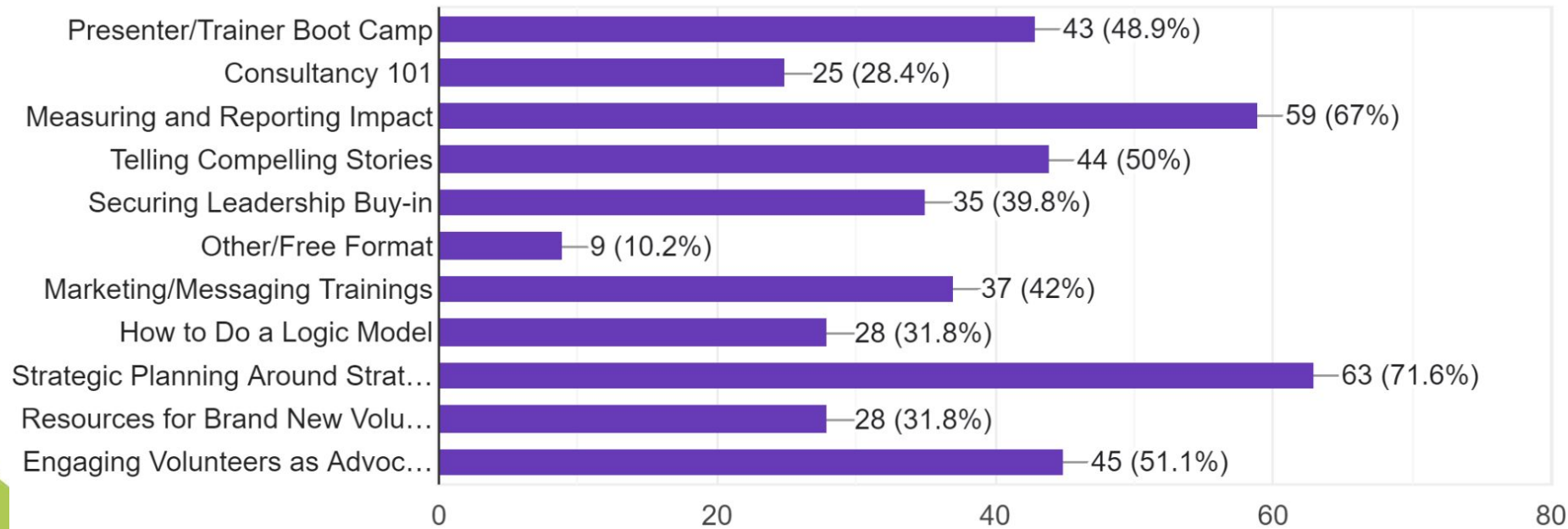
Please share the importance of each membership benefit. One selection per row.



# Membership Report 2023 Survey Results

What professional development opportunities would you like ALIVE to offer in the coming year?

88 responses



# Membership Report Accomplishments & Goals

## 2023 Accomplishments

- 9 member webinars and 4 member socials
- 200 + new members contacted
- Pay-what you can with option for the public to donate funds rolled out in 2023
- New membership dues rolled out
- Outreach to potential new members via conferences and CCVA
- ALIVE Ambassador Program was developed to roll out in 2024

## 2024 Goals

- Redesign member webinars and socials
- Implement process to reconnect with lapsed and/or dropped members
- Increase outreach to partner organizations
- Identify and develop member information on website
- Research additional models and enhance pay what you can option
- Develop an outreach plan to states with low membership numbers

# Local Associations

2023 Accomplishments	2024 Goals
<ul style="list-style-type: none"><li>● Updated Local Associations Listing on website</li><li>● Facilitated 3 Communities of Practice</li><li>● 4th Annual Summit for Local Associations</li><li>● Mentored 2 Local Associations</li><li>● Added two new committee members</li></ul>	<ul style="list-style-type: none"><li>● Develop list of speakers for Local Associations - partner with Boot Camp graduates</li><li>● Present 3 COP's</li><li>● 5th Summit of Local Associations</li><li>● Update Handbook and research/add more resources</li></ul>

# Membership Report Local Associations

## Thank you to Committee members:

- Mary Lynn Perry
- Jennifer Thompson
- Tim Suda
- Amanda Schmierer
- Gretchen Jordan
- Chris Rechsteiner
- Ashley Rieser
- Jerry Pannozzo



# Programs & Advocacy

## 2023 Committee members

- Monica Jasso
- Paula Allen
- Rebeccah Verhoff-Kiss
- Emilie Bromet-Bauer
- Jordanya Reeves
- Rose Tocchini
- Kim Soto
- Megan Vixie
- Sarah Sukhram
- Julie Booth
- Jennifer Thompson
- Meagan Patterson
- Gretchen Jordan



**Darlene Laird, CVA**  
VP of Programs & Advocacy

# Programs and Advocacy

## 2023 Community of Practice Facilitators:

- Kristie Nardini
- Marcelle Austin
- Rose Morgan
- Sarah Sukhram
- Kathy Cahill
- Manny Moreno
- Val Parker
- Elizabeth Garrabrant
- Marie Howell
- Sheri Burke
- Suzan Czaplicki
- Meagan Patterson
- Yvonne Dunphe
- Holly Payne
- Cindy Perreira
- Brandy Tolbert
- Wendy McClure
- Jenn Forristal
- Paula Allen
- Carol Ayars
- Anna Brandt
- Brittany McGarry
- Julie Booth
- Christina Basey
- Shelli Beck

**COMMUNITIES  
OF PRACTICE**

**19**

**ACTIVE**

**ALIVE  
ACADEMY**

**727**

**REGISTRANTS**

**CVA STUDY  
GROUP**

**14**

**NEW CVAs**

**PRESENTER  
BOOTCAMP**

**24**

**PARTICIPANTS**

**MENTOR  
PROGRAM**

**22**

**MENTOR PAIRS**

**IMPACT  
AWARDS**

**110**

**AWARD  
NOMINATIONS**

**STANDARDS  
TASKFORCE**

**5**

**LOCAL  
ASSOCIATION  
PRESENTATIONS**

**RESOURCE  
PAGES**

**∞**

# 2023 Impact Award Winners

Keita Cole, CVA  
Sarah Sukhram, CVA  
Olivia Osborne, CVA

Allyson Drinnon, CVA  
Mary Lynn Perry, CVA  
Muriam Nafees



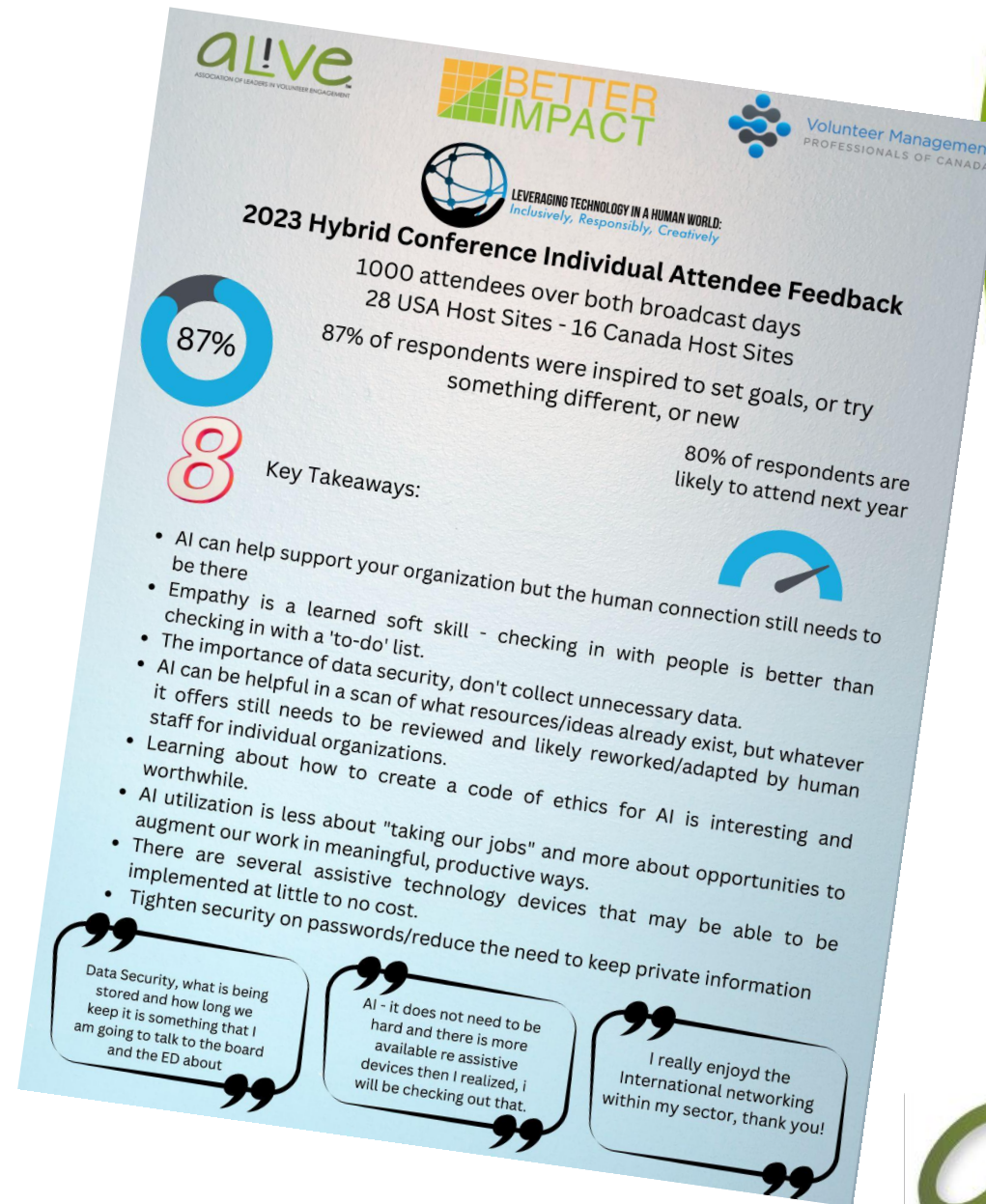
thank you to our award  
sponsor Better Impact



# SAVE THE DATE

Our 10th Annual Hybrid Conference will be  
October 22 & 23, 2024

Theme announced in February!



# Programs & Advocacy Committee

Programs Committee	Advocacy Committee
<ul style="list-style-type: none"><li>● ALIVE Academies</li><li>● Communities of Practice</li><li>● Presenters Bootcamp</li><li>● Mentor Program</li><li>● Hybrid Conference</li></ul>	<ul style="list-style-type: none"><li>● CVA Study Group</li><li>● Professional Standards</li><li>● Job Leveling</li><li>● Awards<ul style="list-style-type: none"><li>○ Impact Awards</li><li>○ Lifetime Achievement</li></ul></li><li>● Partnerships &amp; Collaboration</li><li>● Research Development</li></ul>

# **NEW for 2024**

## **Advocacy Committee**

**Members**

**Profession**

**Legislative**

**Partnerships &  
Collaboration**



# 2024 Goals

## Programs

**Explore need, opportunities, and interest for national in-person professional development or ALIVE conference track**

**Investigate and create a resource or toolbox for new Volunteer Engagement Professionals such as training and/or templates**

## Advocacy

**Determine strategy, procedures, and implementation plan for the new Advocacy Committee**

**Advocate for inclusion of Volunteer Engagement Professionals with Department of Labor**

**Release Career Pathways guide with accompanying template Volunteer Engagement Professional position descriptions**

# Treasurer's Report



**Christi Brown, MHA, CVA, CAVS, CDVS**  
Treasurer

## 2023 Finance Committee

- Rebecca Verhoff Kiss
- Lori Pilley
- Elizabeth Soch
- Michelle Raymer
- Cathy Thoma
- Mari Reyes

# Treasurer's Report

2023 Accomplishments	2024 Goals
<ul style="list-style-type: none"><li>● Fiscal management &amp; practices</li><li>● Fully engaged with CPA firm</li><li>● Established development sub-committee</li><li>● New committee members</li></ul>	<ul style="list-style-type: none"><li>● Defined Plans &amp; Goals for Sponsorships and Grant Opportunities</li><li>● Prepare &amp; Transition for Manager Retirement</li><li>● Continued fiscal diligence (new revenue streams and cost saving opportunities)</li></ul>

# Treasurer's Report - INCOME

INCOME	2023 Budget	2023 Actual (YTD Oct)	Budget Variance
Donations (Board & General)	\$2,810	\$1,344	(\$1,466)
Partnerships/grants & sponsorships	\$2,000	\$1,897	(\$103)
Webinars	\$300	\$0	(\$300)
Memberships (Individual/Orgs/Local Associations)	\$34,000	\$31,083	(\$2,917)
Hybrid Conference	\$7,500	\$8,555	\$1,055
Administrative Fees	\$1,000	\$1,000	\$0
Service Enterprise	\$115,680	\$54,300	(\$61,380)
Interest Income	\$0	\$85	\$85
<b>TOTAL</b>	<b>\$163,290</b>	<b>\$98,264</b>	<b>(\$65,026)</b>

# Treasurer's Report - EXPENSES

EXPENSES	2023 Budget	2023 Actual (YTD Oct)	Budget Variance
Executive	\$6,460	\$6,713	(\$253)
Finance	\$5,050	\$4,957	\$47
HR	\$33,000	\$24,166	\$8,834
Marketing	\$6,600	\$6,591	\$9
Membership	\$400	\$39	\$361
Programs	\$4,300	\$1,503	\$2,797
Technology	\$6,395	\$4,192	\$2,203
Service Enterprise	\$161,680	\$72,792	\$88,888
<b>TOTAL</b>	<b>\$223,885</b>	<b>\$120,953</b>	<b>\$102,932</b>

# Treasurer's Report

## YTD Variance

2023 ACTUALS (YTD OCT)	AMOUNT
TOTAL INCOME	\$98,264
TOTAL EXPENSES	\$120,953
Variance	(\$22,689)

# Treasurer's Report

## Statement of Financial Position

As of October 31, 2023

	TOTAL
<b>ASSETS</b>	
Current Assets	
Bank Accounts	
Business Market Rate Savings (9932)	63,811.69
Initiate Business Checking (7160)	25,905.18
PayPal	268.06
<b>Total Bank Accounts</b>	<b>\$89,984.93</b>
<b>Total Current Assets</b>	<b>\$89,984.93</b>
<b>TOTAL ASSETS</b>	<b>\$89,984.93</b>
<b>LIABILITIES AND EQUITY</b>	
Liabilities	
<b>Total Liabilities</b>	
Equity	
Opening balance equity	60,728.90
Retained Earnings	52,666.43
Net Revenue	-23,410.40
<b>Total Equity</b>	<b>\$89,984.93</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>\$89,984.93</b>

# Thank you to our Donors

Cash Donors		In Kind Donors
Ashley Rieser	Dana Litwin	Dana Litwin
Rebeccah	Barbara Hutcherson	Alicia M Campbell
Verhoff-Kiss	Erick Lear	Megan Vixie
Shawn Reid	Shawn Reid	Traci Lato-Smith
Andrew Haukebo	Jenny Hymans	Kayla Paulson
Alison Schwartz	Andrea Hill	Better Impact
Christi Brown	Gretchen Jordan	Christi Brown
Michelle Raymer	Jason Frenzel	
Cathy Thoma	Amy McLeer	
Darlene Laird	T Campbell	
Julie Booth	Alison Schwartz	
Wendy Johnson	K Sterner	
Grace Marie Belizario	Tim Suda	



# Amanda Schmierer, CVA

## DEAI Committee

- Amanda Schierer
- Jenn Forristal
- Alli Zuel
- Angelique DeLuz
- Lisa Mooney
- Noni Virani
- Aliya March



**Amanda Schmierer, CVA**  
DEAI Committee

# DEAI 2024

## 2023 Accomplishments

- Amplify BIPOC & LGBTQIA+ voices at monthly Board meetings.
- Provided assistance in ensuring DEAI perspective for information on the Annual Hybrid Conference.
- Identified what was needed to take steps bringing the DEAI subcommittee into its own committee.
- Explored consultant support to broaden DEAI communication and educational initiatives.

## 2024 Goals

- Collaborating on the Hybrid Conference and program developments to ensure there is DEAI perspective.
- Reframing of roles and hierarchy within DEAI w/ potential review/change of ALIVE bylaws to allow for more inclusive roles & less patriarchal structures.
- Supporting the annual MAVA Dismantling Inequalities Conference by planning a budget that supports sending a representative from the DEAI committee.
- Work across all lines to develop and implement an equity lens that is used across ALIVE.
- Revisit the ALIVE DEAI statement to acknowledge DEAI is a journey we are currently on.

# Career Pathways Survey

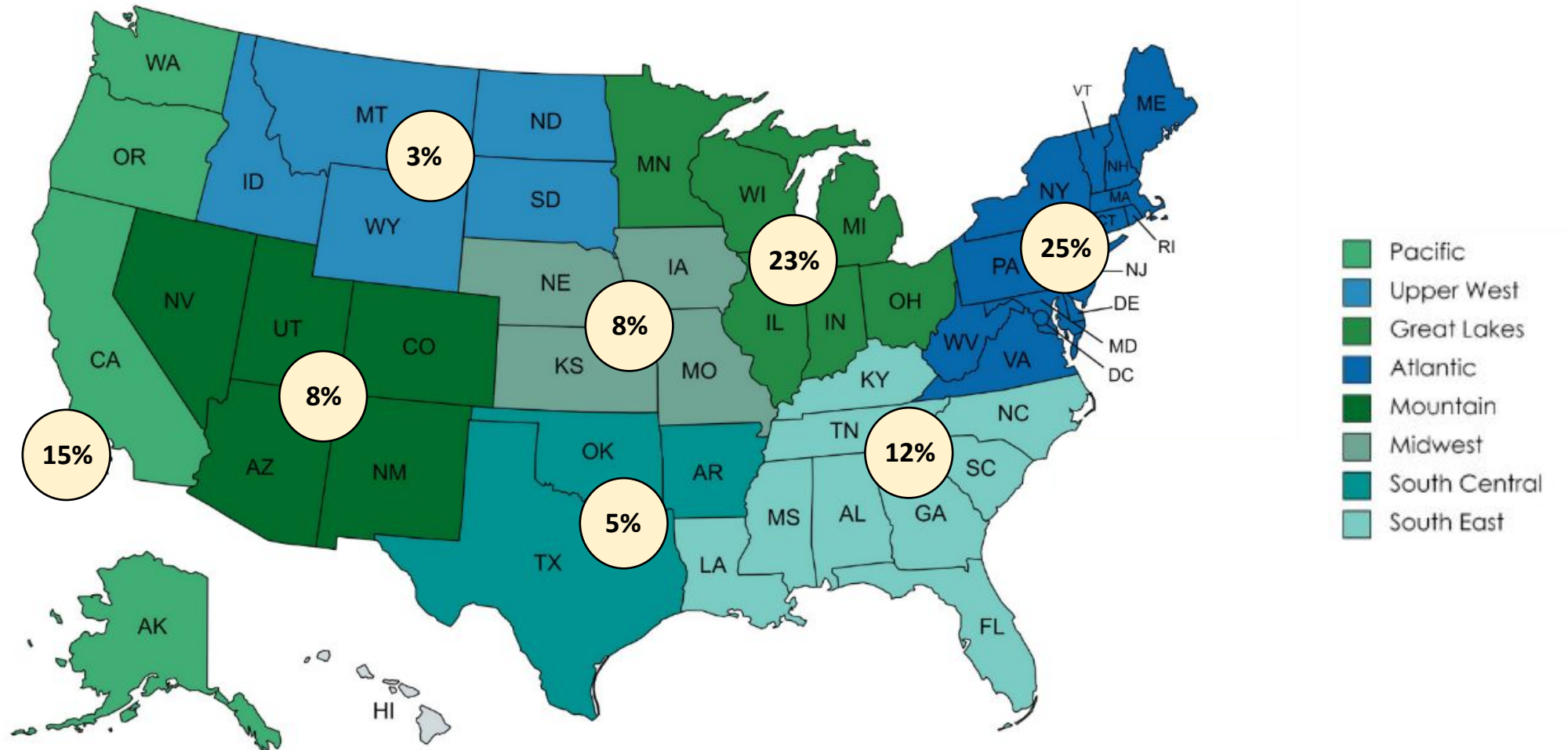
## Career Pathways Committee

- Megan Vixie
- Cathy Thoma
- Alicia Morris Campbell
- Michelle Raymer



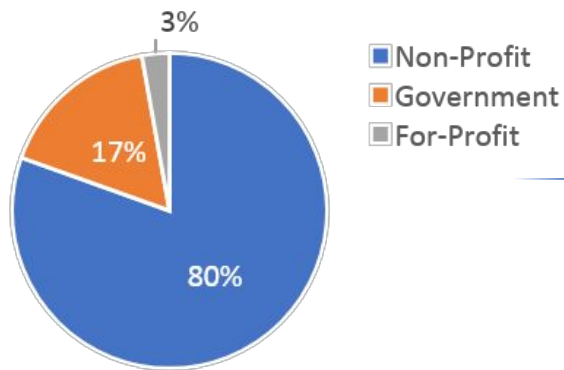
Megan Vixie

# Career Pathways Survey: By Region

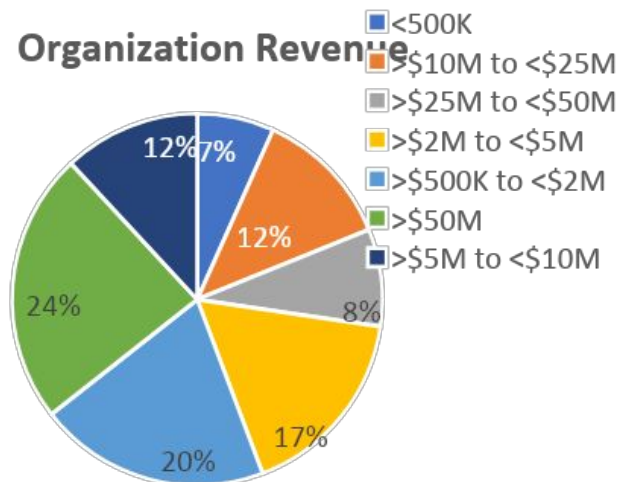


# Career Pathways Survey By Organization

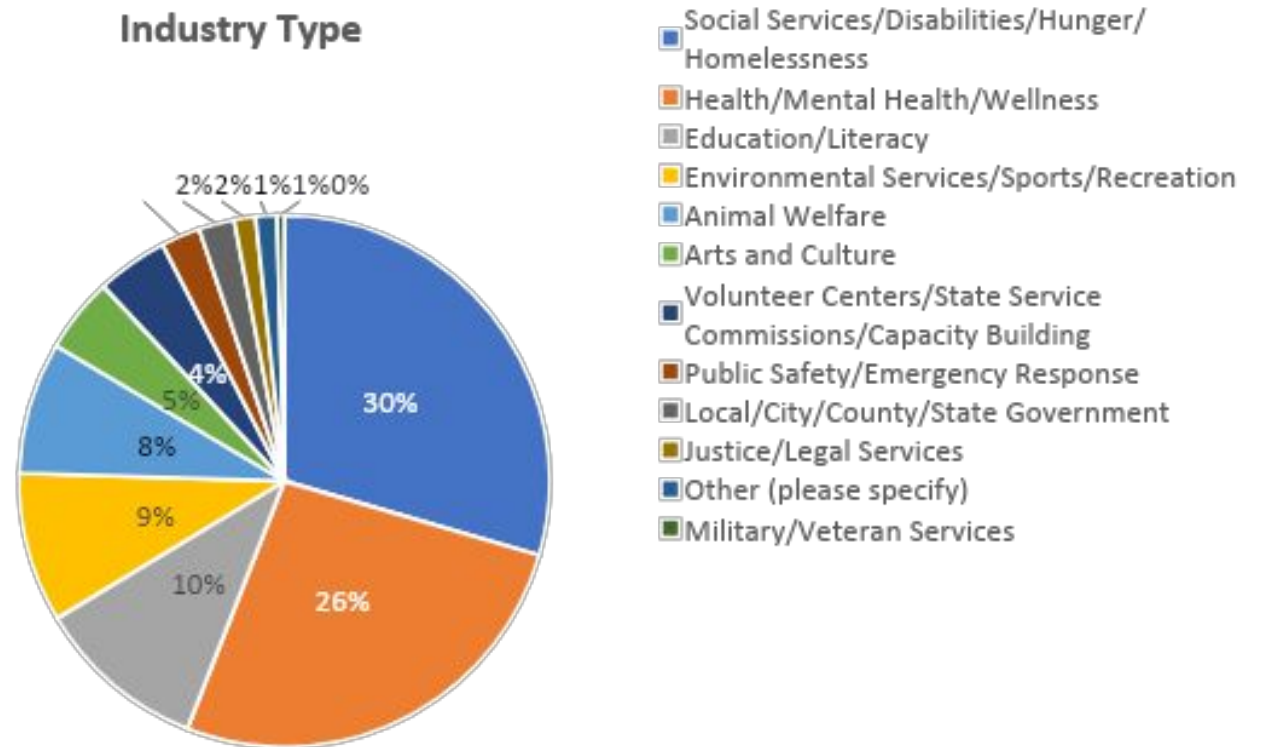
Organization Type



Organization Revenue

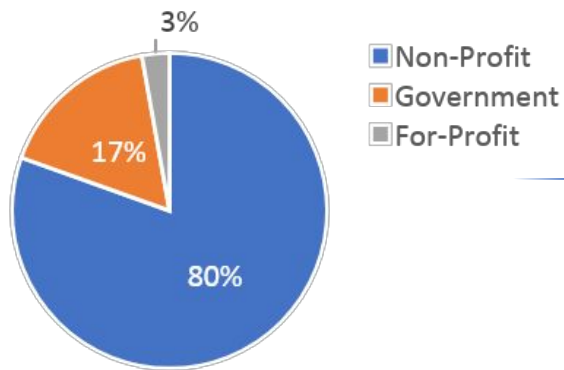


Industry Type

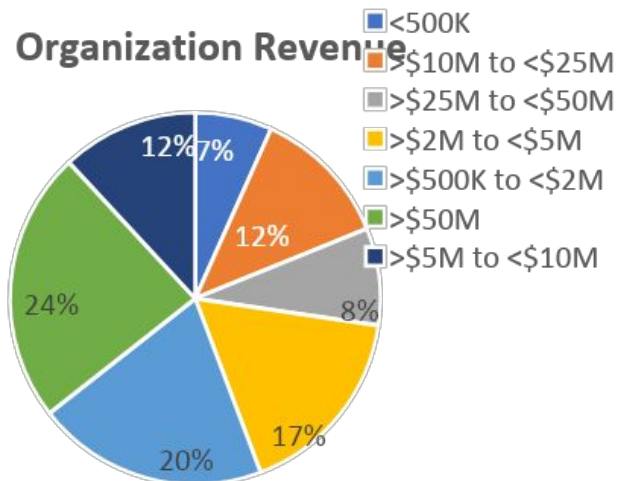


# Career Pathways Survey: By Organization

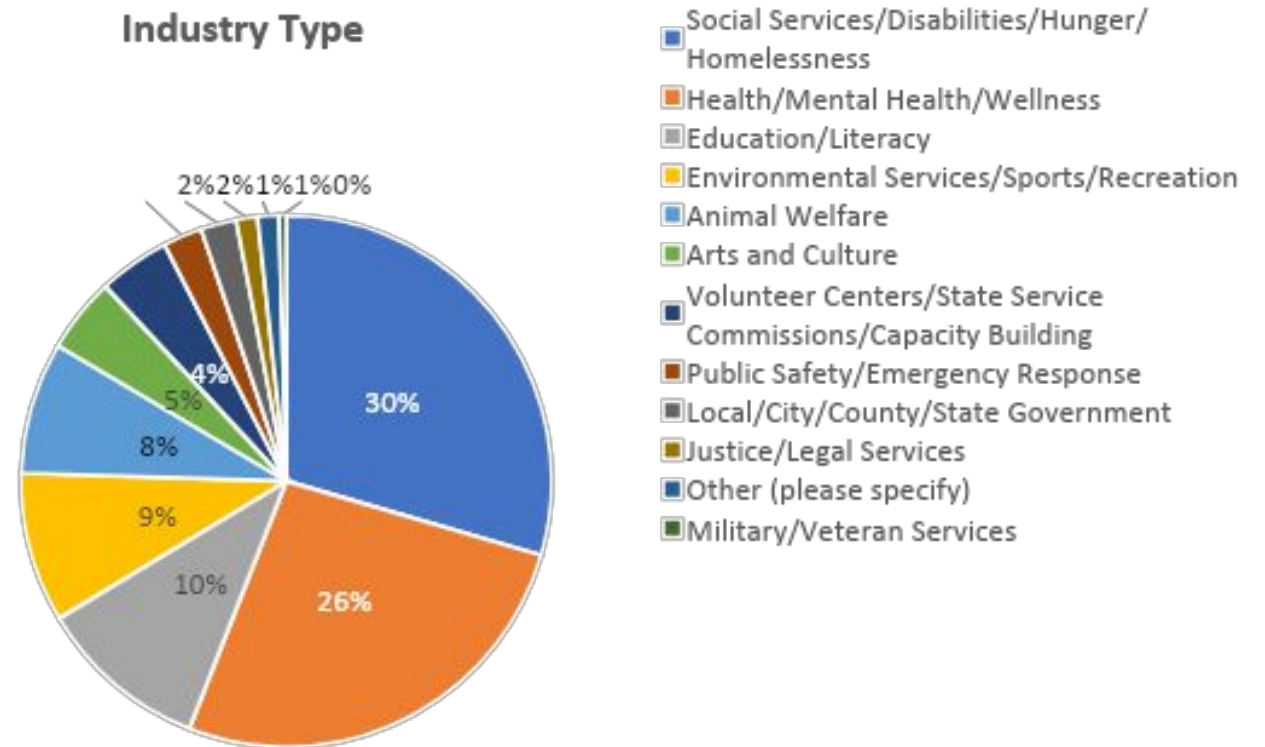
Organization Type



Organization Revenue



Industry Type

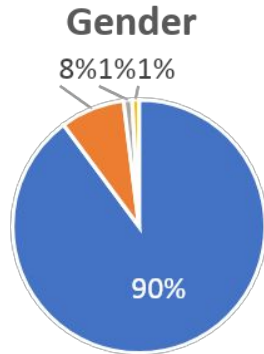


# Career Pathways Survey

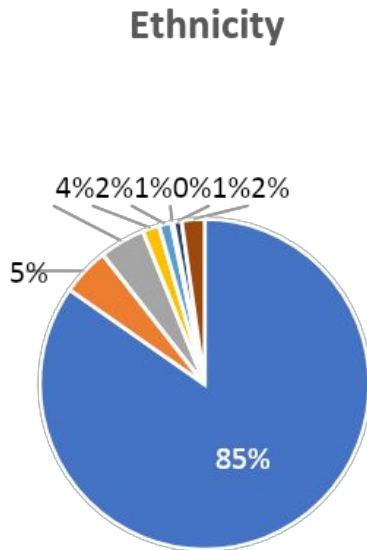
## The VEP



- Female
- Male
- Non-binary
- Prefer not to answer

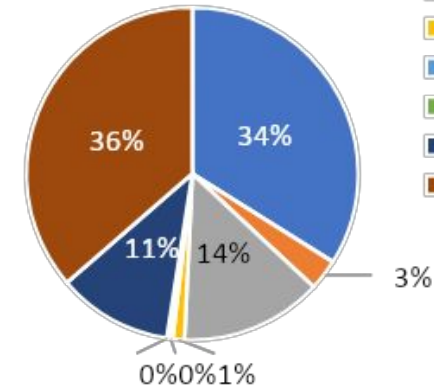


- White
- Black or African American
- Hispanic or Latino
- Asian or Asian Merican
- American Indian or Alaskan
- Native Hawaaian or other Pacific Islander
- A race/ethnicity not listed below
- Prefer not to answer



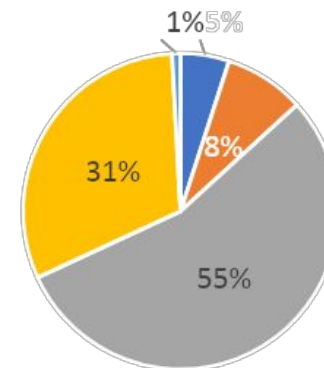
### Certification/Training

- Certified in Vol Admin (CVA)
- Certified Admin of VS (CAVS)
- Certificate in Related Coursework
- Cert in HR (PHR, SHRM-CP)
- Project Mgmt Prof (PMP)
- Certified Fund Raising Exec (CFRE)
- Other
- None of the Above



### Education

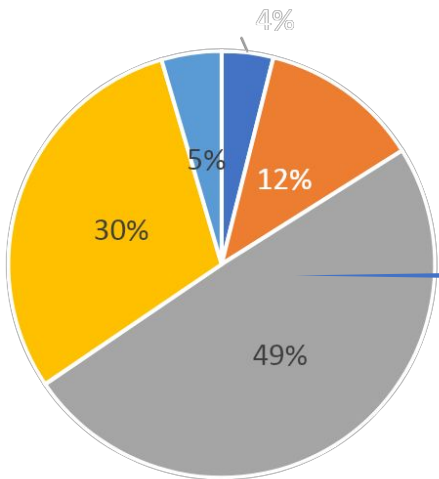
- Up to high school diploma or equivalent
- Associate's degree
- Bachelor's degree
- Master's degree
- Doctorate or higher



# Career Pathways Survey

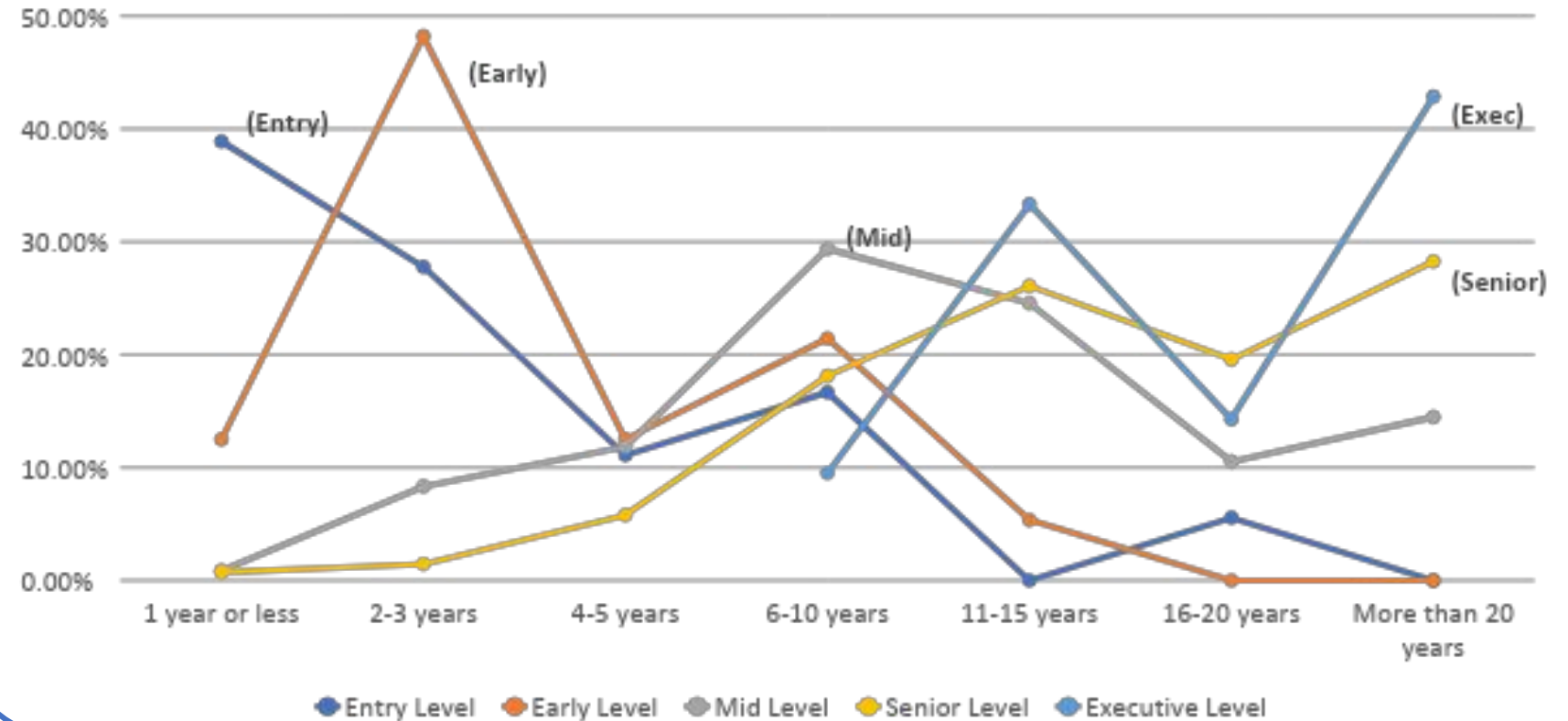
## The Role

Career Level



- Entry Level
- Early Level
- Mid Level
- Senior Level
- Executive Level

Years of Experience by Career Level

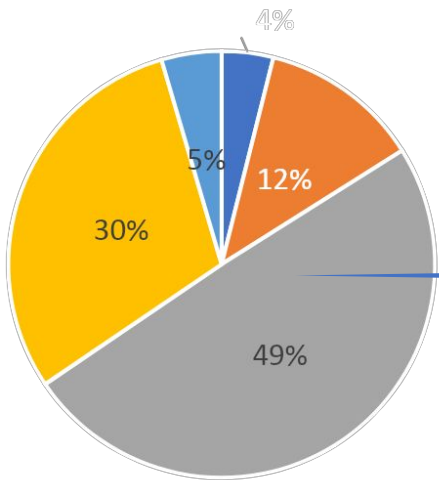




# Career Pathways Survey

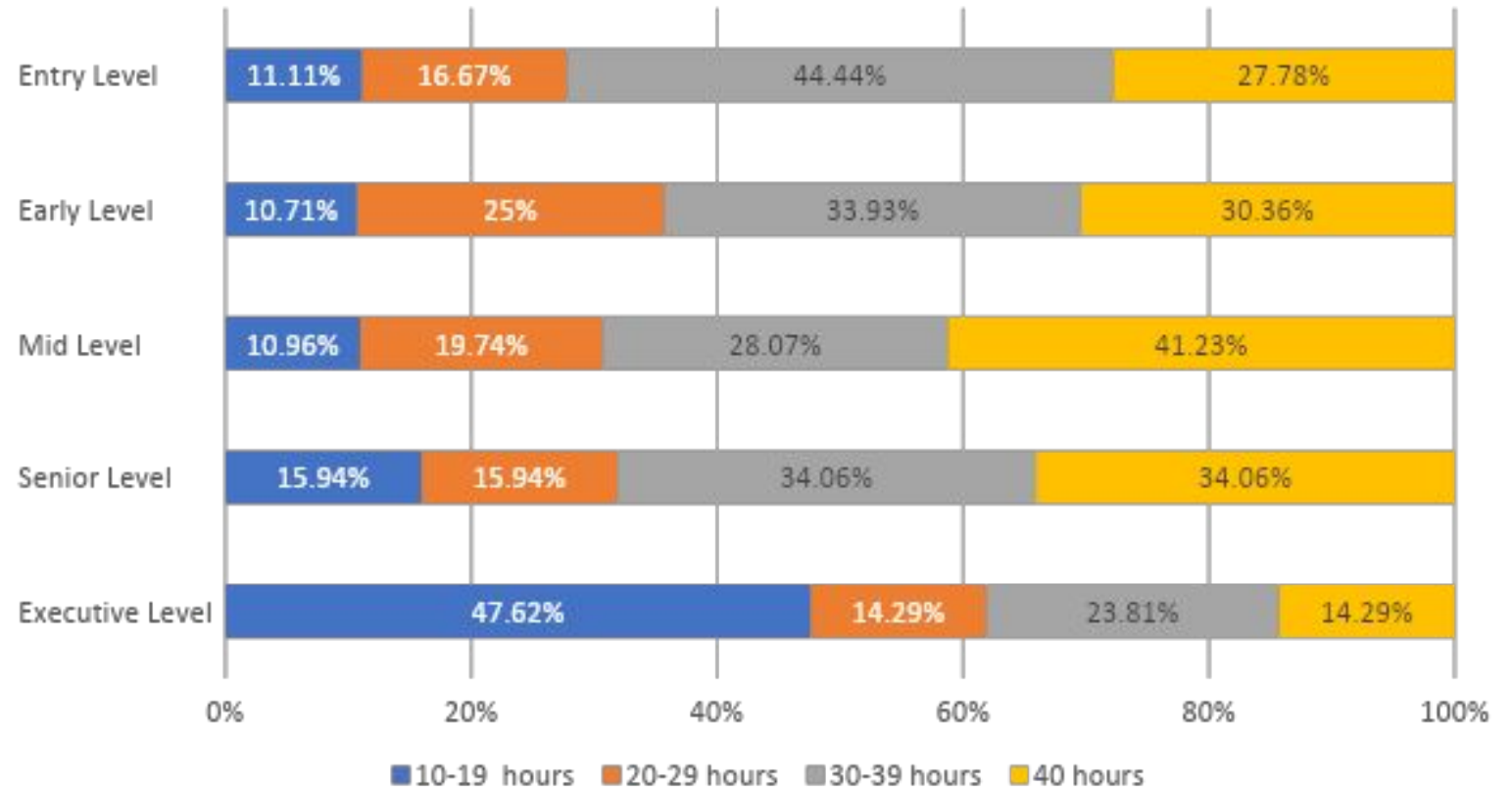
## The Role

Career Level



- Entry Level
- Early Level
- Mid Level
- Senior Level
- Executive Level

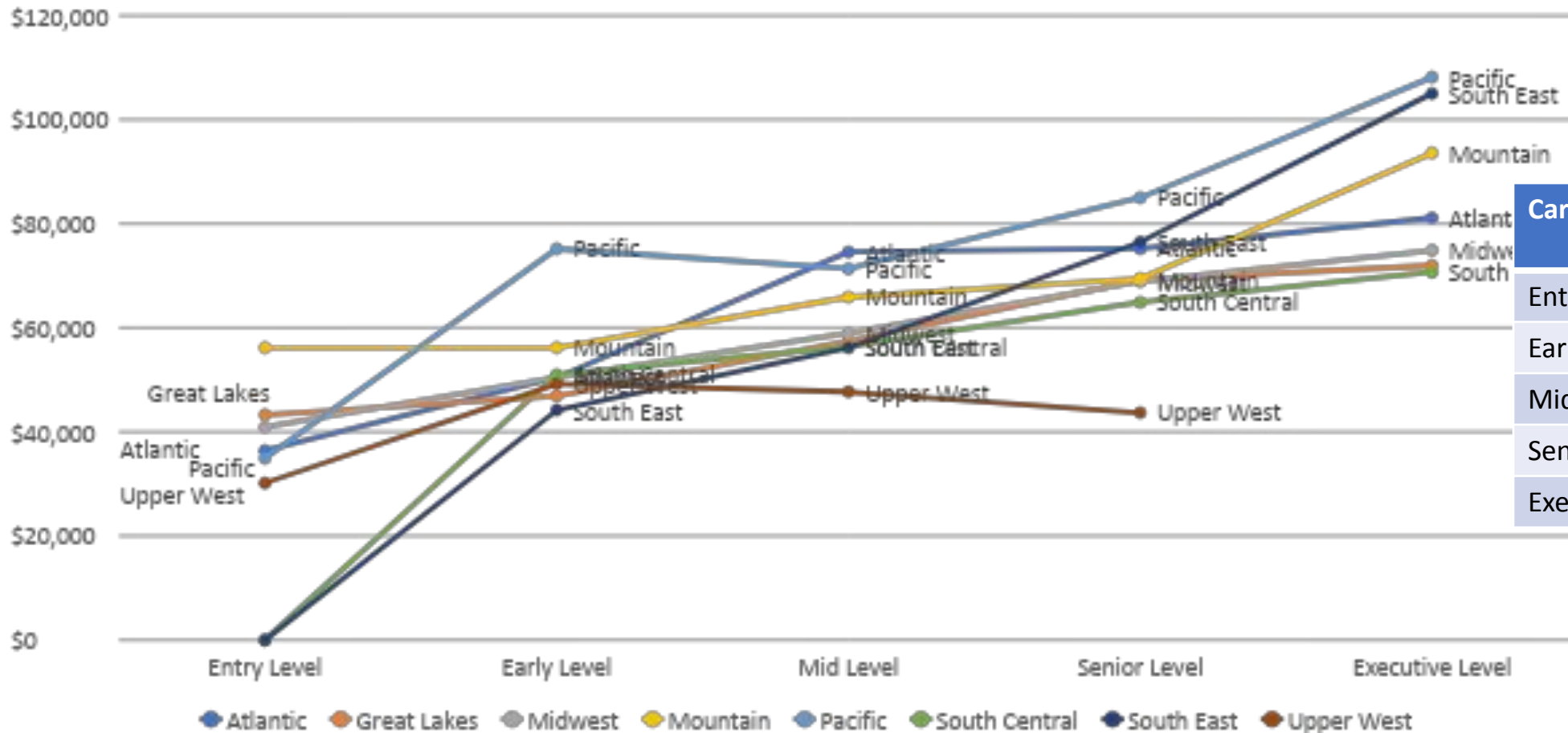
Hours Spent on VE by Career Level



# Career Pathways Survey

## The Role

Salary Average per Region by Career Level



Career Level	Salary Average Range
Entry Level	\$30K-56K
Early Level	44K-75K
Mid Level	\$47K-74K
Senior Level	\$43K-85K
Executive Level	\$70K-108K

# Career Pathways Survey Insights

Org Industry (% of All Respondents)	Holds Ed. Degree	Holds CVA	Related Coursework	Other
Animal Welfare (8%)	82%	46%	3%	
Arts & Culture (5%)	81%	48%	10%	
Education/Literacy (10%)	94%	44%	6%	
Environmental Services/Sports/Recreation (9%)	100%	36%	19%	
Health/Mental Health/Wellness (27%)	79%	37%	16%	13% CAVS; 3% HR
Justice/Legal Services (1%)	100%	33%	33%	
Local/City/County/State Government (2%)	100%	50%	20%	
Military/Veteran Services (1%)	100%	100%	0%	
Public Safety/Emergency Response (2%)	100%	64%	18%	
Social Services/Disabilities/Hunger/ Homelessness (30%)	85%	29%	18%	
Volunteer Centers/State Service Commissions/Capacity Building (4%)	95%	60%	40%	
<b>ALL RESPONDENTS</b>	<b>87%</b>	<b>39%</b>	<b>16%</b>	

# Career Pathways Survey: Insights

Career Level (% of All Respondents)	Holds Educ. Degree	Holds CVA	Related Coursework
Entry Level (4%)	83%	17%	0%
Early Level (12%)	86%	14%	14%
Mid Level (49%)	85%	42%	16%
Senior Level (30%)	90%	47%	17%
Executive Level (5%)	95%	38%	24%
<b>ALL RESPONDENTS</b>	<b>87%</b>	<b>39%</b>	<b>16%</b>

# Career Pathways Survey: Insights

Competencies (Ranked 5 out of 5)	Entry Level	Early Level	Mid Level	Senior Level	Executive Level
Communication	94%	88%	87%	86%	71%
Customer Service/Experience	72%	68%	77%	75%	67%
Recruitment & Onboarding	67%	61%	72%	66%	
Ethics	61%	52%	67%	67%	67%
Relationship Building/Influencing Others	61%	64%	69%	76%	62%
Record Keeping/Database Management	61%	70%	61%	62%	48%
Recognition & Retention	56%	61%	62%	63%	67%
Diversity/Inclusion/Cultural Awareness	50%	52%	50%	51%	57%
Project Management			45%	56%	52%
Training & Development			54%	61%	48%
Decision Making			53%	70%	62%
Public Speaking					57%
Coaching & Mentoring			48%	61%	52%
Program Development			45%	62%	52%
Innovation					43%

# Career Pathways Survey: Insights

## Top 5 Job Responsibilities

Entry Level	Early Level	Mid Level	Senior Level	Executive Level
<ol style="list-style-type: none"><li>1. Recruitment</li><li>2. Recognition &amp; Retention Strategies</li><li>3. Program Coordination</li><li>4. Recruitment &amp; Onboarding</li><li>5. Database Management &amp; Recordkeeping</li><li>6. Communication</li></ol>	<ol style="list-style-type: none"><li>1. Recruitment</li><li>2. Program Coordination</li><li>3. Training</li><li>4. Program Design &amp; Development</li><li>5. Recognition &amp; Retention Strategies</li><li>6. Volunteer Program Administration</li></ol>	<ol style="list-style-type: none"><li>1. Recruitment</li><li>2. Program Coordination</li><li>3. Training</li><li>4. Recognition &amp; Retention Strategies</li><li>5. Program Design &amp; Development</li><li>6. Recruitment &amp; Onboarding</li></ol>	<ol style="list-style-type: none"><li>1. Recruitment</li><li>2. Program Coordination</li><li>3. Training</li><li>4. Recognition &amp; Retention Strategies</li><li>5. Program Design &amp; Development</li><li>6. Recruitment &amp; Onboarding</li></ol>	<ol style="list-style-type: none"><li>1. Training</li><li>2. Recruitment</li><li>3. Program Design &amp; Development</li><li>4. Recognition &amp; Retention Strategies</li><li>5. Staff Management</li><li>6. Strategy</li><li>7. Relationship Building</li><li>8. Marketing</li></ol>

# Career Pathways Survey

## Next Steps

- Compare salary survey data to comparable market data
- Create competencies and definitions to indicate variation of skill for each job level
- Filter data to see trends through various segments (by industry, organization revenue, career level)
- Showcase benefits or opportunities for the VEP
- Provide insights for the VEP and organizations on how to use the data

# Service Enterprise

Beyond the Volunteer  
Engagement Professional

Strengthens capacity through  
the fundamental & strategic  
use of volunteers & their skills  
to address community needs.



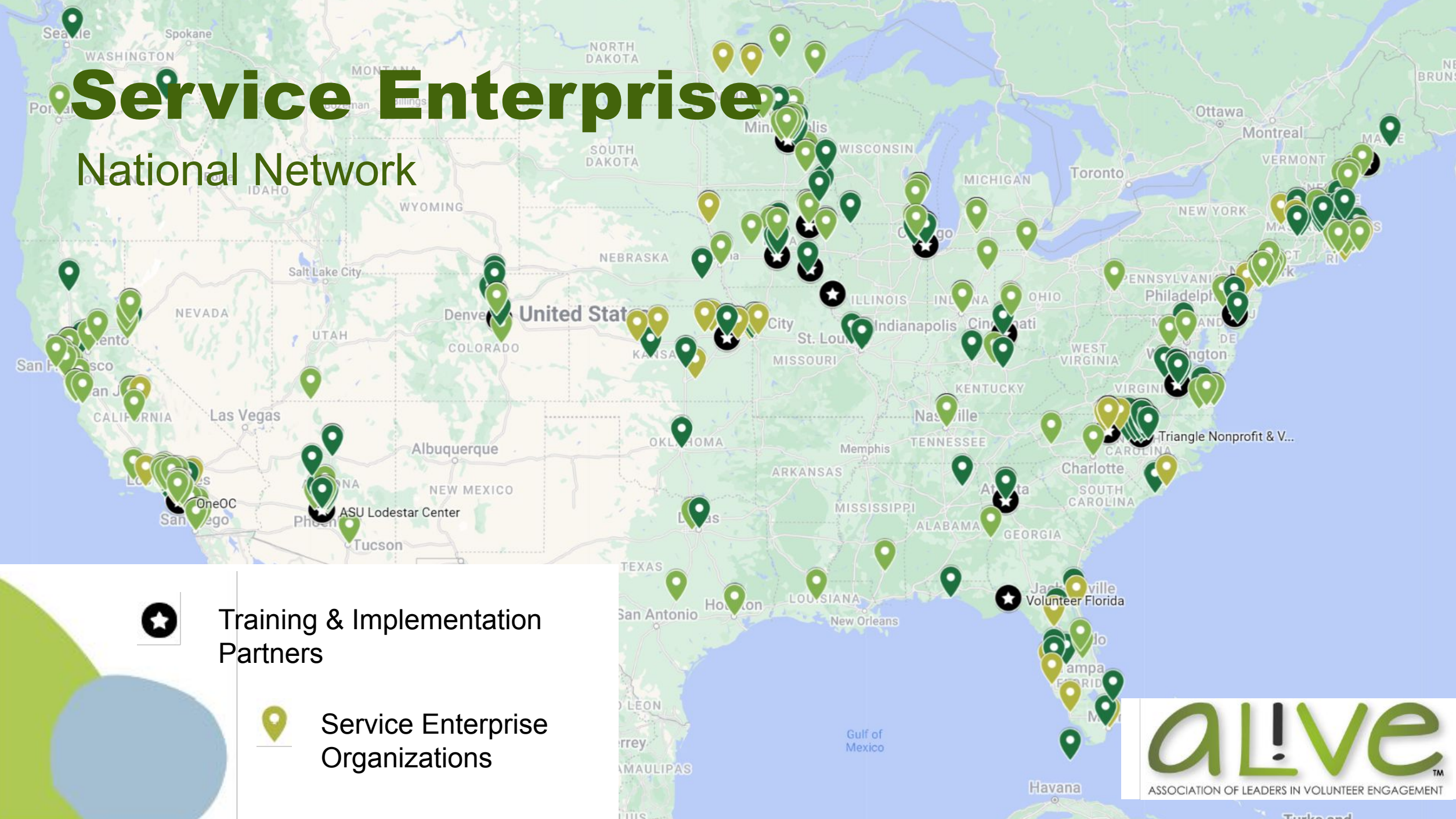
**Kayla Paulson, CVA**  
National Service  
Enterprise Administrator





# Service Enterprise

## National Network



Training & Implementation Partners



Service Enterprise Organizations



ASSOCIATION OF LEADERS IN VOLUNTEER ENGAGEMENT

# Service Enterprise

Training &  
Implementation  
Partners

21

69

Diagnostics  
Conducted

61

Organizations Achieved  
Accreditation

Surpassed

850

Organizations

“Service Enterprise significantly enhanced our team's understanding of the intentional work that it takes to effectively manage a successful volunteer program. It was validating to have more buy-in for processes that ultimately supported our organization's goals to better partner with the community.”

# Service Enterprise Volunteers

**Thank you for making Service Enterprise better & inspiring future organizations!**

- Karmit Bulman
- Rachel Bruns
- Katie Campbell
- Cathy Caples
- Heather Crandall
- Holly Daniels
- Kathy Davis
- Rosie Drumgoole
- Michele Francesconi
- Lauren Finke
- SJ Foltz
- Victoria Grasela
- Lisl Hacker
- Kristy Judd
- Abby Krstulic
- Lynn Lauritzen
- Haley Matherly
- Donna Martin
- Lea Metz
- Katelyn Noble
- Meg Pearson
- Amy Pinger
- Paige Porter
- Polly Roach
- Elizabeth Schwan-Rosenwald
- Adrianna Silver
- Jerome Tennille
- Barbara Thomas
- Faiza Venzant

# Alliance for Volunteer Engagement

- Early 2023 launched marketing campaign of research results and talking-point tools from the Summer 2022 Initiative for Strategic Volunteer Engagement (#ISVE) for executive nonprofit leaders and funders: <https://strategicvolunteerengagement.org>
- Feb.7th webinar for all audiences "The Future of Strategic Volunteer Engagement"
- June 15th webinar for funders "Maximizing Your Investment through Strategic Volunteerism".
- Oct.4th webinar "Unlocking the Power of Strategic Volunteer Engagement for Nonprofit Executives"
- Oct.5th - 6th Alliance Strategic Retreat for Funding Partners; in person, Denver, CO.
- Current Alliance news from Dec.6th Leadership Team Meeting

**Website:** [all4engagement.com](https://all4engagement.com)

**Email:** <https://all4engagement.org/contact/>



**Dana Litwin, CVA**

# Lifetime Achievement Award



**Katie Campbell, CVA**

## About Katie:

- Katie has left a legacy in our field, as a leader, educator, researcher, author and advocate for volunteer engagement.
- She was the Executive Director for CCVA and laid the foundation of AVA before it became ALIVE
- Katie has left her mark on our profession, countless organizations and more lives than she will know.

**Post  
Kudos  
for  
Katie**



**THANK YOU KATIE!**

# Association Manager

Thank you to Gretchen for her hard work this year.

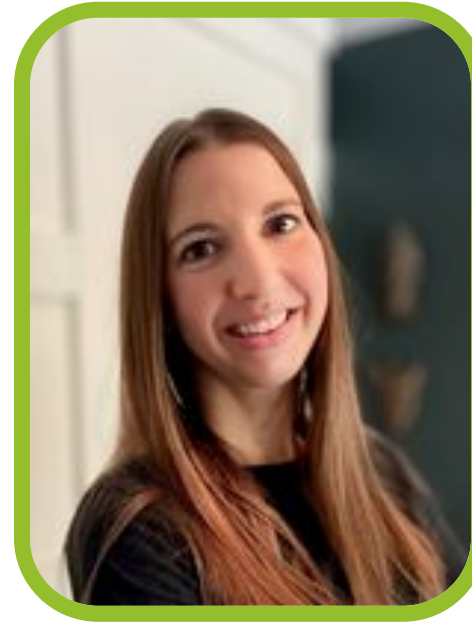
- Traveled 9000+ miles
  - Attended five conferences
  - Visited 7 local associations
  - and many colleagues!
- Gretchen will be retiring at the end of 2024.
- More information in the new year about the search.



## Special Thanks to...



**Nicole Smith, CVA**  
Secretary  
HR & Policy Committee



**Michelle Raymer, CVA**  
ALIVE President

**...for all you have done for ALIVE!**





# Contact Us

**Website:** [volunteeralive.org](http://volunteeralive.org)

**Email:** [info@volunteeralive.org](mailto:info@volunteeralive.org)

- **Newsletter December 9**
- **New COP's, AL!VE Academies on our calendar and more to be added.**

# Ways to Donate

## AL!VE Fundraising Efforts

- ▶ Make a donation
- ▶ Purchase a t-shirt

Learn more at:

[www.volunteeralive.org/donate](http://www.volunteeralive.org/donate)



**Here's to 2024!**