



# 2015 Membership Survey

Presented at the Catholic Volunteer Network  
Membership Meeting  
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*Survey results represent volunteers  
whose term of service was 2013–2014  
or was completed by January 2015*



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## I. Summary

A total of 182 programs participated in the 2015 Catholic Volunteer Network Membership Survey and their responses have been used to compile the following results. Out of a total of 179 eligible, renewing programs, 100% completed most or all of the survey. Two non-renewing programs also completed the survey and one new program completed it. During the membership renewal, 34 programs did not renew and 17 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
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	212
2015-2016 (current)	199

### NUMBER OF PROGRAMS REPORTED BY LENGTH OF COMMITMENT OFFERED

Length	Domestic	International
0-3 Weeks	26	8
Alternative Breaks	26	4
1-3 Months	37	11
4-8 Months	21	5
9-12 Months	118	26
13-24 Months	37	13
24+ Months	13	12

## B. Religious Affiliation of Member Programs

During this reporting period, 73.5% 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	139
Episcopal	16
Lutheran	5
Mennonite	2
Presbyterian	3
Quaker	3
United Church of Christ	2
Ecumenical	16
Other	2

## 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 2013-2014 cycle (the most recently completed cycle at the time of the survey) or who served in 2014. The greatest number of domestic and international missioners/volunteers served for 0 to 3 weeks followed by the group that served for alternative breaks.

NUMBER OF TOTAL VOLUNTEERS BY LENGTH OF COMMITMENT

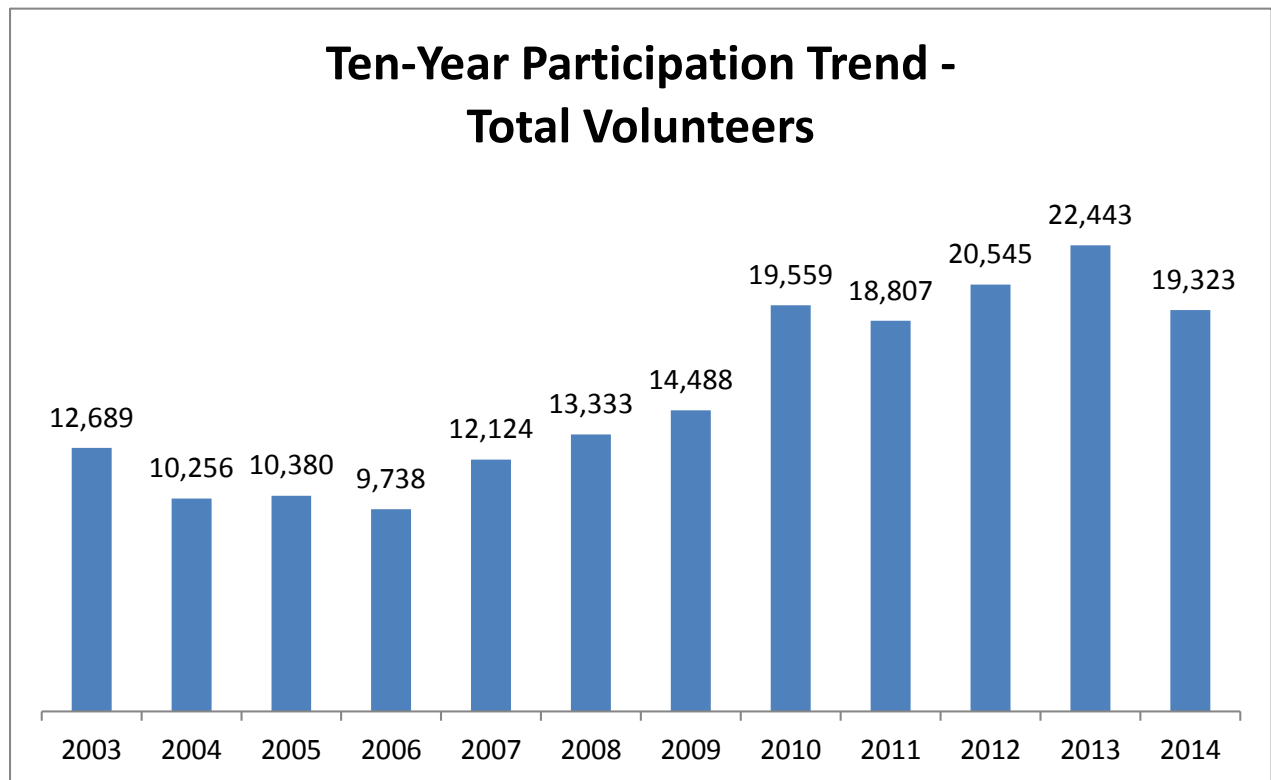
Length	Domestic	International	Total
0-3 Weeks	11,387	469	11,856
Alternative Breaks	3,339	455	3,794
1-3 Months	330	85	415
4-8 Months	149	13	162
9-12 Months	2,301	233	2,534
13-24 Months	266	132	398
24+ Months	101	63	164
Total Lay Missioners	17,873	1,450	19,323

*Note: These numbers reflect the data of the 182 programs that responded to this survey, which constitutes 85% of programs that were CVN members during the 2014- 2015 membership year.*

### TOTAL NUMBER OF VOLUNTEERS – TRENDS

Year	Domestic	International	Total
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	22,442
2014	17,873	1,450	19,323

### Ten-Year Participation Trend - Total Volunteers



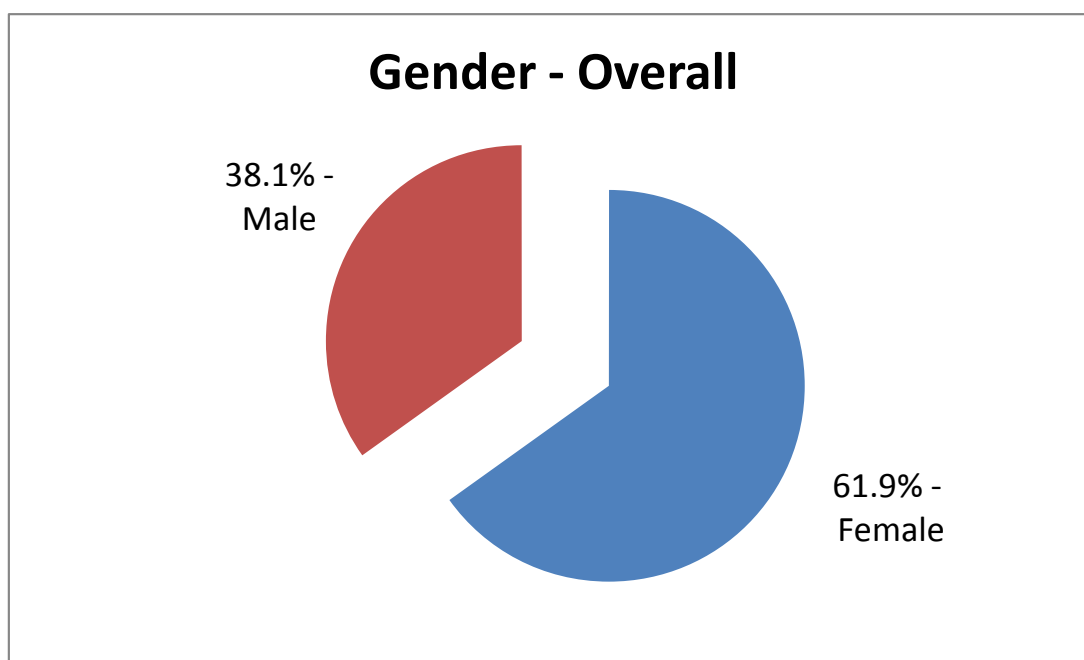
### III. Volunteer Profiles

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' 2013-2014 volunteer cycles, the most recently completed cycle at the time of the survey.

#### A. Gender

Program Type	Female	Male
Domestic Programs	64.8%	35.2%
International Programs	68.4%	31.6%
Overall	65.1%	34.9%

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-five percent of all programs. This year, the percentage of males serving both internationally and domestically dropped slightly compared to last year.



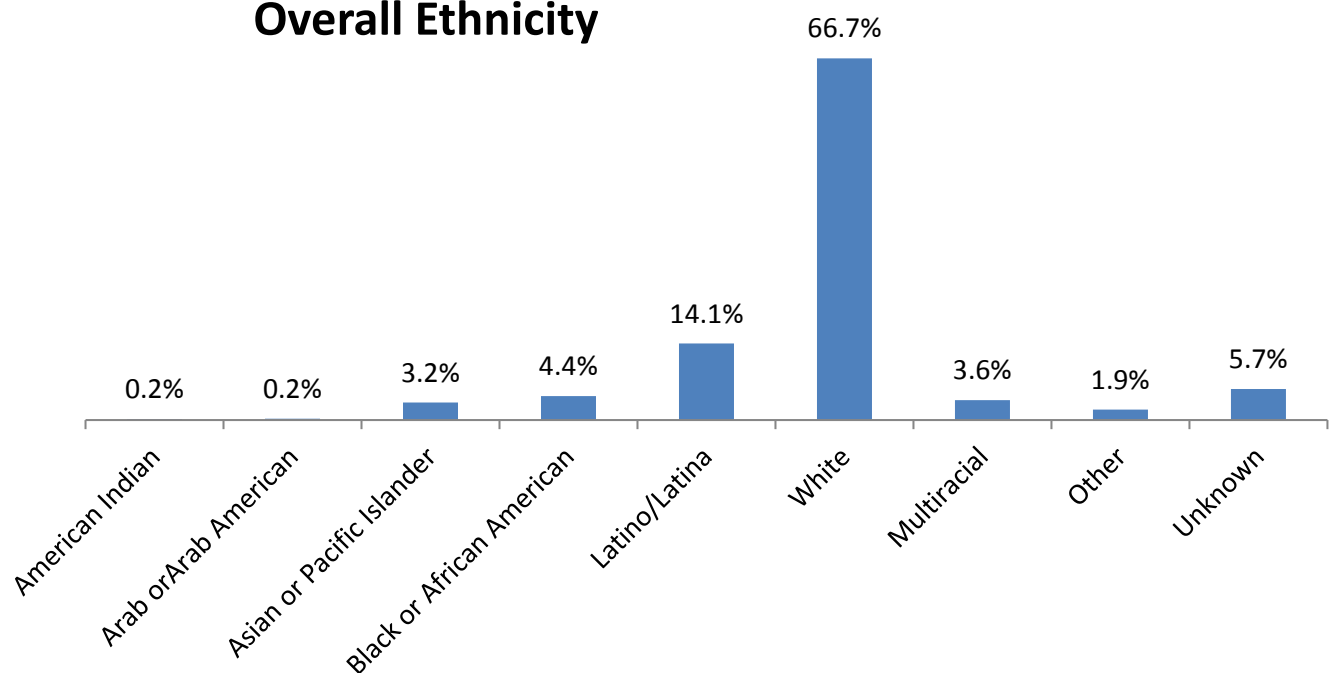


## B. Ethnicity

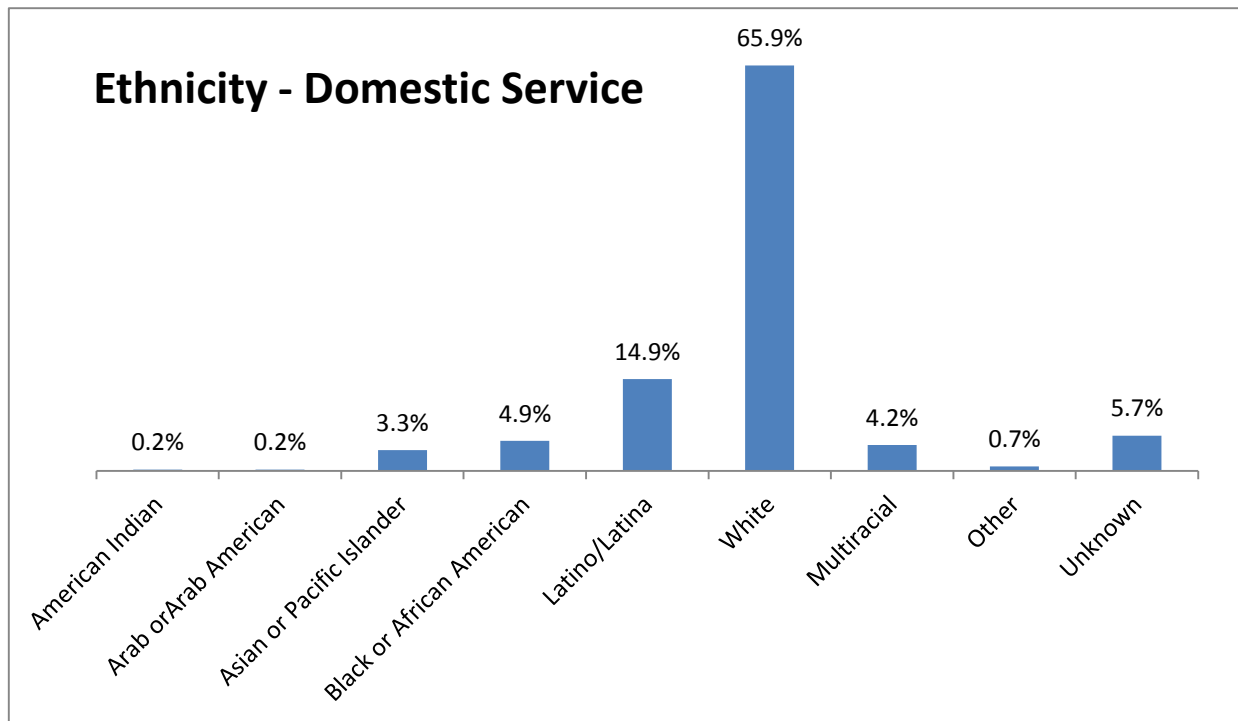
*\*Reflecting programs that track their volunteers' ethnicity*

	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%	0.2%	2.8%	2.0%	23.9%	50.9%	7.3%	0.1%	12.8%
Short-term Interna- tional	0%	0.4%	2.1%	2.1%	11.3%	65.7%	0%	18.4%	0%
Long-term Domestic	0.4%	0.2%	3.7%	6.9%	8.5%	76.6%	2.0%	1.1%	0.7%
Long-term Interna- tional	0%	0.3%	2.2%	1.5%	9.0%	71.6%	0.2%	9.7%	5.4%
Total	0.2%	0.2%	3.2%	4.4%	14.1%	66.7%	3.6%	1.9%	5.7%

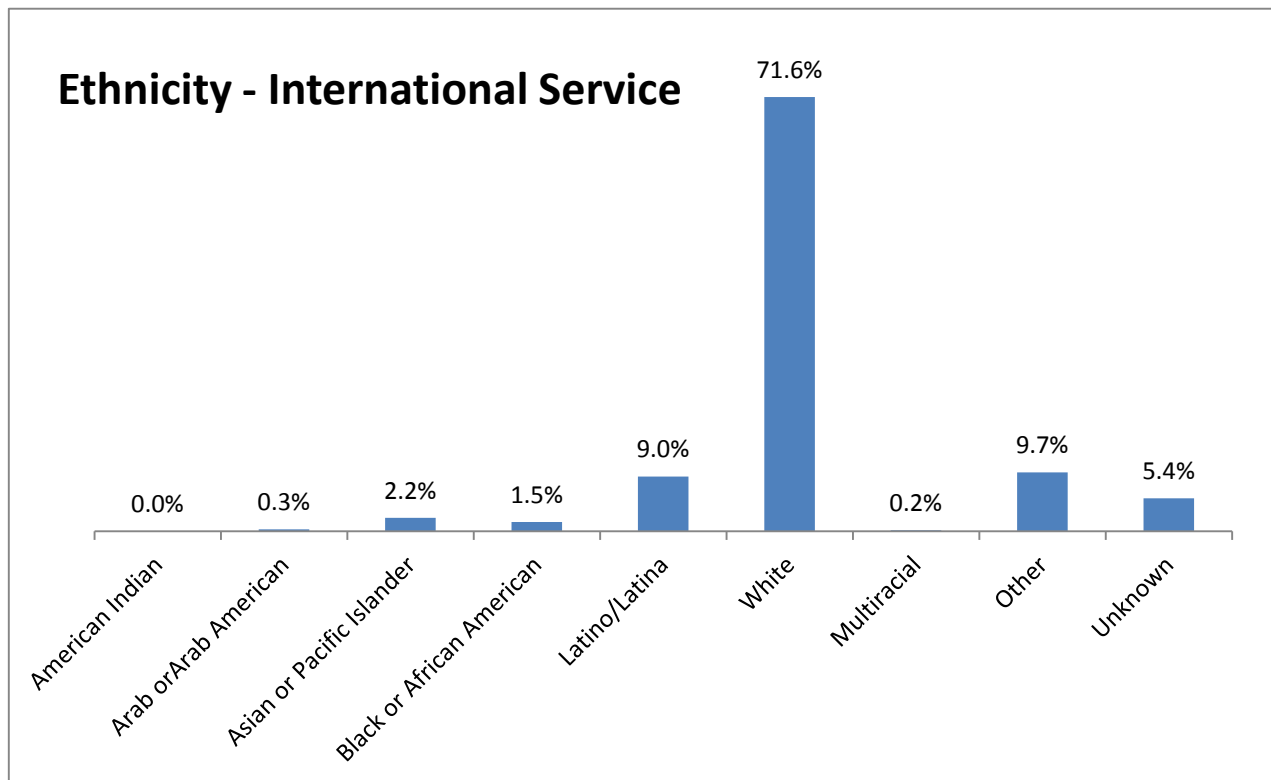
### Overall Ethnicity



## 1. Ethnicity – Domestic Service



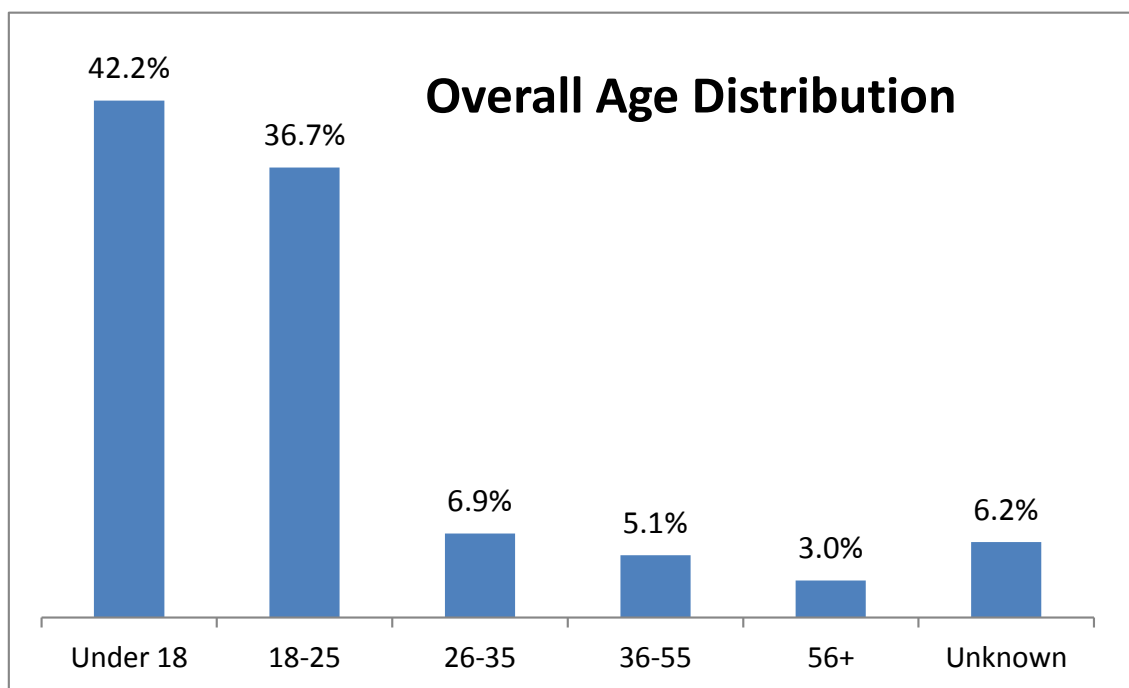
## 2. Ethnicity – International Service





## C. Age Distribution

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

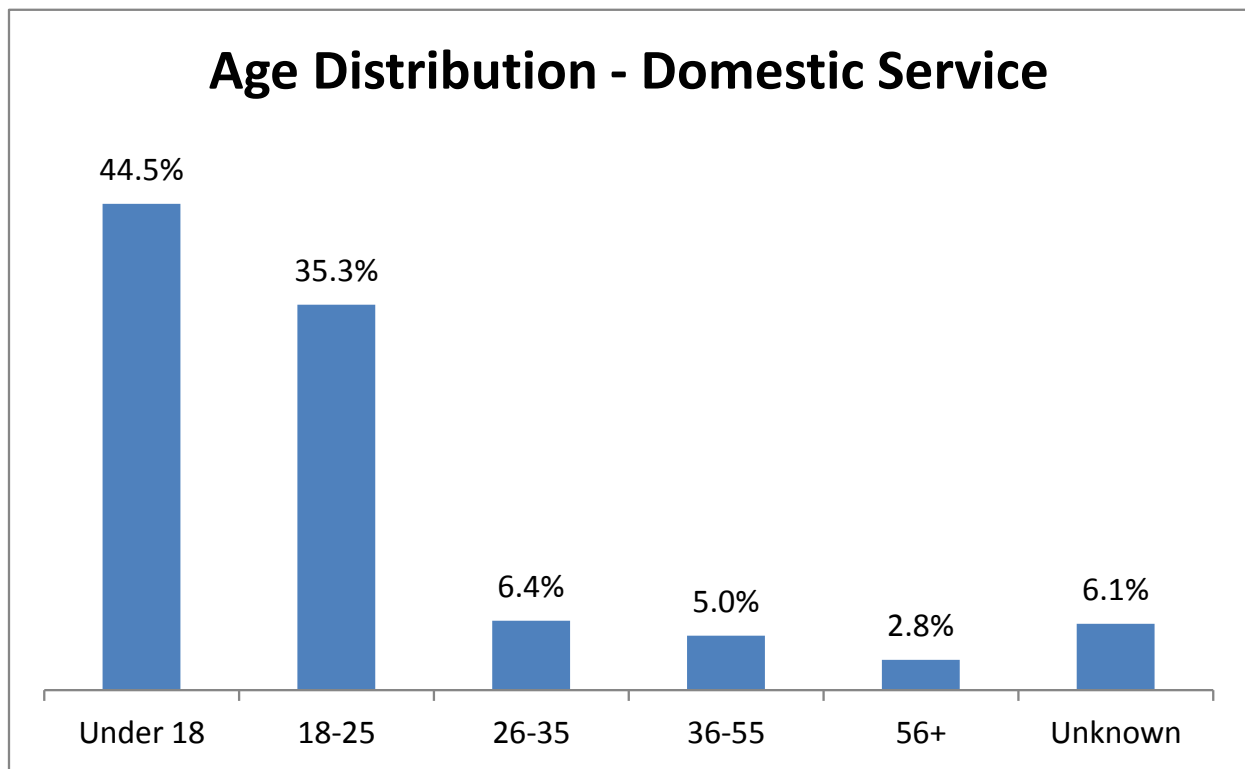


More than three-quarters (78.9%) of volunteers from reporting programs are 25 years of age or under.

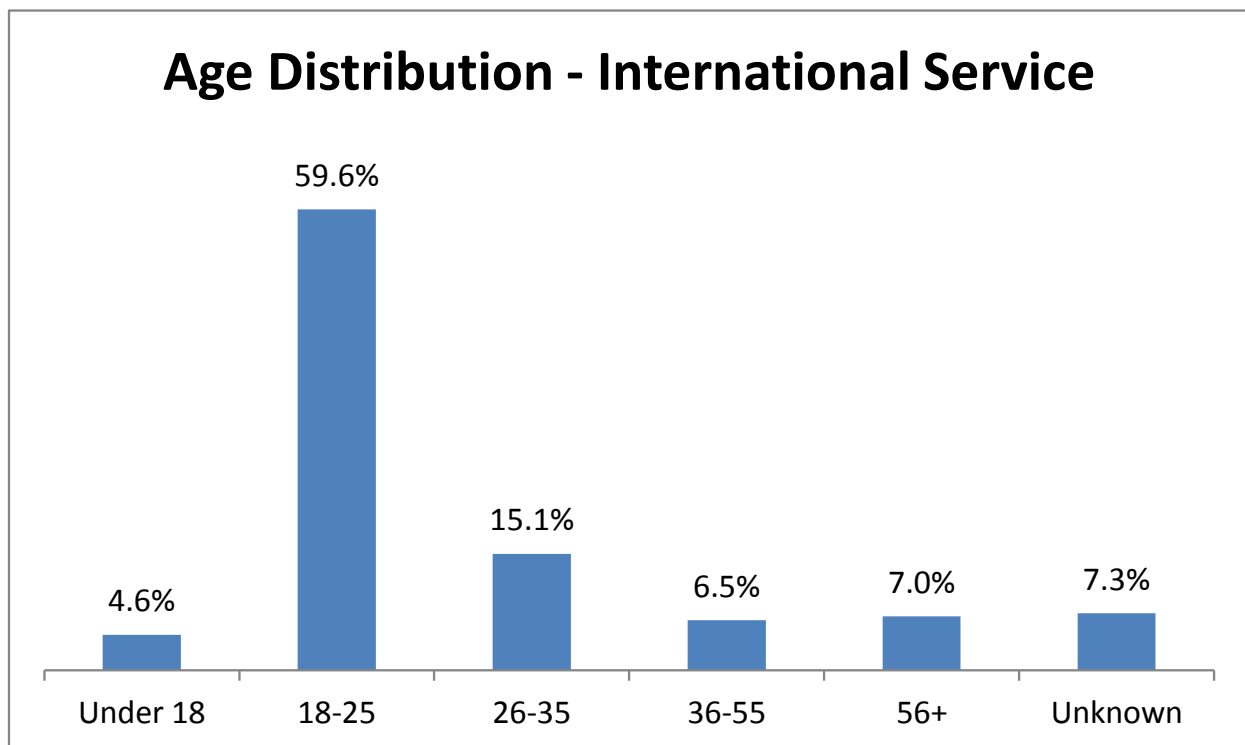
### AGE - OVERALL PERCENTAGES

	Under 18	18-25	26-35	36-55	56+	Unknown
Short-term Dom	56.2%	23.5%	5.5%	5.9%	3.0%	5.9%
Short-term Int	8.5%	54.1%	15.8%	9.0%	11.7%	0.8%
Long-term Dom	0%	80.1%	9.5%	1.8%	2.0%	6.6%
Long-term Int	1.2%	64.4%	14.4%	4.2%	2.8%	13.0%
Total	42.2%	36.7%	6.9%	5.1%	3.0%	6.2%

## 1. Age Distribution – Domestic Service

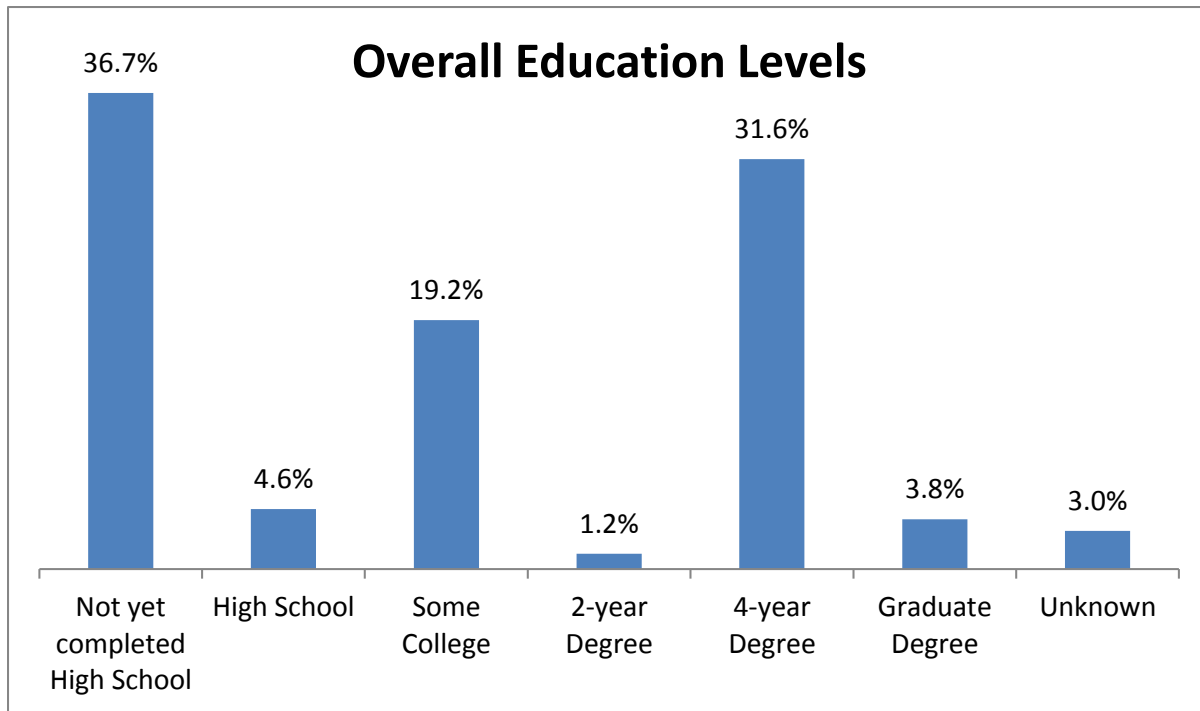


## 2. Age Distribution – International Service



## D. Education Level

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

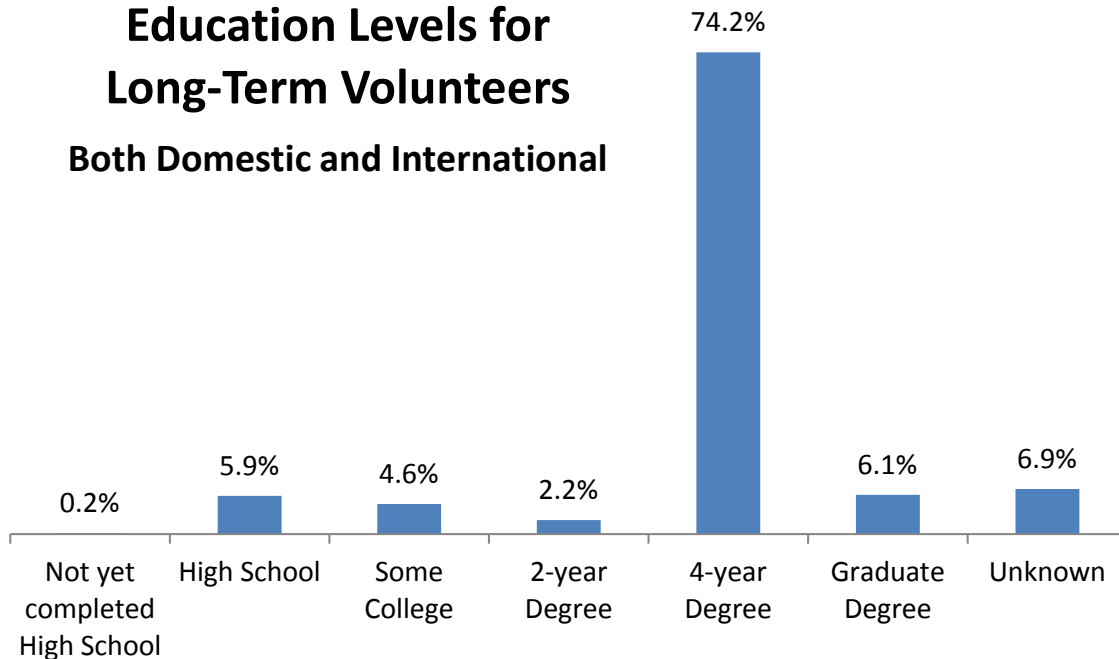


### EDUCATION LEVELS

	Not yet completed High School	High School	Some College	2 Year College	4 Year College	Graduate Studies	Unknown
Short-term Dom	62.0%	3.2%	28.9%	0.6%	3.6%	1.5%	0.2%
Short-term Int	8.1%	14.5%	14.2%	0.3%	40.2%	17.1%	5.8%
Long-term Dom	0%	6.5%	5.2%	2.2%	73.1%	5.1%	7.8%
Long-term Int	1.2%	1.4%	0.7%	1.7%	81.6%	12.6%	0.7%
<b>Total</b>	<b>36.7%</b>	<b>4.6%</b>	<b>19.2%</b>	<b>1.2%</b>	<b>31.6%</b>	<b>3.8%</b>	<b>3.0%</b>

The preceding figure illustrates the educational levels for volunteers of all ages and for all lengths of commitments. More than 40 percent of all volunteers are under 18 (see preceding section) and thus too young to have completed their high school education. Similarly, more than one-third (36.7%) 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).

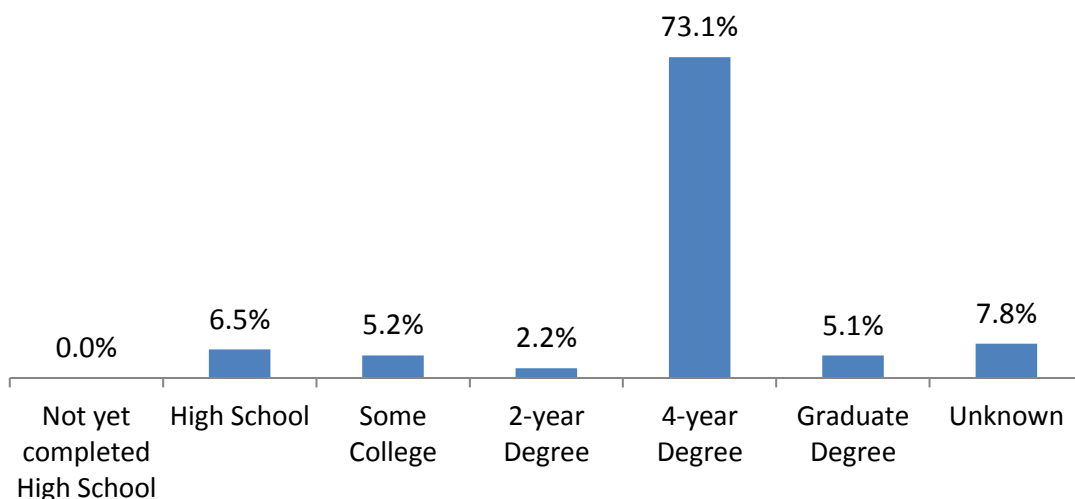
### Education Levels for Long-Term Volunteers Both Domestic and International



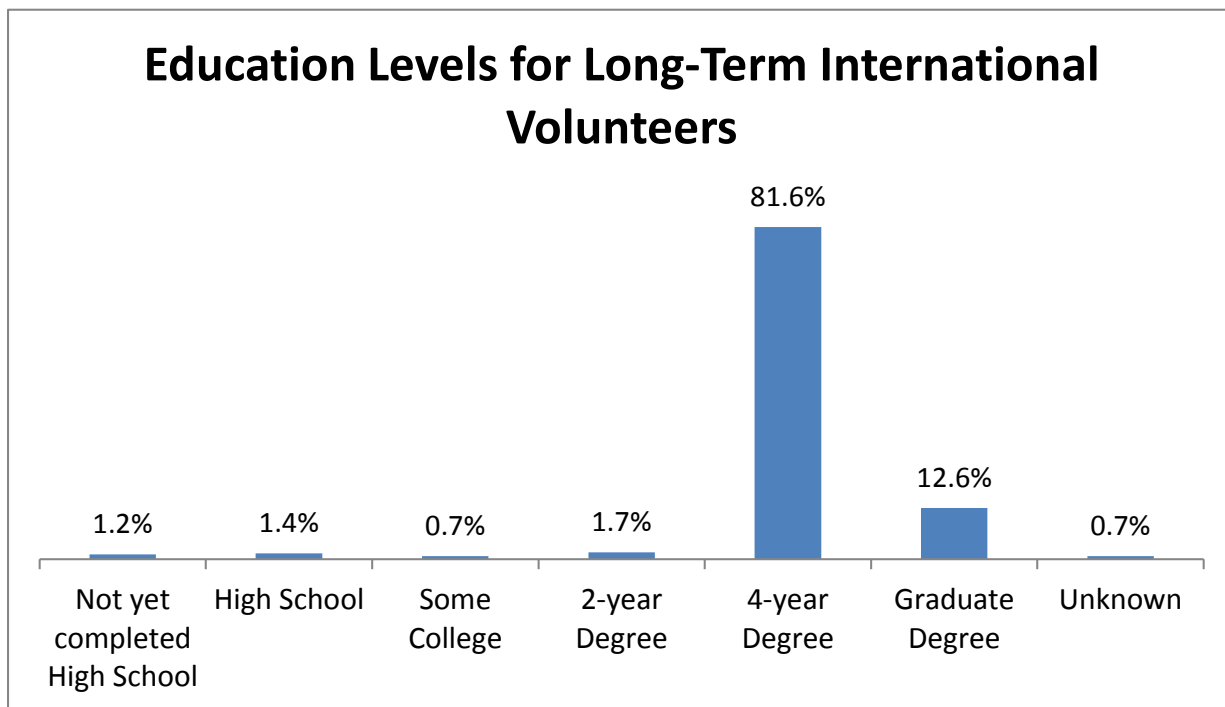
Taking into account the volunteers for which this information was known, more than four out of five volunteers (80.3 percent) serving for nine months or more have completed at least four years of college.

#### 1. Education Levels – Domestic Volunteers

### Education Levels for Long-Term Domestic Volunteers



## 2. Education Levels – International Volunteers



### E. Financial Assistance

**LOAN DEFERMENT:** One-third of long-term volunteers (34.6 percent) of reporting member programs received a loan deferment. Forty-seven short-term volunteers also received loan deferment.

**AMERICORPS EDUCATION AWARDS:** In this reporting period, 30 member programs participated with 330 AmeriCorps members serving. Based on these numbers, nearly \$1 million was available to these members in Education Awards. Approximately 10.5% 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 165 volunteers received educational assistance directly from their program.

### F. Disabilities

Thirty-five programs reported a total of 92 volunteers serving with disabilities. This represents about one volunteer in 210 with a disability for programs reporting this information. Forty-eight of these volunteers (52.2 percent) were short-term domestic volunteers and 32 were long-term domestic volunteers (34.8 percent).

## G. Marital Status

Of the reporting member programs, there were 159 married couples, about 30 percent of them serving on a long-term basis. Of those married couples, 50 (31.4 percent) of them served with their children.

Programs reported that 32 single parents served with their children. Seventy-eight percent of these single parents served as short-term volunteers. Three 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	0.3%	2.0%	0.58%
Advocacy	0.8%	3.8%	1.3%
Business	0%	0.5%	0.1%
Church Ministry	0.4%	5.6%	1.1%
Community Development	0.7%	5.5%	1.4%
Education (not religious)	2.0%	20.4%	4.6%
Health Care	1.1%	6.5%	1.9%
Hospitality	4.7%	4.1%	4.6%
Law/Legal Services	0%	2.2%	0.3%
Pastoral Ministry (including rel. ed.)	0.4%	4.8%	1.0%
Science/Environmental	0.7%	1.5%	.09%
Social Services	40.0%	25.2%	37.9%
Trades/Construction	25.0%	1.5%	21.6%
Youth/Child Services	11.5%	13.7%	11.8%
Other	12.3%	2.6%	10.9%

## I. Religious Affiliation

Of those volunteers whose religious affiliation is known, the majority of long-term volunteers (82.2%) identify as Christian. Those whose religious affiliation was unknown made up six percent of long-term volunteers. Volunteers identifying as Agnostic represented 3.7%. All other known religious affiliations made up less than one percent each.

Of those volunteers who were Christian, nearly seventy percent (68.2%) of them were Catholic. Many programs were unable to report this information because they were recipients of AmeriCorps Education Awards.

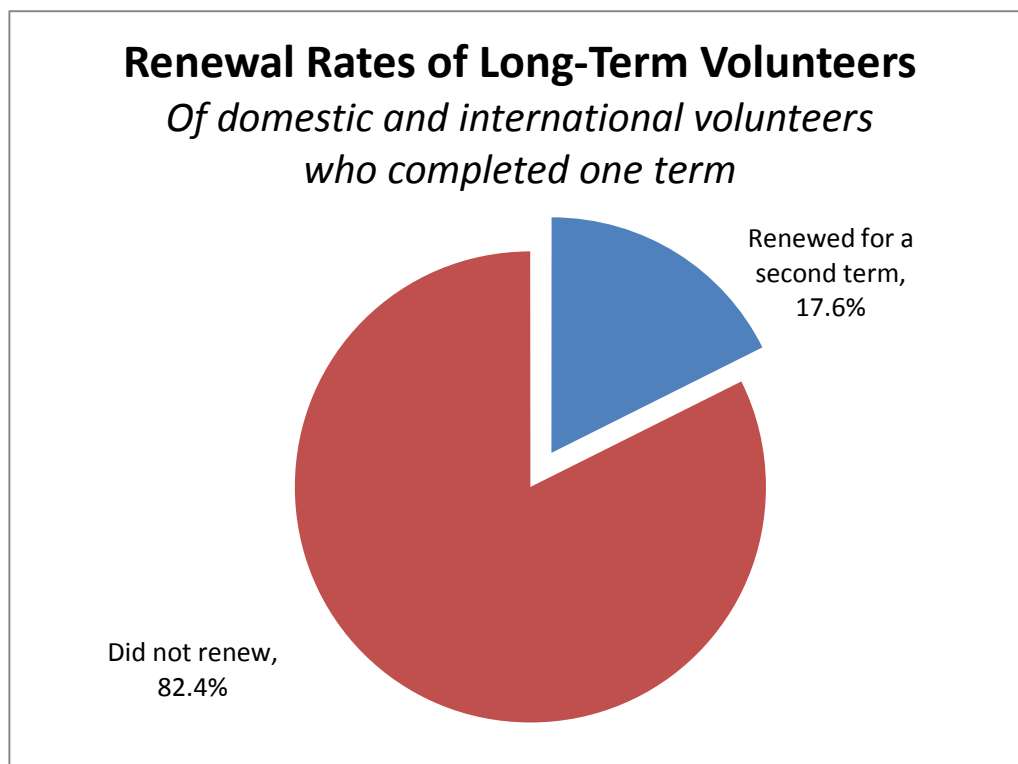
## J. Living Accommodations – Long-Term Volunteers

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	85.9%	53.3%	80.6%
With volunteers from more than one volunteer program	2.6%	7.9%	3.4%
With a religious community	4.2%	10.7%	5.3%
With former volunteers	2.0%	1.1%	1.9%
With local people	0.4%	5.5%	1.3%
With the people they served	3.1%	8.8%	4.0%
Alone	1.4%	12.7%	3.2%
Other	0.4%	0%	0.4%

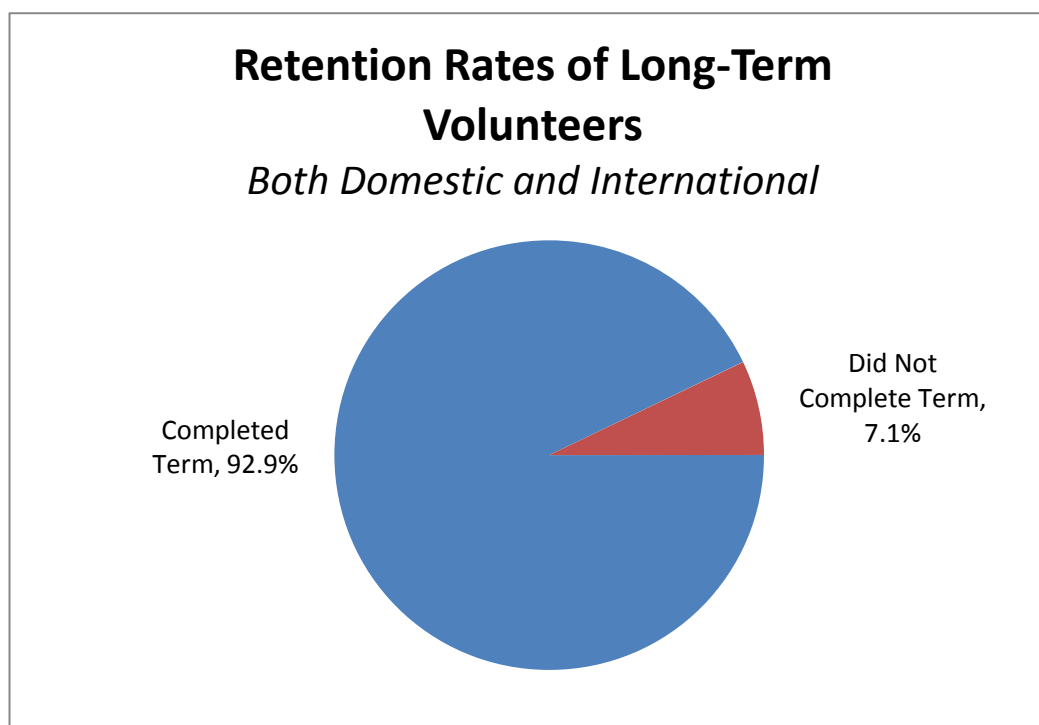
## K. Renewal Rates

151 programs offered the opportunity for long-term volunteers to renew for a second term. Almost one-fifth (17.6% percent) of volunteers who finished their term of service accepted the offer to extend their service beyond their original length of commitment.



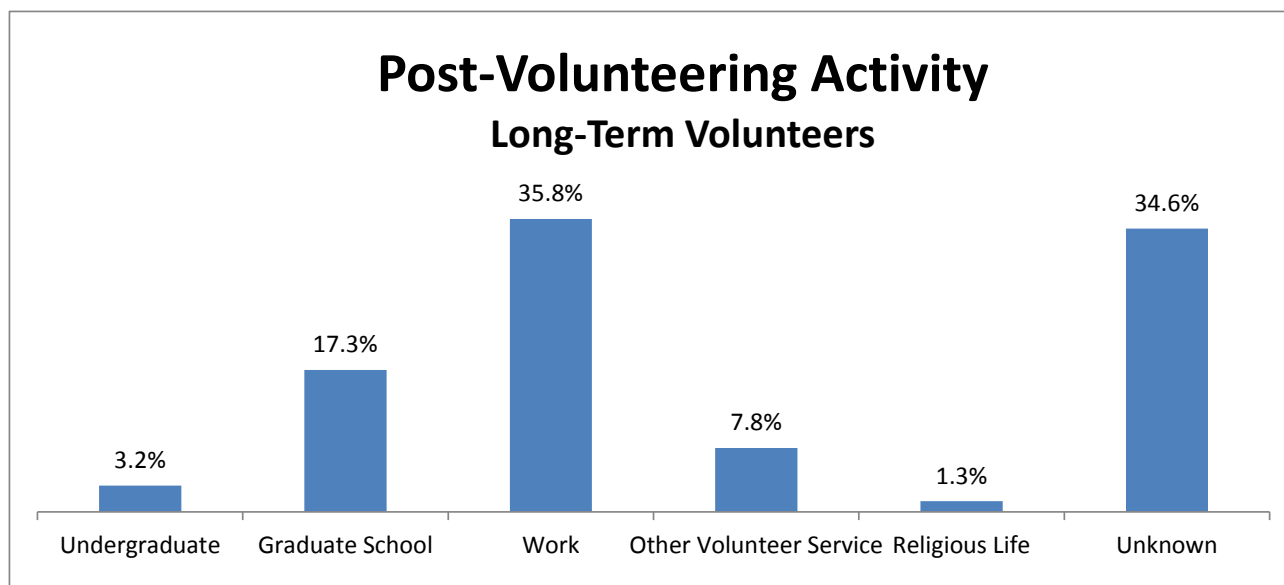
## L. Retention

The following statistics were calculated on the basis of responses received: more than 9 out of 10 (92.9 percent) long-term volunteers completed their term of service.



## M. Post-Volunteering Activity

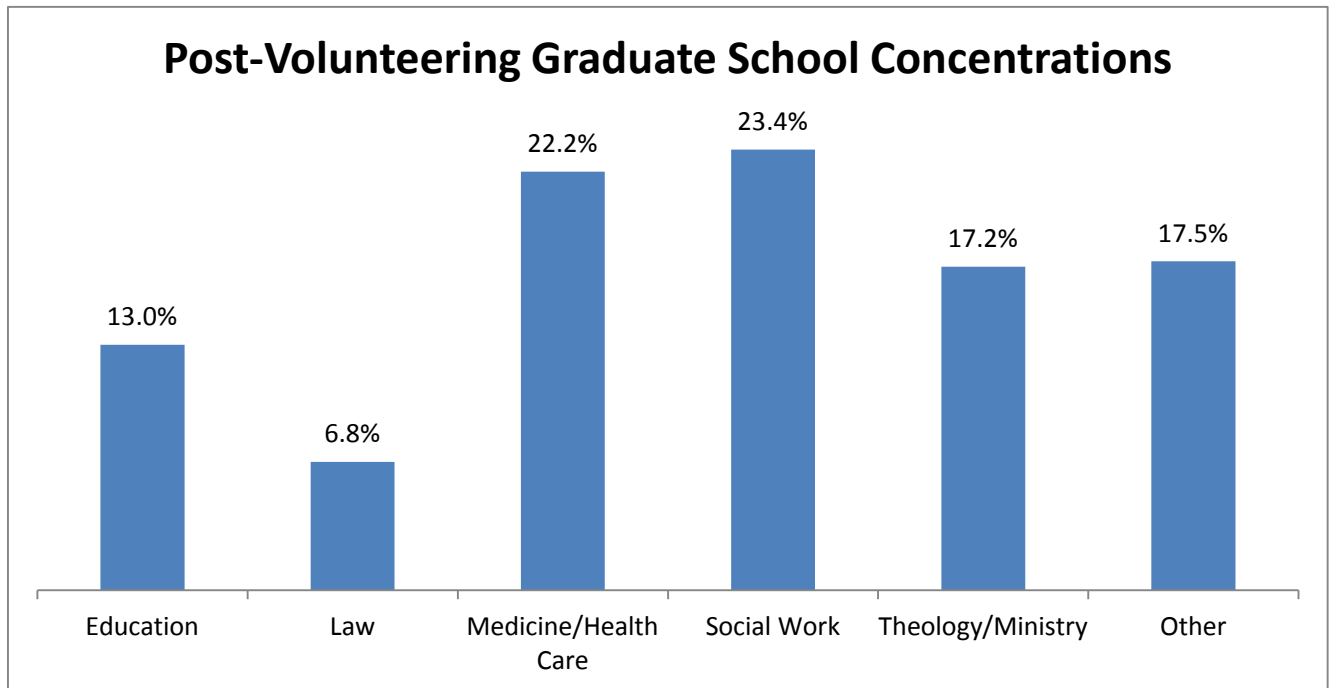
Survey results show that long-term volunteers pursued many different paths following their term of service. The greatest number of volunteers (35.8%) from reporting programs pursued some field of work, while 17.3 percent of volunteers pursued graduate studies after their volunteer work was completed. Thirty-six volunteers entered Religious life after their volunteer term. 217 long-term domestic volunteers were offered full-time jobs at their placement sites after serving.





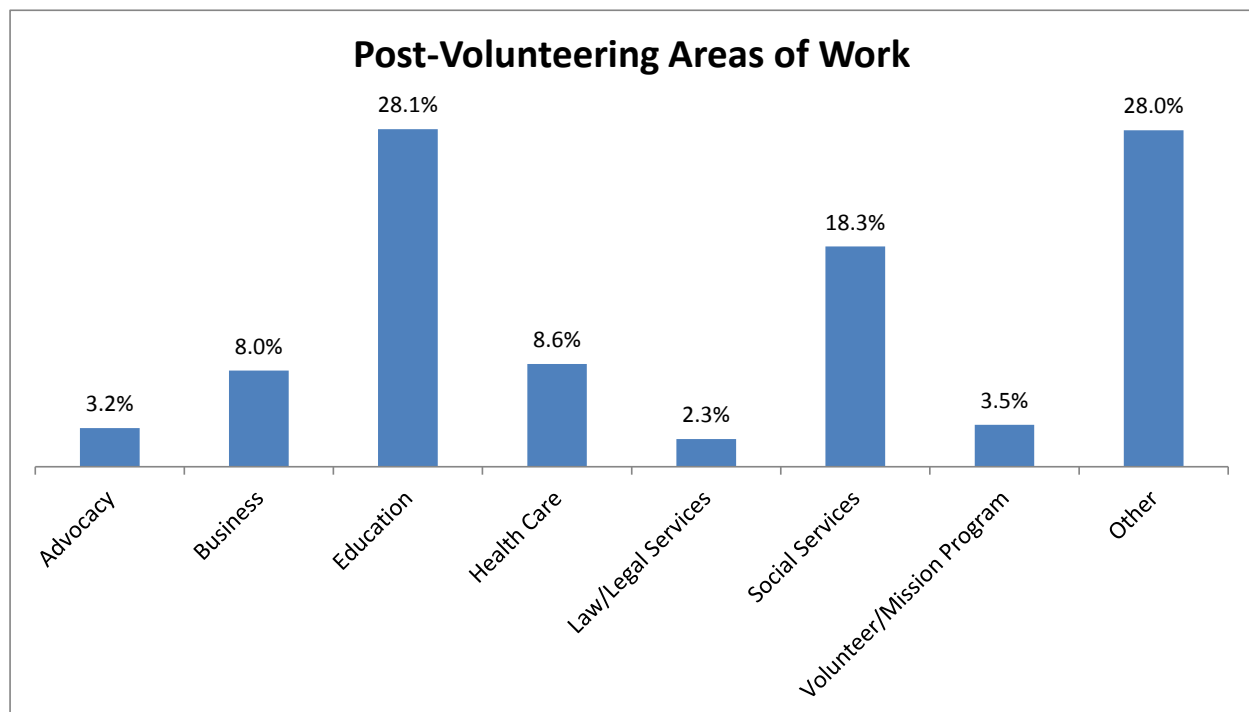
## 1. Graduate School Concentration

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



## 2. Areas of Work after Volunteering

Nearly half (46.4%) of the long-term volunteers who entered the workforce found work in the areas of Education or Social Services.

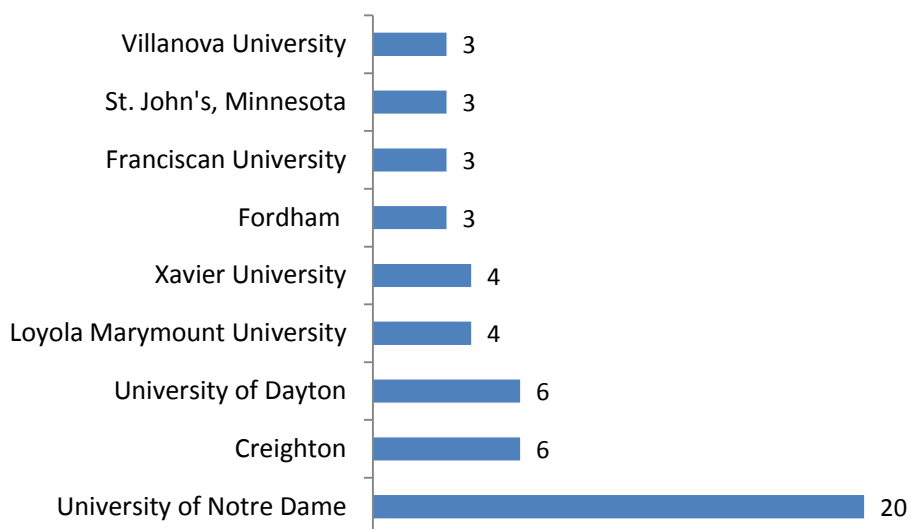


## IV. Recruiting

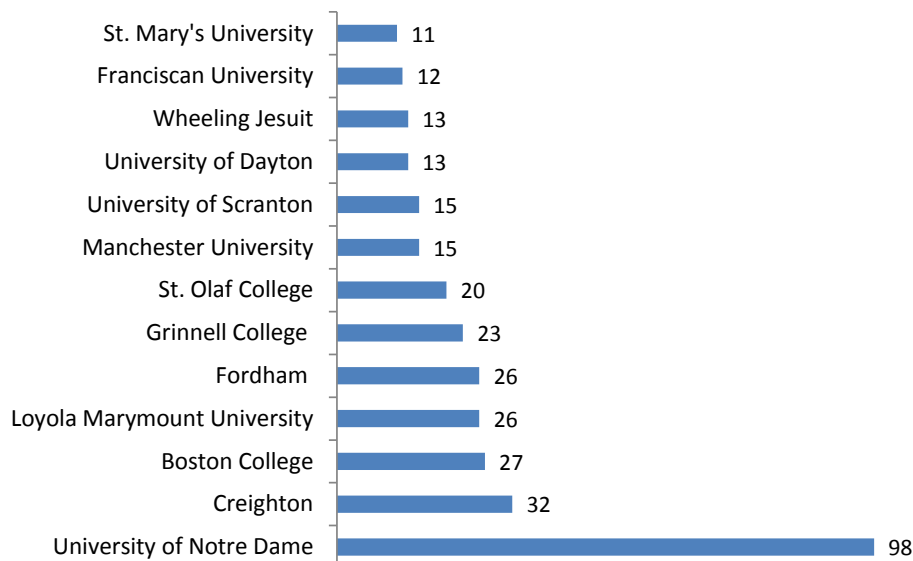
### A. Top Schools for Recruitment

In this survey, programs listed their top two schools for volunteer recruitment. Twenty programs listed the University of Notre Dame first or second as their source for volunteers. Programs reported that 98 of last year's volunteers came from Notre Dame. In total, 95 different schools were mentioned in this survey.

**Top Schools for Recruitment**  
(In number of times mentioned)



**Top Schools for Recruitment**  
(In volunteers recruited)



## B. Recruitment Goals

Catholic Volunteer Network asked programs if they were able to meet their recruitment target numbers for the previous year. 114 of reporting programs (63% of programs) indicated that they were able to meet their target numbers. Of the programs that did not meet their recruitment goal, 75.4% missed their goal by five or fewer volunteers.



## C. Sources of Volunteers

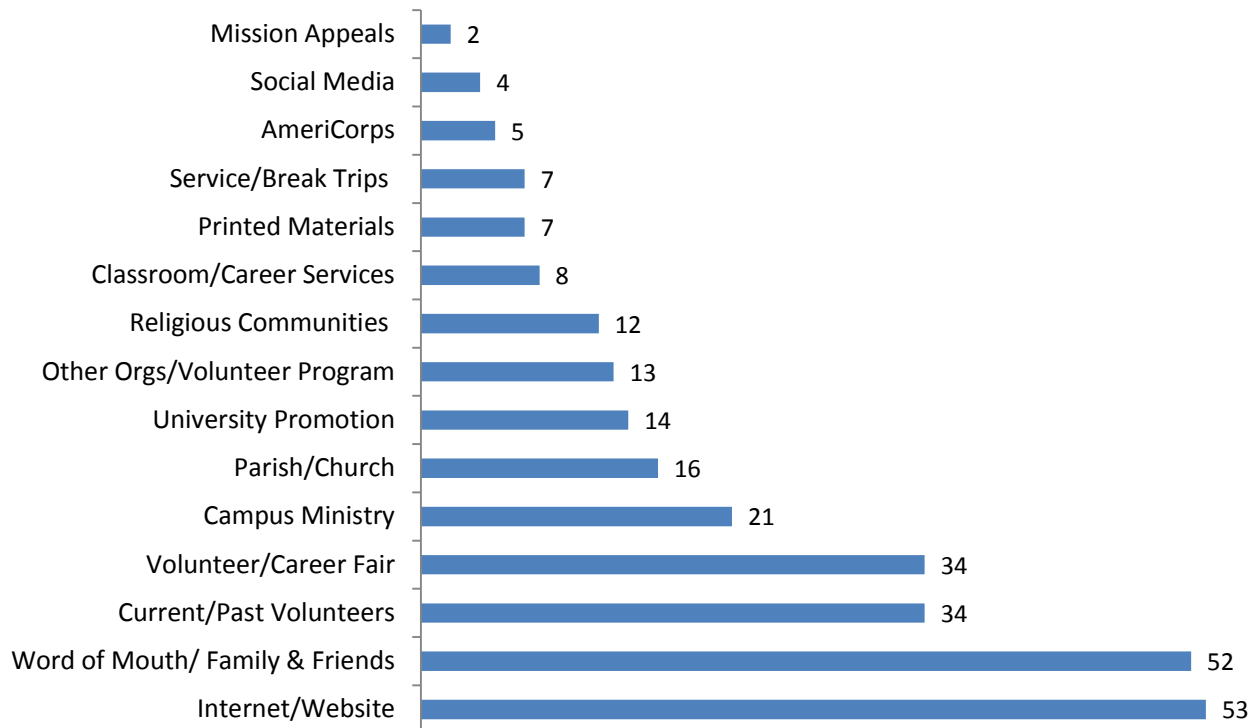
Fifty-three programs reported that other than Catholic Volunteer Network, the internet or their program's website was the top source of volunteers, along with word of mouth. Some programs reported that their volunteers heard through a campus ministry or college career service office, while others documented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

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.

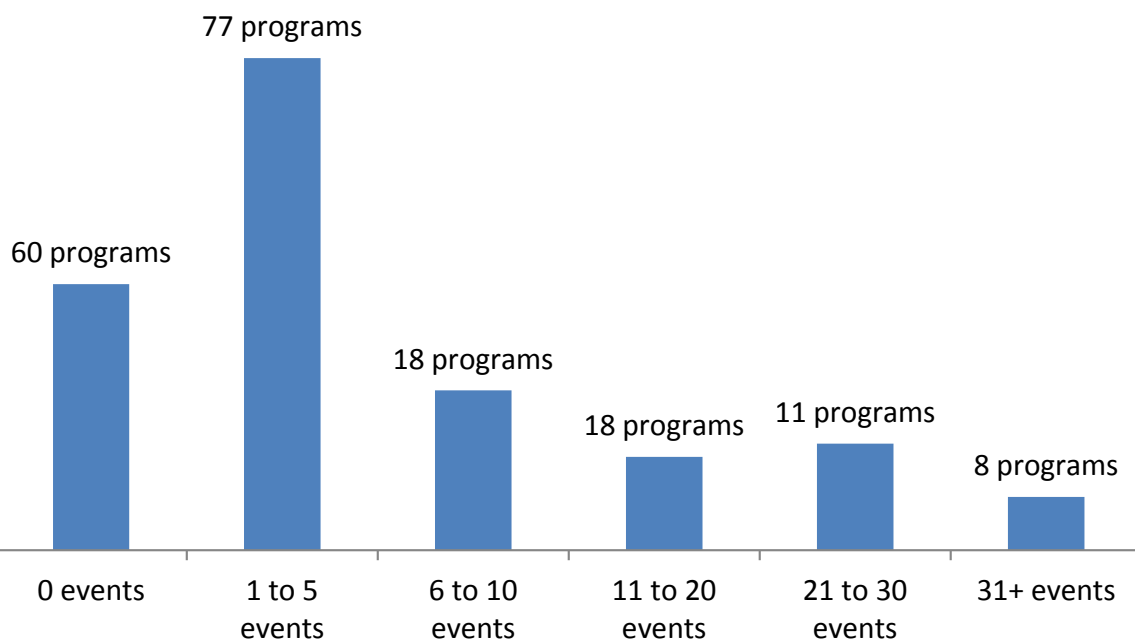
*(See charts on the next page.)*

## Top Sources of Volunteers

Other than Catholic Volunteer Network



## 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 2.49 full-time employees as well as an average of 2.16 part-time employees (both paid and volunteer).

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

**Total Staff:** There is an average 42.10 volunteers per full-time staff person (both paid and volunteer). If we take part-time staff into account, there are more than thirty (31.66) 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	9	90.69
Short-Term International Only	3	115.20
Long-Term Domestic Only	71	5.33
Long-Term International Only	9	5.94
Short-Term & Long-Term Domestic	39	99.12
Short-Term & Long-Term International	9	19.16
Short-Term Domestic & Short-Term International	3	30.46
Long-Term Domestic and Long-Term International	16	10.65
Other (Long and Short-Term Mix)	11	65.39

### B. Program Director's Time in Position/Salaries

Directors of our reporting member volunteer programs have held that position on average for over seven (7.67) years. Ten directors have been in their positions for more than twenty-five years. The median tenure is four years, eleven months.

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

The majority of reporting programs (104 programs) had lay persons serving as the program's director. Eighty-nine of the responding lay-led programs reported salary information for their directors. One program reported to have a volunteer Lay Director.

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

Year	Average	Maximum	Minimum
2015	\$50,001 - \$55,000	\$90,001+	Volunteer
2014	\$45,001 - \$50,000	\$90,001+	Volunteer
2013	\$45,001 - \$50,000	\$90,001+	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 (85.6%) of lay directors receive medical insurance and more than two-thirds (72.1%) receive dental insurance. Additional benefits for lay directors include vision (51.0%), retirement (60.6%) and life insurance (36.5%). Some lay directors also received housing (11.5%), transportation (12.5%), auto insurance (1.0%) and various "Other" benefits including meals, educational/tuition reimbursement, annual retreats/professional development, and gym/recreation options. 5.8% of full-time lay directors reported receiving no benefits.

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

In this reporting year, twenty-six part-time directors reported salary and benefits information. Five 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
2015	\$20,001 - \$25,000	\$60,001 - \$65,000	Volunteer
2014	\$20,001 - \$25,000	\$35,001 - \$40,000	Volunteer
2013	\$25,001 - \$30,000	\$60,001 - \$65,000	Volunteer

More than half (69.2%) 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 (50.0%), dental coverage (30.8%), vision (19.2%), retirement (50.0%), life insurance (26.9%), housing (11.5%), and transportation (7.7%). None of the part-time lay directors reported receiving auto benefits. Other benefits listed included meals and paid time off. Eight programs (30.8%) 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-three reporting programs have full-time religious directors. Five programs reported having volunteer, full-time religious directors.

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

Year	Average	Maximum	Minimum
2015	\$30,001 - \$35,000	\$75,001 - \$80,000	Volunteer
2014	\$20,001 - \$25,000	\$75,001 - \$80,000	Volunteer
2013	\$30,001 - \$35,000	\$75,001 - \$80,000	Volunteer

More than half (60.9%) of religious full-time directors reported receiving medical benefits and dental coverage. Some directors also received vision (43.5%), retirement (39.1%) and life insurance (17.4%). Other benefits received include housing (39.1%), transportation (30.4%), and auto insurance (26.1%). Other benefits are received because the director is part of the religious community. One director reported receiving a stipend to help pay for student loans. Five directors (21.7%) reported receiving no benefits.

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

Twenty-one programs reported having part-time directors who are vowed religious. Of those programs, four directors were paid and fifteen were volunteers. Two programs did not report the salary.

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

Year	Average	Maximum	Minimum
2015	\$0 - \$5,000	\$40,001 - \$45,000	Volunteer
2014	\$5,001 - \$10,000	\$30,001 - \$35,000	Volunteer
2013	\$10,001 - \$15,000	\$50,001 - \$55,000	Volunteer

More than one-quarter (38.1%) of part-time directors who are vowed religious reported receiving benefits from the program. Health insurance was provided to nearly one-quarter (23.8%) of directors with 14.3% also receiving dental coverage and 9.5% receiving vision coverage. Other benefits included retirement (19.0%), life insurance (14.3%), housing (23.8%), transportation (23.8%), and auto insurance (14.3%). Thirteen 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, ten member programs reported being headed by other clergy (non-Catholic). Eight of these were full-time directors.

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

Year	Average	Maximum	Minimum
2015	\$60,001 - \$65,000	\$75,001 - \$80,000	\$10,001 - \$15,000
2014	\$60,001 - \$65,000	\$70,001 - \$75,000	\$45,001 - \$50,000
2013	\$40,001 - \$45,000	\$60,001 - \$65,000	Volunteer

Four out of five (80.0%) full-time directors who are other clergy reported receiving medical insurance and half (50.0%) receive dental coverage. Other benefits include vision (40.0%), retirement (70.0%), life insurance (30.0%), housing (10.0%), and transportation (10.0%). One full-time director reported receiving benefits.