



2014 Membership Survey

Presented at the Catholic Volunteer Network
National Conference
Denver, Colorado
November 11 – 14, 2014

Copyright © 2014 Catholic Volunteer Network

*Survey results represent volunteers
whose term of service was 2012–2013,
or was completed by January 2014*



TABLE OF CONTENTS

I.	SUMMARY.....	1
II.	PROGRAM STATISTICS.....	1
A.	GROWTH OF LAY MISSION AND VOLUNTEER PROGRAMS.....	1
B.	RELIGIOUS AFFILIATION OF MEMBER PROGRAMS.....	2
C.	TOTAL LAY MISSIONERS	2
III.	VOLUNTEER PROFILES	4
A.	GENDER	4
B.	ETHNICITY	5
1.	Ethnicity – Domestic Service.....	6
2.	Ethnicity – International Service.....	6
C.	AGE DISTRIBUTION.....	7
1.	Age Distribution - Domestic Service.....	8
2.	Age Distribution - International Service.....	8
D.	EDUCATION LEVEL	9
1.	Education Level - Domestic Volunteers	10
2.	Education Level – International Volunteers.....	11
E.	FINANCIAL ASSISTANCE	11
F.	DISABILITIES	11
G.	MARITAL STATUS	12
H.	FIELDS OF WORK	12
I.	RELIGIOUS AFFILIATION	12
J.	LIVING ACCOMMODATIONS – LONG TERM VOLUNTEERS.....	13
K.	RENEWAL RATES	13
L.	RETENTION	14
M.	POST VOLUNTEERING ACTIVITY	14
1.	Graduate School Concentration	15
2.	Areas of Work after Volunteering	15
IV.	RECRUITING	16
A.	TOP SCHOOLS FOR RECRUITMENT	16
B.	RECRUITMENT GOALS	16
C.	SOURCES OF VOLUNTEERS	16
V.	PROGRAM PROFILES	18
A.	STAFFING	18
B.	PROGRAM DIRECTORS’ TIME IN POSITION/SALARIES.....	18
1.	Salaries and Benefits for Full-Time Lay Directors.....	19
2.	Salaries and Benefits for Part-Time Lay Directors.....	19
3.	Salaries and Benefits for Full-Time Vowed Religious Directors.....	20
4.	Salaries and Benefits for Part-Time Vowed Religious Directors.....	20
5.	Salaries and Benefits for Full-Time Clergy.....	21



I. Summary

A total of 194 programs (99 percent of eligible programs) participated in the 2014 Catholic Volunteer Network Membership Survey and their responses have been used to compile the following results. Out of a total of 195 eligible, renewing programs, 193 programs completed the survey. One closing, non-renewing program also completed the survey. During the membership renewal, 27 programs did not renew and 8 programs joined membership for the first time or returned to membership after a lapse.

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

II. Program Statistics

A. Growth of Lay Mission and Volunteer Programs

Membership Year	Number of Volunteer Programs
1982 - 1983	64
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	223
2014-2015 (current)	212

NUMBER OF PROGRAMS REPORTED BY LENGTH OF COMMITMENT OFFERED

Length	Domestic	International
0-3 Weeks	29	6
Alternative Breaks	26	7
1-3 Months	39	14
4-8 Months	13	8
9-12 Months	122	24
13-24 Months	37	14
24+ Months	11	10

B. Religious Affiliation of Member Programs

During this reporting period, 75.25% of programs considered their primary religious affiliation to be Catholic. Programs were able to select all options that apply.

PRIMARY RELIGIOUS AFFILIATION OF MEMBER PROGRAMS (IN NUMBER OF PROGRAMS)

Brethren	1
Catholic	146
Episcopal	16
Lutheran	5
Mennonite	3
Presbyterian	3
Quaker	3
United Church of Christ	2
Ecumenical	15
Other	0

C. Total Volunteers

The table titled “NUMBER OF TOTAL VOLUNTEERS 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 2012-2013 cycle (the most recently completed cycle at the time of the survey) or who served in 2013. 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.

NUMBER OF TOTAL VOLUNTEERS BY LENGTH OF COMMITMENT

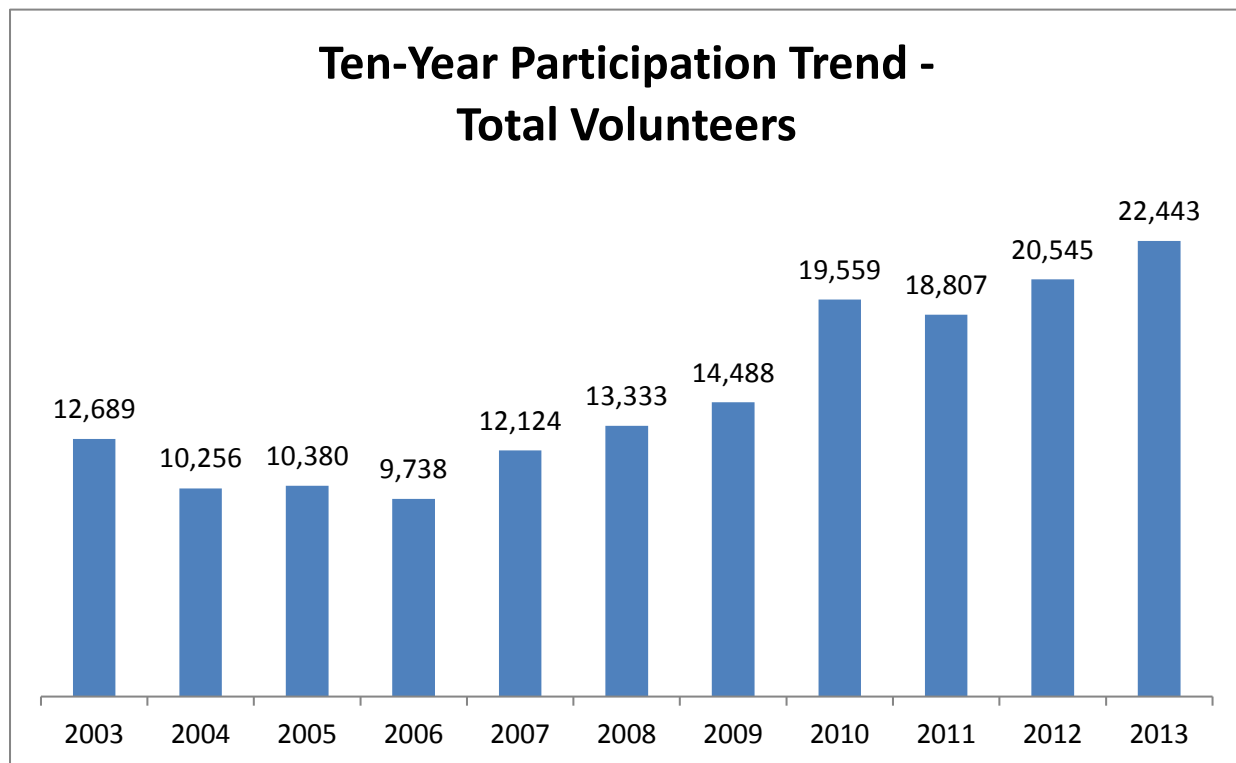
Length	Domestic	International	Total
0-3 Weeks	13,748	837	14,585
Alternative Breaks	3,669	157	3,826
1-3 Months	455	304	759
4-8 Months	71	17	88
9-12 Months	2,235	204	2,439
13-24 Months	390	167	557
24+ Months	104	85	189
Total Lay Missioners	20,672	1,771	22,443

Note: These numbers reflect the data of the 194 programs that responded to this survey, which constitutes 99% of Catholic Volunteer Network member programs eligible to complete the survey.

TOTAL NUMBER OF VOLUNTEERS – TRENDS

Year	Domestic	International	Total
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
2013	20,672	1,771	22,443

Ten-Year Participation Trend - Total Volunteers



III. Volunteer Profiles

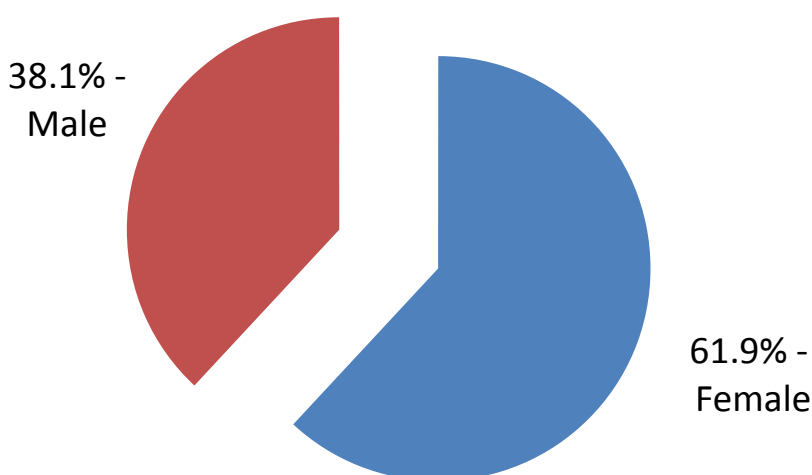
The following statistics (based on reporting programs only) address these areas: Gender, Ethnicity, Age, Education, Financial Assistance, Disabilities, Marital Status, Religious Affiliation, Fields of Work, Living Accommodations, Retention/Renewal Rates, and Post-Volunteering Activity. Together they form the Volunteer Profile. All statistics in Section III and IV reflect the reported numbers from programs' 2012-2013 volunteer cycles, the most recently completed cycle at the time of the survey.

A. Gender

Program Type	Female	Male
Domestic Programs	62.2%	37.8%
International Programs	59.7%	40.3%
Overall	61.9%	38.1%

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 both internationally and domestically rose slightly compared to last year.

Gender - Overall

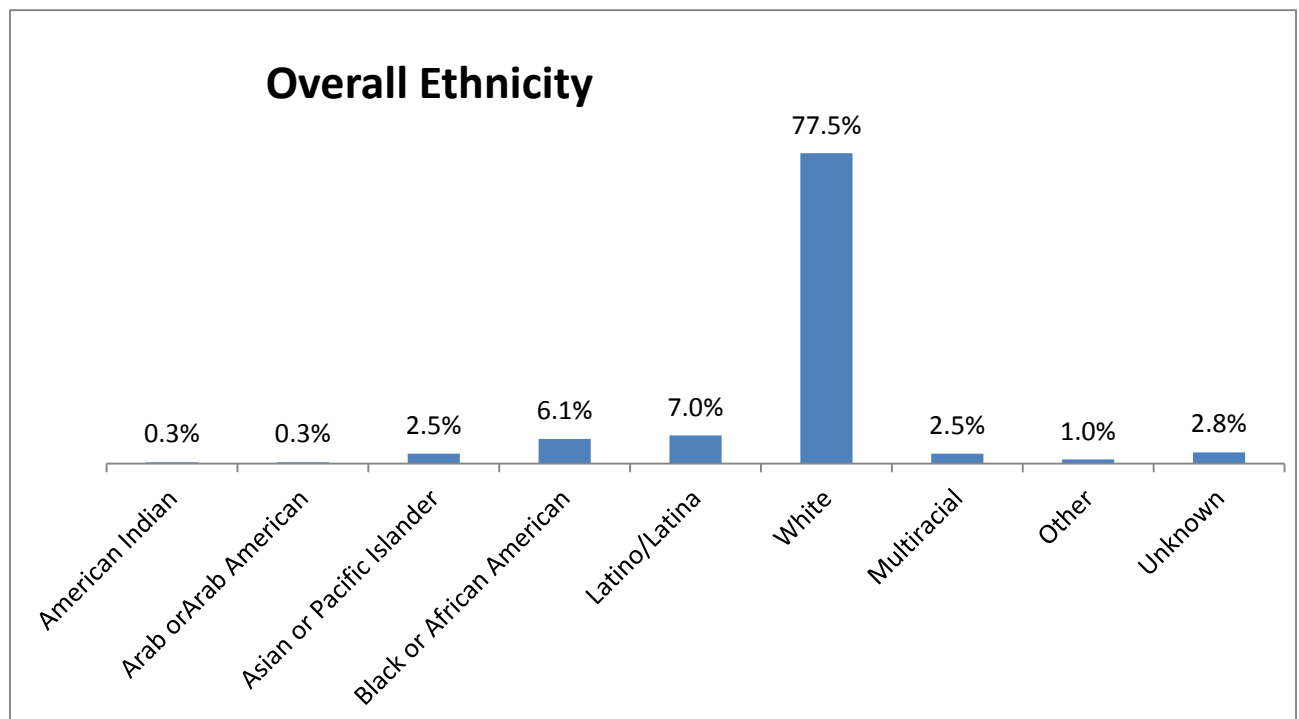




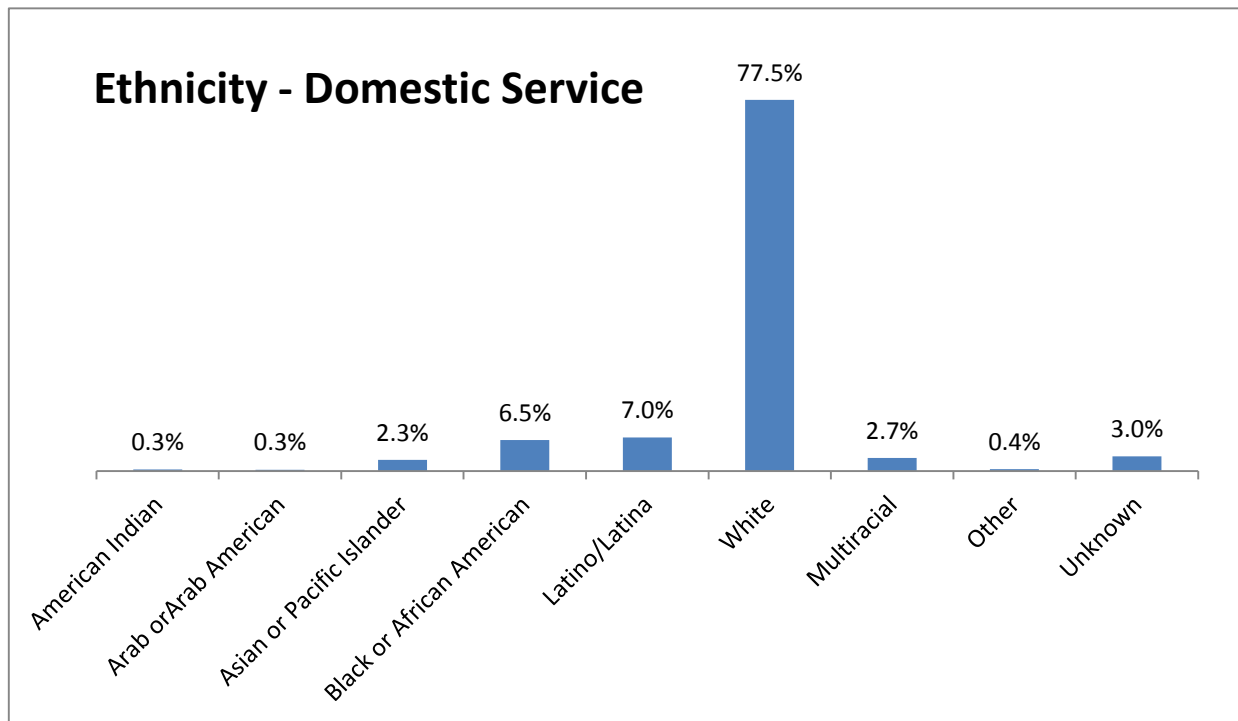
B. Ethnicity

**Reflecting programs that track their volunteers' ethnicity*

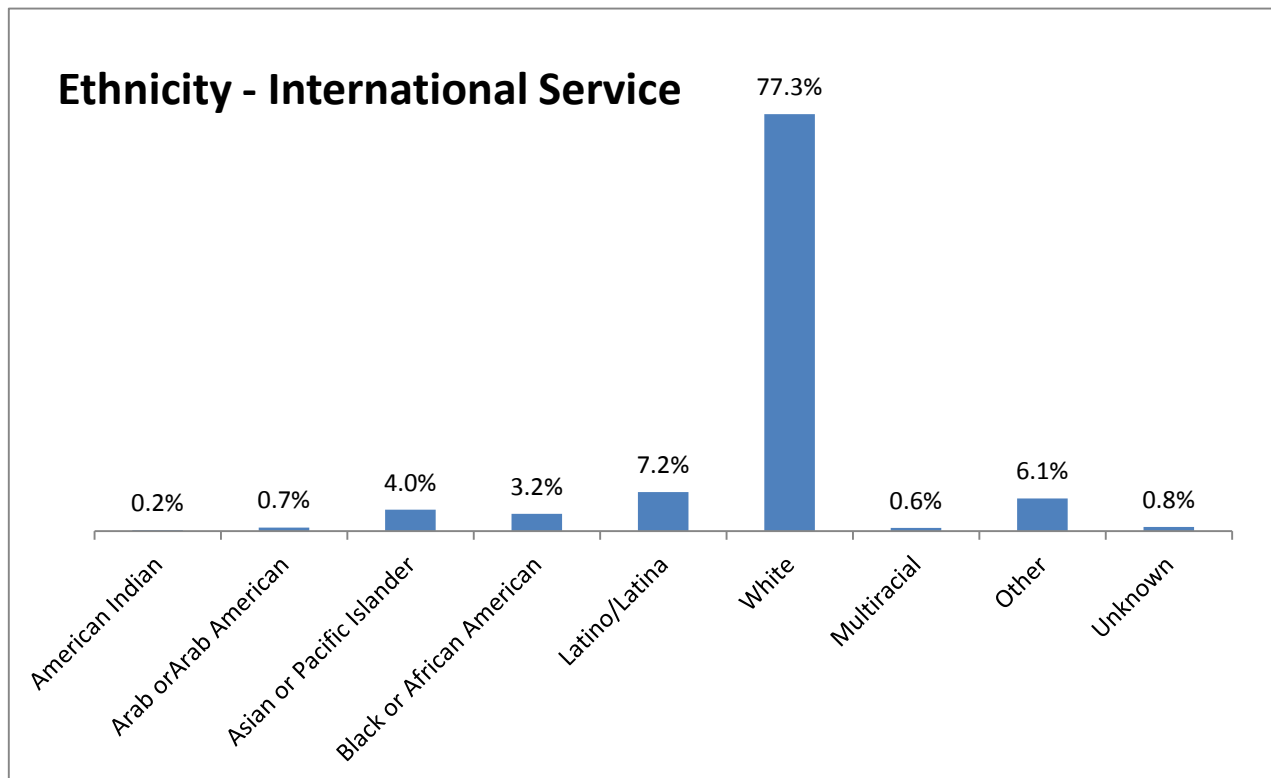
	Am. Indian	Arab or Arab Am.	Asian or Pac. Island	Black or African Am.	Latino/ Latina	White	Multi- racial	Other	Race Unknown
Short-term Domestic	0.1%	0.3%	2.1%	6.7%	7.2%	79.0%	3.0%	0.1%	1.5%
Short-term Interna- tional	0.2%	0.9%	3.0%	3.9%	7.2%	75.5%	0.3%	8.1%	0.9%
Long-term Domestic	0.9%	0.2%	2.8%	6.0%	6.5%	73.7%	1.8%	1.1%	7.0%
Long-term Interna- tional	0.3%	0.3%	5.7%	1.9%	7.3%	80.5%	1.1%	2.4%	0.5%
Total	0.3%	0.3%	2.5%	6.1%	7.0%	77.5%	2.5%	1.0%	2.8%



1. Ethnicity – Domestic Service

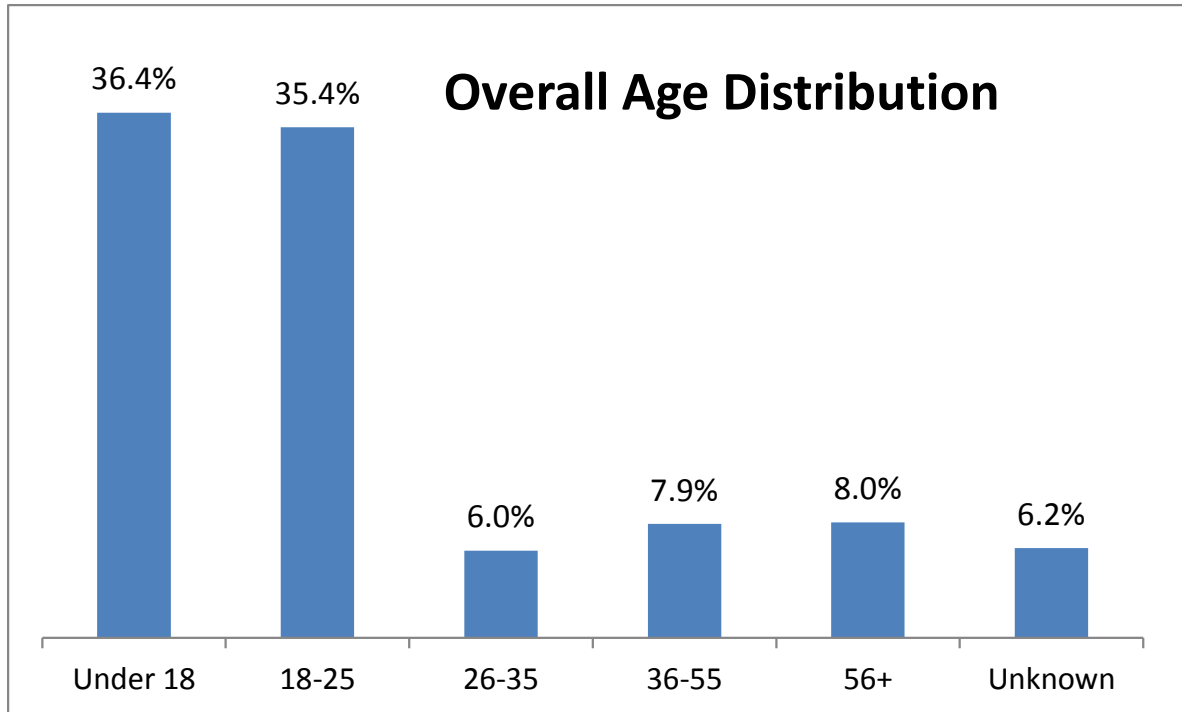


2. Ethnicity – International Service



C. Age Distribution

**Reflecting programs that track the age of their volunteers*

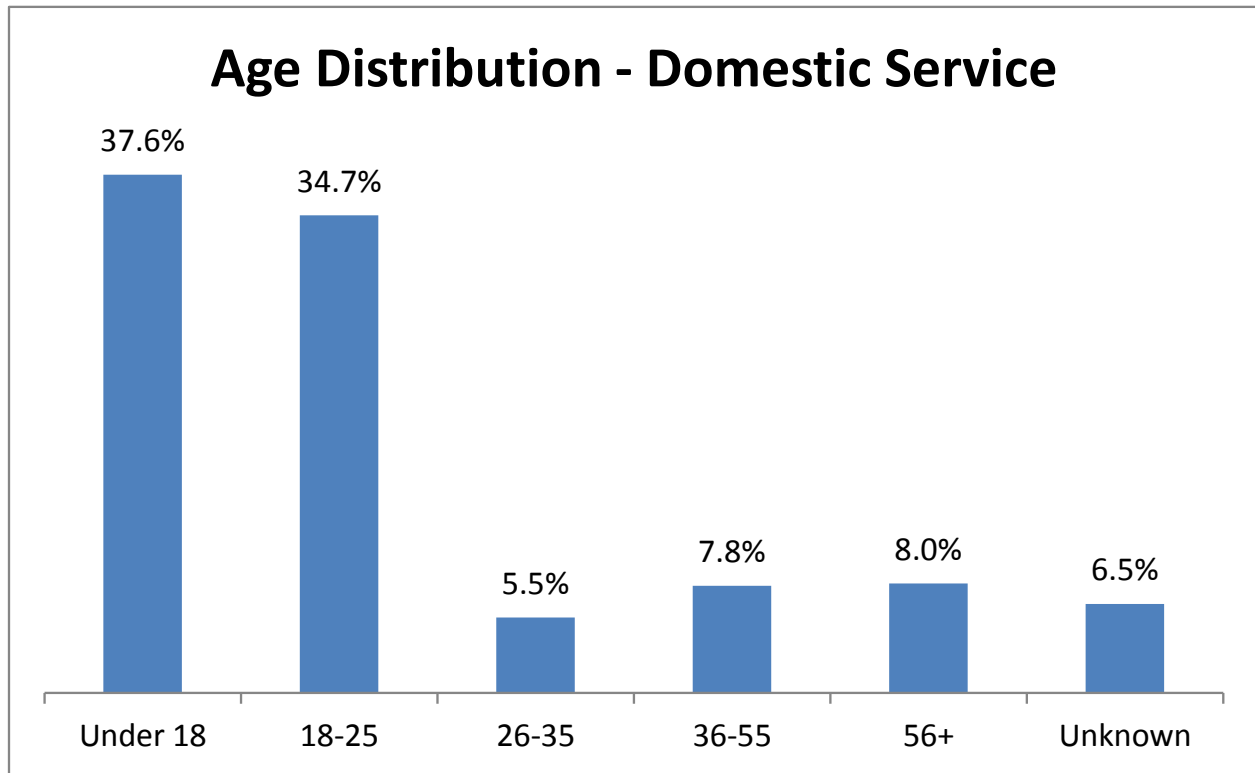


Almost three-quarters (71.8%) of volunteers from reporting programs are 25 years of age or under.

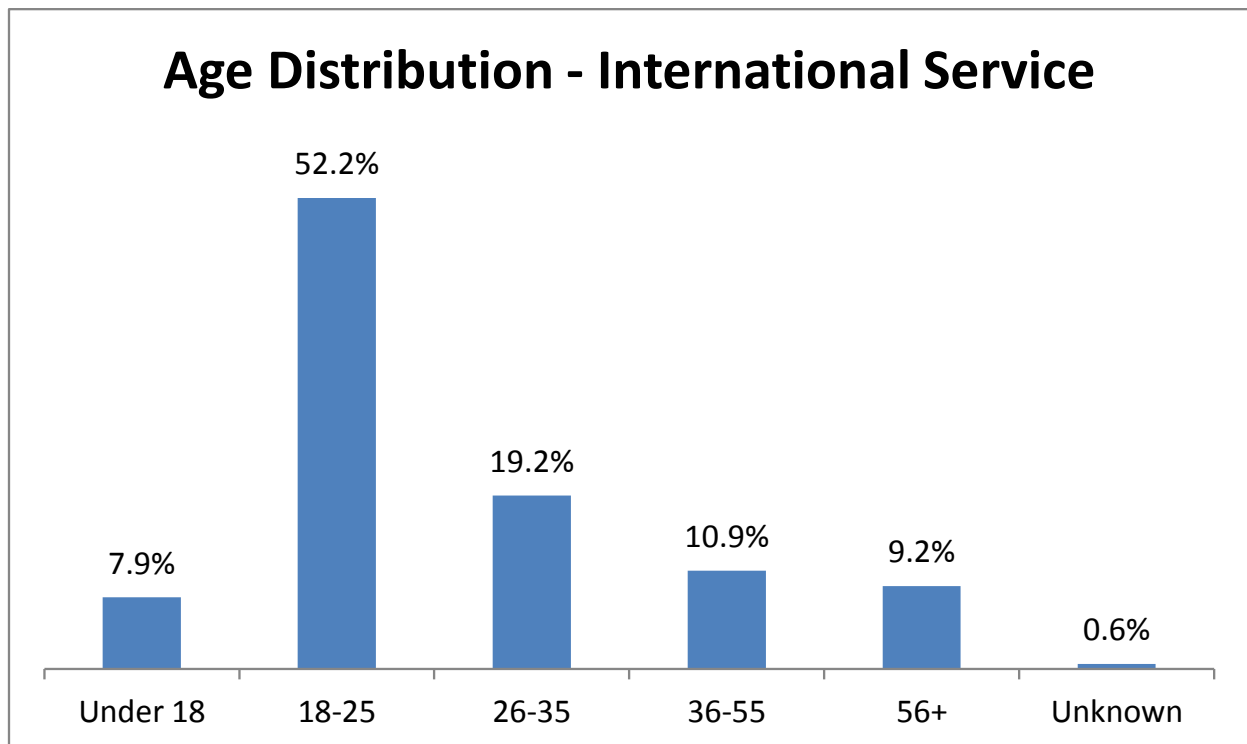
AGE - OVERALL PERCENTAGES

	Under 18	18-25	26-35	36-55	56+	Unknown
Short-term Dom	44.9%	25.5%	5.1%	8.8%	8.8%	7.0%
Short-term Int	21.8%	33.7%	21.5%	12.3%	10.7%	0.0%
Long-term Dom	0.1%	82.6%	7.7%	2.5%	3.3%	3.8%
Long-term Int	0.0%	62.8%	17.9%	10.1%	8.3%	0.9%
Total	36.4%	35.4%	6.0%	7.9%	8.0%	6.2%

1. Age Distribution – Domestic Service

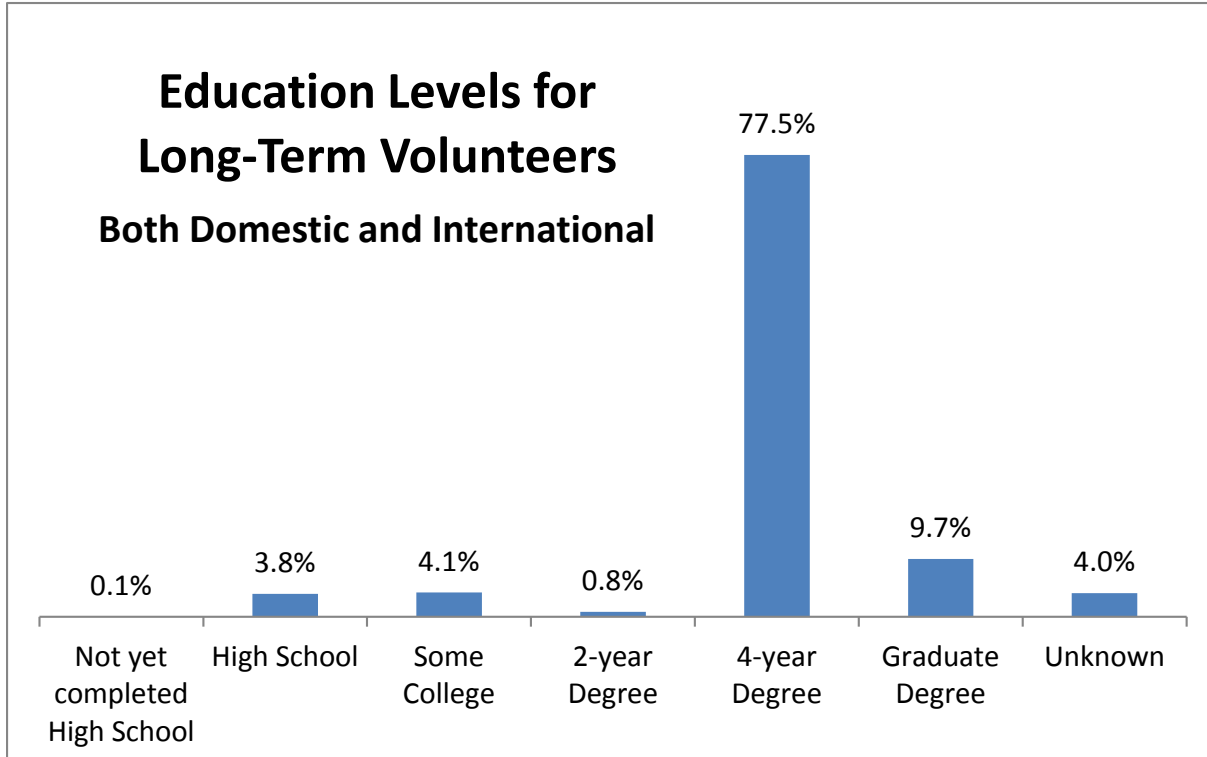


2. Age Distribution – International Service



D. Education Level

**Reflecting programs that track their volunteers' education level*

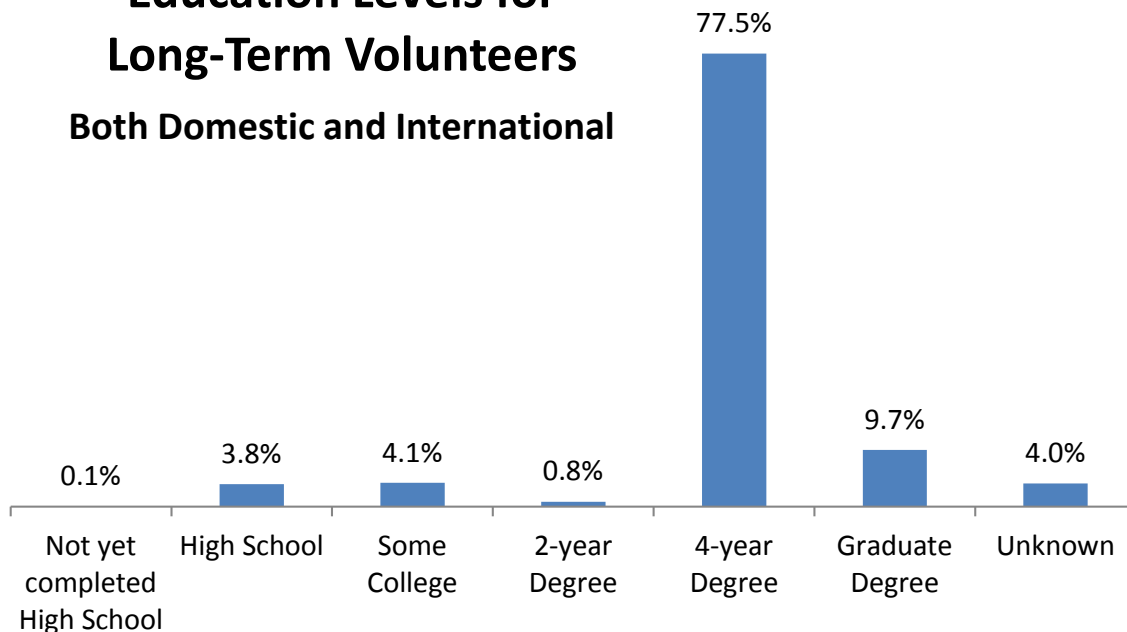


EDUCATION LEVELS

	Not yet completed High School	High School	Some College	2 Year College	4 Year College	Graduate Studies	Unknown
Short-term Dom	43.4%	23.6%	10.3%	0.2%	2.5%	1.1%	19.0%
Short-term Int	28.8%	21.4%	7.1%	2.6%	17.9%	17.6%	4.6%
Long-term Dom	0.1%	4.4%	4.6%	0.9%	79.7%	6.0%	4.4%
Long-term Int	0.0%	0.5%	0.9%	0.7%	63.7%	33.1%	1.1%
Total	33.0%	19.0%	8.8%	0.4%	20.2%	3.5%	15.1%

The preceding figure illustrates the educational levels for volunteers of all ages and for all lengths of commitments. More than one-third of all volunteers are under 18 (see preceding section) and thus too young to have completed their high school education. Similarly, more than thirty-five percent (35.4%) 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).

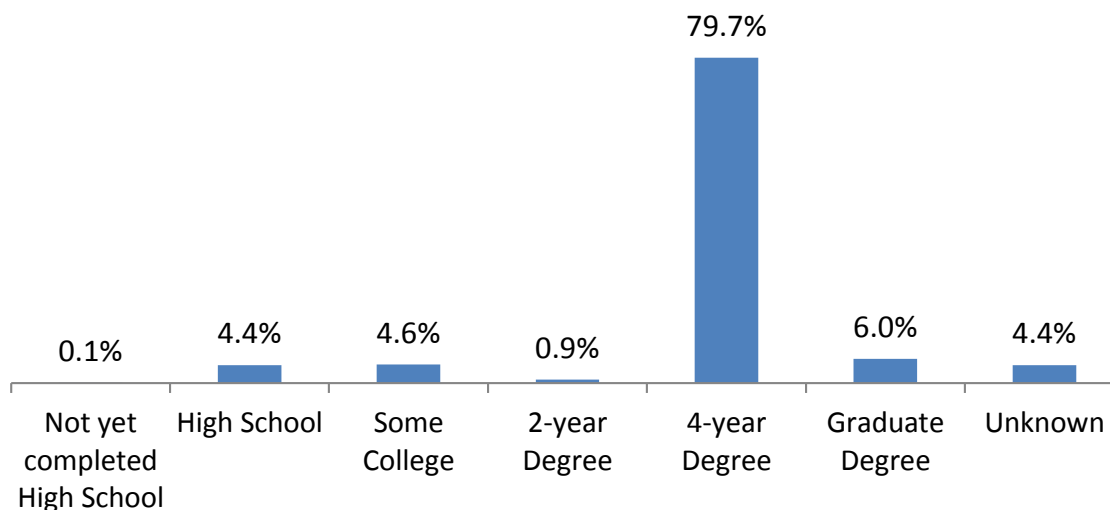
Education Levels for Long-Term Volunteers Both Domestic and International



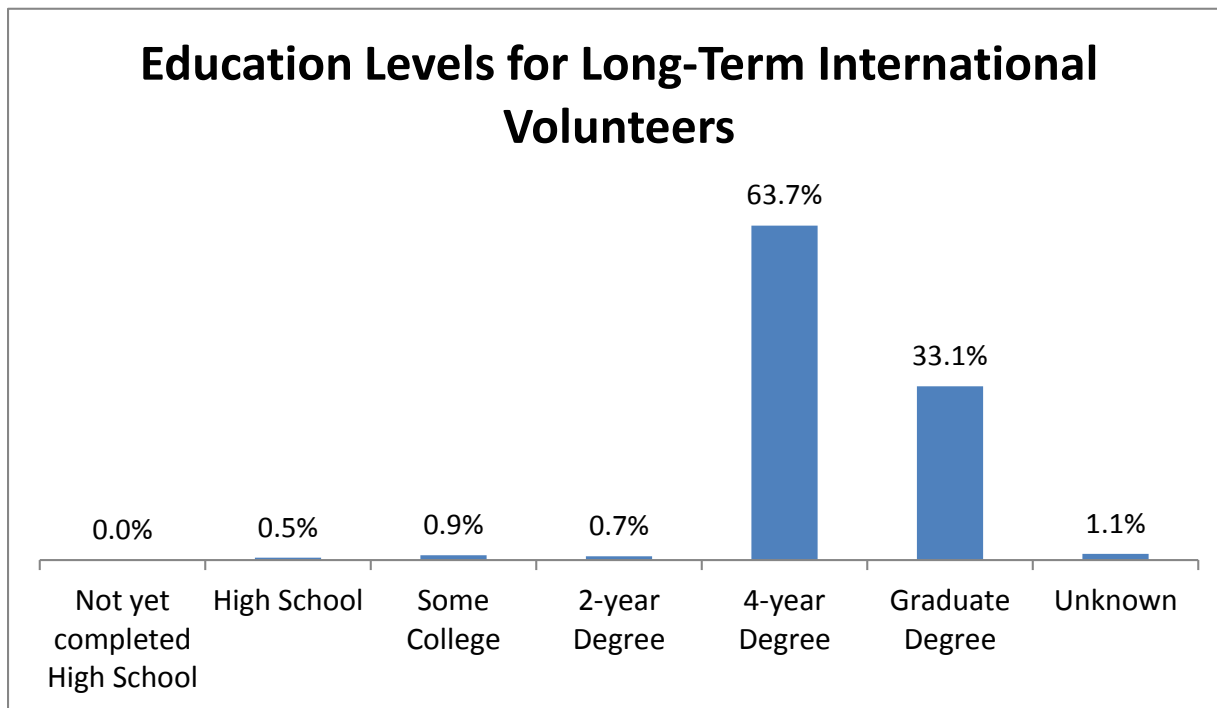
Taking into account the volunteers for which this information was known, more than four out of five volunteers (87.2 percent) serving for nine months or more have completed at least four years of college.

1. Education Levels – Domestic Volunteers

Education Levels for Long-Term Domestic Volunteers



2. Education Levels – International Volunteers



E. Financial Assistance

LOAN DEFERMENT: Nearly one-third of long-term volunteers (30.8 percent) of reporting member programs received a loan deferment. Thirty short-term volunteers also received loan deferment.

AMERICORPS EDUCATION AWARDS: In this reporting period, 70 member programs participated with 946 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 240 volunteers received educational assistance directly from their program.

F. Disabilities

Forty programs reported a total of 233 volunteers serving with disabilities. This represents about one volunteer in 96 with a disability for programs reporting this information. 195 of these volunteers (83.7 percent) were short-term domestic volunteers.

G. Marital Status

Of the reporting member programs, there were 257 married couples, about 24 percent of them serving on a long-term basis. Of those married couples, 73 (28 percent) of them served with their children.

For the first time this year, we also asked about single parents. Programs reported that five single parents served with their children, and 10 single parents had dependents who did not live or serve with them.

H. Fields of Work

FIELDS OF WORK

Field	Short-term Volunteers	Long-term Volunteers	Overall
Administration	0.6%	2.5%	1.0%
Advocacy	0.5%	2.7%	1.0%
Business	0.7%	0.4%	0.6%
Church Ministry	2.9%	3.4%	3.0%
Community Development	9.5%	4.0%	8.3%
Education (not religious)	2.7%	35.7%	10.1%
Health Care	5.8%	6.0%	5.8%
Hospitality	8.0%	2.3%	6.8%
Law/Legal Services	0.0%	2.4%	0.6%
Pastoral Ministry (including rel. ed.)	0.2%	3.6%	1.0%
Science/Environmental	0.2%	1.2%	0.4%
Social Services	40.7%	19.6%	36.0%
Trades/Construction	21.0%	2.0%	16.7%
Youth/Child Services	3.0%	8.8%	4.3%
Other	4.2%	5.2%	4.4%

I. Religious Affiliation

Of those volunteers whose religious affiliation is known, the majority of long-term volunteers (89.3%) identify as Christian. Those whose religious affiliation was unknown made up six percent of long-term volunteers. All other religious affiliations made up less than 1.75 percent each.

Of those volunteers who were Christian, nearly seventy percent (67.2%) of them were Catholic. Many programs were unable to report this information because they were recipients of AmeriCorps Education Awards.

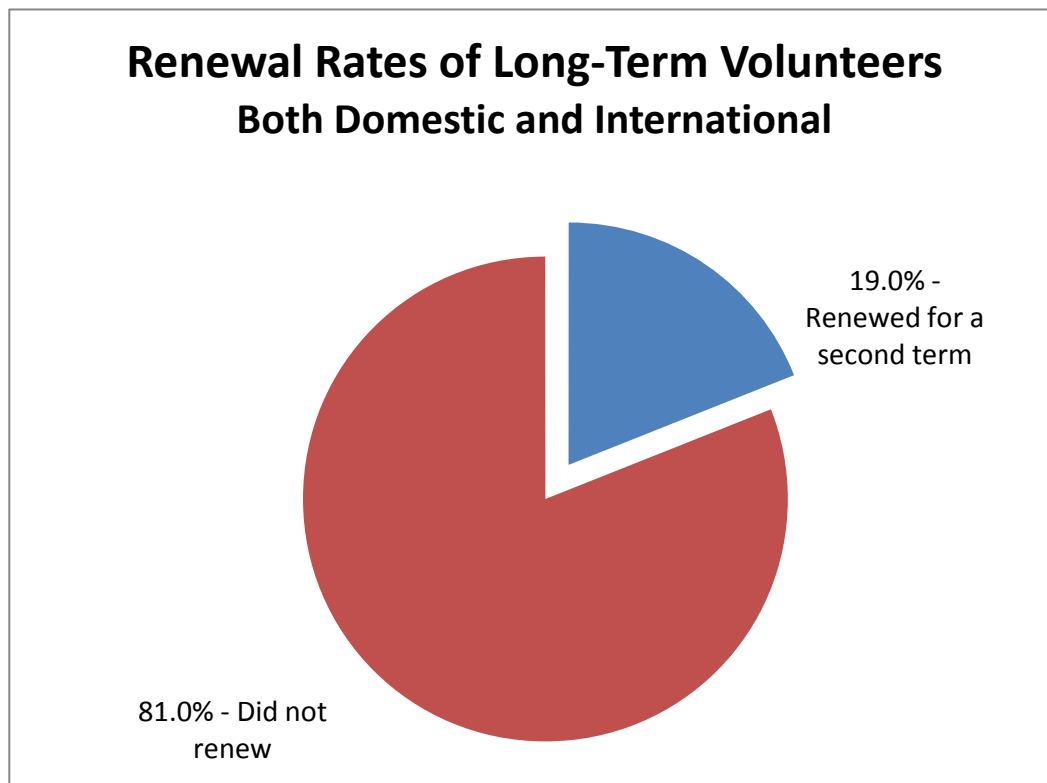
J. Living Accommodations – Long-Term Volunteers

Living Accommodations are reported only for missionaries with commitments of nine months or longer. Nearly three-quarters of long-term volunteers of reporting programs lived in community with other volunteers.

Living Accommodations	Domestic Volunteers	International Volunteers	Overall
In community exclusively with your program's volunteers	91.4%	51.0%	88.3%
With volunteers from more than one volunteer program	0.9%	3.3%	1.1%
With a religious community	1.9%	9.4%	2.5%
With former volunteers	0.4%	0.0%	0.4%
With local people	1.1%	7.0%	1.5%
Alone	2.9%	4.6%	3.0%
Other	1.0%	23.6%	2.7%

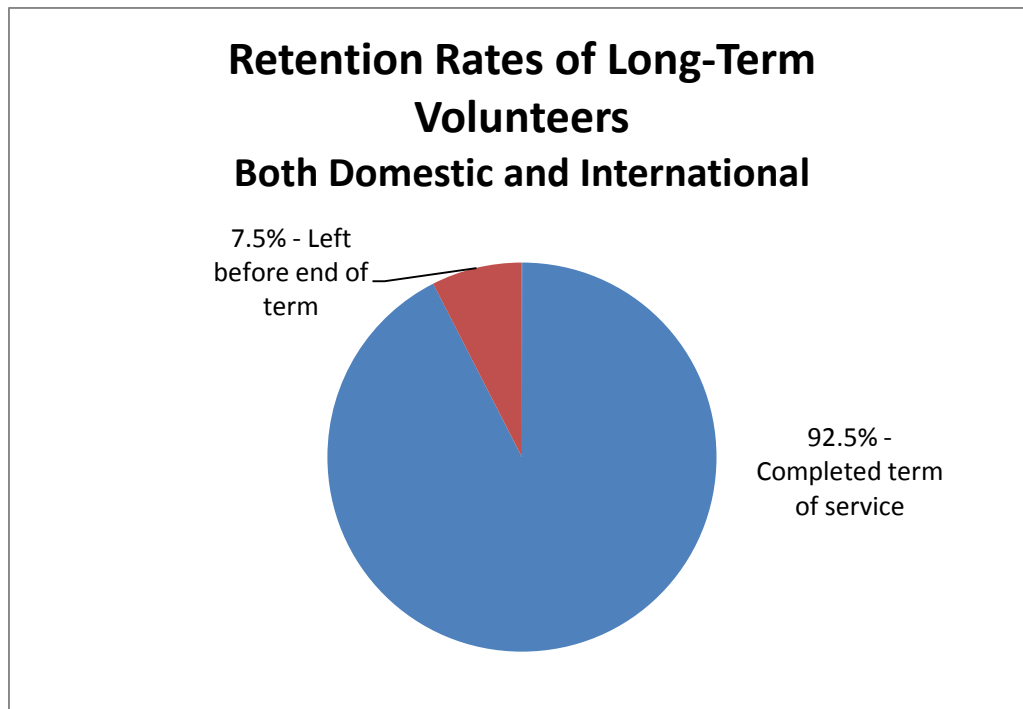
K. Renewal Rates

144 programs offered the opportunity for long-term volunteers to renew for a second term. Almost one fifth (19 percent) of volunteers who finished their term of service accepted the offer to extend their service beyond their original length of commitment.



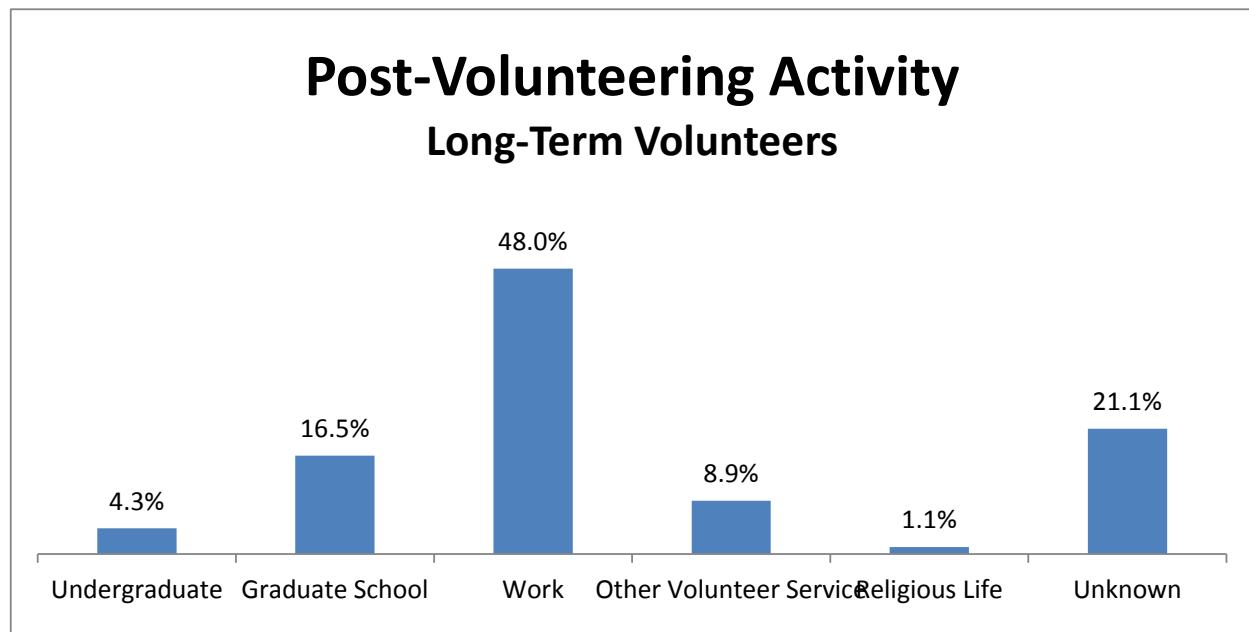
L. Retention

The following statistics were calculated on the basis of responses received: over 9 out of 10 (92.5 percent) long-term volunteers completed their term of service.



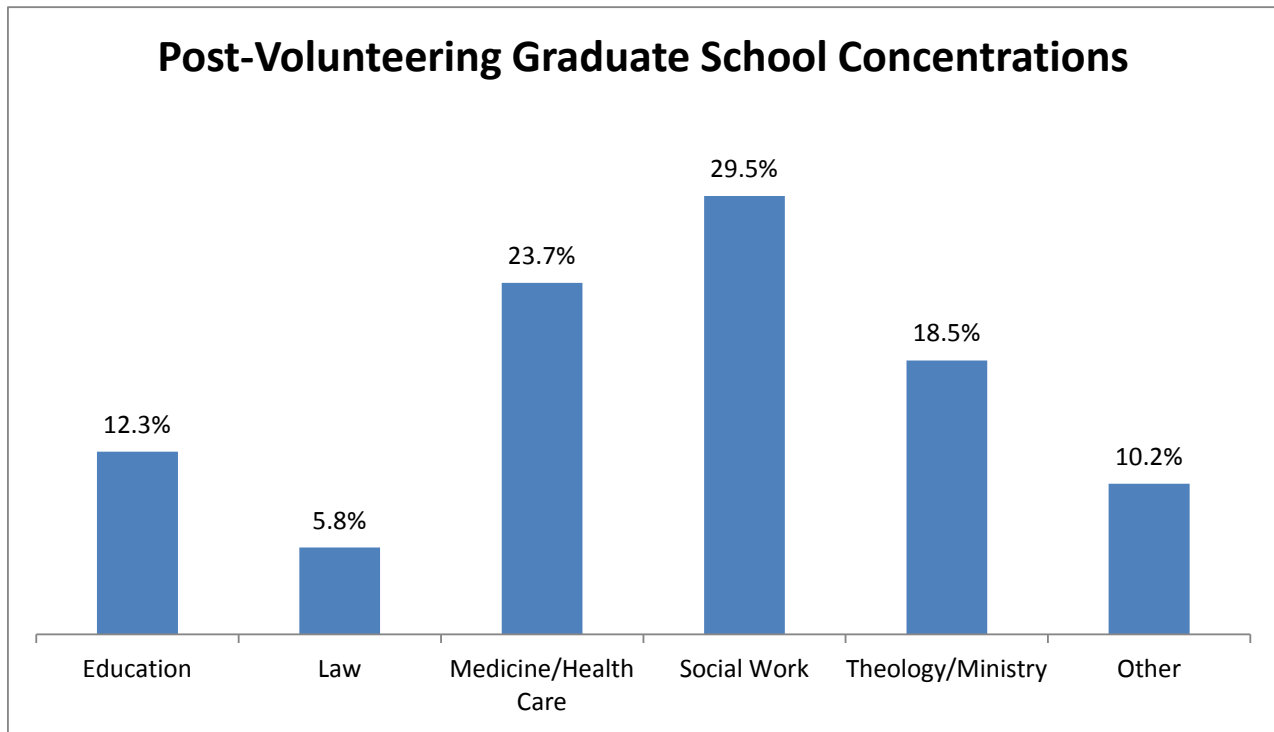
M. Post-Volunteering Activity

Survey results show that long-term volunteers pursued many different paths following their term of service. The greatest number of volunteers (48%) from reporting programs pursued some field of work, while 16.5 percent of volunteers pursued graduate studies after their volunteer work was completed, and 8.9 percent engaged in another volunteer service program. 346 long-term domestic volunteers were offered full-time jobs at their placement sites after serving.



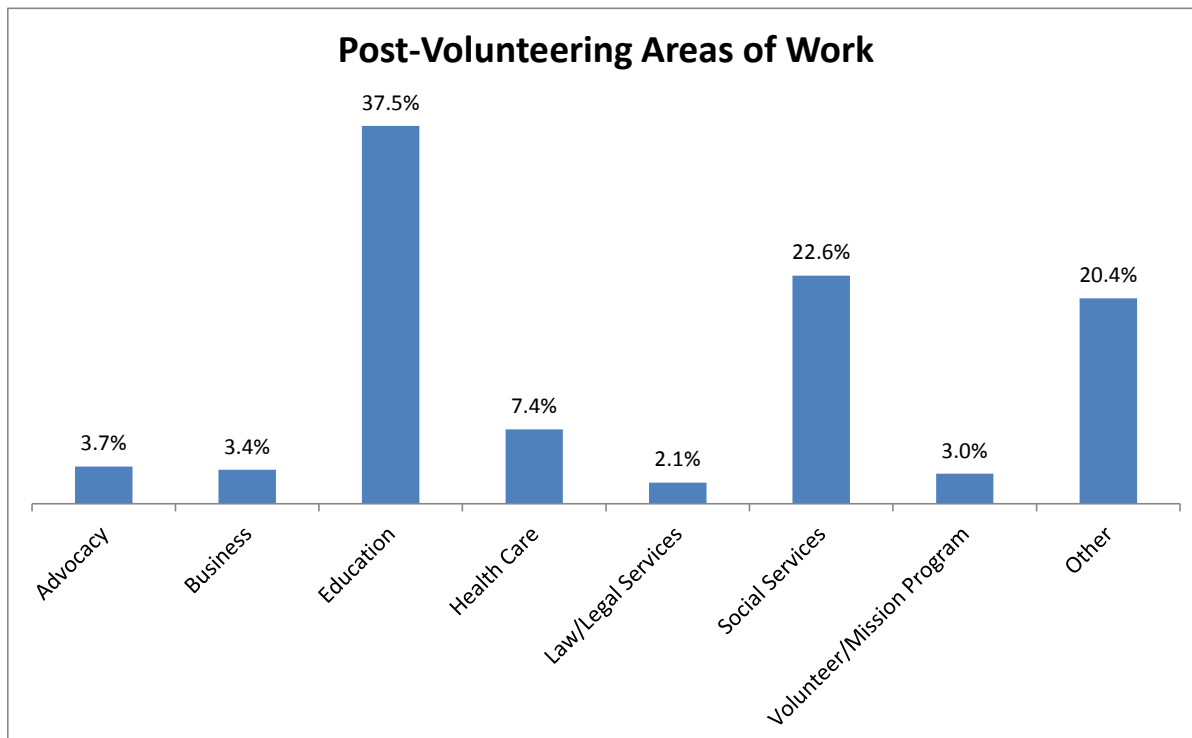
1. Graduate School Concentration

Of those volunteers who went to graduate school, the most popular concentrations were Social Work and Medicine/Health Care, followed by Theology/Ministry and Education.



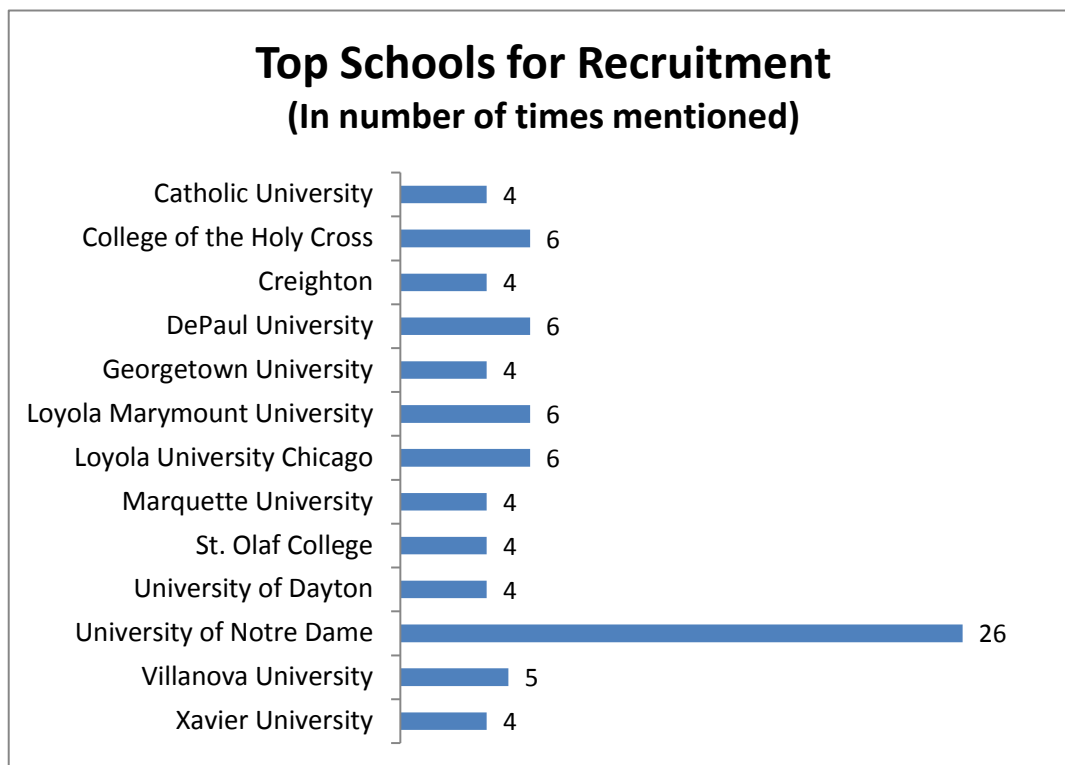
2. Areas of Work after Volunteering

Over sixty percent (60.1%) of the long-term volunteers who entered the workforce found work in the areas of Education or Social Services.



IV. Recruiting

A. Top Schools for Recruitment



In this survey, programs listed their top two schools for volunteer recruitment. Twenty-six programs listed the University of Notre Dame first or second as their source for volunteers. Programs reported that 108 of last year's volunteers came from Notre Dame. In total, 129 different schools were mentioned in this survey.

B. Recruitment Goals

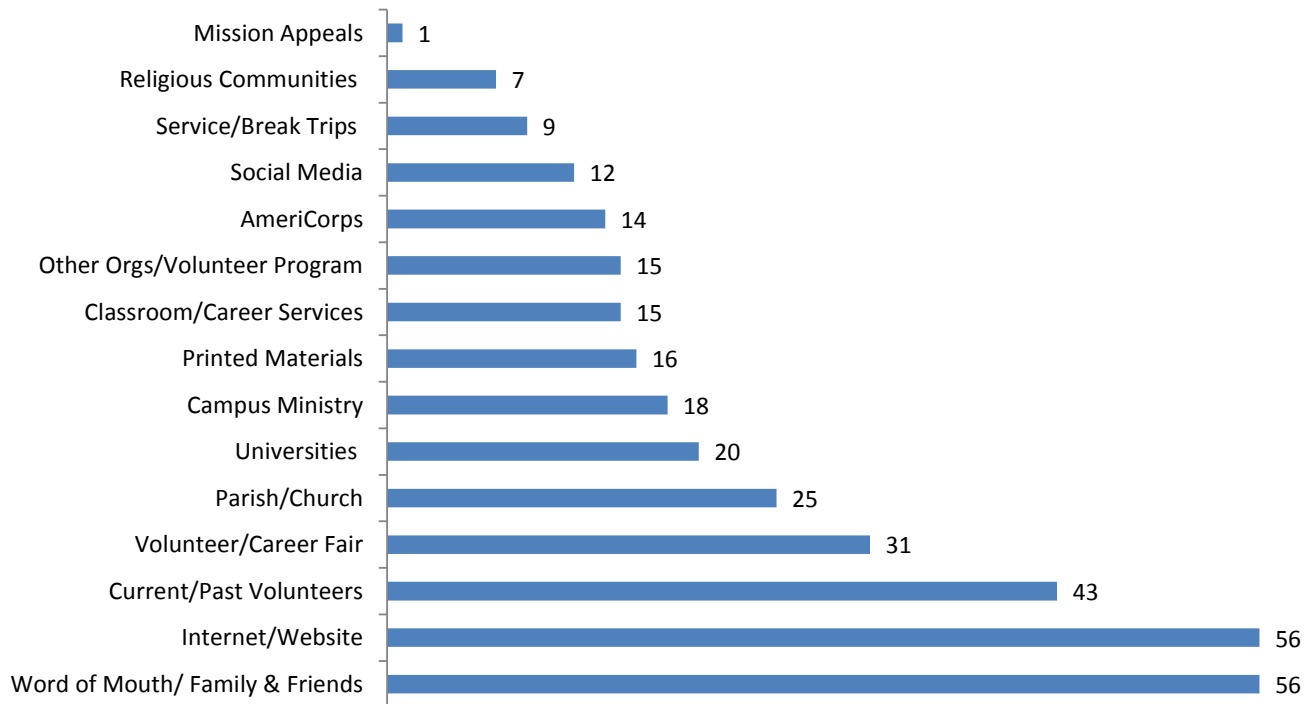
Catholic Volunteer Network asked programs if they were able to meet their recruitment target numbers for the previous year. 130 (67% of programs) indicated that they were able to meet their target numbers. Of the programs that did not meet their recruitment goal, 80% missed their goal by five or fewer volunteers.

C. Sources of Volunteers

Fifty-six programs reported that other than Catholic Volunteer Network, the internet or their program's website was the top source of volunteers, along with word of mouth. Some programs reported that their volunteers heard through a campus ministry or college career service office, while others documented specific universities that promoted volunteer programs.

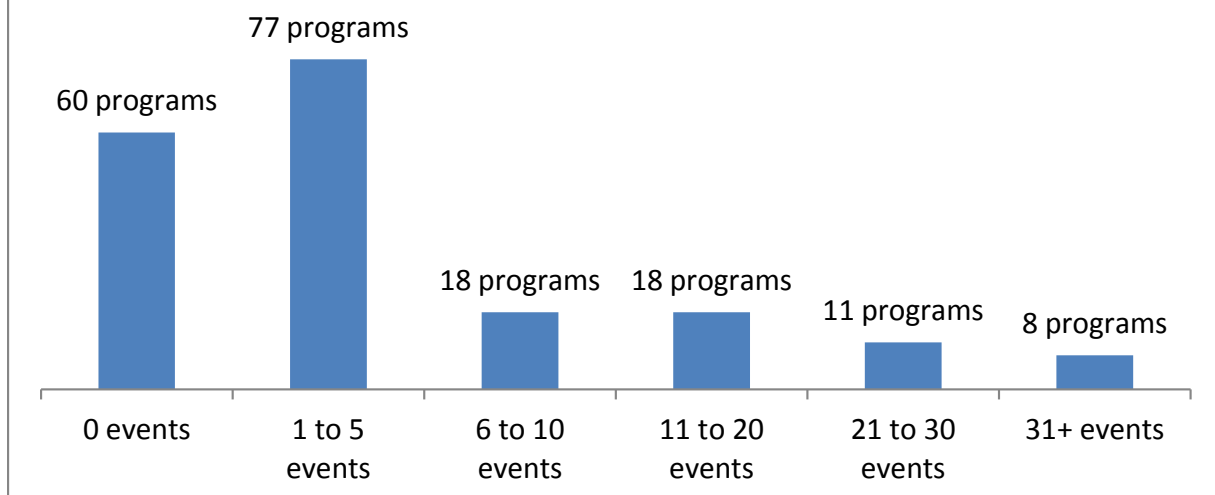
Top Sources of Volunteers

Other than Catholic Volunteer Network



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.

Number of Recruitment Events Attended by CVN programs



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 2.82 full-time employees as well as an average of 0.69 part-time employees (both paid and volunteer).

Volunteers-in-the-Field to Staff Ratio

Total Staff: There is an average 47.85 volunteers per full-time staff person (both paid and volunteer). If we take part-time staff into account, there are nearly forty (38.10) 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	12	14.93
Short-Term International Only	5	42.51
Long-Term Domestic Only	75	5.47
Long-Term International Only	11	3.70
Short-Term & Long-Term Domestic	41	101.18
Short-Term & Long-Term International	10	38.93
Short-Term Domestic & Short-Term International	5	83.64
Long-Term Domestic and Long-Term International	12	10.54
Other (Long and Short-Term Mix)	4	88.84

B. Program Director's Time in Position/Salaries

Directors of our reporting member volunteer programs have held that position on average for over seven (7.08) years. Ten directors have been in their positions for more than twenty-five years. The median tenure is four years, two months.

1. Salaries and Benefits for Full-Time Lay Directors

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

SALARY LEVELS FOR FULL-TIME LAY DIRECTORS (INCLUDES REPORTING PROGRAMS ONLY)

Year	Average	Maximum	Minimum
2014	\$45,001 - \$50,000	\$90,001+	Volunteer
2013	\$45,001 - \$50,000	\$90,001+	Volunteer
2012	\$40,001 - \$45,000	\$85,001 - \$90,000	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 is dependent on several factors including location, age, health insurance pool size, etc. Over four-fifths (86.5%) of lay directors receive medical insurance and more than two-thirds (69.4%) receive dental insurance. Additional benefits for lay directors include vision (48.6%), retirement (58.6%) and life insurance (32.4%). Some lay directors also received housing (11.7%), transportation (13.5%), auto insurance (3.6%) and various "Other" benefits including short and long-term disability, meals, cell phones, educational/tuition reimbursement, annual retreats/professional development, and telecommuting options. Only 4.5% of full-time lay directors reported receiving no benefits.

2. Salaries and Benefits for Part-Time Lay Directors

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

SALARY LEVELS FOR PART-TIME (ROUGHLY 20 HOURS PER WEEK) LAY DIRECTORS (INCLUDES REPORTING PROGRAMS ONLY)

Year	Average	Maximum	Minimum
2014	\$20,001 - \$25,000	\$35,001 - \$40,000	Volunteer
2013	\$25,001 - \$30,000	\$60,001 - \$65,000	Volunteer
2012	\$20,001 - \$25,000	\$50,001 - \$55,000	Volunteer

More than half (51.7%) 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 (44.8%), dental coverage (34.5%), vision (24.1%), retirement (24.1%), life insurance (10.3%), and housing (3.4%). None of the part-time lay directors reported receiving transportation or auto benefits. Other benefits listed included flexible schedules, and mileage reimbursement. Fourteen programs (48.3%) 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. Twenty-four reporting programs have full-time religious directors. Six programs reported having volunteer, full-time religious directors.

SALARY LEVELS FOR FULL-TIME RELIGIOUS (INCLUDES REPORTING PROGRAMS ONLY)

Year	Average	Maximum	Minimum
2014	\$20,001 - \$25,000	\$75,001 - \$80,000	Volunteer
2013	\$30,001 - \$35,000	\$75,001 - \$80,000	Volunteer
2012	\$25,001 - \$30,000	\$75,001 - \$80,000	Volunteer

Three-quarters (75.0%) of religious full-time directors reported receiving medical benefits and 66.7% received dental coverage. Some directors also received vision (45.8%), retirement (45.8%) and life insurance (29.2%). Other benefits received include housing (37.5%), transportation (45.8%), and auto insurance (29.2%). Other benefits are received because the director is part of the religious community. Three programs (12.5%) reported receiving no benefits.

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

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

SALARY LEVELS FOR FULL-TIME RELIGIOUS (INCLUDES REPORTING PROGRAMS ONLY)

Year	Average	Maximum	Minimum
2014	\$5,001 - \$10,000	\$30,001 - \$35,000	Volunteer
2013	\$10,001 - \$15,000	\$50,001 - \$55,000	Volunteer
2012	\$5,001 - \$10,000	\$40,001 - \$45,000	Volunteer

More than half (52.2%) of part-time directors who are vowed religious reported receiving benefits from the program. Health insurance was provided to less than one-fifth (17.4%) of directors with 17.4% also receiving dental coverage and 8.7% receiving vision coverage. Other benefits included retirement (26.1%), life insurance (8.7%), housing (21.7%), transportation (17.4%), and auto insurance (8.7%). 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, seven member programs reported being headed by other clergy (non-Catholic). All of these were full-time directors.

SALARY LEVELS FOR FULL-TIME OTHER CLERGY (INCLUDES REPORTING PROGRAMS ONLY)

Year	Average	Maximum	Minimum
2014	\$60,001 - \$65,000	\$70,001 - \$75,000	\$45,001 - \$50,000
2013	\$40,001 - \$45,000	\$60,001 - \$65,000	Volunteer
2012	\$40,001 - \$45,000	\$60,001 - \$65,000	\$0 - \$5,000

More than four out of five (85.7%) directors who are other clergy reported receiving medical insurance and more than two-thirds (71.4%) receive dental coverage. Other benefits include vision (42.9%), retirement (71.4%), life insurance (42.9%), housing (14.3%), and transportation (14.3%). All of the full-time directors received some benefits.