



2016 Membership Survey Results

*Representing volunteers whose term of service was 2014-2015,
or was completed by January 2016.*

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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. <i>Ethnicity – Domestic Service</i>	6
2. <i>Ethnicity – International Service</i>	6
C. AGE DISTRIBUTION	7
1. <i>Age Distribution - Domestic Service</i>	8
2. <i>Age Distribution - International Service</i>	8
D. EDUCATION LEVEL	9
1. <i>Education Level - Domestic Volunteers</i>	10
2. <i>Education Level – International Volunteers</i>	11
E. FINANCIAL ASSISTANCE	11
F. DISABILITIES.....	11
G. MARITAL STATUS	11
H. FIELDS OF WORK.....	12
I. RELIGIOUS AFFILIATION	12
J. LIVING ACCOMMODATIONS – LONG TERM VOLUNTEERS	12
K. RENEWAL RATES	13
L. RETENTION	13
M. POST VOLUNTEERING ACTIVITY	14
1. <i>Graduate School Concentration</i>	15
2. <i>Areas of Work after Volunteering</i>	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. RACIAL/ETHNIC BACKGROUND OF PROGRAM DIRECTOR	
C. PROGRAM DIRECTORS’ TIME IN POSITION/SALARIES.....	19
1. <i>Salaries and Benefits for Full-Time Lay Directors</i>	19
2. <i>Salaries and Benefits for Part-Time Lay Directors</i>	20
3. <i>Salaries and Benefits for Full-Time Vowed Religious Directors</i>	20
4. <i>Salaries and Benefits for Part-Time Vowed Religious Directors</i>	21
5. <i>Salaries and Benefits for Full-Time Clergy</i>	21

CATHOLIC VOLUNTEER NETWORK

2016 Membership Survey Results

Representing volunteers whose term of service was 2014-2015, or was completed by January 2015

I. SUMMARY

A total of 176 programs (88.4 percent of eligible programs) participated in the 2016 Membership Survey and their responses have been used to compile the following results. Out of a total of 180 eligible, renewing programs, 176 programs completed the survey. Two closing, non-renewing programs also completed the survey. During the membership renewal, 21 programs did not renew and 4 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	212
2015 - 2016	199
2016 - 2017 (current)	180

<u>Number of Programs Reported by Length of Commitment Offered</u>		
<u>Length</u>	<u>Domestic</u>	<u>International</u>
0-3 Weeks	25	9
Alternative Breaks	22	4
1-3 Months	34	12
4-8 Months	20	3
9-12 Months	101	25
13-24 Months	30	13
24+ Months	15	12

B. RELIGIOUS AFFILIATION OF MEMBER PROGRAMS

During this reporting period, 78.97% 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	11
Lutheran	5
Mennonite	1
Presbyterian	2
Quaker	3
United Church of Christ	2
Ecumenical	16
Other	0

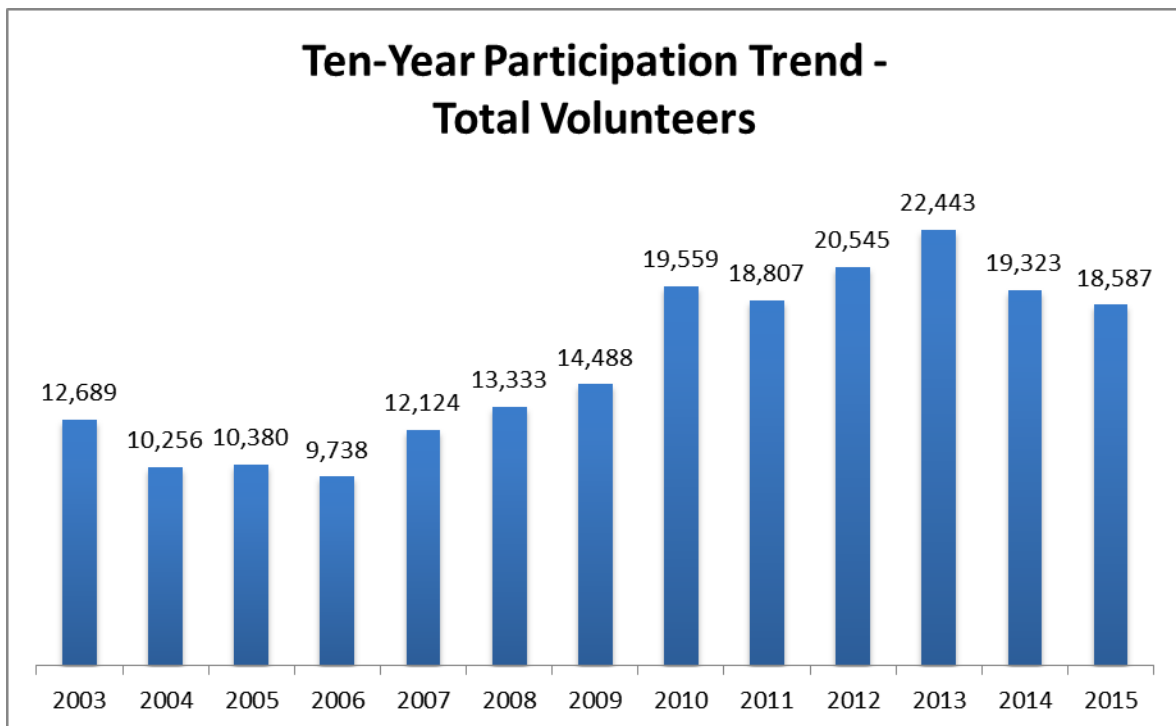
C. TOTAL LAY MISSIONERS

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 2014-2015 cycle (the most recently *completed* cycle at the time of the survey) or who served in 2015. 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 alternative breaks.

NUMBER OF TOTAL LAY MISSIONERS BY LENGTH OF COMMITMENT			
<i>Length</i>	<i>Domestic</i>	<i>International</i>	<i>Total</i>
0-3 Weeks	10,240	1,579	11,819
Alternative Breaks	3,194	232	3,426
1-3 Months	361	54	415
4-8 Months	96	17	113
9-12 Months	1,993	203	2,196
13-24 Months	251	134	385
24+ Months	126	107	233
Total Lay Missioners	16,261	2,326	18,587

Note: These numbers reflect the data of the 176 programs that responded to this survey, which constitutes 88.4% of Catholic Volunteer Network member programs eligible to complete the survey.

TOTAL NUMBER OF LAY MISSIONERS/VOLUNTEERS – TRENDS			
<u>YEAR</u>	<u>DOMESTIC</u>	<u>INTERNATIONAL</u>	<u>TOTAL</u>
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
2014	17,873	1,450	19,323
2015	16,261	2,326	18,587



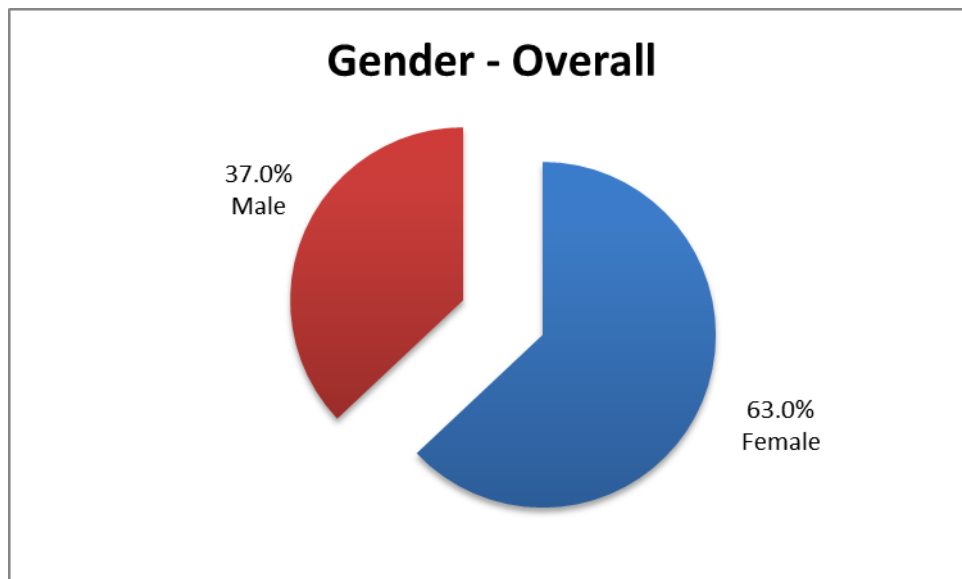
III. VOLUNTEER PROFILES

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' 2014-2015 volunteer cycles, the most recently completed cycle at the time of the survey.*

A. GENDER

	Female	Male
Domestic Programs	62.9%	37.1%
International Programs	63.9%	36.1%
Overall	63.0%	37.0%

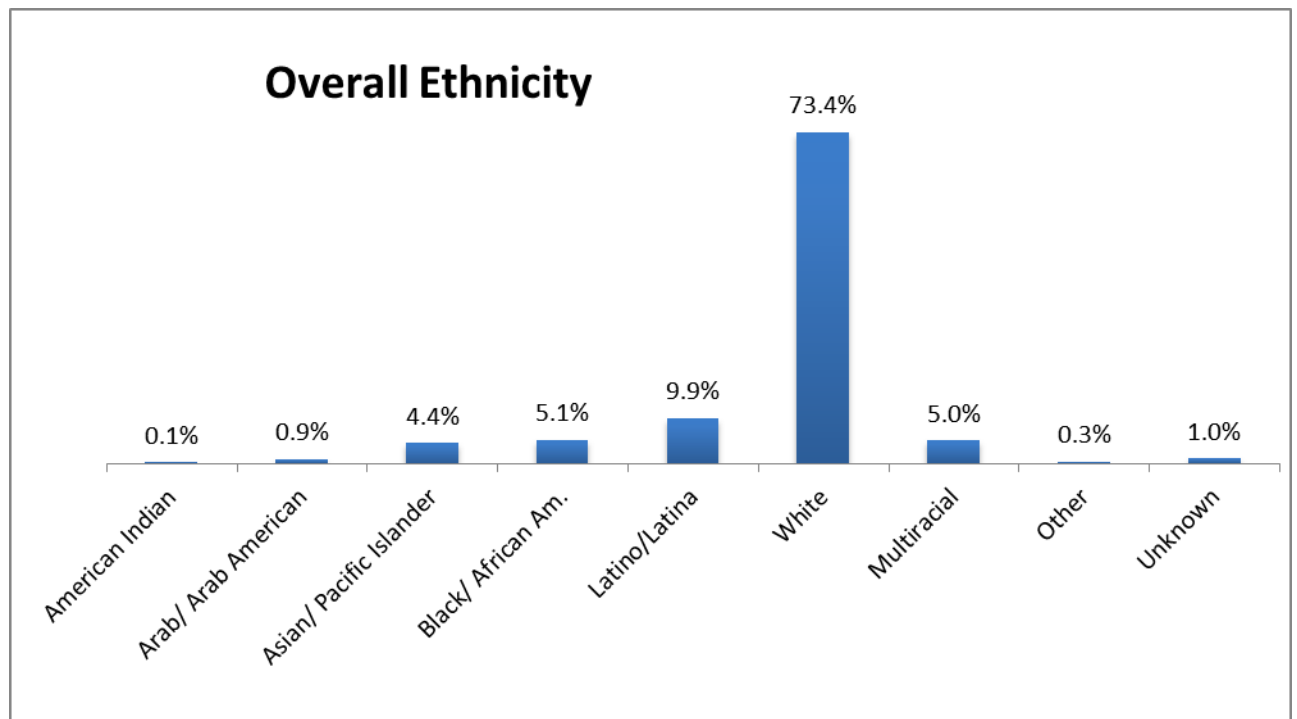
The data indicates that the majority of Lay Missioners/Volunteers are female in both international and domestic programs, with females making up slightly more than sixty percent of all programs. This year, the percentage of males serving both internationally and domestically rose slightly compared to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



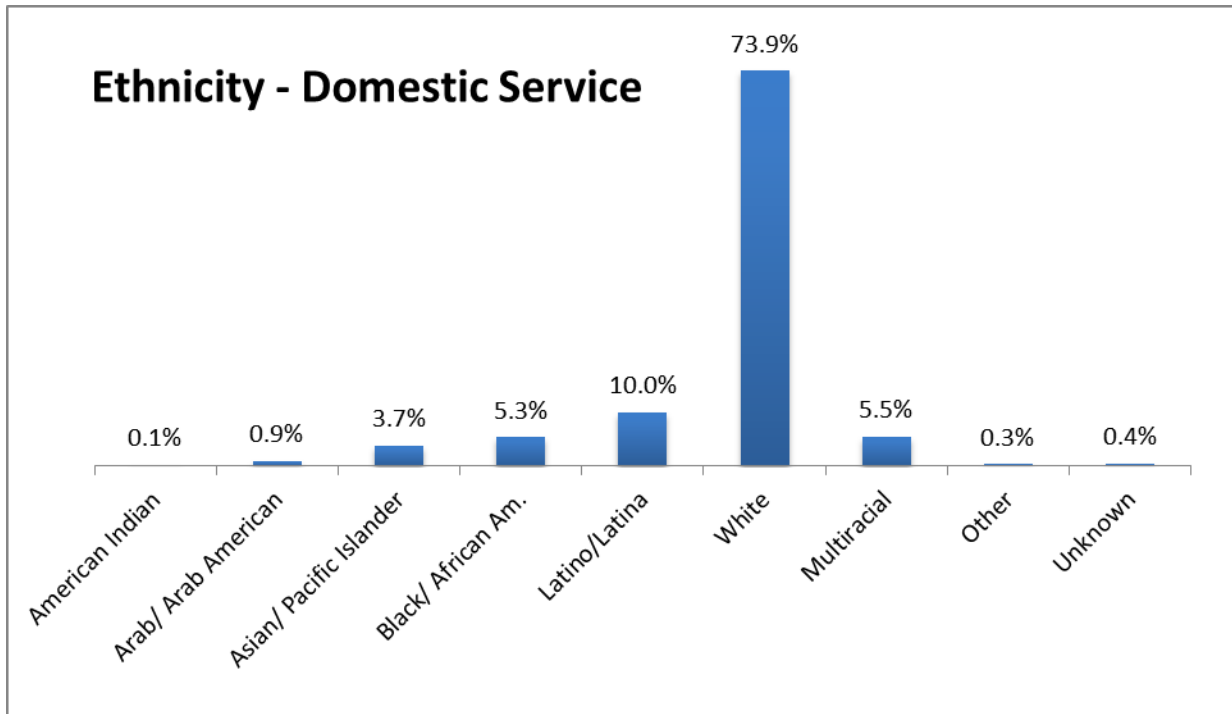
B. ETHNICITY

**Reflecting programs that track their volunteers' ethnicity*

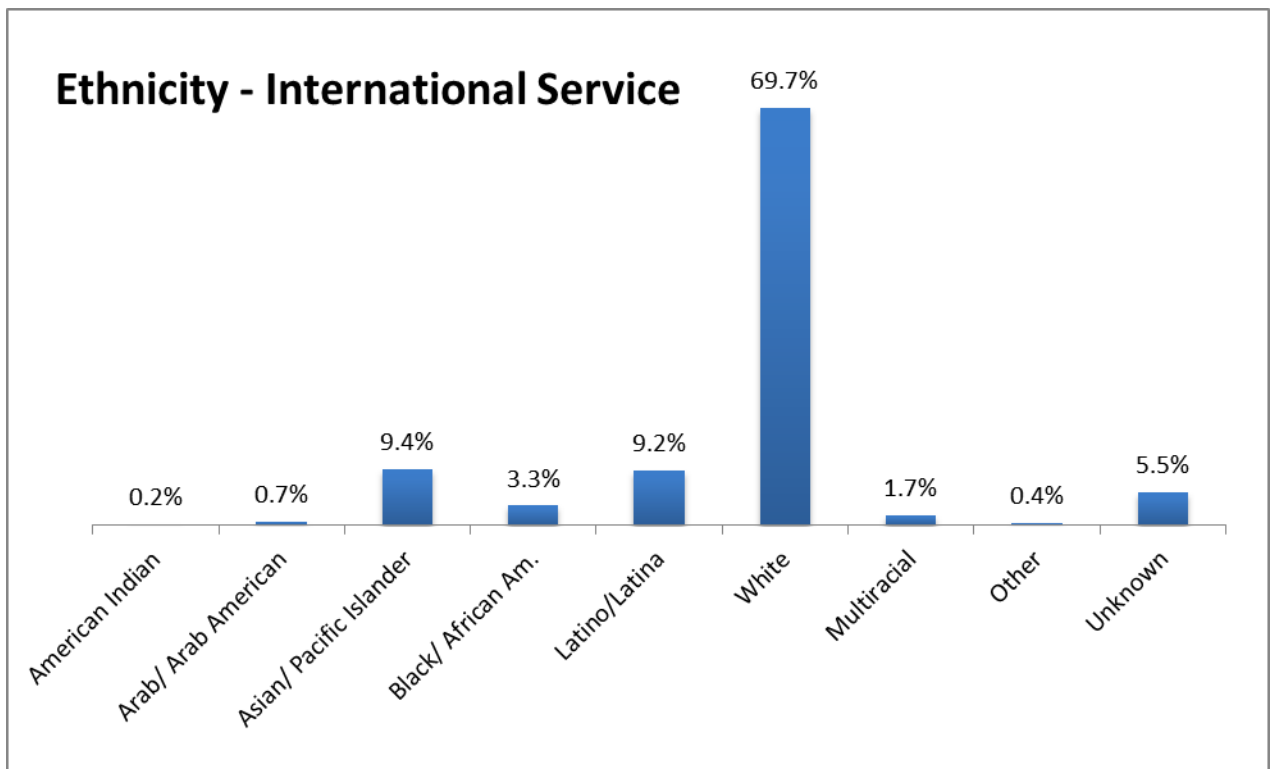
	<i>Am. Indian</i>	<i>Arab or Arab Am.</i>	<i>Asian or Pac. Island</i>	<i>Black or African Am.</i>	<i>Latino/Latina</i>	<i>White</i>	<i>Multiracial</i>	<i>Other</i>	<i>Race Unknown</i>
Short-term Domestic	0.0%	1.6%	3.4%	3.9%	12.3%	74.0%	4.9%	0.0%	0.0%
Short-term International	0.0%	2.0%	20.8%	2.0%	9.9%	54.5%	1.0%	0.0%	9.9%
Long-term Domestic	0.2%	0.4%	4.0%	6.4%	8.2%	73.8%	5.9%	0.5%	0.7%
Long-term International	0.3%	0.3%	6.2%	3.6%	9.0%	73.9%	2.0%	0.6%	4.2%
Total	0.1%	0.9%	4.4%	5.1%	9.9%	73.4%	5.0%	0.3%	1.0%



1. Ethnicity – Domestic Service

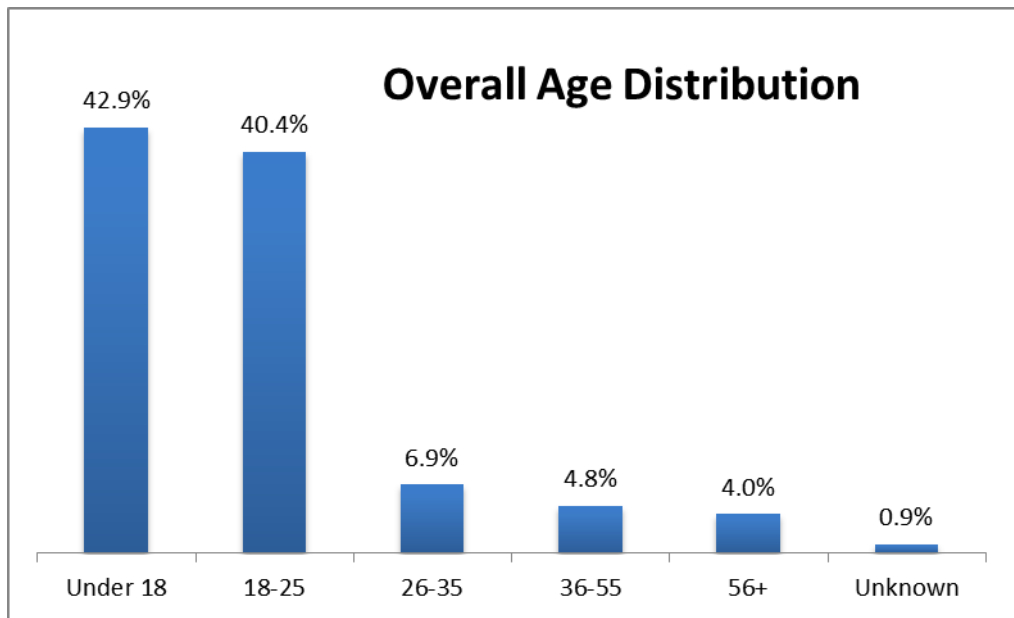


2. Ethnicity – International Service



C. AGE DISTRIBUTION

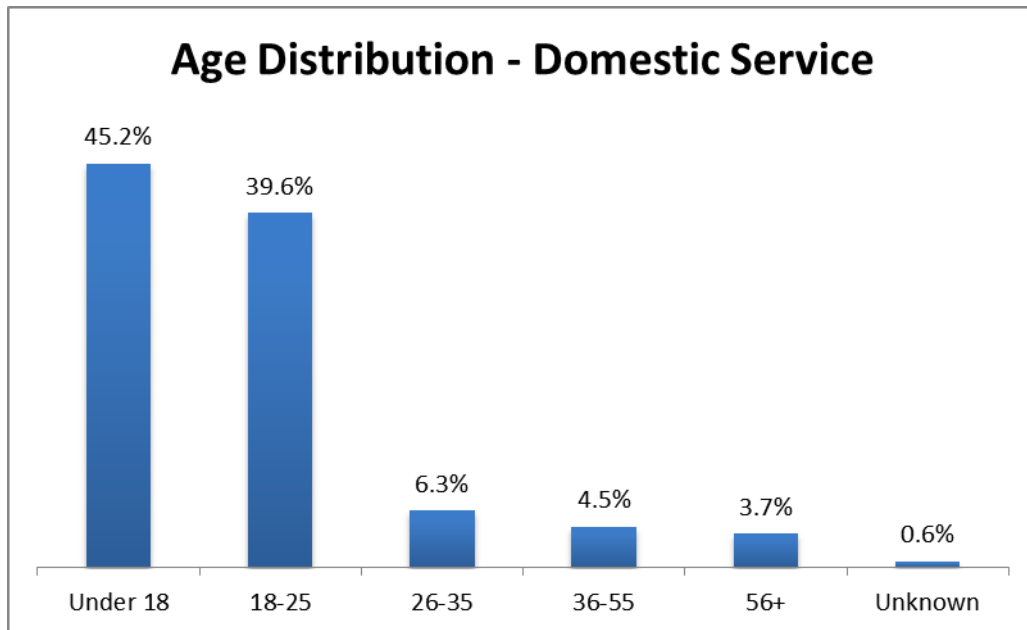
**Reflecting programs that track the age of their volunteers*



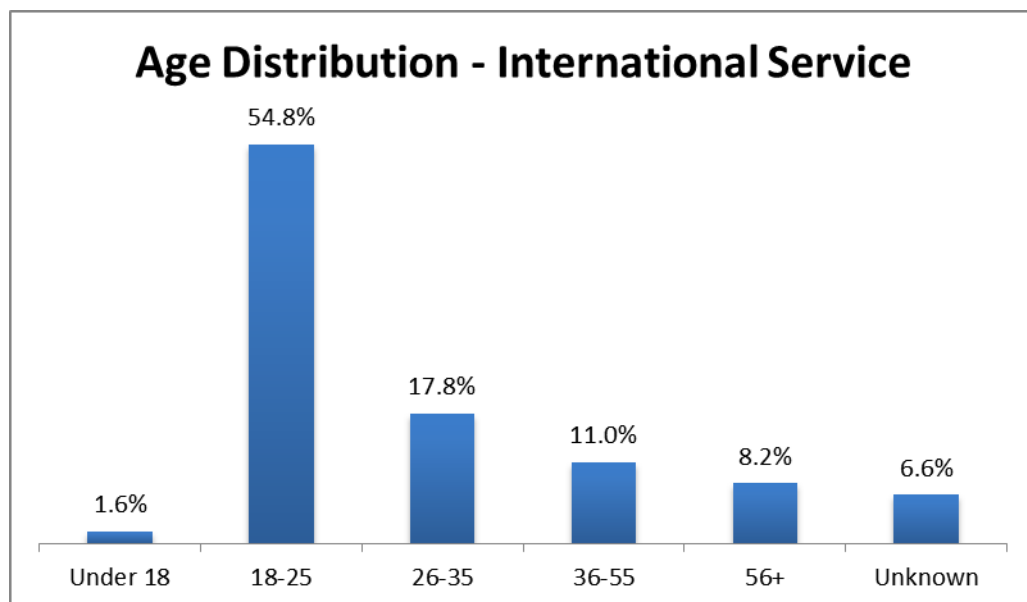
Almost three-quarters (76.7%) of volunteers from reporting programs are 25 years of age or under.

Age – Overall Percentages						
	Under 18	18-25	26-35	36-55	56+	Unknown
Short-term Dom.	59.1%	25.7%	5.7%	5.3%	4.1%	0.2%
Short-term Int.	1.0%	63.8%	17.1%	16.2%	1.9%	0.0%
Long-term Dom.	0.0%	84.9%	8.4%	1.9%	2.6%	2.1%
Long-term Int.	1.8%	52.7%	17.9%	9.8%	9.6%	8.1%
Total	42.9%	40.4%	6.9%	4.8%	4.0%	0.9%

1. Age Distribution - Domestic Service

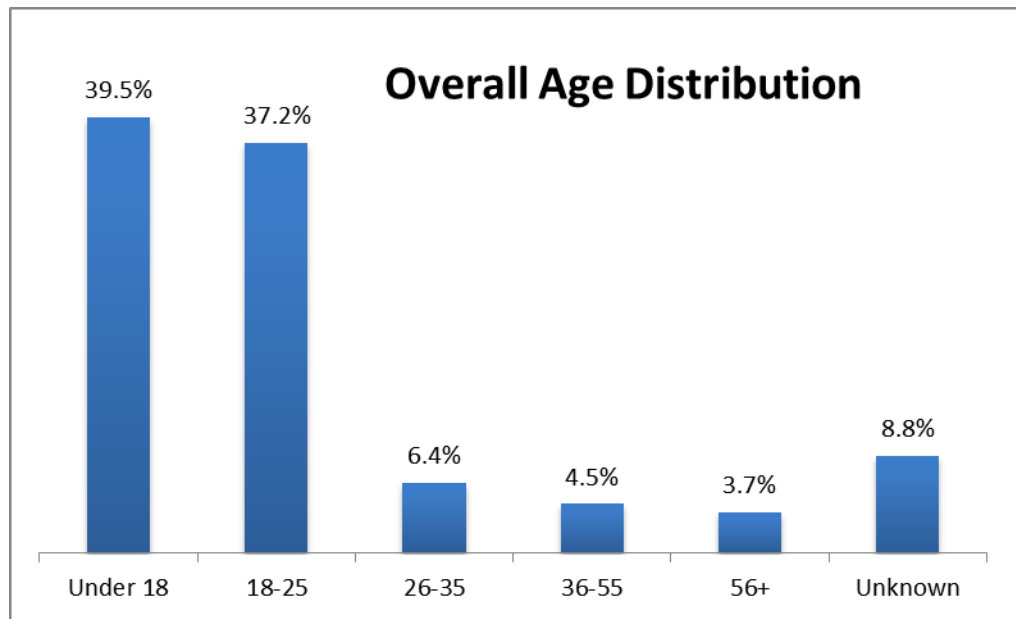


2. Age Distribution - International Service



D. EDUCATION LEVEL

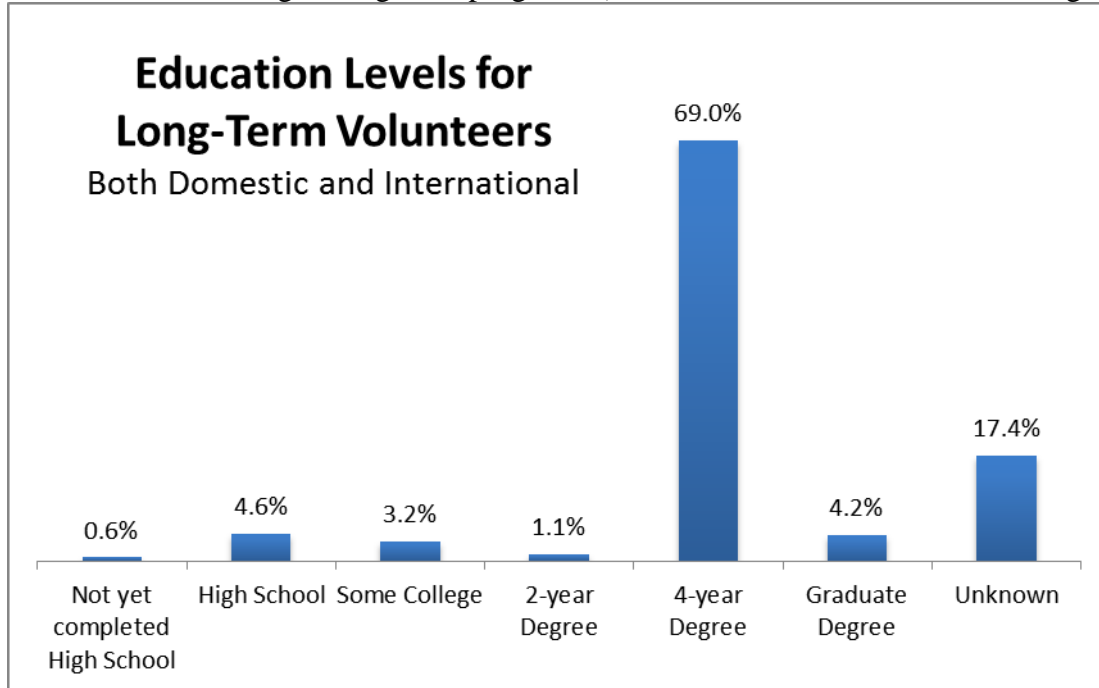
**Reflecting programs that track their volunteers' education level*



Education Levels							
	Not yet completed High School	High School	Some College	2 Year College	4 Year College	Graduate Studies	Unknown
Short-term Dom.	63.8%	6.1%	14.2%	0.1%	1.1%	0.4%	14.4%
Short-term Int.	0.5%	32.3%	34.9%	0.0%	21.5%	5.6%	5.1%
Long-term Dom.	0.4%	5.2%	2.3%	1.2%	68.3%	3.6%	18.9%
Long-term Int.	1.9%	0.9%	8.2%	0.2%	72.7%	7.5%	8.6%
Total	42.4%	6.2%	11.1%	0.4%	23.0%	1.7%	15.2%

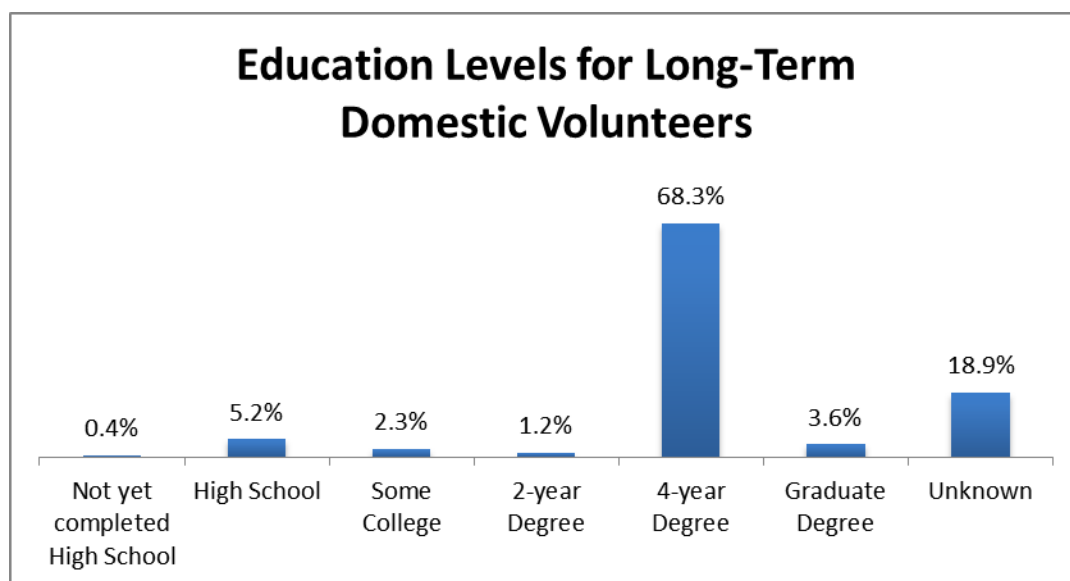
The preceding figure illustrates the educational levels for volunteers of all ages and for all lengths of commitments. More than one-third of all volunteers are under 18 (see preceding section) and thus too young to have completed their high school education. Similarly, more than thirty-five percent (37.2%) 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).

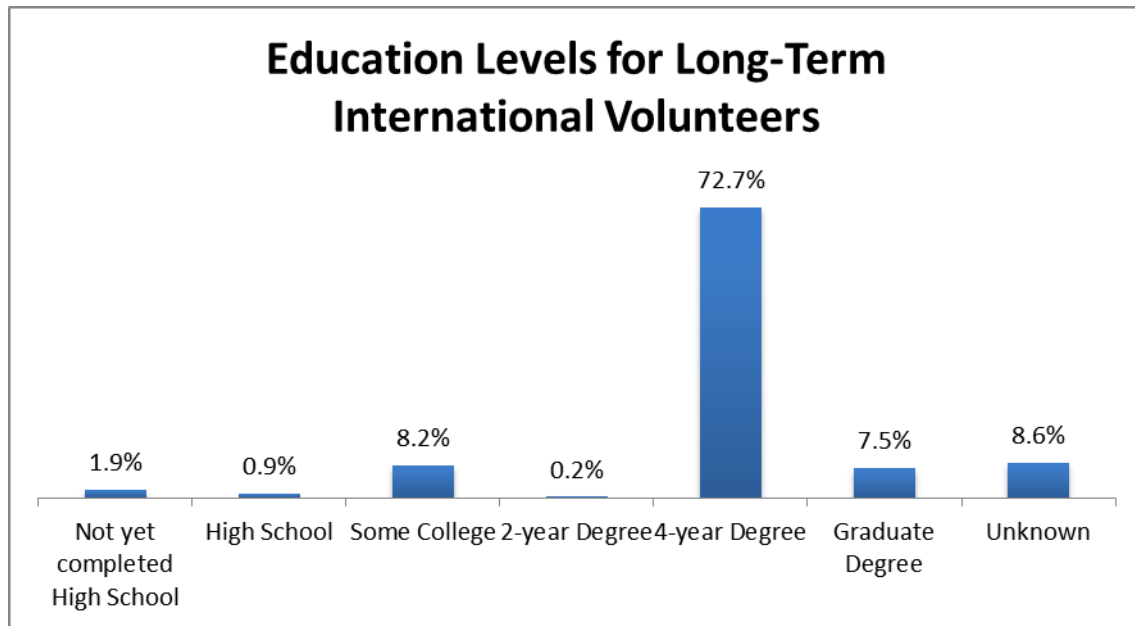


Taking into account the volunteers for which this information was known, more than seven out of ten volunteers (73.2 percent) serving for nine months or more have completed at least four years of college.

1. Education Level - Domestic Volunteers



2. Education Level – International Volunteers



E. FINANCIAL ASSISTANCE

LOAN DEFERMENT: Nearly half of long-term volunteers (45.6 percent) of reporting member programs received a loan deferment.

A total of 210 volunteers received educational assistance directly from their program.

F. DISABILITIES

Thirty-seven programs reported a total of 144 volunteers serving with disabilities. This represents about one volunteer in 129 with a disability for programs reporting this information. 105 of these volunteers (72.9 percent) were short-term domestic volunteers.

G. MARITAL STATUS

Of the reporting member programs, there were 318 married couples, about 18 percent of them serving on a long-term basis. Of those married couples, 94 (29.5 percent) of them served with their children.

Programs reported that 47 single parents served with their children, and 43 single parents had dependents who did not live or serve with them.

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	0.3%	2.4%	0.67%
Advocacy	0.5%	3.72%	1.00%
Business	1.6%	0.26%	1.36%
Church Ministry	0.3%	3.67%	0.85%
Community Development	1.1%	7.97%	2.19%
Education (not religious)	6.3%	28.06%	9.67%
Health Care	0.1%	6.13%	1.06%
Hospitality	0.3%	3.34%	0.73%
Law/Legal Services	0.2%	1.82%	0.43%
Pastoral Ministry (including rel. ed.)	0.3%	5.69%	1.16%
Science/Environmental	0.8%	2.02%	0.95%
Social Services	32.4%	17.61%	30.09%
Trades/Construction	26.1%	1.85%	22.34%
Youth/Child Services	3.1%	10.15%	4.18%
Other	26.7%	5.26%	23.34%

I. RELIGIOUS AFFILIATION

Of those volunteers whose religious affiliation is known, the majority of long-term volunteers (71.4%) identify as Christian. Those whose religious affiliation was Methodist made up 16.2 percent, Episcopalian made up 7.2 percent, Lutheran made up 5.1 percent, Brethren made up 3.4 percent, and unknown made up four percent of long-term volunteers. All other religious affiliations made up less than 1.0 percent each. Of those volunteers who were Christian, nearly fifty percent (46.2%) of them were Catholic.

J. LIVING ACCOMMODATIONS – LONG TERM VOLUNTEERS

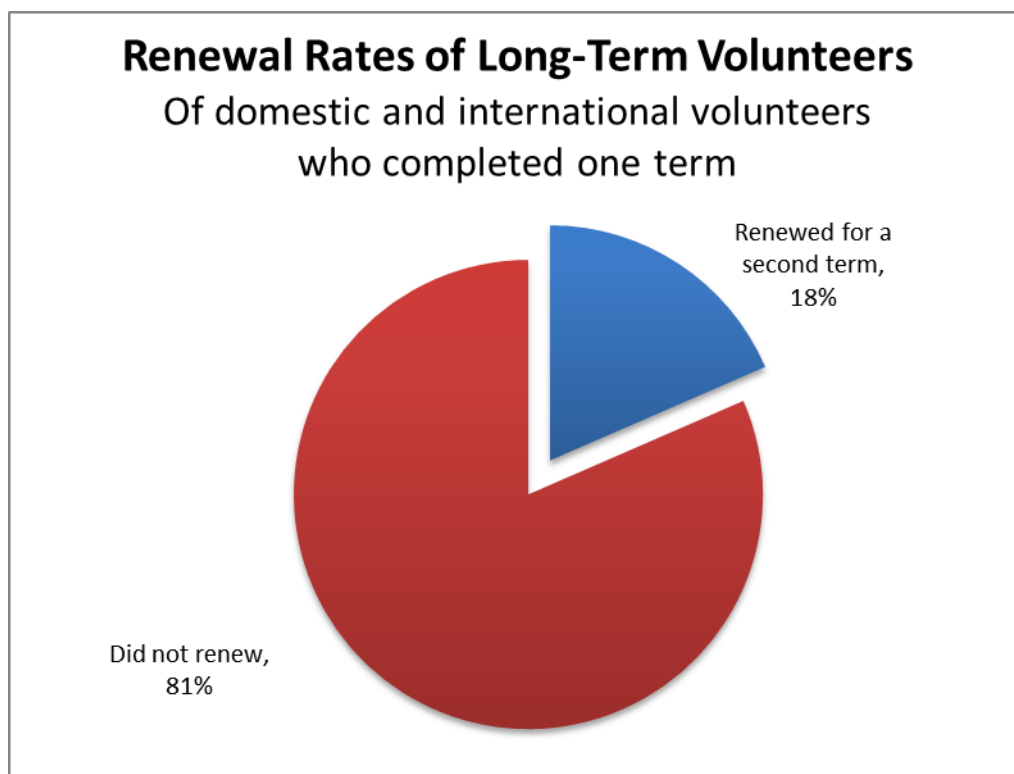
Living Accommodations are reported only for missionaries with commitments of nine months or longer. Nearly two thirds of long-term volunteers of reporting programs lived in community with other volunteers.

Living Accommodations	Domestic Volunteers	International Volunteers	Overall
In community exclusively with your program's volunteers	65.0%	49.0%	62.0%
With volunteers from more than	3.0%	7.0%	3.0%

one volunteer program			
With a religious community	5.0%	18.0%	7.0%
With former volunteers	0.0%	1.0%	0.0%
With local people	5.0%	10.0%	6.0%
With people they served	9.0%	6.0%	9.0%
Alone	1.0%	9.0%	2.0%
Other	12%	0.0%	10.0%

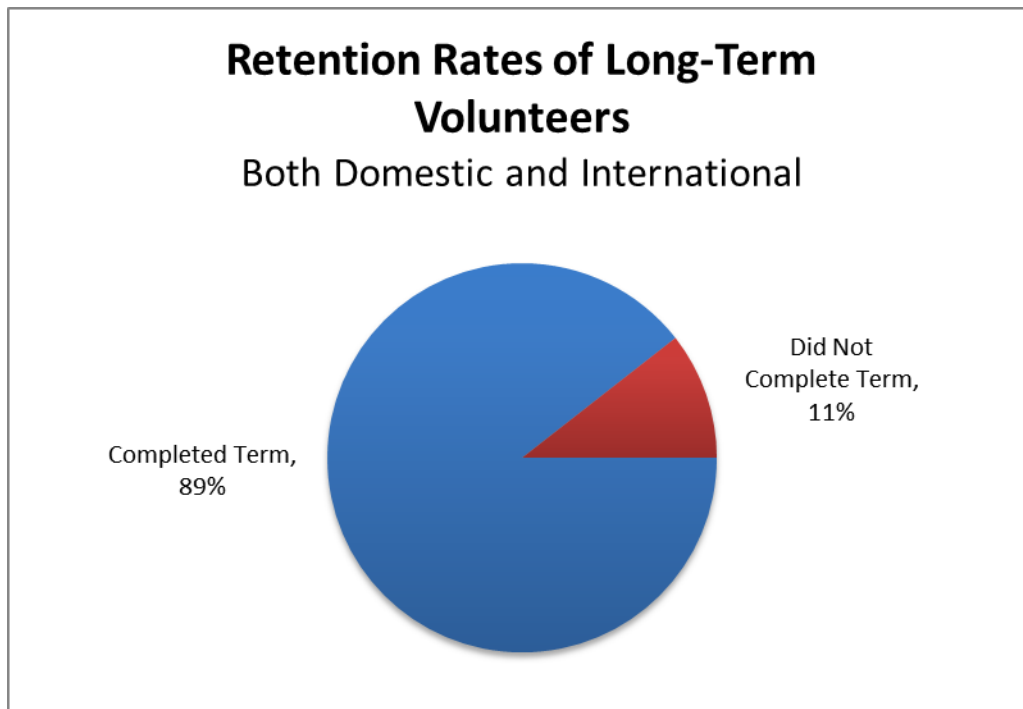
K. RENEWAL RATES

124 programs offered the opportunity for long-term volunteers to renew for a second term. Almost one fifth (18 percent) of volunteers who finished their term of service accepted the offer to extend their service beyond their original length of commitment.



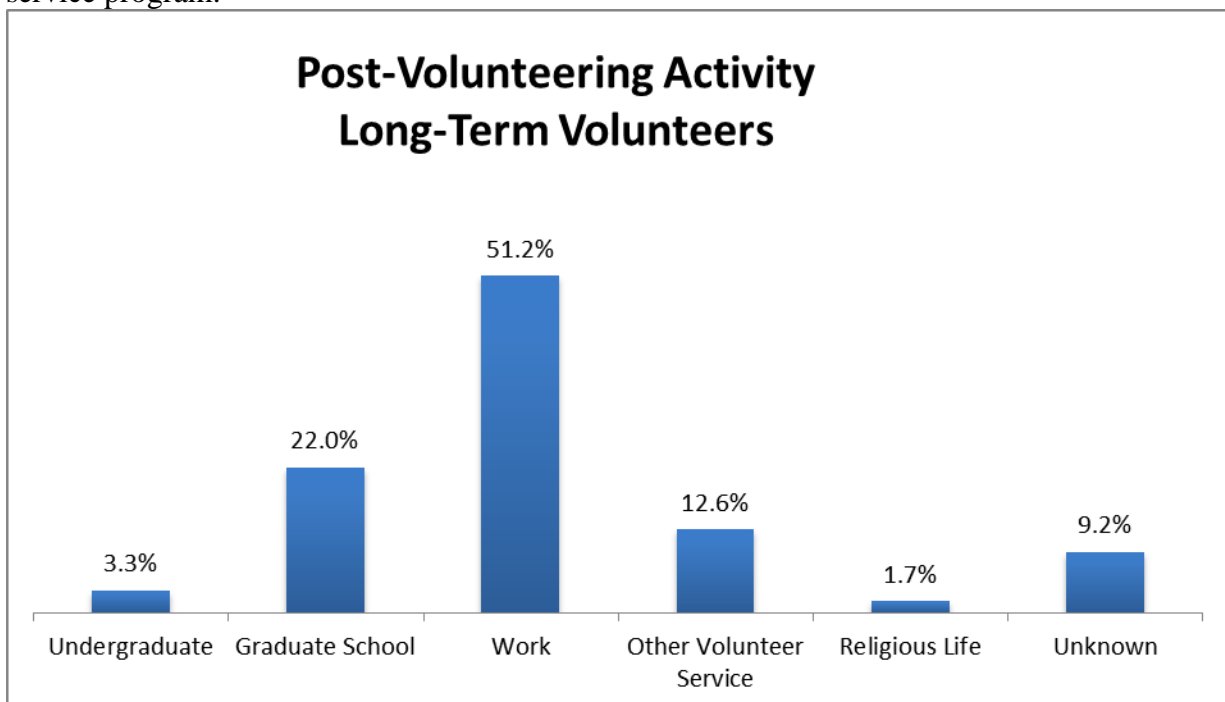
L. RETENTION

The following statistics were calculated on the basis of responses received: over 9 out of 10 (89%) long-term volunteers completed their term of service.



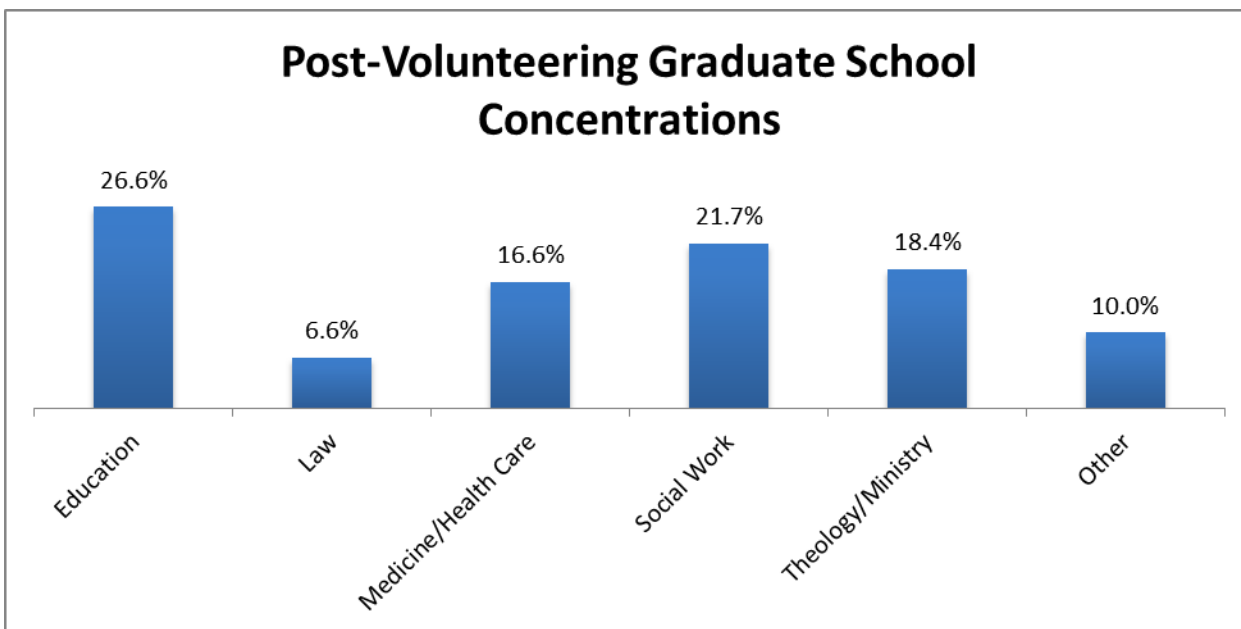
M. POST VOLUNTEERING ACTIVITY

Survey results show that long-term volunteers pursued many different paths following their term of service. The greatest number of volunteers (39.4%) from reporting programs pursued some field of work, while 14.7 percent of volunteers pursued graduate studies after their volunteer work was completed, and 8.4 percent engaged in another volunteer service program.



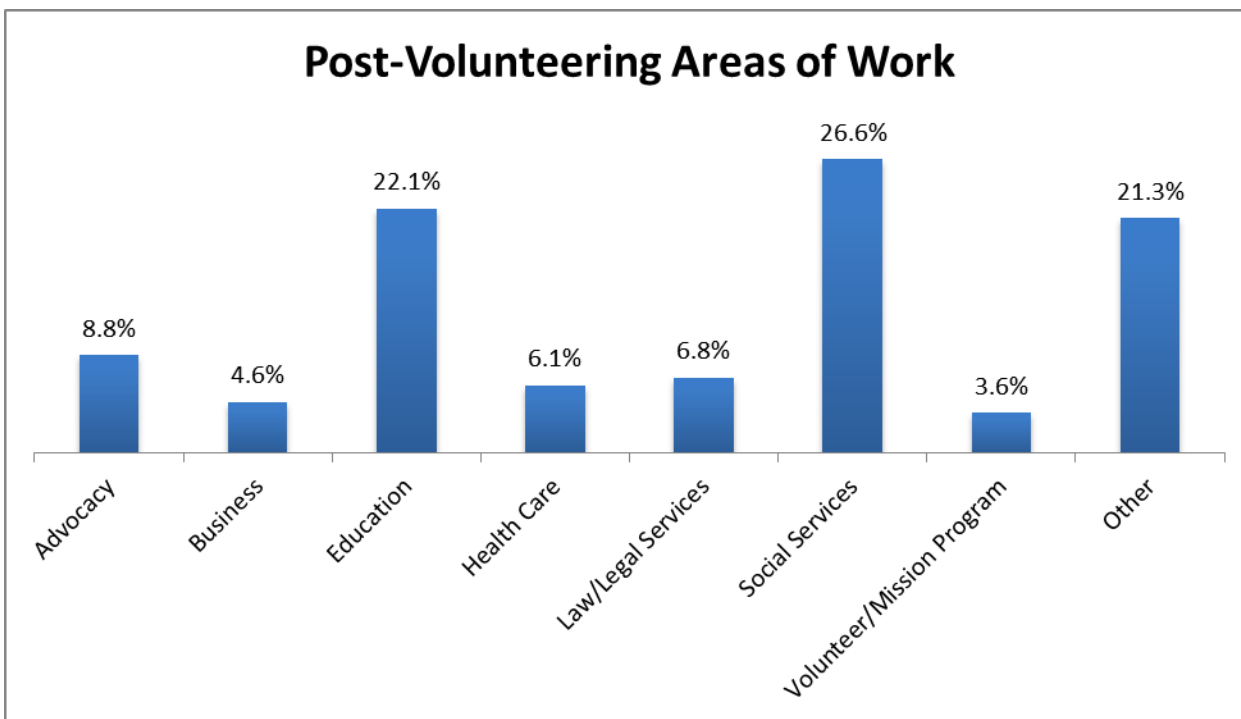
1. Graduate School Concentration

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



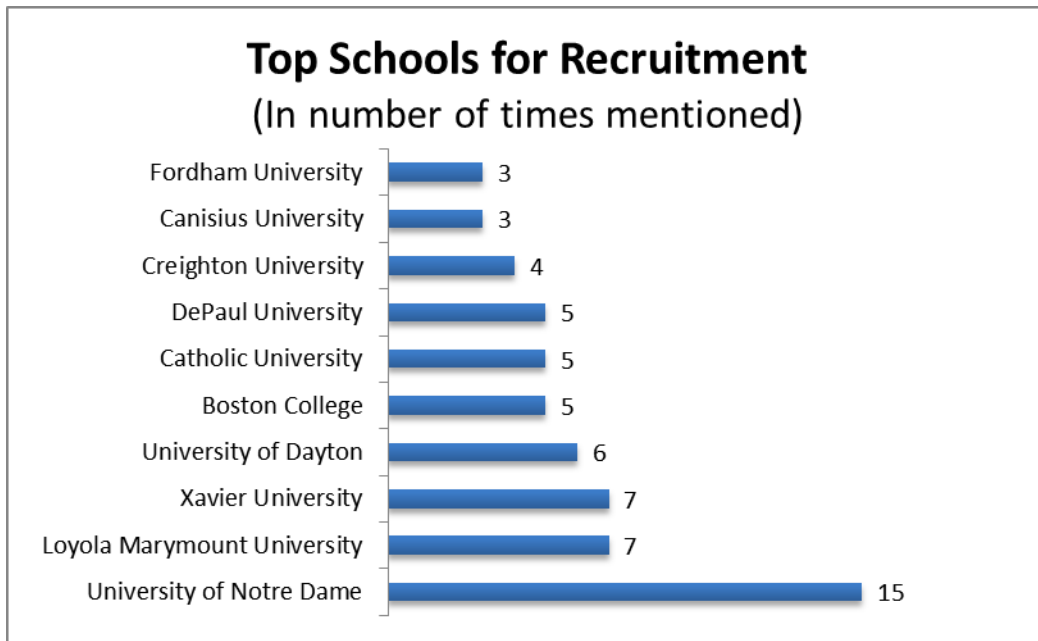
2. Areas of Work after Volunteering

Over forty percent (68.7%) 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



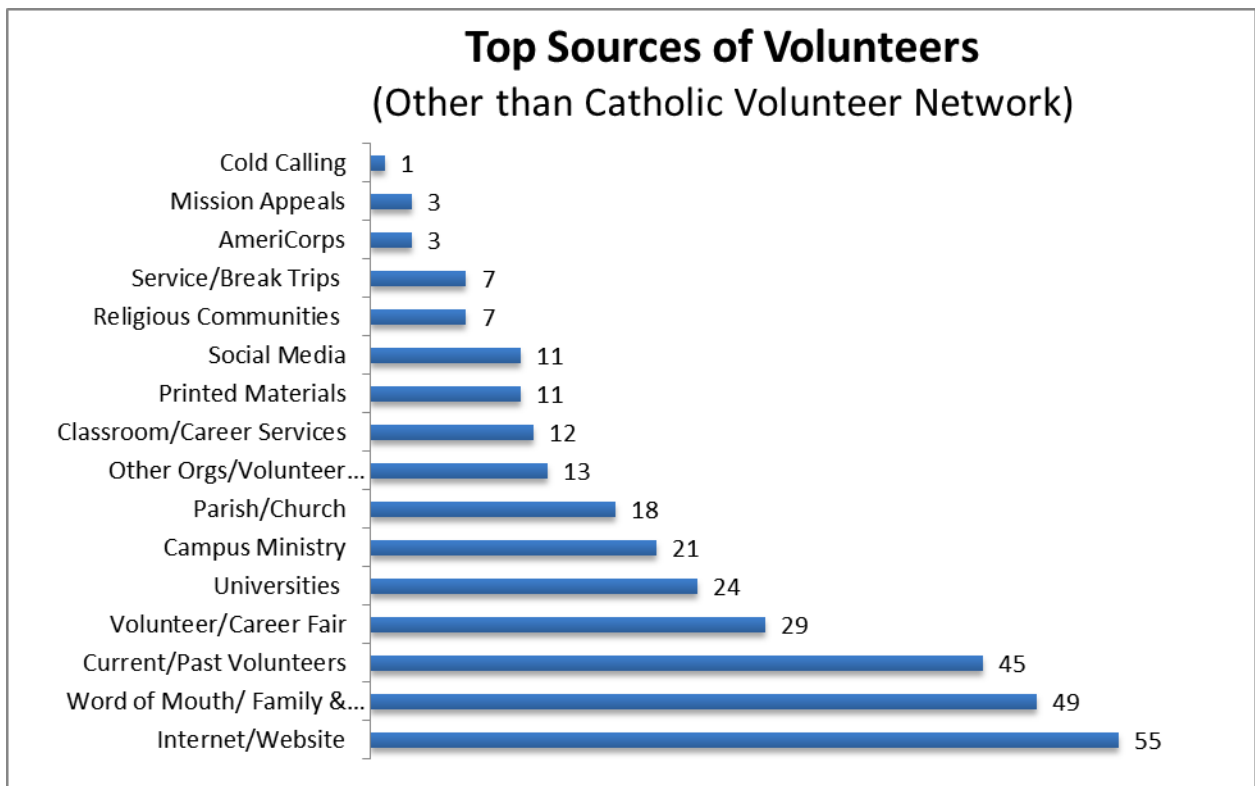
In this survey, programs listed their top two schools for volunteer recruitment. Fifteen programs listed the University of Notre Dame first or second as their source for volunteers. Programs reported that 60 of last year's volunteers came from Notre Dame. In total, 112 different schools were mentioned in this survey.

B. RECRUITMENT GOALS

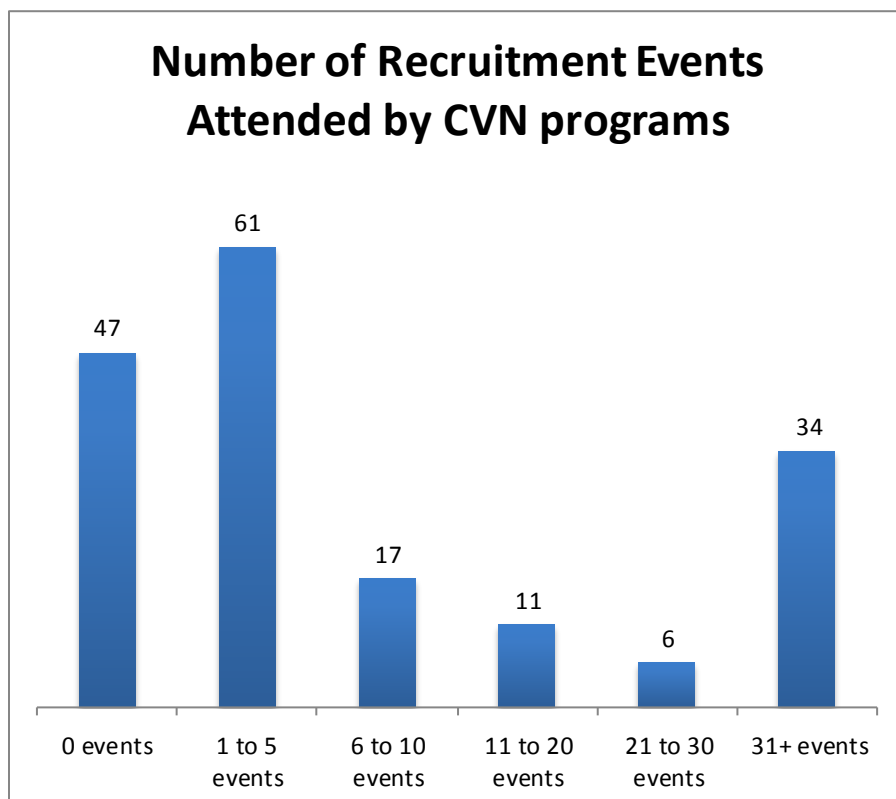
Catholic Volunteer Network asked programs if they were able to meet their recruitment target numbers for the previous year. 85 (48.3% of programs) indicated that they were able to meet their target numbers. Of the programs that did not meet their recruitment goal, 74% missed their goal by five or fewer volunteers.

C. SOURCES OF VOLUNTEERS

Fifty-five 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.



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 3.4 full-time employees as well as an average of 1.65 part-time employees (both paid and volunteer).

Volunteers-in-the-Field to Staff Ratio

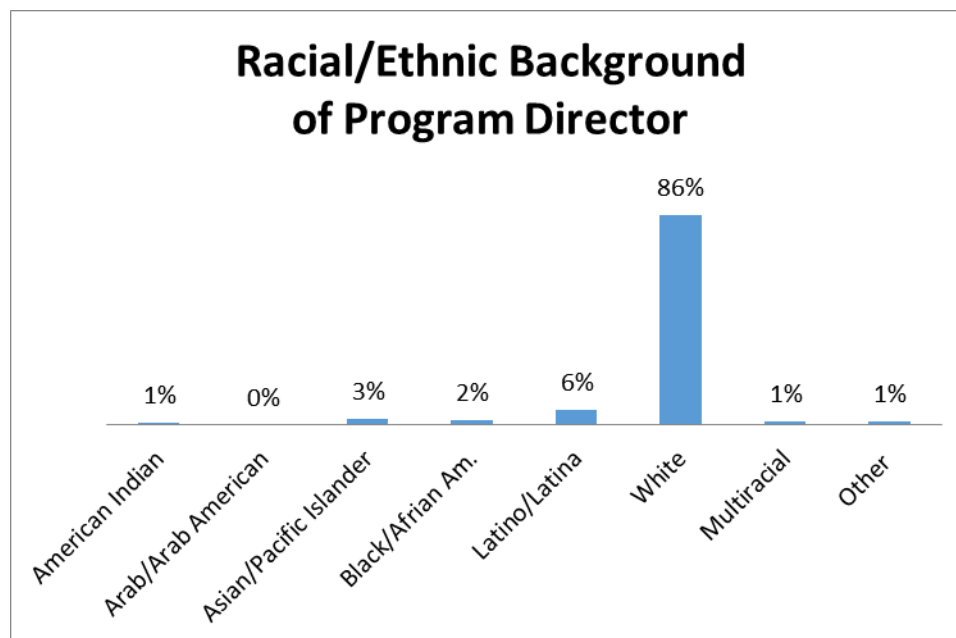
Total Staff: There is an average 31.0 volunteers per full-time staff person (both paid and volunteer). If we take part-time staff into account, there are nearly thirty (26.04) volunteers per full-time equivalent staff person.

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	23	50.17
Short-Term International Only	2	122.18
Long-Term Domestic Only	55	7.32
Long-Term International Only	10	3.71
Short-Term & Long-Term Domestic	31	127.12
Short-Term & Long-Term International	8	36.71
Short-Term Domestic & Short-Term International	1	62.4
Long-Term Domestic and Long-Term International	12	9.74
Other (Long and Short-Term Mix)	34	5.79

B. RACIAL/ETHNIC BACKGROUND OF PROGRAM DIRECTOR

**Reflecting programs that track their Program Director's ethnicity*



C. PROGRAM DIRECTORS' TIME IN POSITION/SALARIES

Directors of our reporting member volunteer programs have held that position on average of seven (7.0) years. Seven 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. Eighty-one of the responding full-time, 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
2015	\$45,001 - \$50,000	\$85,001 - \$90,000	Volunteer
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 (94.6%) of lay directors receive medical insurance and more than half (76.1%) receive dental insurance. Additional benefits for lay directors include vision (53.3%), retirement (74.0%) and life insurance (41.3%). Some lay directors also received housing (14.3%), transportation

(9.8%), auto insurance (3.3%) and various “Other” benefits including short and long-term disability, meals, cell phones, educational/tuition reimbursement, annual retreats/professional development, and telecommuting options. Only 7.6% of full-time lay directors reported receiving no benefits.

2. Salaries and Benefits for Part-Time Lay Directors

In this reporting year, twenty-one part-time directors reported salary and benefits information. Three 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	\$40,001 - \$45,000	Volunteer
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 (54.2%) 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 (41.7%), dental coverage (37.5%), vision (37.5%), retirement (58.3%), life insurance (29.2%), housing (12.5%), and transportation (4.2%). None of the part-time lay directors reported receiving auto benefits. Other benefits listed included flexible schedules, and mileage reimbursement. Eight programs (33.3%) 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. Nineteen reporting programs have full-time religious directors. Eight programs reported having volunteer, full-time religious directors.

Salary Levels for Full-Time Religious (Includes reporting programs only)			
Year	Average	Maximum	Minimum
2015	\$20,001 - \$25,000	\$80,001 - \$85,000	Volunteer
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

Over three-quarters (83.3%) of religious full-time directors reported receiving medical benefits and 77.8% received dental coverage. Some directors also received vision (66.7%), retirement (50.0%) and life insurance (27.8%). Other benefits received include housing (44.4%), transportation (44.4%), and auto insurance (33.3%). Other benefits are received because the director is part of the religious community.

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

Twenty-four programs reported having part-time directors who are vowed religious. Of those programs, ten directors were paid and fourteen were volunteers.

Salary Levels for Part-Time Religious (Includes reporting programs only)			
Year	Average	Maximum	Minimum
2015	Volunteer	\$25,001 - \$30,000	Volunteer
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

Health insurance was provided to one quarter (25.0%) of directors with 20.8% also receiving dental coverage and 20.8% receiving vision coverage. Other benefits included retirement (16.7%), life insurance (4.2%), housing (16.7%), transportation (21.0%), and auto insurance (12.5%). Some programs reported that directing the program was part of their congregational responsibilities and thus they did not receive any special compensation. Seventeen programs (70.8%) reported receiving no benefits.

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 but two 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	\$65,001 - \$70,000	\$60,001 - \$65,000
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

Three fourths of (75.0%) directors who are other clergy reported receiving medical insurance and half (50.0%) receive dental coverage. Other benefits include vision (25.0%), retirement (100%), life insurance (25.0%), and housing (25.0%). All of the full-time directors received some benefits.