

**In This Issue:
Volunteers Supporting Volunteer Resource Managers:
Thank You One and All**

This time of year is very special, and emotional, in many ways and on many levels. One tends to strongly reflect upon the true meanings of the season and understand even more clearly how important family and friends are in our daily lives. In light of the fact that this issue of *The IJOVA* is my final as Editor, its preparation has been a very emotional experience for me and I have reflected greatly upon the enormous contributions of so many individuals, professionals each and every one yet in terms of their work with *The Journal*, actual volunteers supporting volunteer resource managers.

Yes...I have been truly honored and blessed during the past five years, and even for the four years prior to that, to have had the opportunity to volunteer with an expanded circle of professional friends (many of whom have become almost like family) in greater support of volunteer resource management around the world. My special thanks go to three individuals who have been with me on my journey as Editor from its very beginning...Associate Editor Ryan Schmiesing, and Board members Pamela Robinson and Harriett Edwards...for their unwavering support, advice, and insights. They truly are my "family" in so many ways. I thank the other past and present Board members who have also worked so diligently to keep *The IJOVA* in existence in its early years and help it grown in recent years...Tere Alfaro, Erin Barnhart, Martin Cowling, Femida Handy, Melissa Heinlein, Mary Kay Hood, Ruth McKenzie, Nancy Macduff, Lucas Meijs, and Bill Woodrum. It has been an honor to have served with you.

A very heartfelt and special thanks goes to all the Editorial Reviewers who have served throughout my term as Editor, many of whom I have never met in person, but only through a constant flow of emails as they served as virtual volunteers. These selfless individuals include Liz Adamshick, Lynne Borden, Mark Brennan, Rosemary Gliem, Lori Gotlieb, Linda Graff, Renee Johnson, Ann Merrill, Connie Pirtle, Marti Sowka, Joanna Stuart, Gina Taylor, Richard Waters, Barb Wentworth, and Daphne Wright. You, my friends, are the backbone of *The IJOVA*.

So it is indeed my privilege and honor to introduce to you, our readers, this final issue of Volume 28, and my final as Editor. The issue opens with three excellent, original Feature Articles. Kim Allen helps us better understand working with youth as volunteers and concludes, "Volunteer resource managers that engage youth in ways that are meaningful to both the organization and the youth are likely to see great success with young volunteers". Wayne Nelson, Ellen Netting, Kevin Borders, Ruth Huber, and Daniel Agle explore factors cited by volunteer ombudsman in Oregon as being most meaningful to them in their volunteer efforts. Their findings suggest that former volunteers may have been encouraged to remain in service by improved program factors, especially better staff support. Simon Rice and Barry Fallon discuss volunteer satisfaction and retention within an emergency services organization and conclude that three organizational care variables are most important: volunteer recognition, respect, and welfare.

The issue continues with five Tools of the Trade designed to better assist and support volunteer resource managers in their day-to-day work. Janet Fox presents a review of the newly published

book, *The Volunteer Management Handbook* (Second Edition, 2012, Tracy D. Connors, Editor). Katherine Campbell discusses the core competencies and performance expectations which define sound practice for those who lead and manage volunteer engagement. Dale Pracht, Bryan Terry, and Kate Fogarty describe an excellent tool they developed to help volunteer resource managers in managing risks in volunteer programs. Rachel Rudd and Stacey MacArthur describe how to better use Google Docs and the Internet to manage and recruit volunteers, and Jeanette Savage and Jill Fowler describe how strategic thinking is a critical skill for contemporary volunteer resource managers.

The issue closes with three *From the Annals* published previously in *The Journal of Volunteer Administration*, all relating directly to the current issue's focus. "Competencies Comprising Contemporary Volunteer Administration: An Empirical Model Bridging Theory with Professional best Practice" by Dale Safrit, Ryan Schmiesing, Joseph Gliem, and Rosemary Gliem was first published in 2005. "Preventing Burnout: Taking the Stress Out of the Job" by Marcia Kessler was first published in 1991, while "Recruitment and Retention of Volunteers in Florida: results from a Practitioner Survey" by Jacqueline Flynn and Mary Ann Feldheim was first published in 2003.

So as an important phase of my professional life comes to a close, for one final time I join the entire Editorial Board and Reviewers of *The International Journal of Volunteer Administration* in sharing this issue addressing important aspects of the management and administration of volunteer programs. Best wishes for the future, and may the spirit of volunteerism fill us all now and throughout the new year.



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