



# **2017 Membership Survey Results**

*Representing volunteers whose term of service was 2015-2016,  
or was completed by January 2017.*

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# **CATHOLIC VOLUNTEER NETWORK**

## ***2017 Membership Survey Results***

*Representing volunteers whose term of service was 2015-2016, or was completed by January 2017*

### **I. SUMMARY**

A total of 155 programs (86% percent of eligible programs) participated in the 2017 Membership Survey and their responses have been used to compile the following results. Out of a total of 180 eligible, renewing programs, 155 programs completed the survey. Twenty-four programs did not renew and fourteen new members joined (6 are additional addresses and 2 are additional listings). Four former member programs renewed membership during or after the renewal drive.

Please note, the 2017 survey records a significant decrease in the total number of volunteers (see page 3 for a chart of participation trends from the past 10 years). The size of this drop is mainly due to member programs not completing the survey or not renewing membership, particularly with programs offering “0-3 week domestic” opportunities. In 2016, programs reported 10,240 volunteers serving for 0-3 weeks, but in 2017, the number dropped to 5,847 volunteers.

We at Catholic Volunteer Network highly value the Membership Survey Report. This data is used to study trends in faith-based service, and strengthens our cause when representing our members at conferences and events. We reference the statistics when being interviewed for national publications and media opportunities, or when we are applying for grant funding for projects that would benefit our membership. Each program can help ensure that our data correctly reflects the state of faith-based service by providing complete and accurate data wherever possible.

### **II. PROGRAM STATISTICS**

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

<b>Membership Year</b>	<b>Number of Volunteer Programs</b>
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

Membership Year	Number of Volunteer Programs
2015 – 2016	199
2016 – 2017	180
2017-2018 (current)	180

<i>Number of Programs Reported by Length of Commitment Offered</i>		
<i>Length</i>	<i>Domestic</i>	<i>International</i>
0-3 Weeks	26	9
1-3 Months	36	12
4-8 Months	18	7
9-12 Months	98	22
13-24 Months	31	16
24+ Months	16	10

## B. RELIGIOUS AFFILIATION OF MEMBER PROGRAMS

During this reporting period, 81.3% 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	2
Catholic	126
Episcopal	8
Lutheran	7
Mennonite	2
Presbyterian	5
Quaker	3
United Church of Christ	4
Ecumenical	17
Other	7

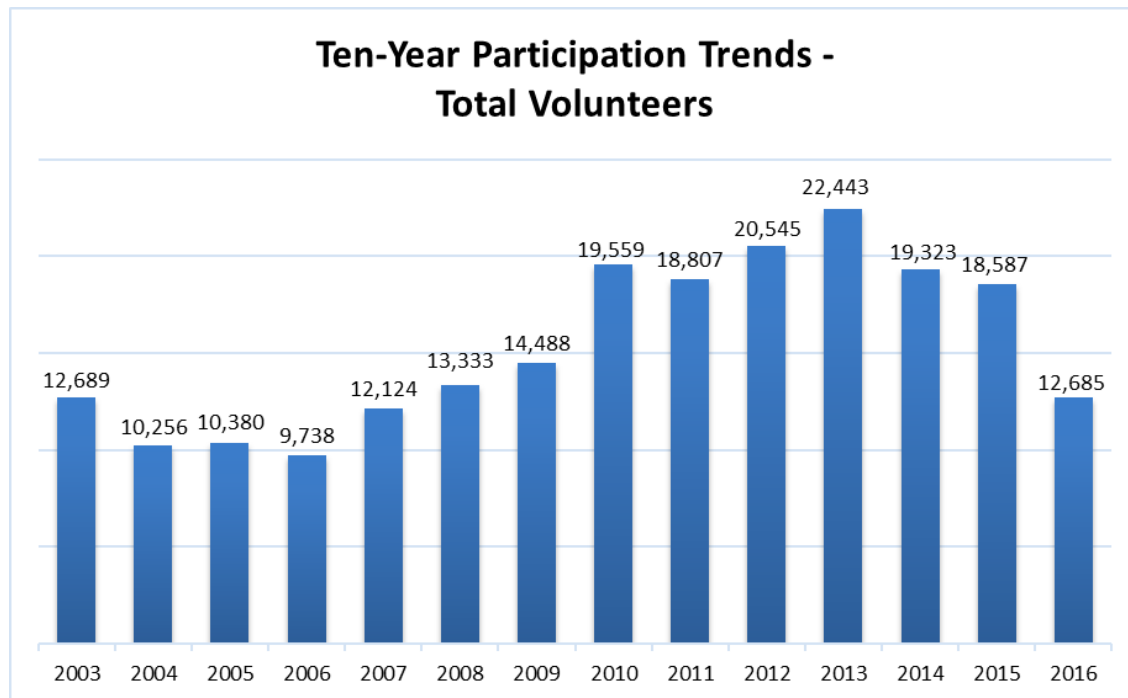
## C. TOTAL LAY MISSIONERS

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 2015-2016 cycle (the most recently *completed* cycle at the time of the survey) or who served in 2016. 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.

<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	<b>5,847</b>	<b>1,049</b>	<b>6,896</b>
Alternative Breaks	<b>2,133</b>	<b>213</b>	<b>2,346</b>
1-3 Months	<b>318</b>	<b>107</b>	<b>425</b>
4-8 Months	<b>97</b>	<b>21</b>	<b>118</b>
9-12 Months	<b>1,868</b>	<b>155</b>	<b>2,023</b>
13-24 Months	<b>177</b>	<b>95</b>	<b>272</b>
24+ Months	<b>573</b>	<b>36</b>	<b>609</b>
<b>Total Lay Missioners</b>	<b>11,013</b>	<b>1,676</b>	<b>12,689</b>

*Note: These numbers reflect the data of the 155 programs that responded to this survey, which constitutes 86% 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>
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
2016	11,013	1,676	12,689



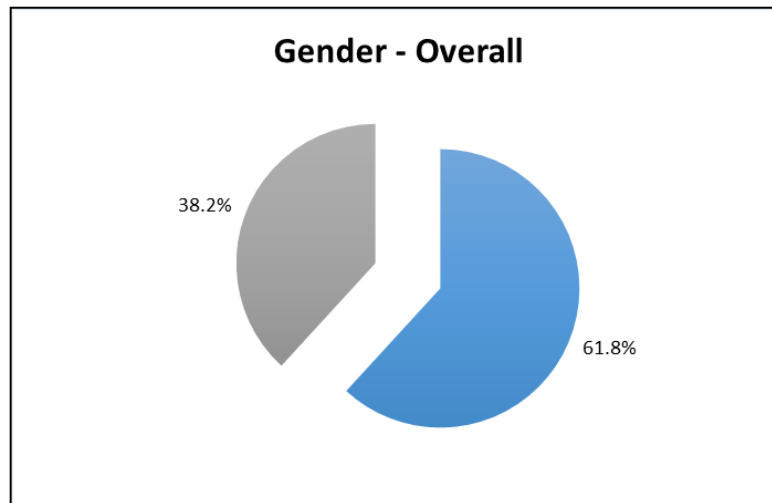
### III. VOLUNTEER PROFILES

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' 2015-2016 volunteer cycles, the most recently completed cycle at the time of the survey.*

#### A. GENDER

	Female	Male
Domestic Programs	62.2%	37.8%
International Programs	59.3%	40.7%
Overall	61.8%	38.2%

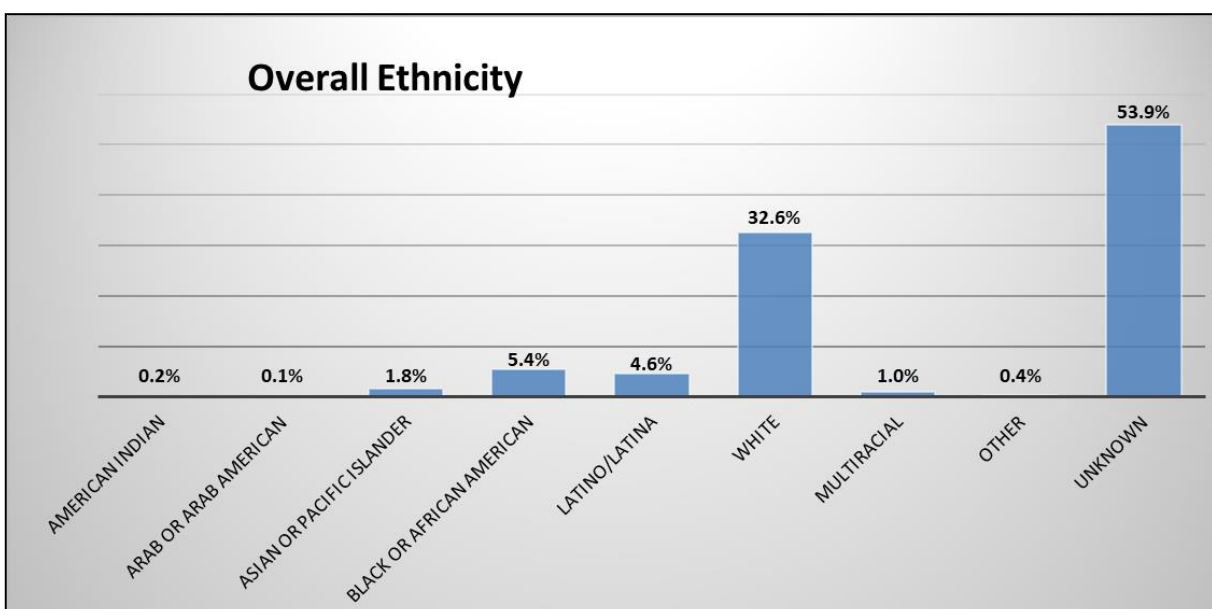
The data indicates that the majority of Lay Missioners/Volunteers are female in both international and domestic programs, with females making up slightly more than sixty percent of all programs. This year, the percentage of males serving both internationally and domestically rose slightly compared to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



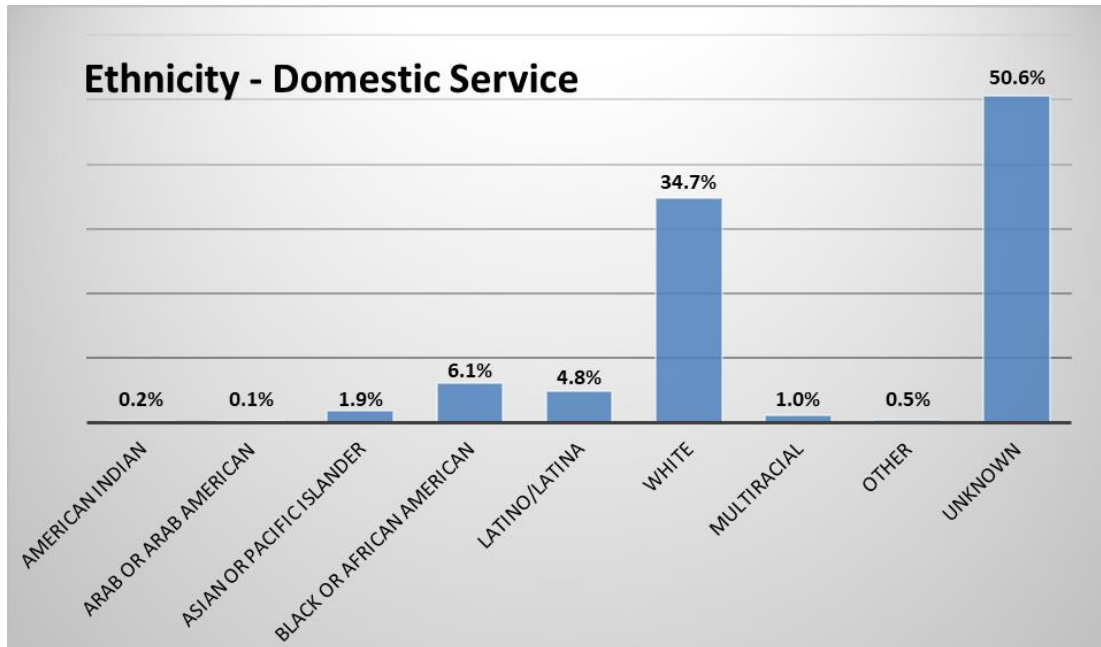
## B. ETHNICITY

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

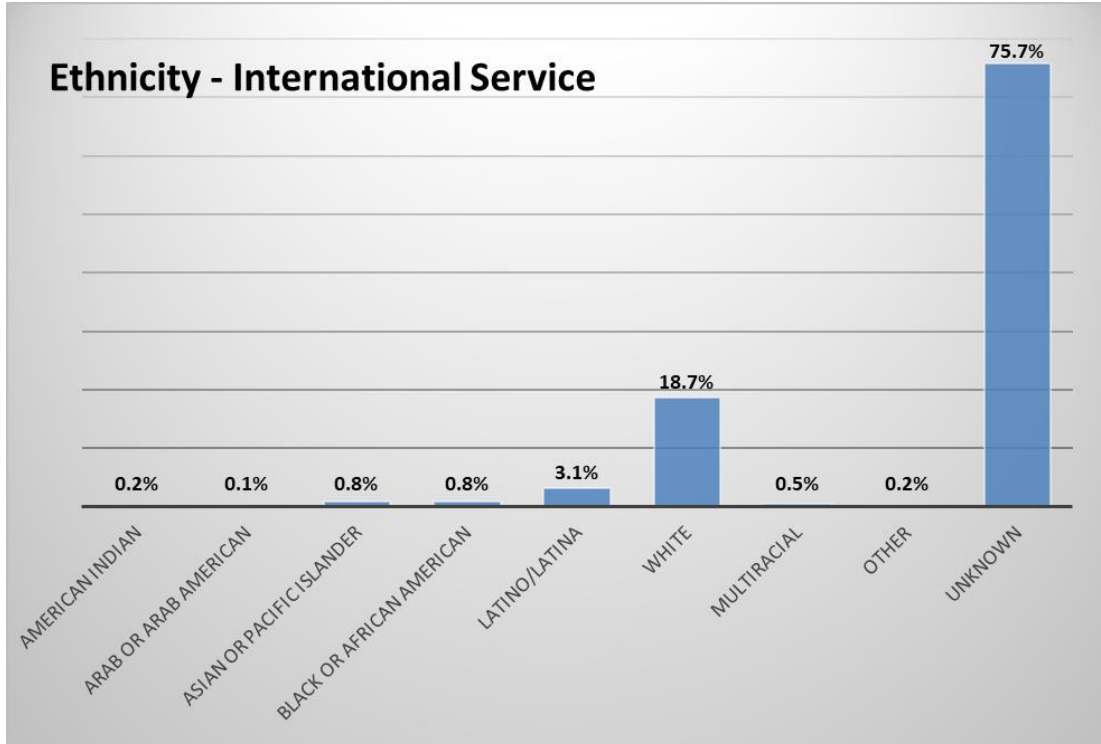
	<i>Am. Indian</i>	<i>Arab or Arab Am.</i>	<i>Asian or Pac. Island</i>	<i>Black or African Am.</i>	<i>Latino/Latina</i>	<i>White</i>	<i>Multiracial</i>	<i>Other</i>	<i>Race Unknown</i>
<b>Short-term Domestic</b>	0.0%	0.0%	1.1%	6.1%	3.7%	23.6%	0.9%	0.2%	64.4%
<b>Short-term International</b>	0.1%	0.0%	0.3%	0.1%	2.4%	7.7%	0.3%	0.1%	89.2%
<b>Long-term Domestic</b>	0.5%	0.5%	4.4%	6.3%	8.7%	70.8%	1.7%	1.4%	5.7%
<b>Long-term International</b>	0.7%	0.4%	3.7%	4.5%	6.7%	75.5%	1.5%	0.7%	6.3%
<b>Total</b>	0.2%	0.1%	1.8%	5.4%	4.6%	32.6%	1.0%	0.4%	53.9%



## 1. Ethnicity – Domestic Service



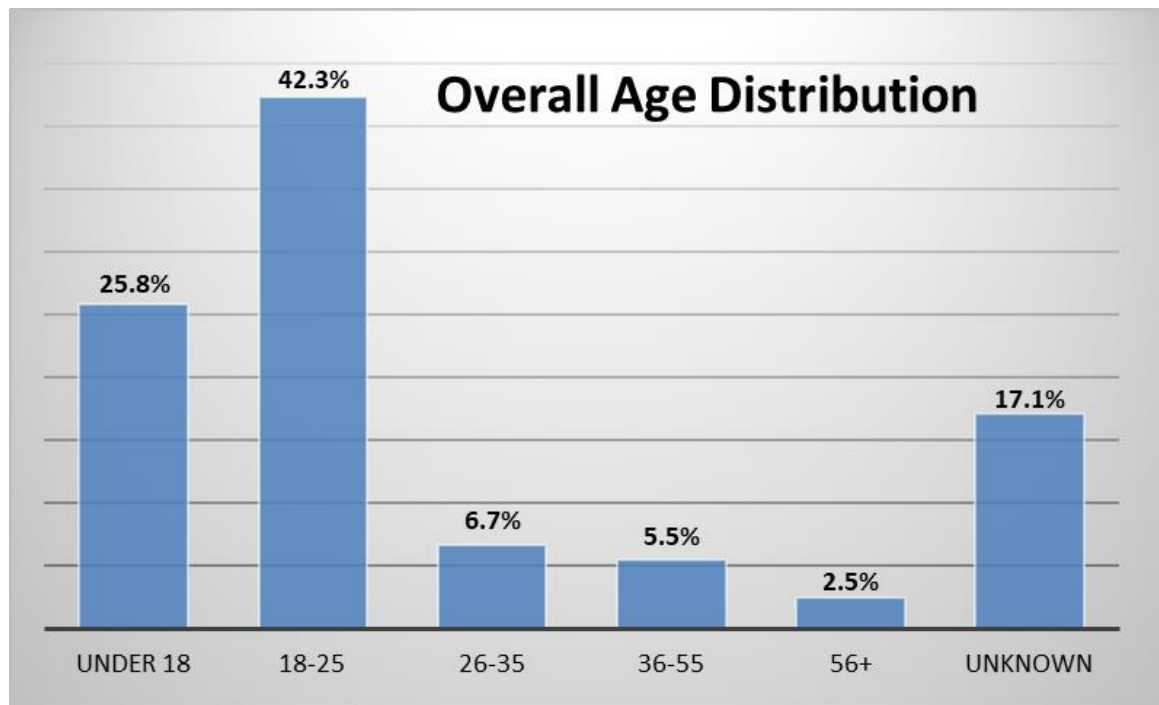
## 2. Ethnicity – International Service





**C. AGE DISTRIBUTION**

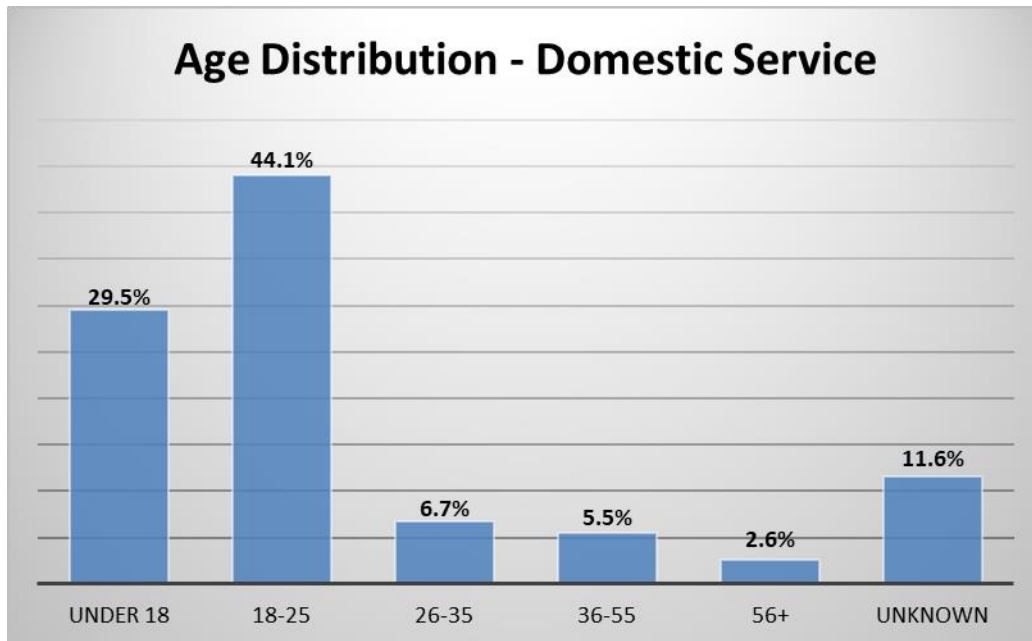
*\*Reflecting programs that track the age of their volunteers*



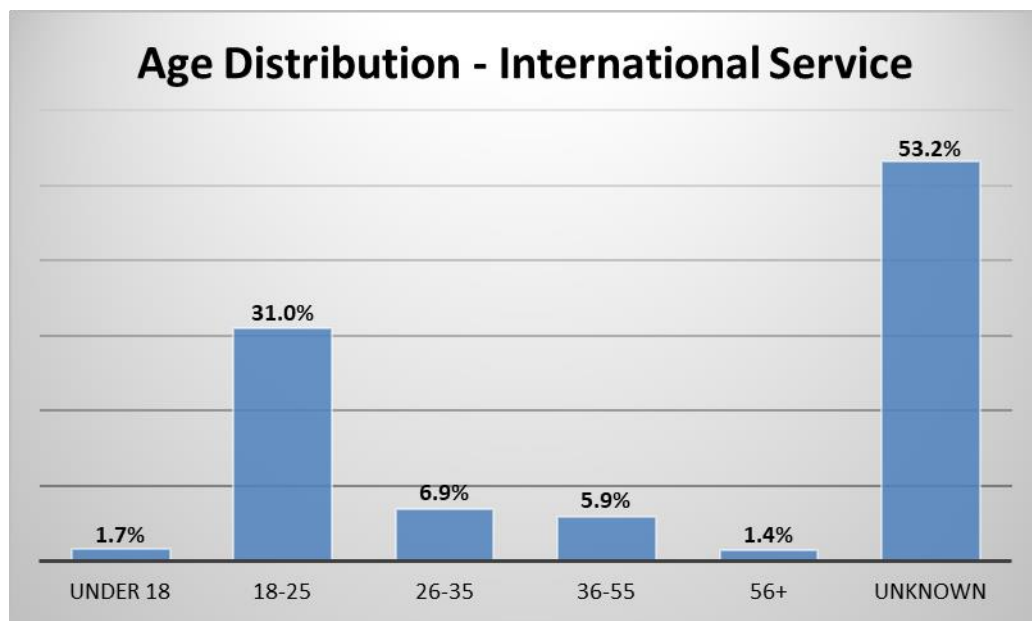
Over two-thirds (68.1%) of volunteers from reporting programs are 25 years of age or under.

Age – Overall Percentages						
	Under 18	18-25	26-35	36-55	56+	Unknown
Short-term Dom.	38.9%	29.7%	6.9%	6.6%	2.9%	15.1%
Short-term Int.	1.4%	23.6%	5.4%	5.2%	0.6%	63.8%
Long-term Dom.	0.0%	89.4%	6.1%	1.9%	1.9%	0.6%
Long-term Int.	2.8%	67.4%	14.0%	9.1%	4.9%	1.8%
Total	25.8%	42.3%	6.7%	5.5%	2.5%	17.1%

### 1. Age Distribution - Domestic Service

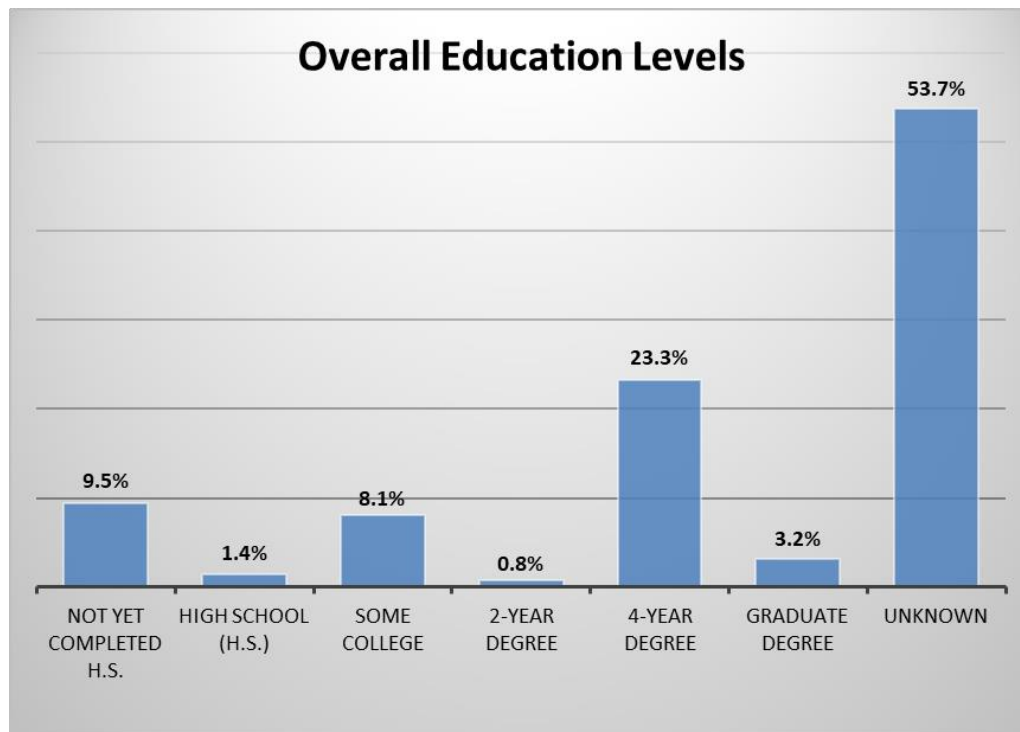


### 2. Age Distribution - International Service



**D. EDUCATION LEVEL**

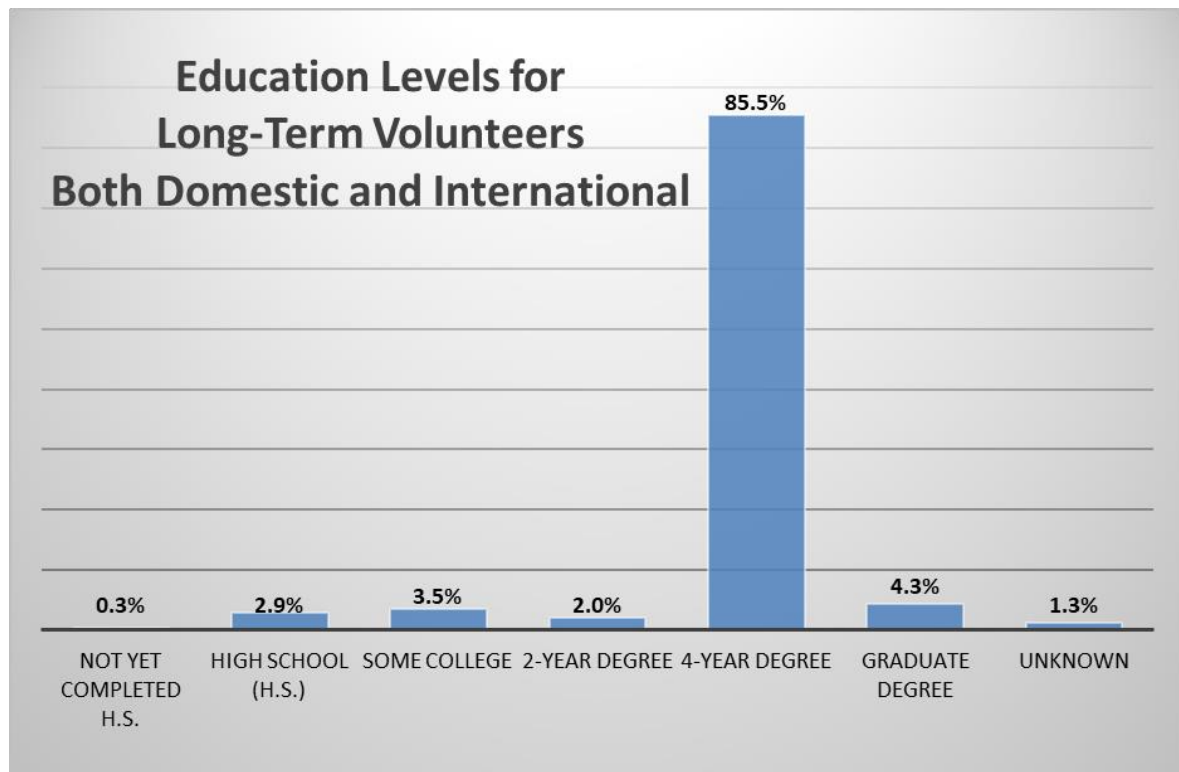
*\*Reflecting programs that track their volunteers' education level*



Education Levels							
	Not yet completed High School	High School	Some College	2 Year College	4 Year College	Graduate Studies	Unknown
Short-term Dom.	14.2%	1.1%	10.8%	0.3%	3.0%	0.5%	70.2%
Short-term Int.	0.0%	0.1%	1.7%	1.7%	15.3%	17.1%	64.1%
Long-term Dom.	0.0%	3.2%	3.6%	2.2%	86.4%	3.0%	1.5%
Long-term Int.	2.8%	0.4%	2.5%	0.7%	77.2%	16.5%	0.0%
<b>Total</b>	<b>9.5%</b>	<b>1.4%</b>	<b>8.1%</b>	<b>0.8%</b>	<b>23.3%</b>	<b>3.2%</b>	<b>53.7%</b>

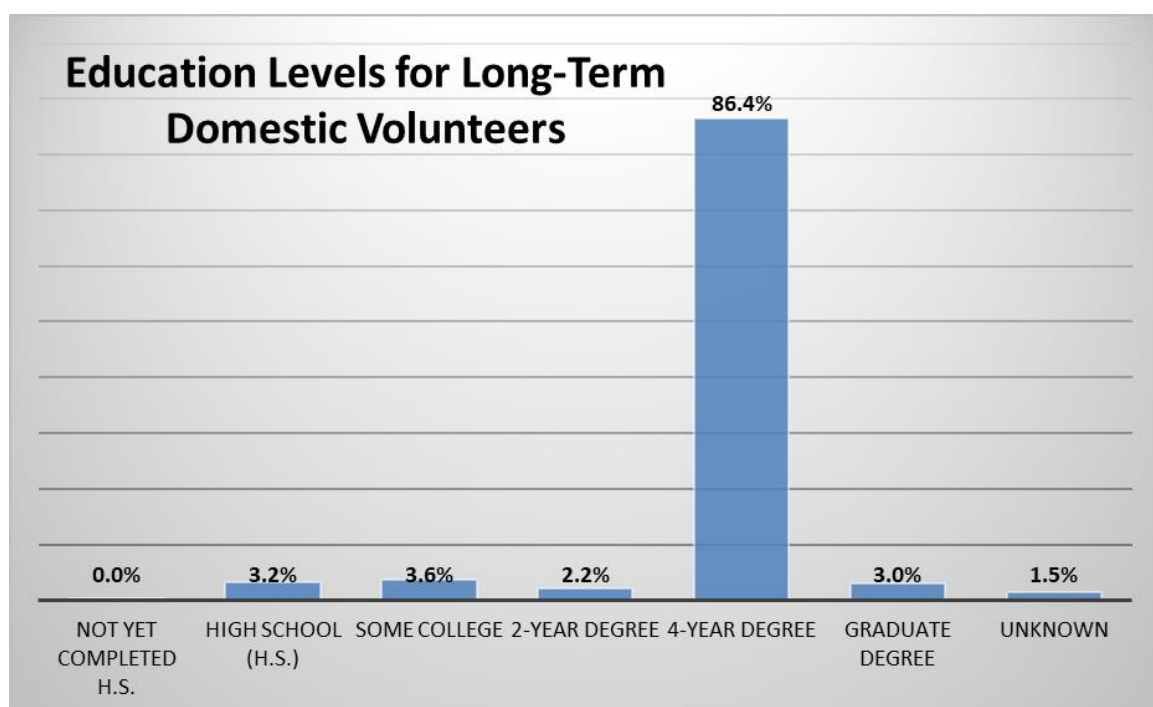
	Not yet completed High School	High School	Some College	2 Year College	4 Year College	Graduate Studies	Unknown
Short-term Dom.	14.2%	1.1%	10.8%	0.3%	3.0%	0.5%	70.2%
Short-term Int.	0.0%	0.1%	1.7%	1.7%	15.3%	17.1%	64.1%
Long-term Dom.	0.0%	3.2%	3.6%	2.2%	86.4%	3.0%	1.5%
Long-term Int.	2.8%	0.4%	2.5%	0.7%	77.2%	16.5%	0.0%
<b>Total</b>	<b>9.5%</b>	<b>1.4%</b>	<b>8.1%</b>	<b>0.8%</b>	<b>23.3%</b>	<b>3.2%</b>	<b>53.7%</b>

The preceding figure illustrates the educational levels for volunteers of all ages and for all lengths of commitments. More than half of all volunteers' ages are unknown and served with either a short-term domestic or short-term international program. Therefore, to provide meaningful data, the remaining educational statistics include only those volunteers serving in long-term programs (commitments of nine months or longer).

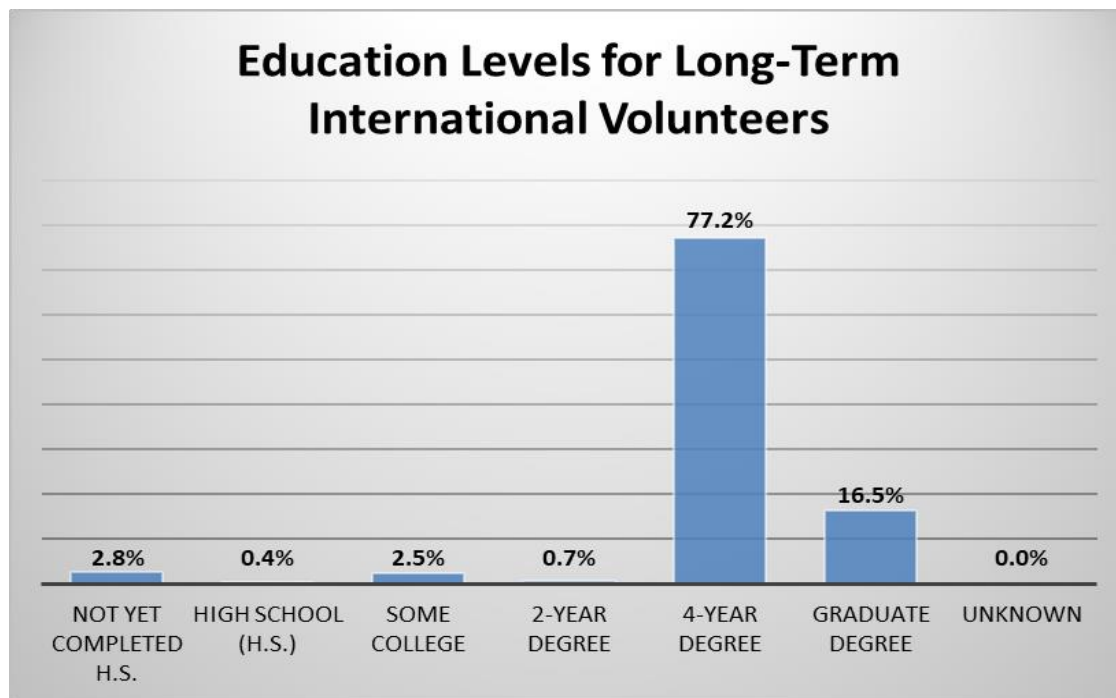


Taking into account the volunteers for which this information was known, almost nine out of ten volunteers (89.8 percent) serving for nine months or more have completed at least four years of college.

#### 1. Education Level - Domestic Volunteers



## 2. Education Level – International Volunteers



### E. FINANCIAL ASSISTANCE

**LOAN DEFERMENT:** Just over one third of long-term volunteers (35.2%) of reporting member programs received a loan deferment.

A total of 691 volunteers received educational assistance directly from their program.

### F. DISABILITIES

Forty-six programs reported a total of 197 volunteers serving with disabilities. This represents about one volunteer in 64 with a disability for programs reporting this information. 144 of these volunteers (73.1%) were short-term domestic volunteers.

### G. MARITAL STATUS

Of the reporting member programs, there were 439 married couples, about 7.29 percent of them serving on a long-term basis. Of those married couples, 79 (18.0%) of them served with their children.

Programs reported that 17 single parents served with their children, and 25 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	1.7%	3.5%	2.09%
Advocacy	0.5%	3.96%	1.32%
Business	0.1%	0.14%	0.13%
Church Ministry	1.1%	5.08%	2.06%
Community Development	7.3%	5.95%	7.00%
Education (not religious)	5.0%	37.19%	12.74%
Health Care	3.9%	4.68%	4.10%
Hospitality	2.8%	1.33%	2.45%
Law/Legal Services	0.1%	2.08%	0.56%
Pastoral Ministry (including rel. ed.)	0.7%	5.40%	1.80%
Science/Environmental	0.1%	1.88%	0.52%
Social Services	11.9%	16.29%	12.99%
Trades/Construction	27.1%	1.47%	20.89%
Youth/Child Services	7.6%	8.29%	7.77%
Other	26.7%	5.26%	23.34%

## I. RELIGIOUS AFFILIATION

Of those volunteers whose religious affiliation is known, the majority of long-term volunteers (67%) identify as Christian. Of those volunteers who were Christian, 70% of them identified as Catholic. Those whose religious affiliation was Presbyterian made up 4.8 percent, Lutheran made up 3.2 percent, Methodist made up 2 percent, Episcopal made up 1.9 percent, and unknown made up four percent of long-term volunteers. All other religious affiliations made up less than 2.0 percent each.

## J. LIVING ACCOMMODATIONS – LONG TERM VOLUNTEERS

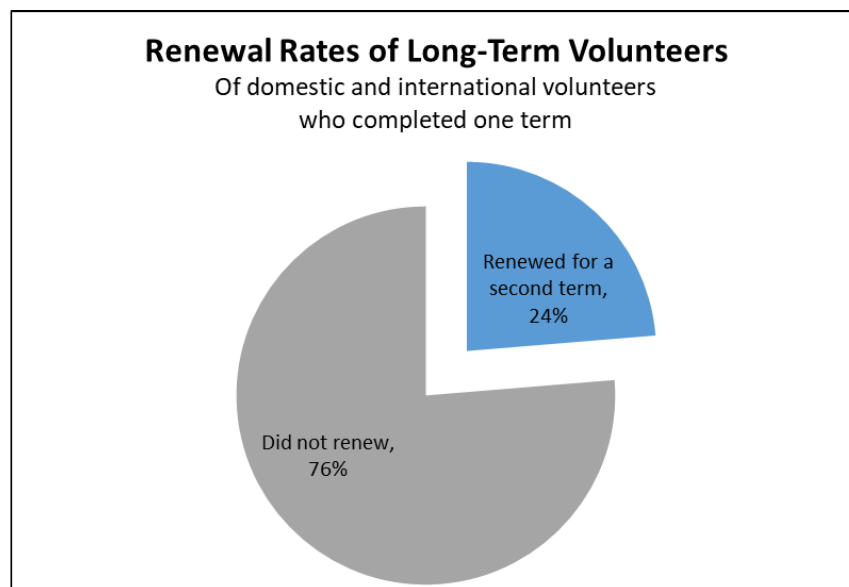
Living Accommodations are reported only for missionaries with commitments of nine months or longer. Nearly ninety percent (89%) of long-term volunteers of reporting programs lived in community with other volunteers.

Living Accommodations	Domestic Volunteers	International Volunteers	Overall
In community exclusively with your program's volunteers	89%	61%	86%
With volunteers from more than one volunteer program	2.0%	9.0%	3.0%
With a religious community	4.0%	10.0%	5.0%

With former volunteers	1.0%	0.0%	1.0%
With local people	0.0%	12.0%	2.0%
With people they served	2.0%	5.0%	2.0%
Alone	0.0%	3.0%	1.0%
Other	2.0%	0.0%	2.0%

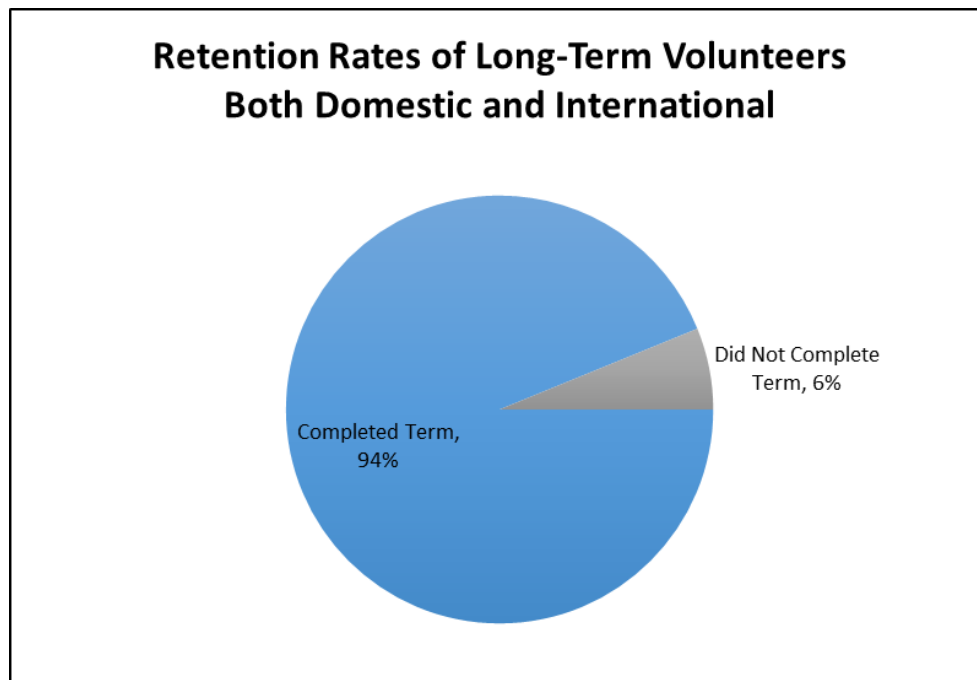
## K. RENEWAL RATES

121 programs offered the opportunity for long-term volunteers to renew for a second term. Almost 25 percent of volunteers who finished their term of service accepted the offer to extend their service beyond their original length of commitment.



## L. RETENTION

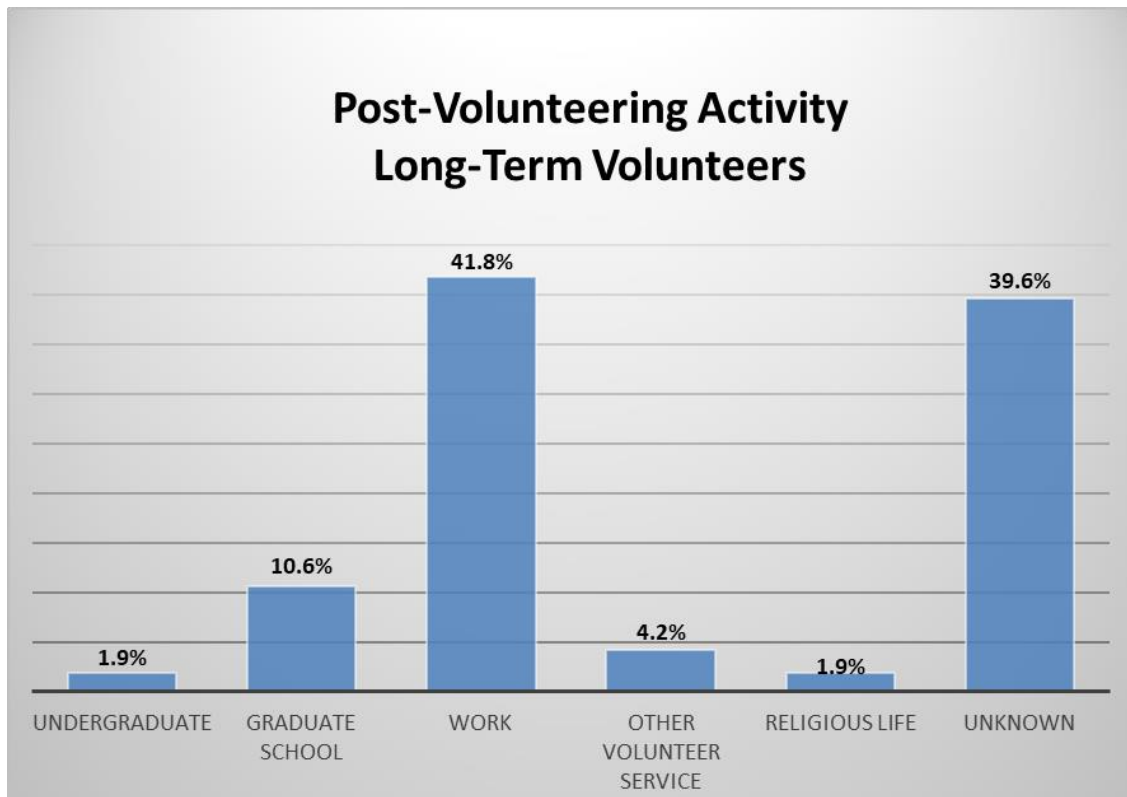
The following statistics were calculated on the basis of responses received: 94% of long-term volunteers completed their term of service.



#### **M. POST VOLUNTEERING ACTIVITY**

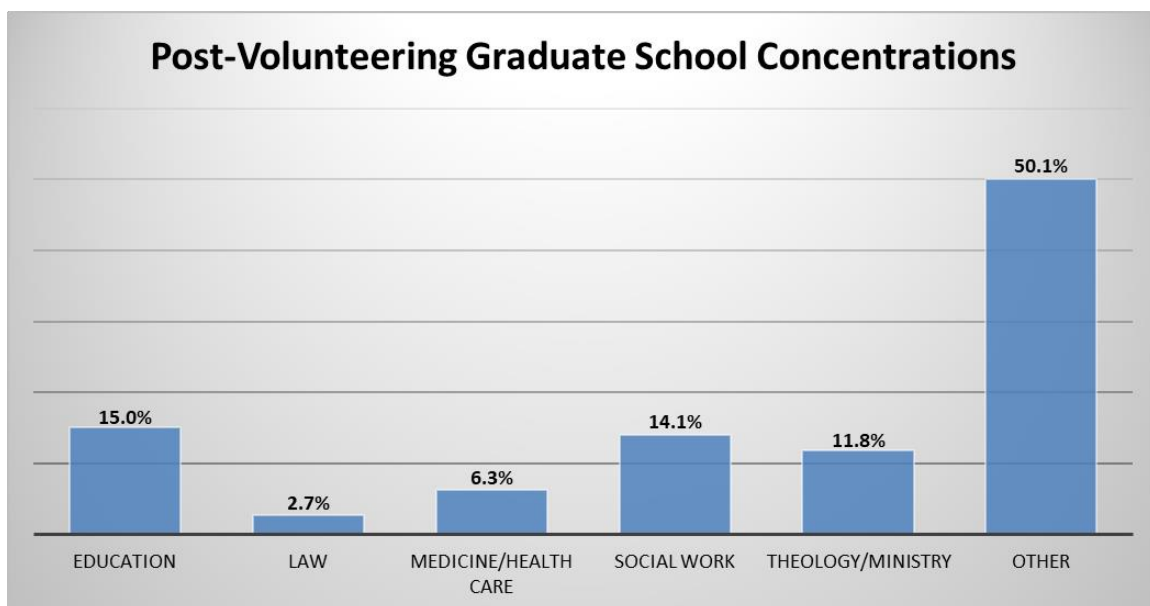
Survey results show that long-term volunteers pursued many different paths following their term of service. The greatest number of volunteers (41.8%) from reporting programs pursued some field of work, while 10.6 percent of volunteers pursued graduate studies, and 4.2 percent engaged in another volunteer service program. The data reports 39.6% unknown which could demonstrate volunteers without knowledge of their next step, or programs without the data to report on this question.





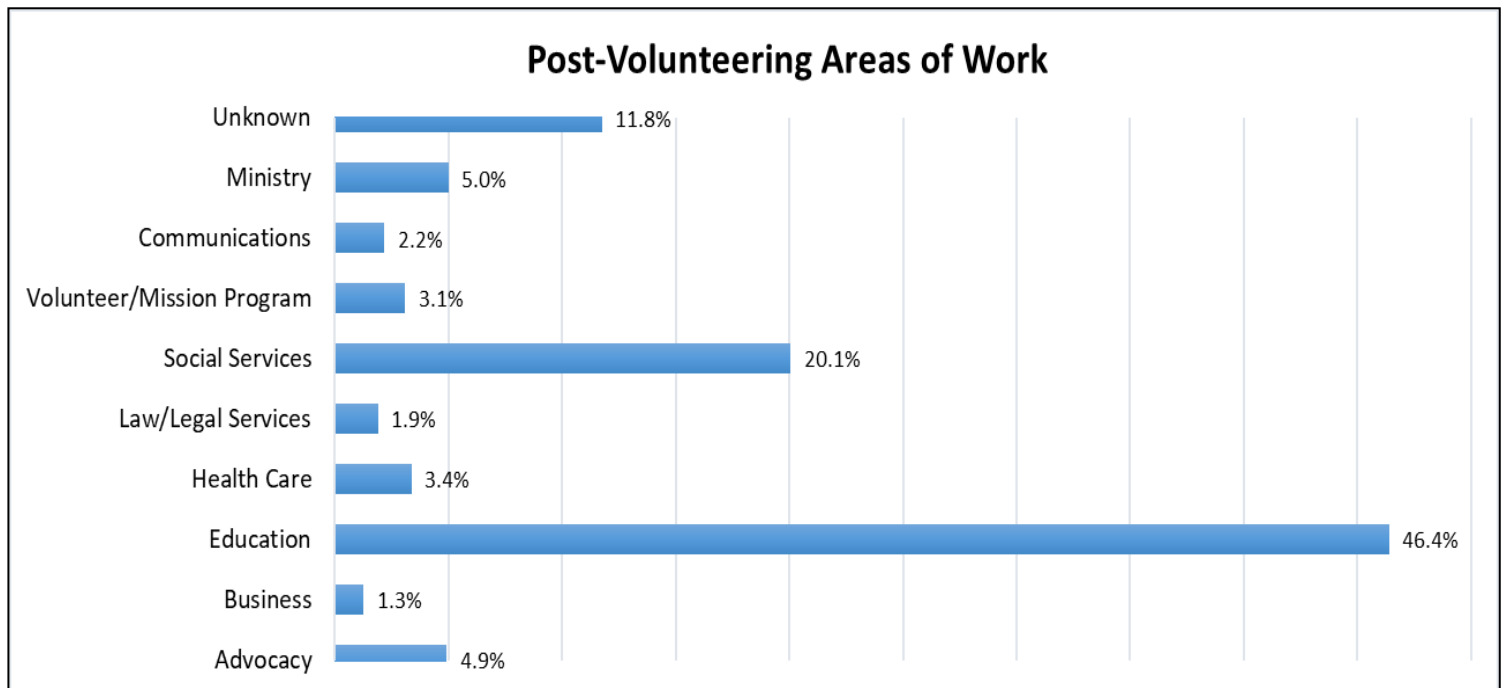
#### 1. Graduate School Concentration

Of those volunteers who went to graduate school, the most popular concentrations were Education and Social Work.



## 2. Areas of Work after Volunteering

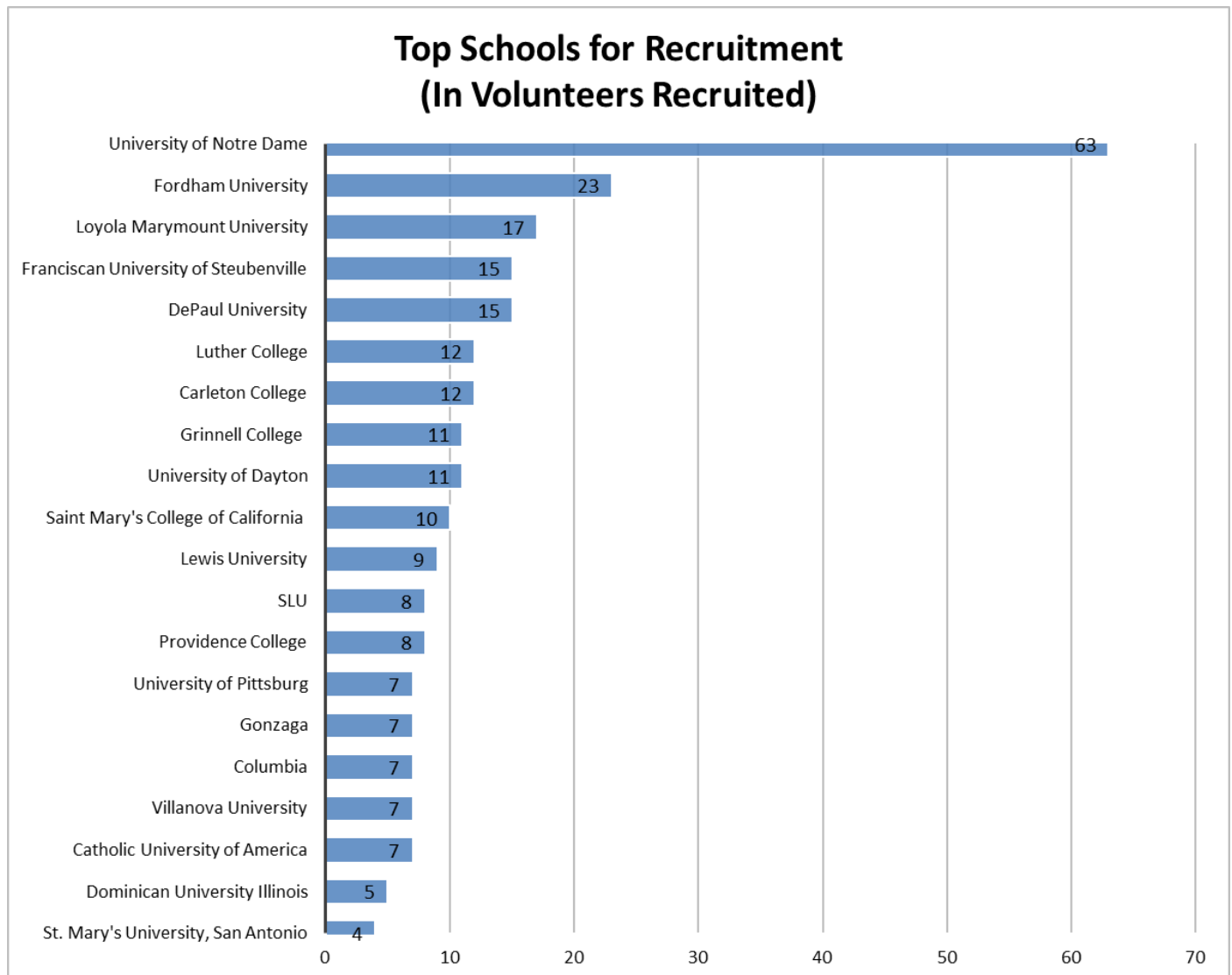
Two-thirds (66.5%) of the long-term volunteers who entered the workforce found work in the areas of Education or Social Services.



## IV. RECRUITING

### A. TOP SCHOOLS FOR RECRUITMENT

In this survey, programs listed their top two schools for volunteer recruitment and how many volunteers they got from the schools mentioned. The University of Notre Dame was mentioned twenty-one times by programs as their first or second source for volunteers. Programs reported that 63 of last year's volunteers came from Notre Dame. In total, 104 different schools were mentioned in this survey.



## B. SOURCES OF VOLUNTEERS

72.9% of programs reported that they keep records of how their volunteers hear about their program. Ninety-seven programs reported that applicants heard about their program as a result (full or in part) of Catholic Volunteer Network (recruiters, profiles, RESPONSE directory, website, events, etc.) Word of mouth from current volunteers/alums and college recruitment fairs were also mentioned as top sources of volunteers. 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 the average number of events attended is eleven.

## 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 3.7 full/part-time, paid/unpaid employees.

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

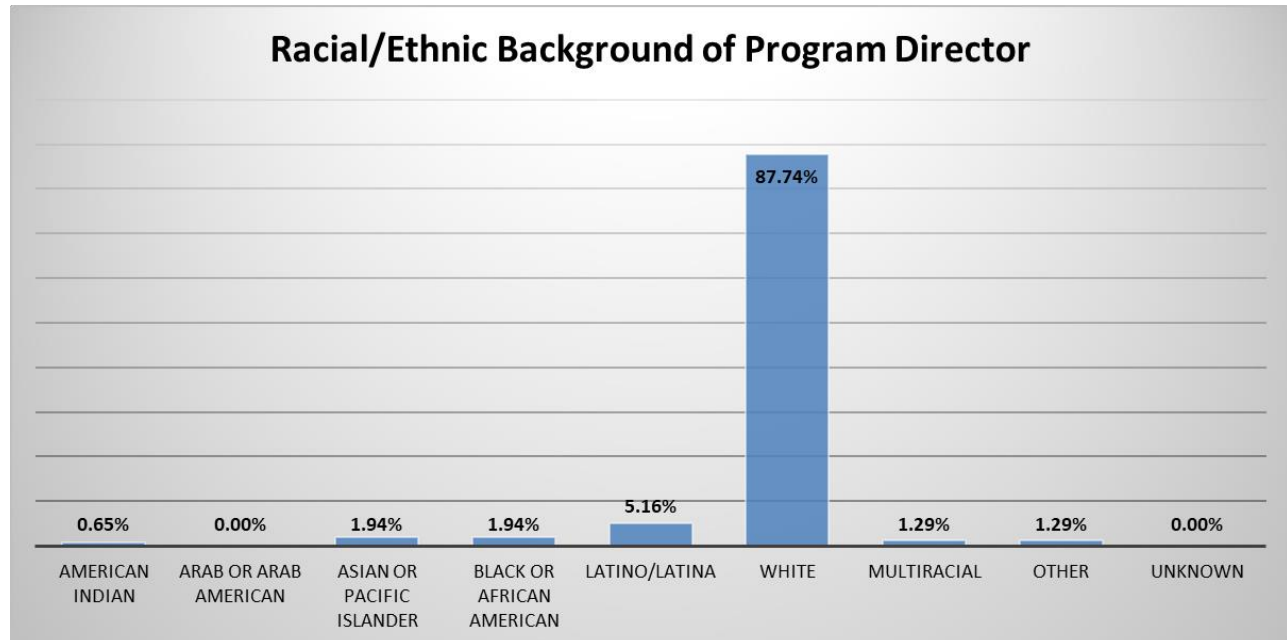
**Total Staff:** There is an average 26.9 volunteers per full-time staff person (both paid and volunteer). If we take part-time staff into account, there are 17.3 volunteers per full-time equivalent staff person.

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, part time and volunteer staff equivalent)
Short-Term Domestic Only	12	11.75
Short-Term International Only	1	1.75
Long-Term Domestic Only	66	280.25
Long-Term International Only	13	34
Short-Term & Long-Term Domestic	27	109
Short-Term & Long-Term International	6	8.75
Short-Term Domestic & Short-Term International	6	9
Long-Term Domestic and Long-Term International	11	79
Other (Long and Short-Term Mix)	13	43.25

## 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 six years and six months (6.6). Seventeen directors have been in their positions for more than fifteen years. The median tenure is four years, six 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-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
2016	\$45,001 - \$50,000	\$90,001+	Volunteer
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. Almost 90 percent (86.81%) of lay directors receive medical insurance and more than two thirds (71.43%) receive dental insurance. Additional benefits for lay directors include vision (54.95%), retirement (69.23%) and life insurance (40.66%). Some lay directors also received housing (10.99%), transportation (14.29%), 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 6.59% 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> (Includes reporting programs only)			
<b>Year</b>	<b>Average</b>	<b>Maximum</b>	<b>Minimum</b>
2016	\$15,001 - \$20,000	\$45,001 - \$50,000	Volunteer
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

Benefits received by part-time lay directors include health insurance (41.67%), dental coverage (37.5%), vision (25.0%), retirement (45.83%), life insurance (12.5%), and housing (4.17%). None of the part-time lay directors reported receiving transportation or auto benefits. Ten programs (41.67%) 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. Nine reporting programs have full-time religious directors. One program reported having a volunteer, full-time religious director.

<b>Salary Levels for Full-Time Religious</b> (Includes reporting programs only)			
<b>Year</b>	<b>Average</b>	<b>Maximum</b>	<b>Minimum</b>
2016	\$25,001 - \$30,000	\$75,001 - \$80,000	Volunteer
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 (77.78%) of religious full-time directors reported receiving medical benefits and 77.78% received dental coverage. Some directors also received vision (55.56%), retirement (33.33%) and life insurance (33.33%). Other benefits received

include housing (44.44%), transportation (33.33%), and auto insurance (22.22%). Other benefits are received because the director is part of the religious community.

#### 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, eleven directors were paid and ten were volunteers.

<b>Salary Levels for Part-Time Religious</b> (Includes reporting programs only)			
<b>Year</b>	<b>Average</b>	<b>Maximum</b>	<b>Minimum</b>
2016	\$0 - \$5,000	\$30,001 - \$35,000	Volunteer
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 approximately one quarter (23.81%) of directors with 33.33% also receiving dental coverage and 14.29% receiving vision coverage. Other benefits included retirement (9.52%), life insurance (4.76%), housing (19.05%), transportation (14.29%), and auto insurance (4.76%). Some programs reported that directing the program was part of their congregational responsibilities and thus they did not receive any special compensation. Thirteen programs (61.90%) reported receiving no benefits.

#### 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). All but one of these were full-time directors.

<b>Salary Levels for Full-Time Other Clergy</b> (Includes reporting programs only)			
<b>Year</b>	<b>Average</b>	<b>Maximum</b>	<b>Minimum</b>
2016	\$55,001 - \$60,000	\$80,001 - \$85,000	Volunteer
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

Almost 90 percent of (88.89%) directors who are other clergy reported receiving medical insurance and two-thirds (66.67%) receive dental coverage. Other benefits include vision (55.56%), retirement (33.33%), life insurance (22.22%), and housing (33.33%), transportation (11.11%), and auto insurance (11.11%). All but one of the full-time directors receive some benefits.