



# **2012-2013 Membership Survey Results**

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# **CATHOLIC VOLUNTEER NETWORK**

## *2012-2013 Membership Survey Results*

### **I. SUMMARY**

A total of 196 programs (96.1 percent of eligible programs) participated in the 2012-2013 Membership Survey and their responses have been used to compile the following results. Out of a total of 204 eligible, renewing programs, 196 programs completed the survey and 4 programs did not return a completed survey.

Results of the Membership Survey are crucial to improving membership and recruitment services as well as tracking trends with our volunteers and programs.

During the membership renewal, 14 programs did not renew and 17 programs joined membership for the first time or returned to membership after a lapse. The new and non-renewing programs did not complete the membership survey.

### **II. PROGRAM STATISTICS**

#### **A. GROWTH OF LAY MISSION AND VOLUNTEER PROGRAMS**

| <b>Membership Year</b> | <b>Number of Volunteer Programs</b> |
|------------------------|-------------------------------------|
| 1982 - 1983            | 64                                  |
| 2003 - 2004            | 236                                 |
| 2004 - 2005            | 217                                 |
| 2005 - 2006            | 212                                 |
| 2006 - 2007            | 200                                 |
| 2007 - 2008            | 193                                 |
| 2008 - 2009            | 196                                 |
| 2009 - 2010            | 182                                 |
| 2010 - 2011            | 188                                 |
| 2011 - 2012            | 189                                 |
| 2012 - 2013            | 204                                 |
| 2013-2014 (current)    | 223                                 |

| <b><u>Number of Programs Reported by Length of Commitment Offered</u></b> |                        |                             |
|---|------------------------|-----------------------------|
| <b><u>Length</u></b>  | <b><u>Domestic</u></b> | <b><u>International</u></b> |
| 0-3 Weeks   | 29                     | 8                           |
| Alternative Breaks  | 21                     | 4                           |
| 1-3 Months  | 35                     | 13                          |
| 4-8 Months  | 26                     | 8                           |
| 9-12 Months   | 110                    | 23                          |
| 13-24 Months  | 42                     | 15                          |
| 24+ Months  | 17                     | 13                          |

## B. RELIGIOUS AFFILIATION OF MEMBER PROGRAMS

During this reporting period, 75.76% of programs considered their primary religious affiliation to be Catholic. Programs were able to select all options that apply.

| <b>PRIMARY RELIGIOUS AFFILIATION OF MEMBER PROGRAMS (IN NUMBER OF PROGRAMS)</b> |     |
|---|-----|
| Brethren  | 1   |
| Catholic  | 150 |
| Episcopal   | 21  |
| Lutheran  | 6   |
| Mennonite   | 3   |
| Presbyterian  | 2   |
| Quaker  | 3   |
| United Church of Christ   | 2   |
| Ecumenical  | 17  |
| Other   | 0   |

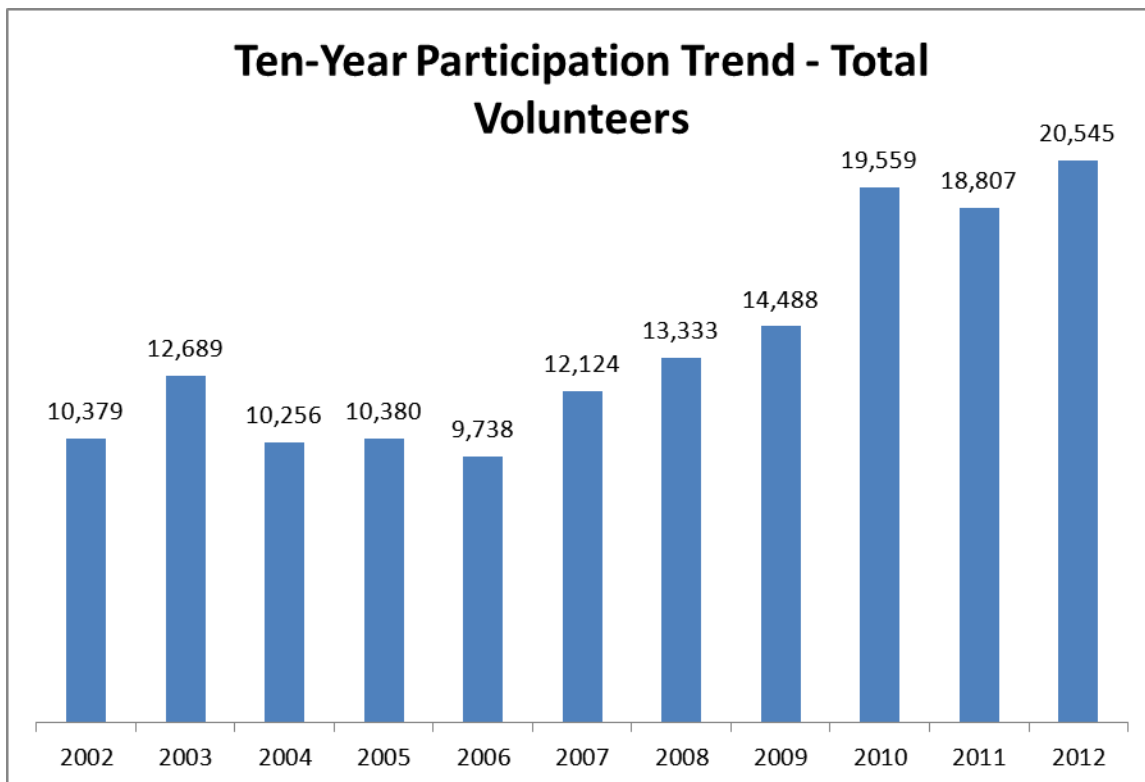
## C. TOTAL LAY MISSIONERS

The table titled “NUMBER OF TOTAL LAY MISSIONERS BY LENGTH OF COMMITMENT” displays the total number of Missioners/Volunteers who served in all member programs for each specific length of commitment during the 2011-2012 cycle (the most recently *completed* cycle at the time of the survey). The greatest number of domestic missioners/volunteers served for 0 to 3 weeks followed by the group that served for alternative breaks. The largest group of those serving internationally was the group serving 0 to 3 weeks followed by the group that served for 1 to 3 months.

| <b>NUMBER OF TOTAL LAY MISSIONERS BY LENGTH OF COMMITMENT</b> |                        |                             |                     |
|---|------------------------|-----------------------------|---------------------|
| <b><i>Length</i></b>  | <b><i>Domestic</i></b> | <b><i>International</i></b> | <b><i>Total</i></b> |
| 0-3 Weeks   | 10,903                 | 924                         | <b>11,827</b>       |
| Alternative Breaks  | 4,045                  | 223                         | <b>4,268</b>        |
| 1-3 Months  | 402                    | 558                         | <b>960</b>          |
| 4-8 Months  | 107                    | 134                         | <b>241</b>          |
| 9-12 Months   | 2,223                  | 216                         | <b>2,439</b>        |
| 13-24 Months  | 398                    | 155                         | <b>553</b>          |
| 24+ Months  | 121                    | 136                         | <b>257</b>          |
| <b>Total Lay Missioners</b>                                   | <b>18,199</b>          | <b>2,346</b>                | <b>20,545</b>       |

*Note: These numbers reflect the data of the 196 programs that responded to this survey, which constitutes 96.1% of Catholic Volunteer Network member programs eligible to complete the survey.*

| <b>TOTAL NUMBER OF LAY MISSIONERS/VOLUNTEERS – TRENDS</b> |                        |                             |                     |
|---|------------------------|-----------------------------|---------------------|
| <b><u>YEAR</u></b>  | <b><u>DOMESTIC</u></b> | <b><u>INTERNATIONAL</u></b> | <b><u>TOTAL</u></b> |
| 2002  | 9,382                  | 997                         | 10,379              |
| 2003  | 11,830                 | 859                         | 12,689              |
| 2004  | 9,366                  | 890                         | 10,256              |
| 2005  | 9,474                  | 906                         | 10,380              |
| 2006  | 9,023                  | 715                         | 9,738               |
| 2007  | 11,502                 | 622                         | 12,124              |
| 2008  | 12,235                 | 1,098                       | 13,333              |
| 2009  | 12,767                 | 1,721                       | 14,488              |
| 2010  | 16,274                 | 3,285                       | 19,559              |
| 2011  | 16,493                 | 2,314                       | 18,807              |
| 2012  | 18,199                 | 2,321                       | 20,545              |



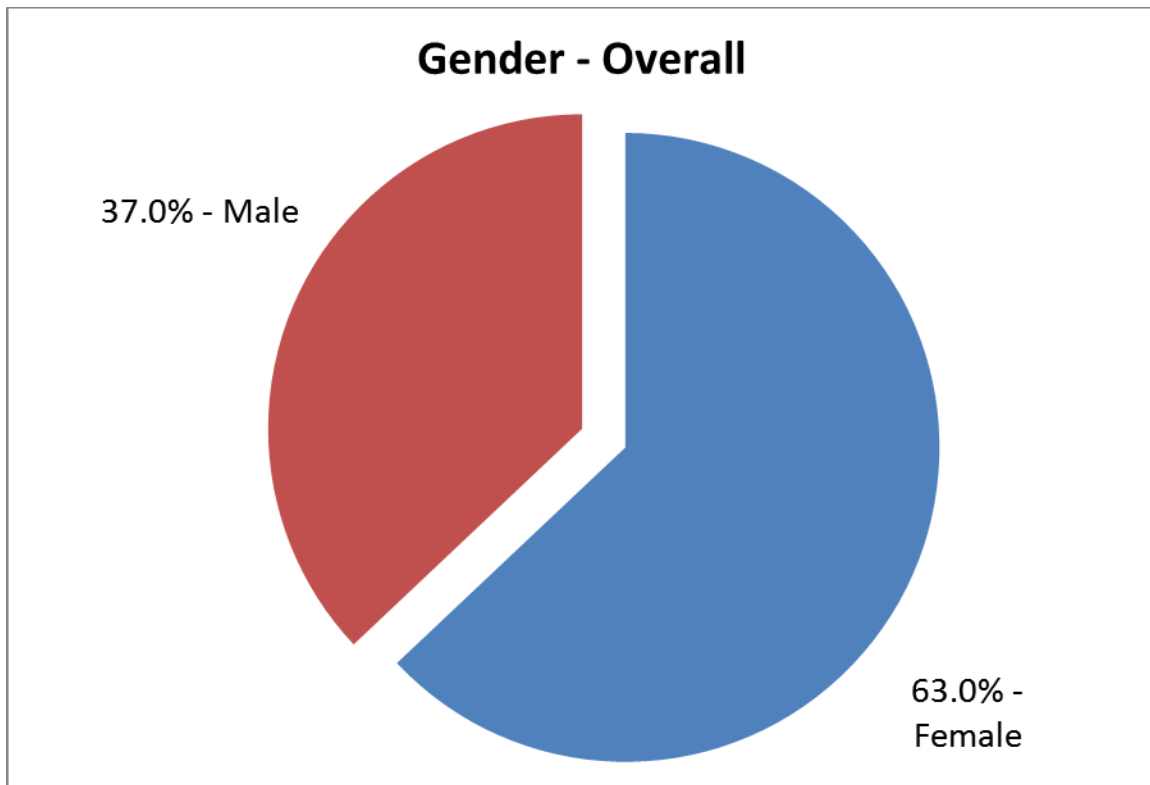
### III. VOLUNTEER PROFILES

The following statistics (based on reporting programs only) address these areas: Gender, Ethnicity, Age, Education, Financial Assistance, Disabilities, Marital Status, Religious Affiliation, Fields of Work, Living Accommodations, Retention/Renewal Rates, and Post-Volunteering Activity. Together they form the Volunteer Profile. *All statistics in Section III and IV reflect the reported numbers from programs' 2011-2012 volunteer cycles, the most recently completed cycle at the time of the survey.*

#### A. GENDER

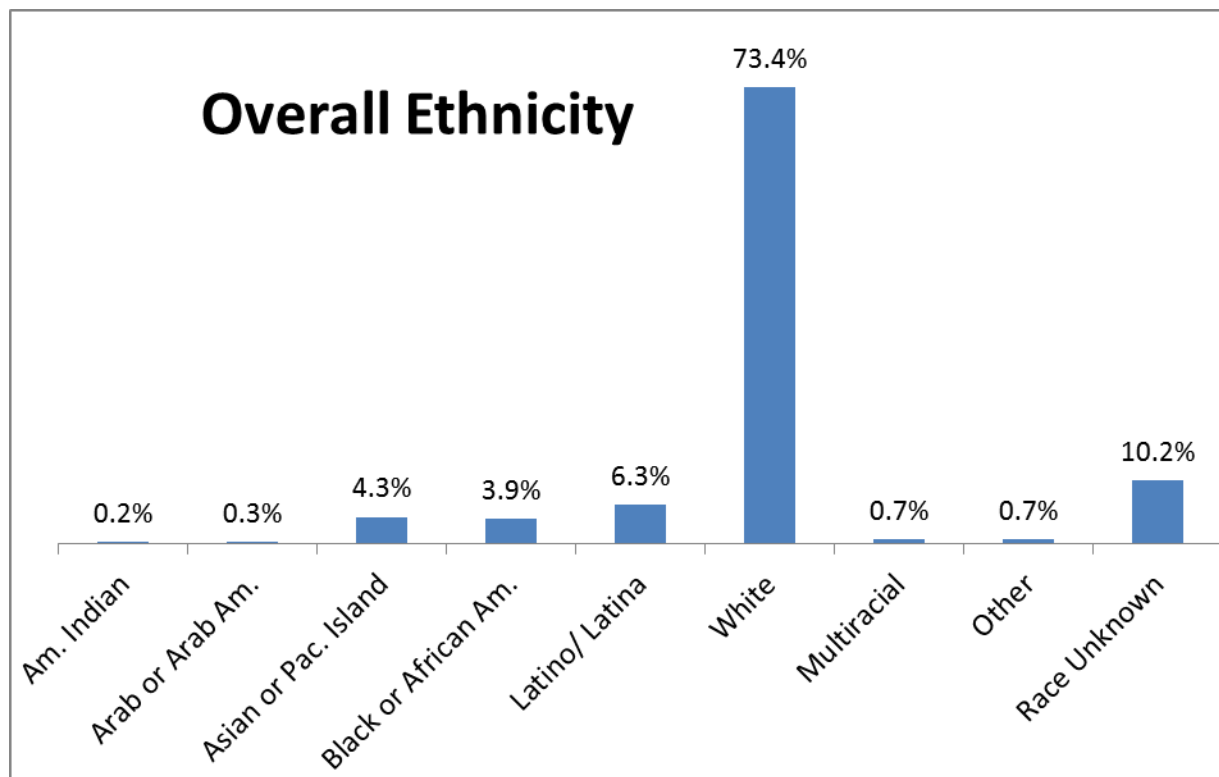
|                        | Female | Male  |
|------------------------|--------|-------|
| Domestic Programs      | 63.5%  | 36.5% |
| International Programs | 60.1%  | 39.9% |
| Overall                | 63.0%  | 37.0% |

The data indicates that the majority of Lay Missioners/Volunteers are female in both international and domestic programs, with females making up slightly more than sixty percent of all programs. This year, the percentage of males serving internationally rose slightly compared to last year.

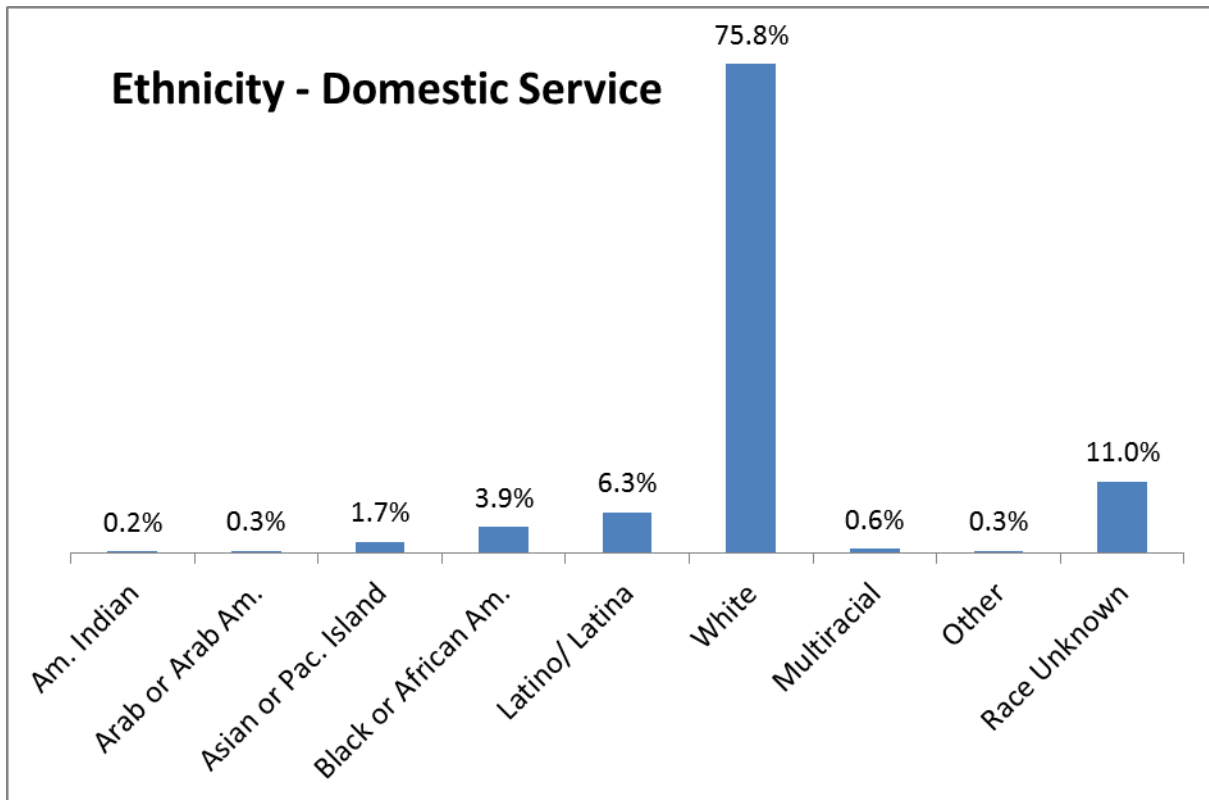


**B. ETHNICITY**

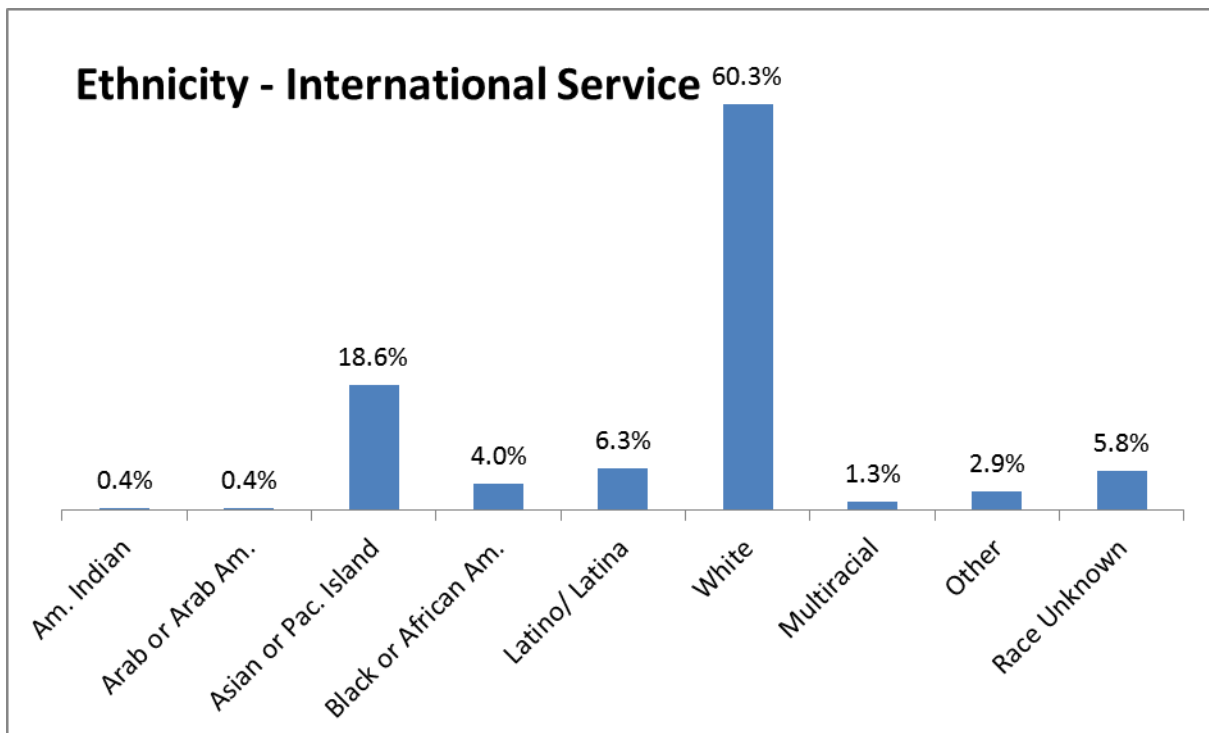
|                                 | <i>Am. Indian</i> | <i>Arab or Arab Am.</i> | <i>Asian or Pac. Island</i> | <i>Black or African Am.</i> | <i>Latino/ Latina</i> | <i>White</i> | <i>Multiracial</i> | <i>Other</i> | <i>Race Unknown</i> |
|---------------------------------|-------------------|-------------------------|-----------------------------|-----------------------------|-----------------------|--------------|--------------------|--------------|---------------------|
| <b>Short-term Domestic</b>      | 0.1%              | 0.3%                    | 1.0%                        | 3.7%                        | 6.0%                  | 77.1%        | 0.3%               | 0.1%         | 11.4%               |
| <b>Short-term International</b> | 0.5%              | 0.4%                    | 24.7%                       | 4.9%                        | 6.7%                  | 55.2%        | 1.2%               | 4.0%         | 2.3%                |
| <b>Long-term Domestic</b>       | 0.3%              | 0.1%                    | 3.3%                        | 4.4%                        | 7.1%                  | 72.5%        | 1.3%               | 0.9%         | 10.1%               |
| <b>Long-term International</b>  | 0.2%              | 0.4%                    | 3.0%                        | 1.6%                        | 5.2%                  | 73.4%        | 1.4%               | 0.2%         | 14.7%               |
| <b>Total</b>                    | 0.2%              | 0.3%                    | 4.3%                        | 3.9%                        | 6.3%                  | 73.4%        | 0.7%               | 0.7%         | 10.2%               |



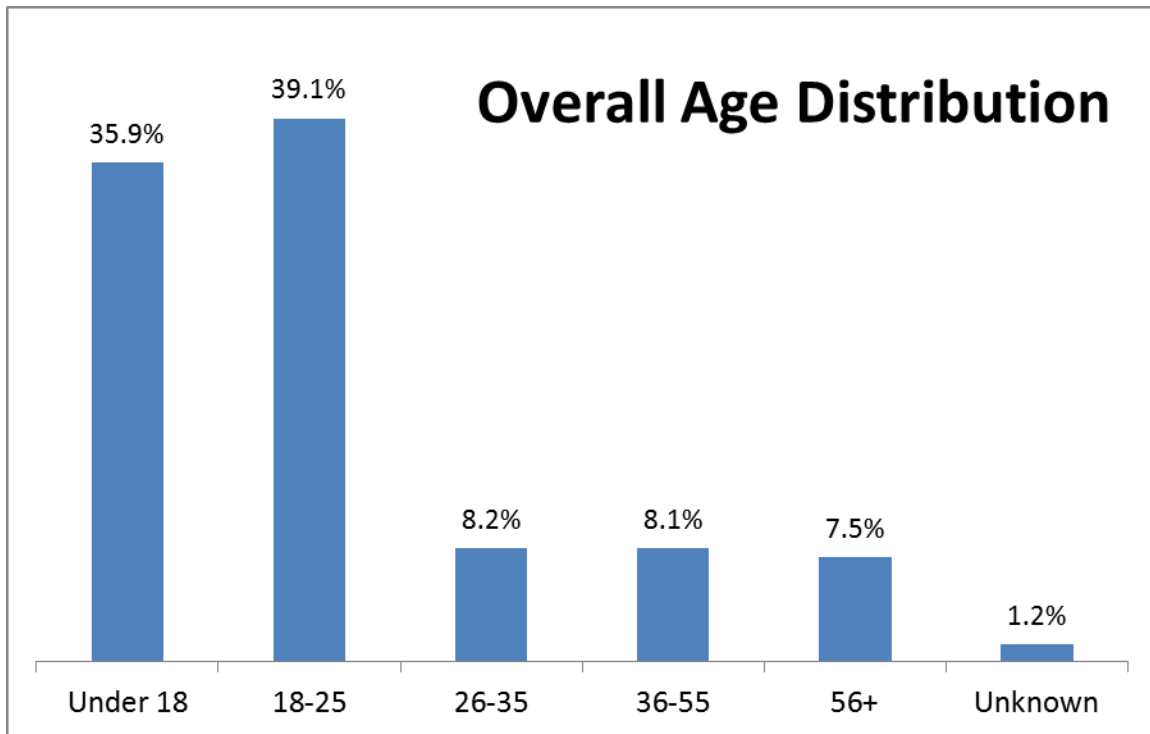
## 1. Ethnicity – Domestic Service



## 2. Ethnicity – International Service



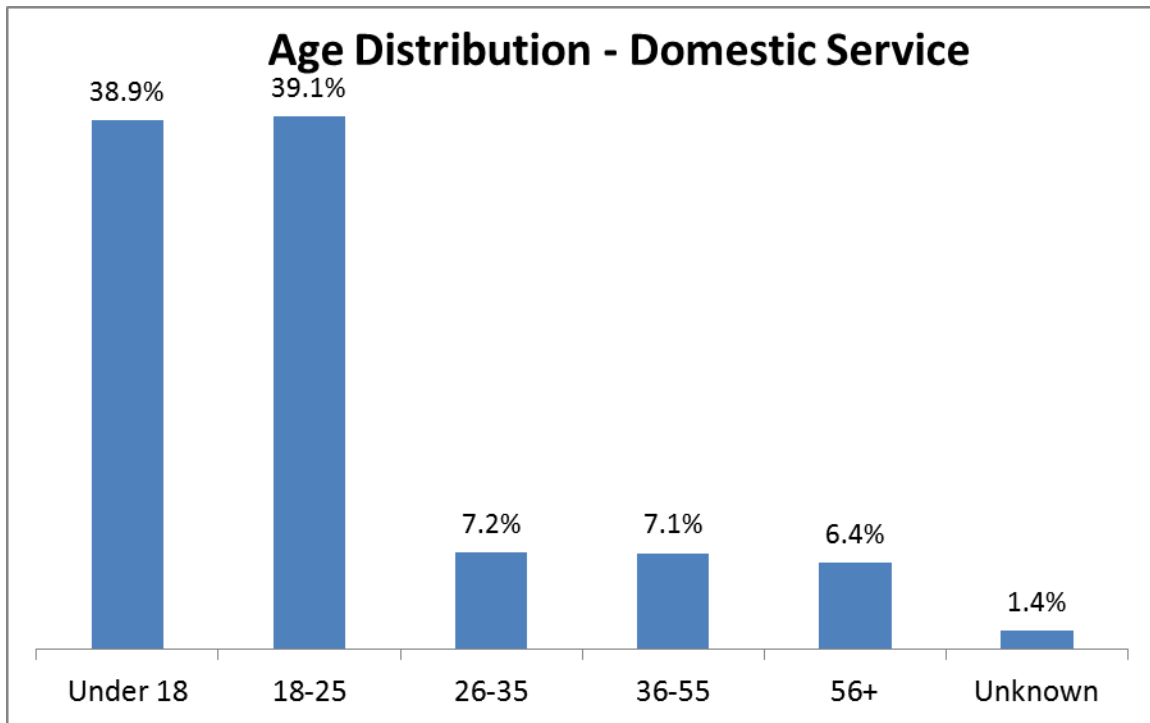


**C. AGE DISTRIBUTION**

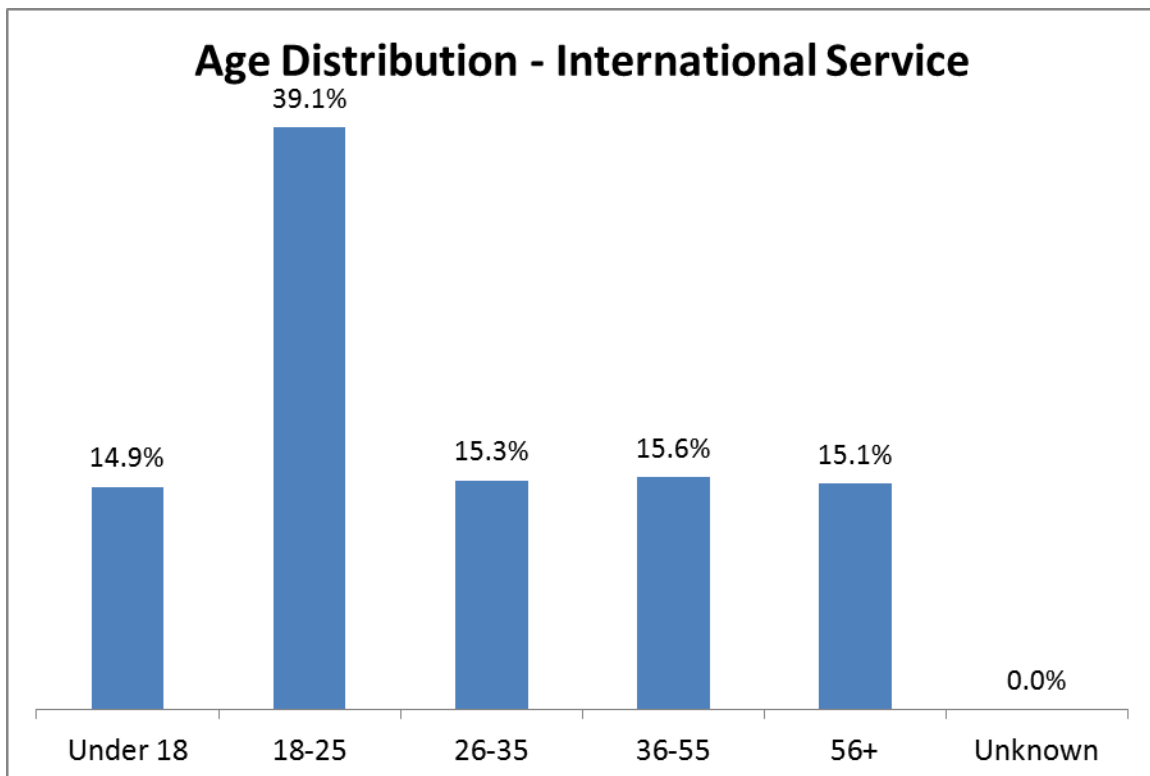
Exactly three-quarters (75.0%) of volunteers from reporting programs are 25 years of age or under.

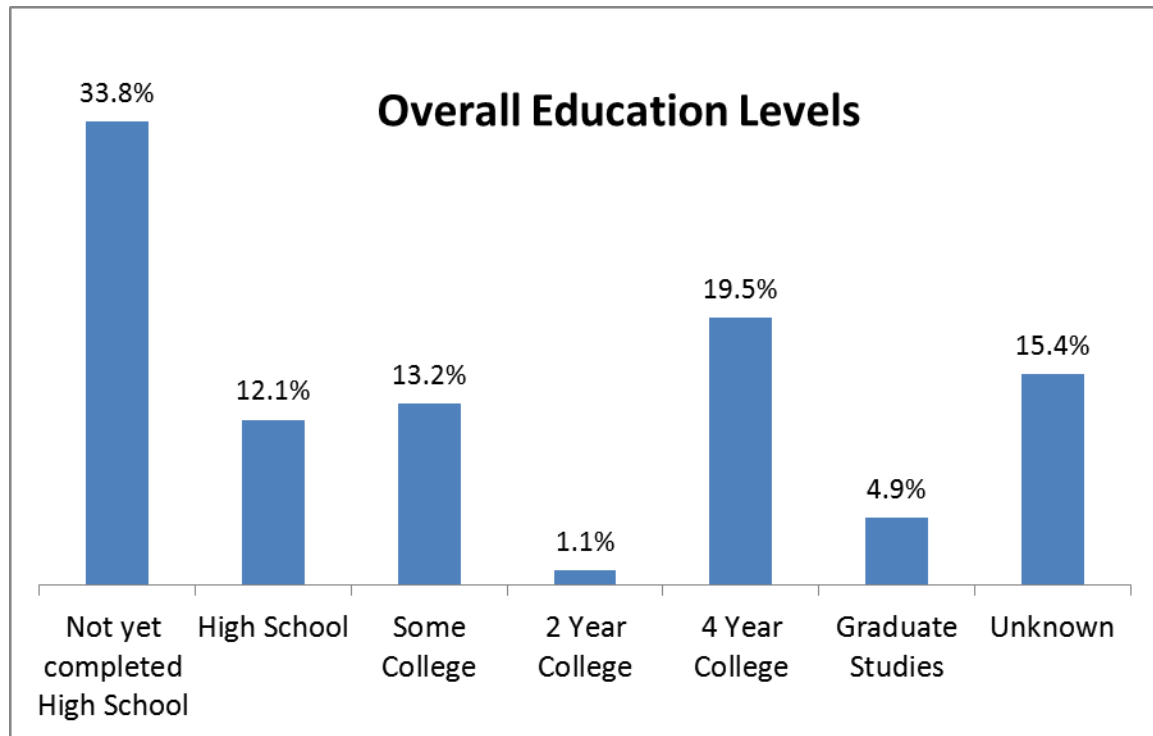
| Age – Overall Percentages |          |       |       |       |       |         |
|---------------------------|----------|-------|-------|-------|-------|---------|
|                           | Under 18 | 18-25 | 26-35 | 36-55 | 56+   | Unknown |
| Short-term Dom            | 46.2%    | 31.2% | 7.2%  | 7.9%  | 6.9%  | 0.5%    |
| Short-term Int            | 18.8%    | 34.1% | 14.3% | 16.7% | 16.1% | 0.0%    |
| Long-term Dom             | 0.0%     | 80.9% | 6.9%  | 2.5%  | 3.6%  | 6.1%    |
| Long-term Int             | 0.8%     | 57.3% | 19.0% | 11.4% | 11.6% | 0.0%    |
| Total                     | 35.9%    | 39.1% | 8.2%  | 8.1%  | 7.5%  | 1.2%    |

### 1. Age Distribution - Domestic Service



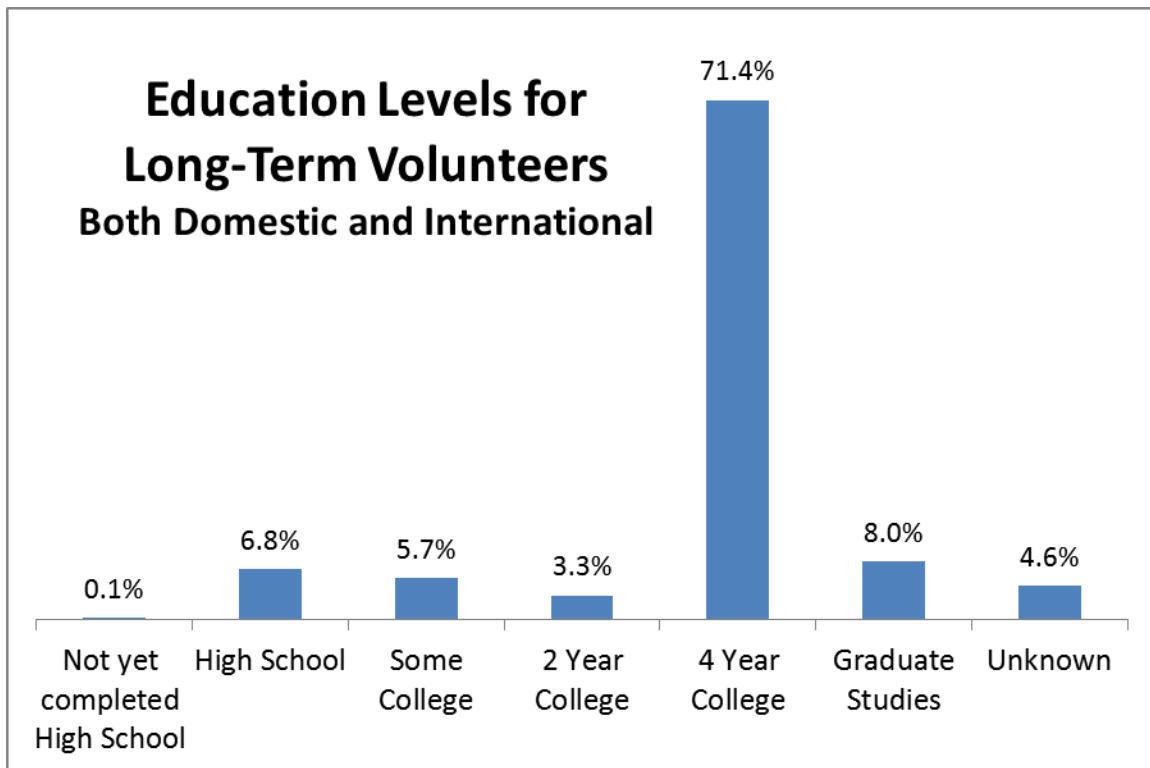
### 2. Age Distribution - International Service



**D. EDUCATION LEVEL**

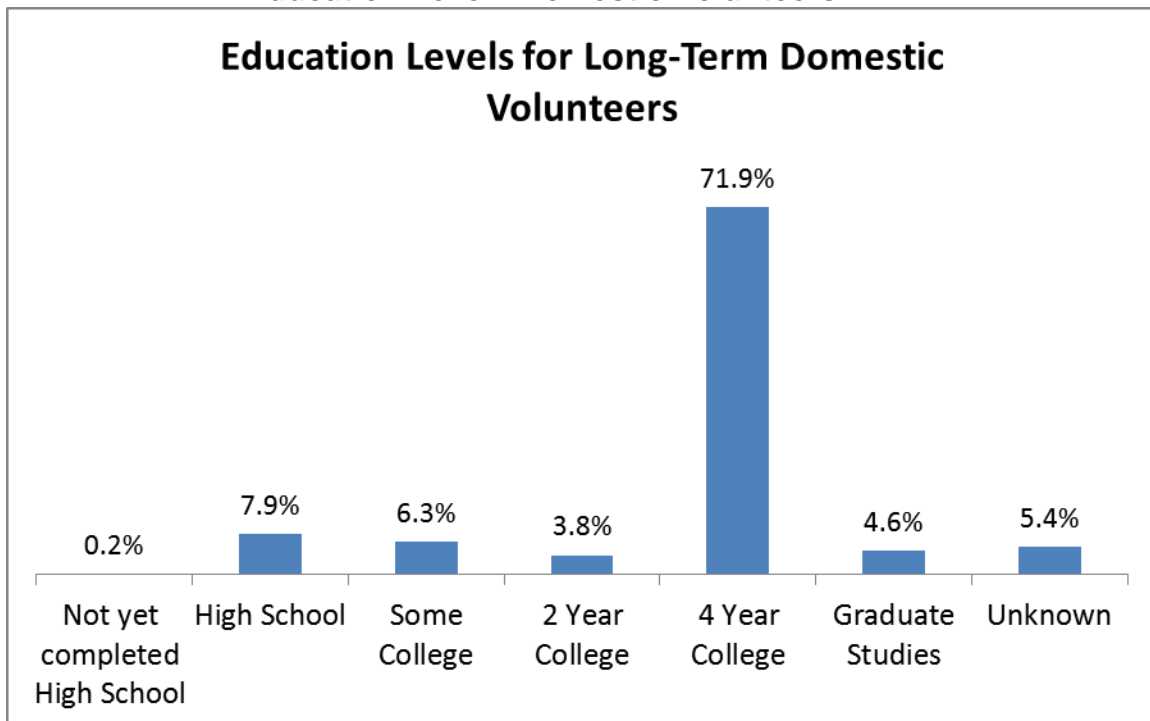
| Education Levels |                               |              |              |                |                |                  |              |
|------------------|-------------------------------|--------------|--------------|----------------|----------------|------------------|--------------|
|                  | Not yet completed High School | High School  | Some College | 2 Year College | 4 Year College | Graduate Studies | Unknown      |
| Short-term Dom   | 46.3%                         | 14.0%        | 3.0%         | 15.7%          | 0.4%           | 0.7%             | 20.0%        |
| Short-term Int   | 9.3%                          | 8.2%         | 10.9%        | 1.9%           | 32.6%          | 34.8%            | 2.2%         |
| Long-term Dom    | 0.2%                          | 7.9%         | 6.3%         | 3.8%           | 71.9%          | 4.6%             | 5.4%         |
| Long-term Int    | 0.0%                          | 0.8%         | 2.0%         | 0.6%           | 68.4%          | 28.0%            | 0.2%         |
| <b>Total</b>     | <b>33.8%</b>                  | <b>12.1%</b> | <b>13.2%</b> | <b>1.1%</b>    | <b>19.5%</b>   | <b>4.9%</b>      | <b>15.4%</b> |

The preceding figure illustrates the educational levels for volunteers of all ages and for all lengths of commitments. About one-third of all volunteers (33.8%) are under 18 and too young to have completed their high school education. Similarly, almost forty percent (39.1%) of all volunteers are in the 18-25 age bracket so many of these volunteers are also too young to have completed their college education. A majority of volunteers under 18 served with short-term programs. Therefore, to provide meaningful data, the remaining educational statistics include only those volunteers serving in long-term programs (commitments of nine months or longer).

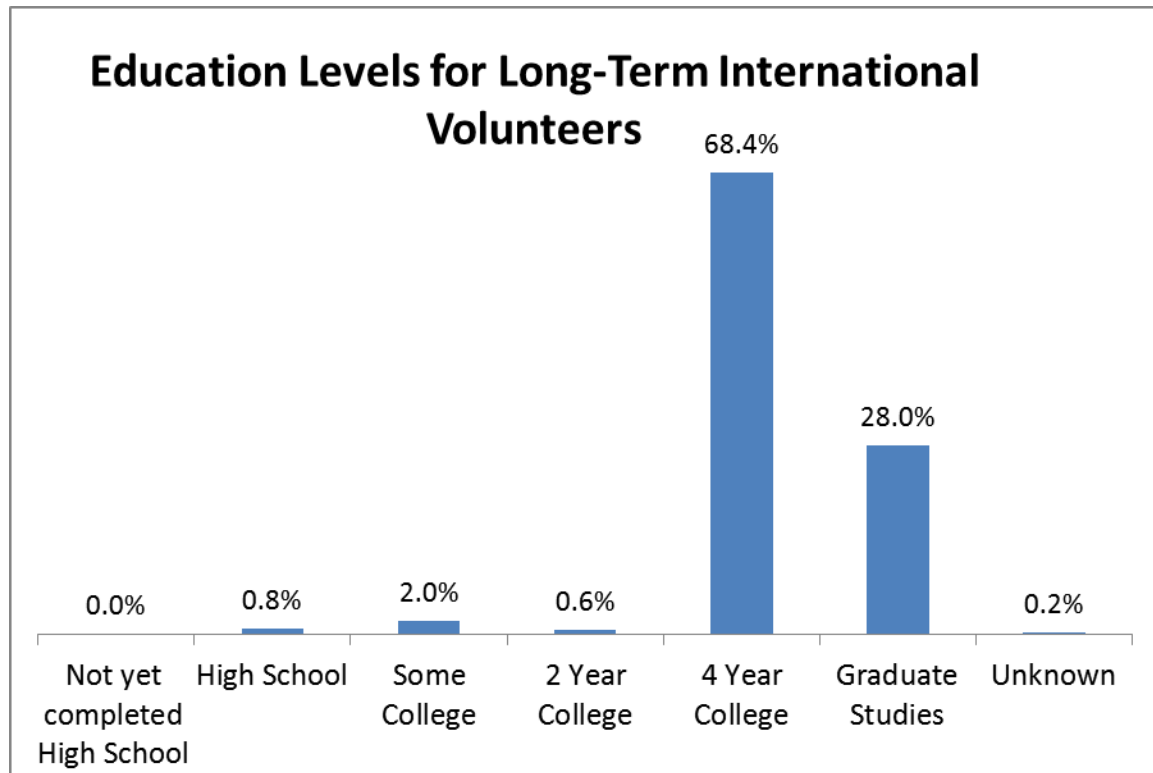


Taking into account the volunteers for which this information was known, more than four out of five volunteers (84 percent) serving for nine months or more have completed at least four years of college.

#### 1. Education Level - Domestic Volunteers



## 2. Education Level – International Volunteers



### E. FINANCIAL ASSISTANCE

**LOAN DEFERMENT:** Nearly half of long-term volunteers (46.6 percent) of reporting member programs received a loan deferment. Thirty-one short-term volunteers also received loan deferment.

**AMERICORPS EDUCATION AWARDS:** In this reporting period, 62 member programs participated with 1,076 AmeriCorps members serving. Based on these numbers, about \$4 million was available to these members in Education Awards. Approximately 39% of domestic volunteers who served a minimum of one month received an AmeriCorps Education Award through Catholic Volunteer Network. Outside of CVN AmeriCorps, a total of 398 volunteers received educational assistance directly from their program.

### F. DISABILITIES

Forty programs reported a total of 176 volunteers serving with disabilities. This represents about one volunteer out of 116 with a disability for programs reporting this information.

## G. MARITAL STATUS

Of the reporting member programs, there were 672 married couples, about 11 percent of them serving on a long-term basis. Of those married couples, 242 (36 percent) of them served with their children.

## H. FIELDS OF WORK

The following section describes the primary fields of work volunteers engaged in during their term of service.

| Fields of Work                         |                       |                      |         |
|--|-----------------------|----------------------|---------|
| Field                                  | Short-term Volunteers | Long-term Volunteers | Overall |
| Administration                         | 0.5%                  | 3.4%                 | 1.1%    |
| Advocacy                               | 0.3%                  | 2.9%                 | 0.8%    |
| Business                               | 0.0%                  | 3.9%                 | 0.8%    |
| Church Ministry                        | 3.1%                  | 4.3%                 | 3.3%    |
| Community Development                  | 6.0%                  | 4.6%                 | 5.7%    |
| Education (not religious)              | 3.1%                  | 31.2%                | 9.0%    |
| Health Care                            | 6.1%                  | 6.1%                 | 6.1%    |
| Law/Legal Services                     | 0.0%                  | 2.2%                 | 0.5%    |
| Pastoral Ministry (including rel. ed.) | 0.6%                  | 5.3%                 | 1.6%    |
| Science/Environmental                  | 5.5%                  | 1.4%                 | 4.6%    |
| Social Services                        | 34.8%                 | 16.9%                | 31.1%   |
| Trades/Construction                    | 31.6%                 | 2.5%                 | 25.5%   |
| Youth/Child Services                   | 5.6%                  | 8.3%                 | 6.2%    |
| Other                                  | 2.8%                  | 7.1%                 | 3.7%    |

## I. RELIGIOUS AFFILIATION

Of those volunteers whose religious affiliation is known, the majority of long-term volunteers (89.5%) are of the Christian faith. Those whose religious affiliation was unknown made up 6.6% of long-term volunteers. All other religious affiliations made up less than 1.5 percent each. Of those volunteers who were Christian, nearly seventy percent (68.1%) of them were Catholic. Many programs were unable to report this information because they are recipients of AmeriCorps Education Awards.

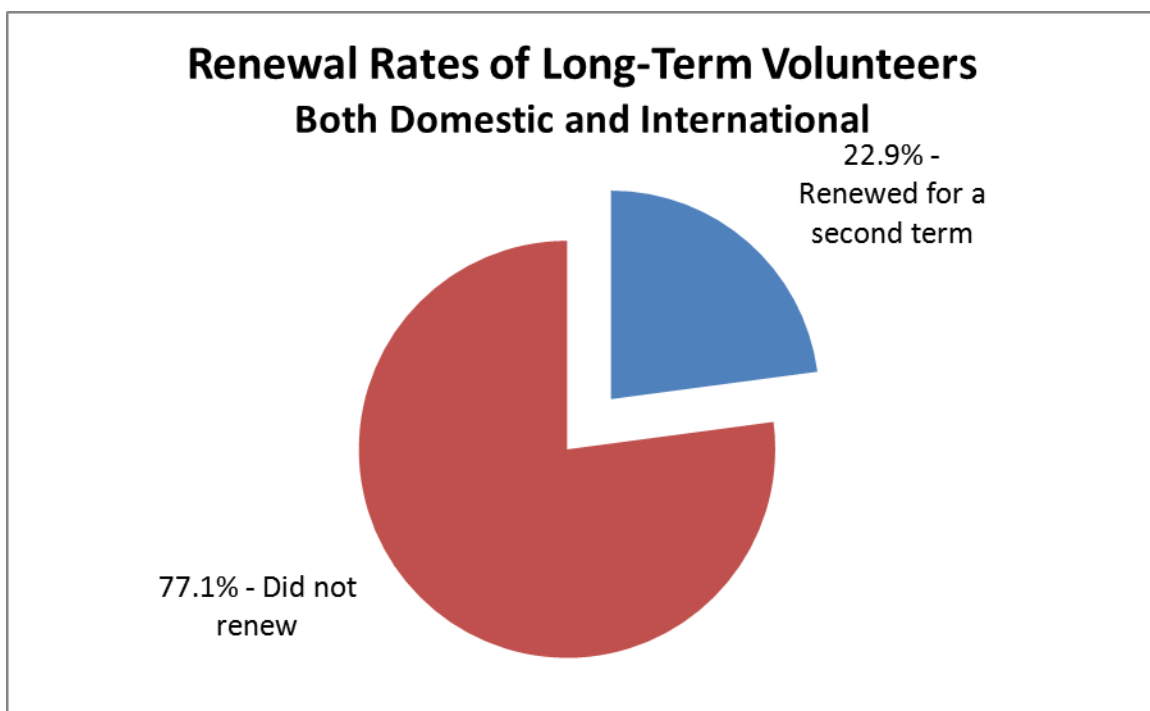
## J. LIVING ACCOMMODATIONS – LONG TERM VOLUNTEERS

Living Accommodations are reported only for missionaries with commitments of nine months or longer. The accommodations category “Community with other volunteers” has been broken into two accommodations categories: “In community exclusively with your program’s volunteers” and “In community with volunteers from more than one volunteer program.” Nearly three-quarters of long-term volunteers of reporting programs lived in community with other volunteers.

| Living Accommodations                                   | Percentage of Volunteers |
|---|--------------------------|
| In community exclusively with your program’s volunteers | 74.9%                    |
| With volunteers from more than one volunteer program    | 2.7%                     |
| With a religious community                              | 6.8%                     |
| With former volunteers                                  | 1.1%                     |
| With local people                                       | 7.1%                     |
| Alone   | 3.7%                     |
| Other   | 3.7%                     |

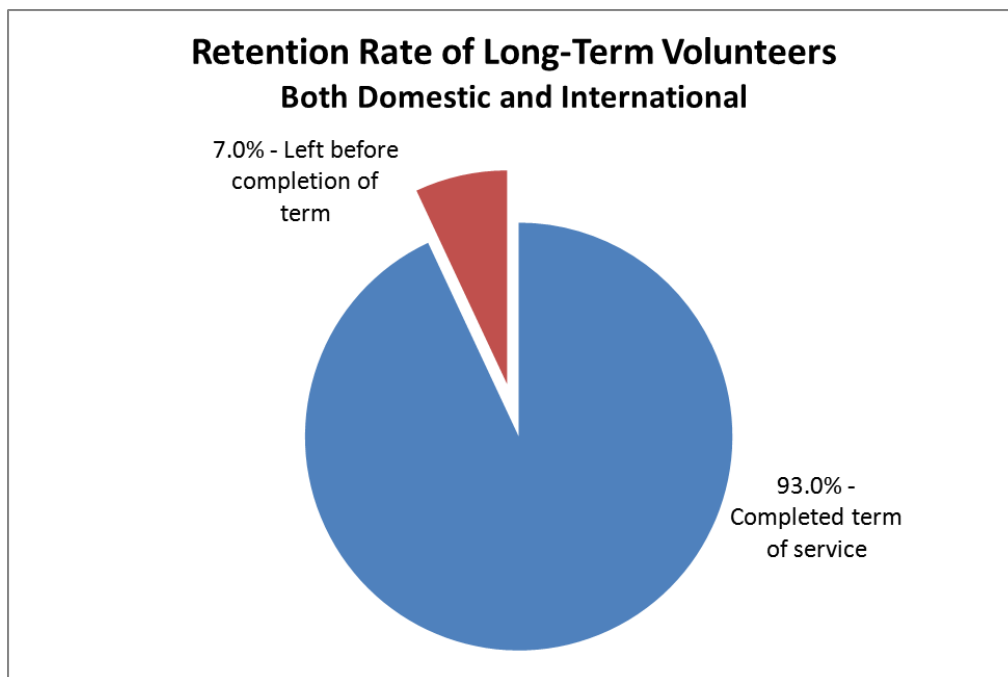
## K. RENEWAL RATES

141 programs offered the opportunity for long-term volunteers to renew for a second term. More than one fifth (22.9 percent) of volunteers who finished their term of service accepted the offer to extend their service beyond their original length of commitment.

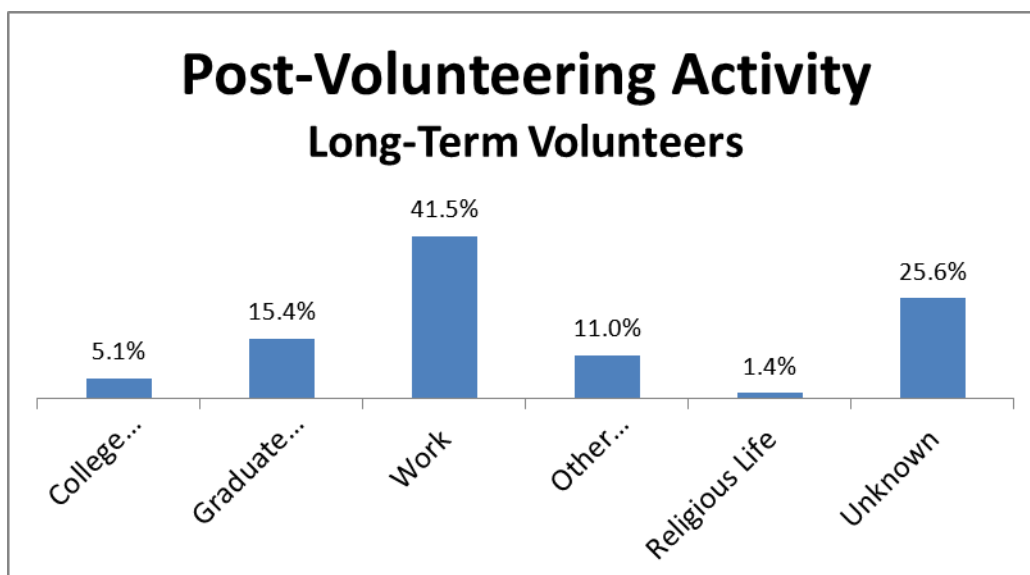


**L. RETENTION**

The following statistics were calculated on the basis of responses received: over 9 out of 10 (93 percent) long-term volunteers completed their term of service.

**M. POST VOLUNTEERING ACTIVITY**

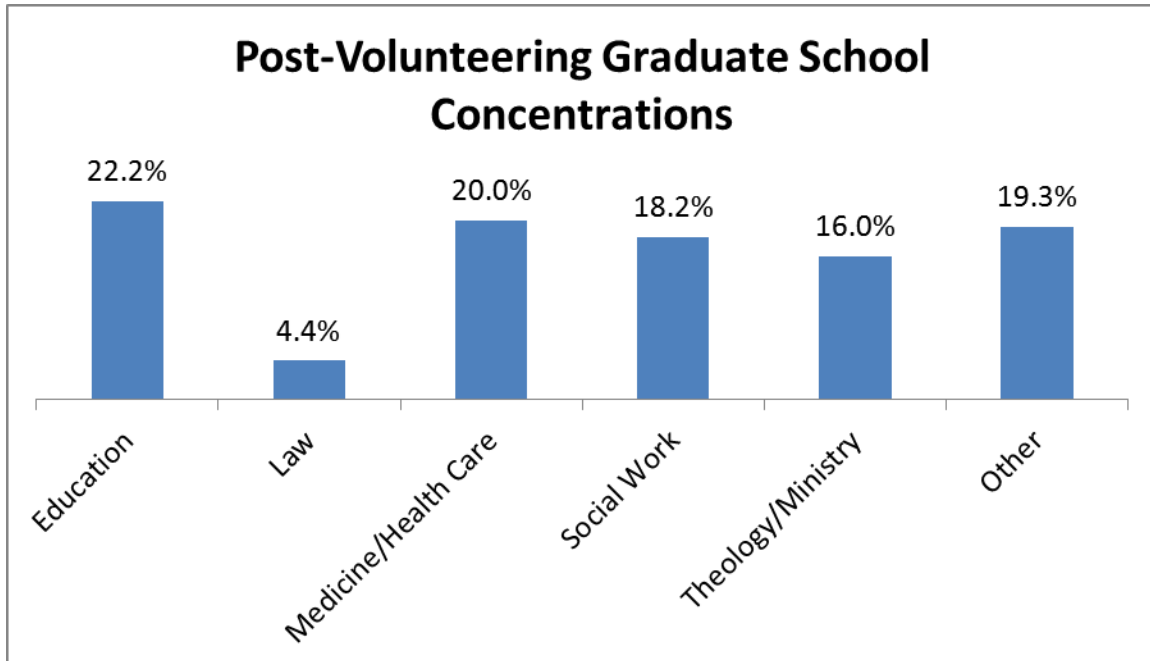
Survey results show that long-term volunteers pursued many different paths following their term of service. The greatest number of volunteers (41.5%) from reporting programs pursued some field of work, while 15.4 percent of volunteers pursued graduate studies after their volunteer work was completed, and eleven percent engaged in another volunteer service program. 178 long-term domestic volunteers were offered full-time jobs at their placement sites after serving.





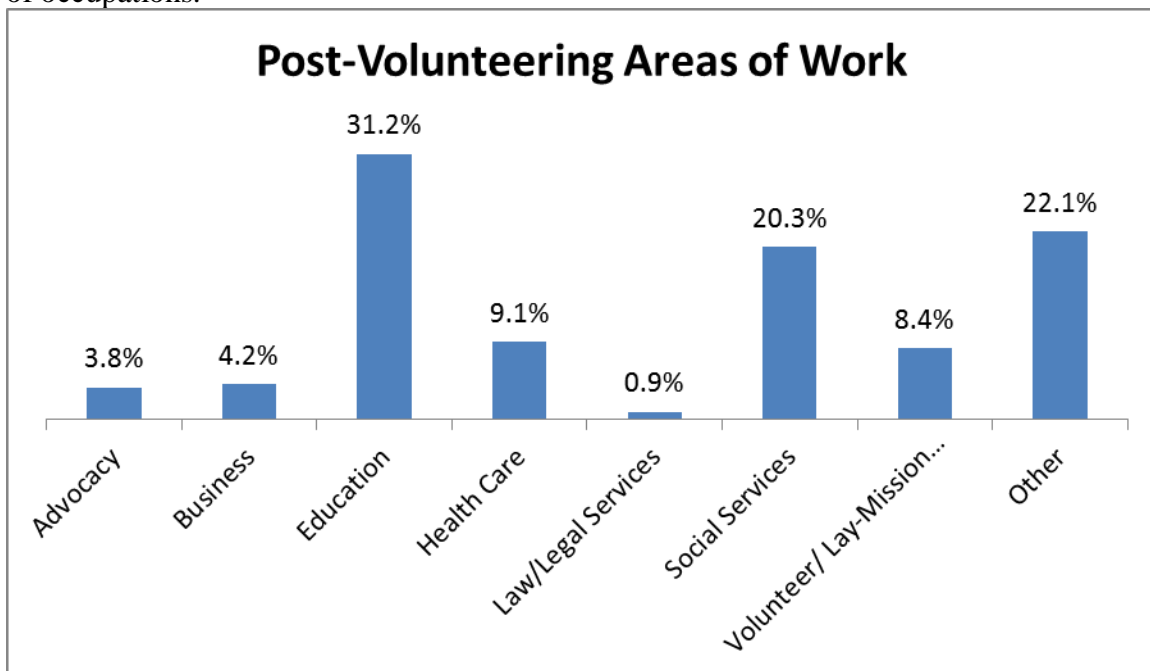
### 1. Graduate School Concentration

Of those volunteers who went to graduate school, the most popular concentrations were Education and Medicine/Health Care, followed by Social Work and Theology/Ministry. The “Other” category includes a wide variety of concentrations.



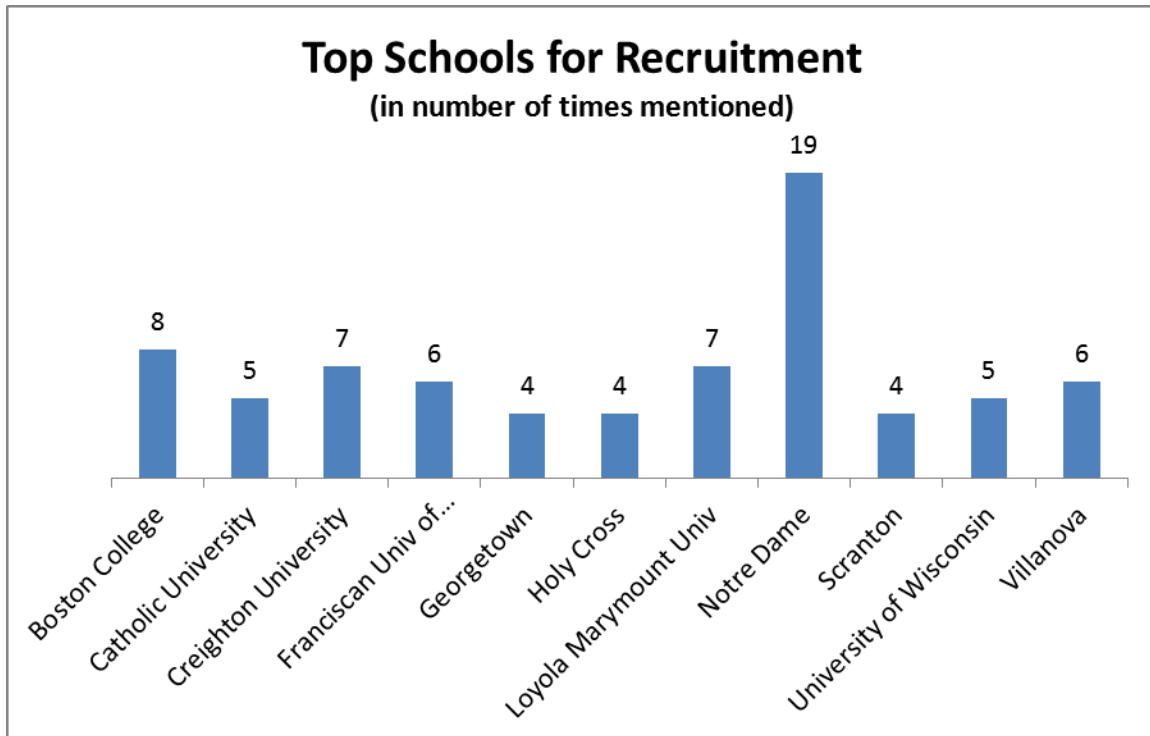
### 2. Areas of Work after Volunteering

Over half (51.5%) of the long-term volunteers who entered the workforce found work in the areas of Education or Social Services. The “Other” category included a wide variety of occupations.



## IV. RECRUITING

### A. TOP SCHOOLS FOR RECRUITMENT



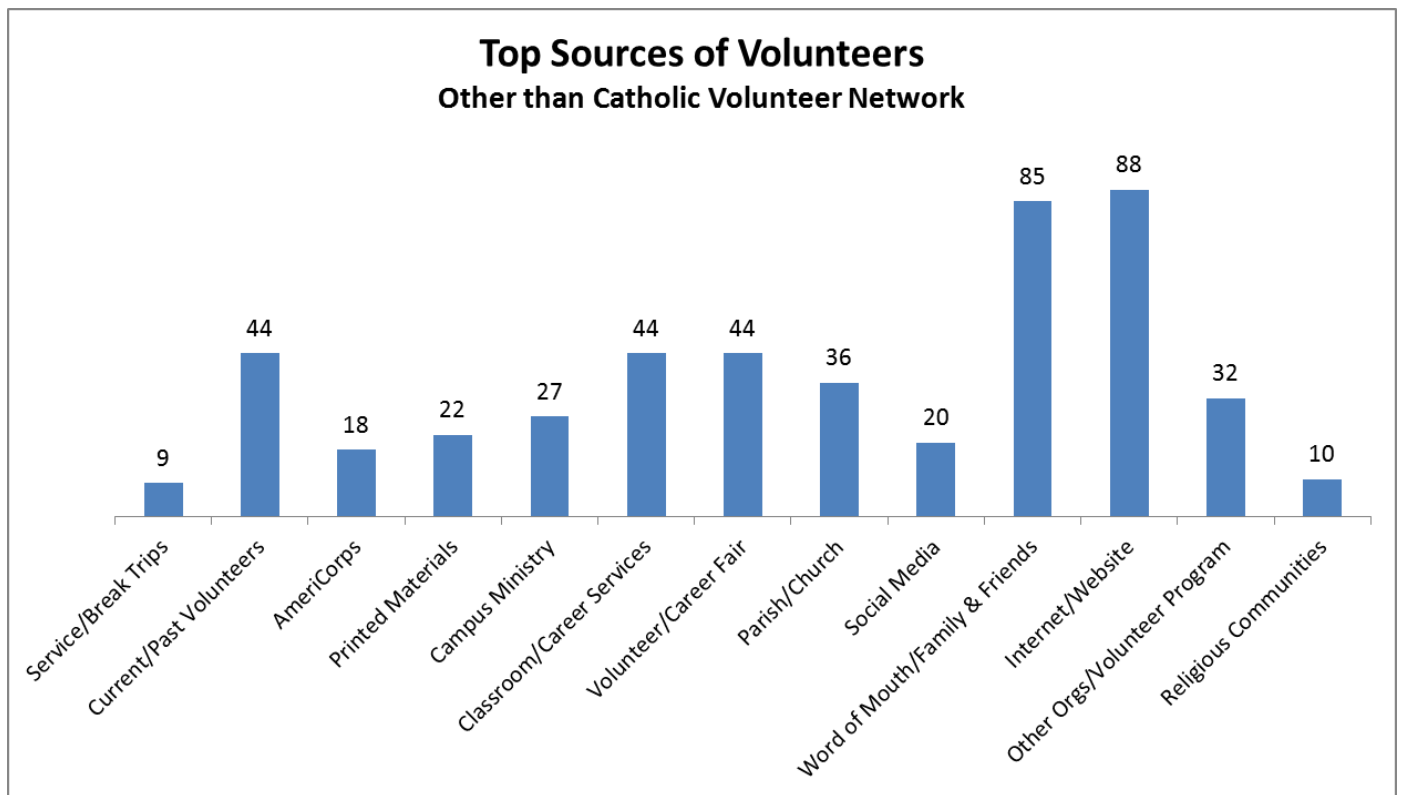
In this survey, programs listed their top two schools for volunteer recruitment. Nineteen programs listed the University of Notre Dame first or second as their source for volunteers. Programs reported that 51 of last year's volunteers came from Notre Dame. The second school receiving the most mention was Boston College. In total, 108 different schools were mentioned in this survey.

### B. RECRUITMENT GOALS

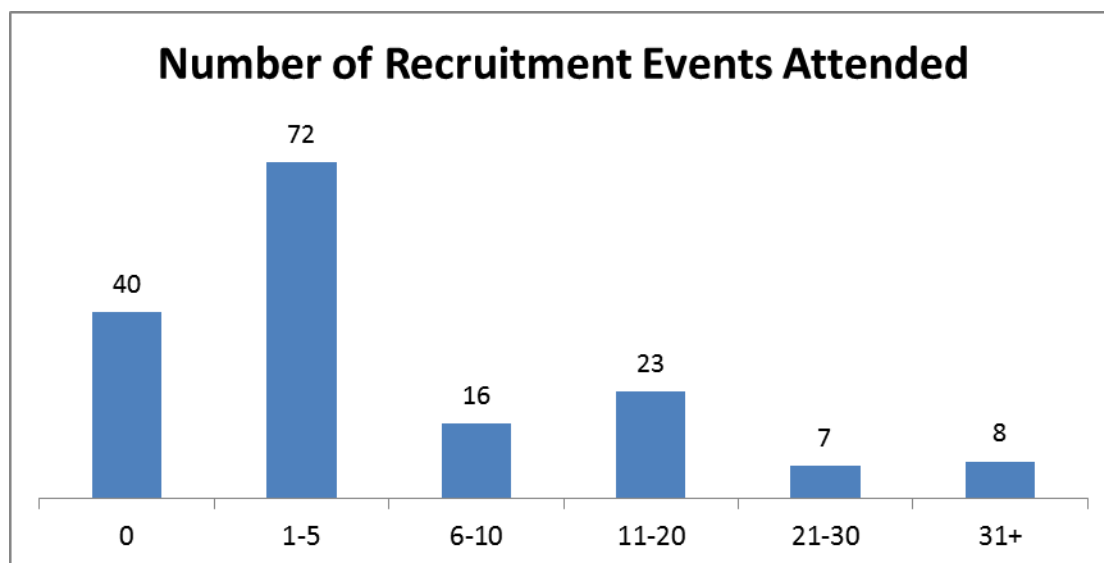
Catholic Volunteer Network asked programs if they were able to meet their recruitment target numbers for the previous year. Of the 168 programs reporting on this question, 120 indicated that they were able to meet their target numbers. This represents 71.4% of programs. Of the programs that did not meet their recruitment goal, 66% missed their goal by five or fewer volunteers.

### C. SOURCES OF VOLUNTEERS

Eighty-eight programs reported that other than Catholic Volunteer Network, the internet or their program's website was the top source of volunteers. Programs reported that word of mouth was the next most productive sources.



Members also specified the number of volunteer fairs or other recruitment events they attended last year. Responses indicate that most programs participated in one to five events.



## V. PROGRAM PROFILES

### A. STAFFING

**Definition:** Program staff is defined as those people responsible for the recruitment, screening, placement and continuing support of the volunteers.

Reporting volunteer programs had an average number of 3.36 full-time employees as well as an average of 2.20 part-time employees (both paid and volunteer).

#### Volunteers-in-the-Field to Staff Ratio

**Total Staff:** There is an average 30.85 volunteers per full-time staff person (both paid and volunteer). If we take part-time staff into account, there are nearly twenty-five (24.81) volunteers per full-time equivalent staff person.

The following chart breaks down this volunteer to staff ratio according to the type of program. Programs that have short-term volunteers have a higher volunteer to staff ratio because many different groups of volunteers might serve in a one year time span.

| Type of Program   | Number of Programs Reporting | Average volunteer to staff ratio (full-time staff equivalent) |
|---|------------------------------|---|
| Short-Term Domestic Only                                  | 13                           | 16.29   |
| Short-Term International Only                             | 12                           | 50.14   |
| Long-Term Domestic Only                                   | 85                           | 3.51  |
| Long-Term International Only                              | 5                            | 8.67  |
| Short-Term & Long-Term Domestic                           | 26                           | 111.59  |
| Short-Term & Long-Term International                      | 4                            | 51.02   |
| Long-Term Domestic and Long-Term International            | 11                           | 11.63   |
| Short and Long-Term Domestic and Short-Term International | 4                            | 257.89  |
| Short and Long-Term Domestic and Long-Term International  | 8                            | 51.11   |
| Other   | 6                            | 4.05  |

### B. PROGRAM DIRECTORS' TIME IN POSITION/SALARIES

Directors of our reporting member volunteer programs have held that position on average for over six (6.33) years. Nine directors have been in their positions for more than twenty-five years. The median tenure is four years, one month.

## 1. Salaries and Benefits for Full-Time Lay Directors

The majority of reporting programs had lay persons serving as the program's director. Ninety-seven of the responding lay-led programs reported salary information for their directors. Three programs reported to have volunteer Lay Directors.

| <b>Salary Levels for Full-time Lay Directors</b><br>(Includes reporting programs only) |                   |                    |                |
|--|-------------------|--------------------|----------------|
| <b>Year</b>  | <b>Average</b>    | <b>Maximum</b>     | <b>Minimum</b> |
| 2012-2013  | \$50,001-\$55,000 | \$90,001+          | Volunteer      |
| 2011-2012  | \$45,001-\$50,000 | \$85,001-\$90,000  | Volunteer      |
| 2010-2011  | \$40,001-\$45,000 | \$85,001-\$90,000  | Volunteer      |
| 2009-2010  | \$40,000-\$50,000 | \$90,000-\$100,000 | Volunteer      |
| 2008-2009  | \$40,000-\$50,000 | \$100,000+         | Volunteer      |

The benefits category has a yes/no option rather than an actual dollar amount. The dollar amount for benefits varies from person to person and was dependent on several factors including location, age, health insurance pool size, etc. Over four-fifths (86.4%) of lay directors receive medical insurance and nearly two-thirds (64.5%) receive dental insurance. Additional benefits for lay directors include vision (43.6%), retirement (60%) and life insurance (37.3%). Some lay directors also received housing (13.6%), transportation (9.1%), auto insurance (4.5%) and various "Other" benefits including meals, cell phones, educational/tuition reimbursement, annual retreats/professional development, and telecommuting options. Only 2.7% of full-time lay directors reported receiving no benefits.

## 2. Salaries and Benefits for Part-Time Lay Directors

In this reporting year, twenty-four part-time directors reported salary and benefits information. Three programs reported having volunteer, part-time Lay Directors.

| <b>Salary Levels for Part-Time (roughly 20 hours per week) Lay Directors</b><br>(Includes reporting programs only) |                   |                   |                |
|--|-------------------|-------------------|----------------|
| <b>Year</b>  | <b>Average</b>    | <b>Maximum</b>    | <b>Minimum</b> |
| 2012-2013  | \$25,001-\$30,000 | \$60,001-\$65,000 | Volunteer      |
| 2011-2012  | \$20,001-\$25,000 | \$50,001-\$55,000 | Volunteer      |
| 2010-2011  | \$20,001-\$25,000 | \$55,001-\$60,000 | Volunteer      |
| 2009-2010  | \$0-\$30,000      | \$50,000-\$60,000 | Volunteer      |
| 2008-2009  | \$0-\$30,000      | \$30,000-\$40,000 | Volunteer      |

Three-quarters (75%) of programs with lay, part-time directors reported that they receive benefits from the program. Benefits received by part-time lay directors include health insurance (58.3%), dental coverage (37.5%), vision (29.2%), retirement (45.8%), life insurance (25%), and housing (4.2%). None of the part-time lay directors reported receiving transportation or auto benefits. Other benefits listed included flexible schedules, and worker's comp. Six programs (25.0%) reported receiving no benefits.

### 3. Salaries and Benefits for Full-Time Vowed Religious Directors

Besides lay directors, many Member Programs are headed by vowed religious (priest, brother, or sister). Compensation for vowed religious may commonly come in the form of room and board and/or a stipend. Results for past surveys are shown below. Thirty-two programs reported providing salaries to full-time religious directors. Six programs reported having volunteer, full-time religious directors.

| <b>Salary Levels for Full-Time Religious</b><br>(Includes reporting programs only) |                   |                   |                |
|--|-------------------|-------------------|----------------|
| <b>Year</b>  | <b>Average</b>    | <b>Maximum</b>    | <b>Minimum</b> |
| 2012-2013  | \$40,001-\$45,000 | \$75,001-\$80,000 | Volunteer      |
| 2011-2012  | \$35,001-\$40,000 | \$75,001-\$80,000 | Volunteer      |
| 2010-2011  | \$30,001-\$35,000 | \$75,001-\$80,000 | Volunteer      |
| 2009-2010  | \$30,000-\$40,000 | \$60,000-\$70,000 | Volunteer      |
| 2008-2009  | \$20,000-\$30,000 | \$70,000-\$80,000 | Volunteer      |

Two-thirds (66.7%) of religious full-time directors reported receiving medical benefits and 63.6% received dental coverage. Some directors also received vision (51.5%), retirement (42.4%) and life insurance (21.2%). Other benefits received include housing (48.5%), transportation (42.4%), and auto insurance (15.2%). Five programs (15.2%) reported receiving no benefits.

### 4. Salaries and Benefits for Part-Time Vowed Religious Directors

Twenty-two programs reported having part-time directors who are vowed religious. Of those programs, fourteen directors were paid and seven were volunteers. One program did not report the salary.

| <b>Salary Levels for Full-Time Religious</b><br>(Includes reporting programs only) |                   |                   |                |
|--|-------------------|-------------------|----------------|
| <b>Year</b>  | <b>Average</b>    | <b>Maximum</b>    | <b>Minimum</b> |
| 2012-2013  | \$15,001-\$20,000 | \$50,001-\$55,000 | Volunteer      |
| 2011-2012  | \$15,001-\$20,000 | \$40,001-\$50,000 | Volunteer      |
| 2010-2011  | \$0-\$5,000       | \$10,001-\$15,000 | Volunteer      |

More than half (55.5%) of part-time directors who are vowed religious reported receiving benefits from the program. Health insurance was provided to just over one-quarter (27.3%) of directors with 22.7% receiving dental coverage and 18.2% receiving vision coverage. Other benefits included retirement (27.3%), life insurance (9.1%), housing (31.8%), transportation (22.7%), and auto insurance (9.1%). Some programs reported that directing the program was part of their congregational responsibilities and thus they did not receive any special compensation.

## 5. Salaries and Benefits for Full-Time Clergy

Besides lay directors and vowed religious/clergy, nine member programs reported being headed by other clergy. Three of these programs reported having part-time directors that are clergy members.

| <b>Salary Levels for Full-Time Other Clergy</b><br>(Includes reporting programs only) |                   |                   |                   |
|---|-------------------|-------------------|-------------------|
| <b>Year</b>   | <b>Average</b>    | <b>Maximum</b>    | <b>Minimum</b>    |
| 2012-2013   | \$40,001-\$45,000 | \$60,001-\$65,000 | Volunteer         |
| 2011-2012   | \$40,001-\$45,000 | \$60,001-\$65,000 | \$0-\$5,000       |
| 2010-2011   | \$55,001-\$60,000 | \$85,001-\$90,000 | \$40,001-\$45,000 |
| 2009-2010   | \$60,000-\$70,000 | \$80,000-\$90,000 | \$30,000-\$40,000 |
| 2008-2009   | \$50,000-\$60,000 | \$80,000-\$90,000 | \$30,000-\$40,000 |

Two-thirds (66.7%) of full and part-time directors who are other clergy reported receiving medical insurance while less than one-half (44.4%) receive dental coverage. Other benefits include vision (33.3%), retirement (55.6%), life insurance (22.2%), housing (22.2%), and transportation (11.1). All of the full-time directors received some benefits and only two of the part-time directors reported receiving no benefits.