



**2009 NYAVA Professional Profile and Salary Survey: A Summary of Findings
Presented by Diana Kyrwood, CVA, MA, President of NYAVA
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INTRODUCTION

The 2009 NYAVA Professional Profile and Salary Survey represents a pilot project undertaken and funded by NYAVA. The survey intended to fill a hole that exists in the available information regarding the professionals that work in the field of Volunteer Administration in NYC, including their individual profiles, salaries and employment details.

NYAVA distributed the survey to all individuals in NYAVA's database totaling approximately 1000 people. These individuals include members, anyone who has attended NYAVA programming, or expressed interest in joining NYAVA. Individuals in the NYAVA database for whom we had mailing addresses received advance notice of the survey via hard-copy mailings, and were then reminded weekly of the survey and the closing date via email. Affiliate organizations promoted the survey to their members via email. Such organizations included The Mentoring Partnership of NY, supervisors of the 2009-2010 VISTA/Americorp members working in NYC, the Volunteer Program Administrators of Cultural Institutions in NYC, and the NYC Mayor's Volunteer Center. Other institutions, publications, and membership organizations were approached for their cooperation, but declined at the time of the request.

We learned many lessons during this pilot phase, particularly including the need for more advance marketing and additional partnerships so as to increase response rate. Future surveys will also include expanded response options to many of the questions for respondents to select. Nevertheless, the analysis provided below offers a great beginning to capturing a snapshot of the individuals who make up our industry, their job responsibilities, and how the compensation they receive.

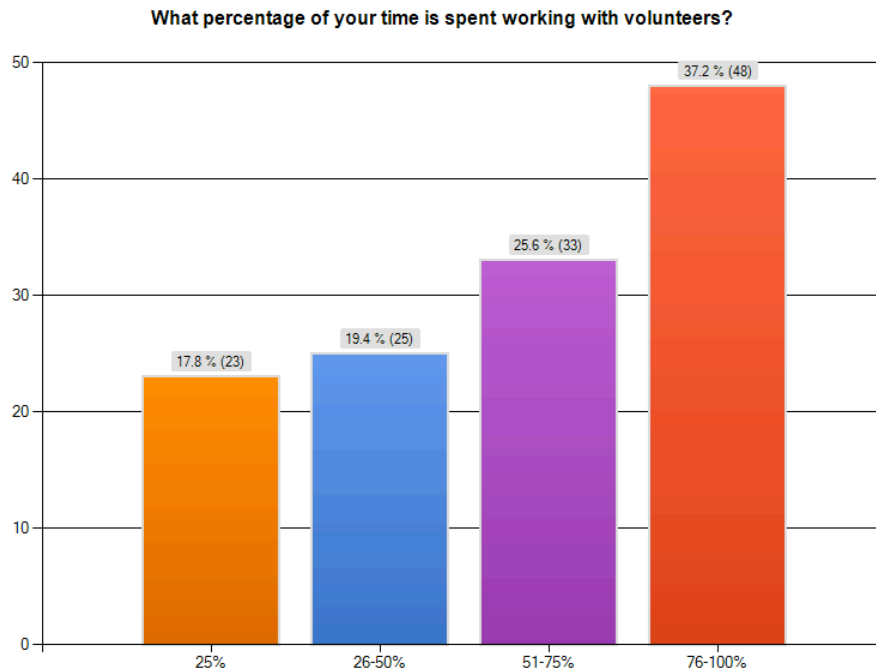
At the close of the survey, we had a total of 149 respondents complete at least a portion of the survey. Response rate to each question differed slightly and is indicated throughout this report in association with the results.

GENERAL FINDINGS

Below is a general summary of the findings. It provides an overview of the characteristics of the respondents of this survey. Cross tabulations based on title, industry sector, education, years of experience in the field, number of volunteers supervised, and other relevant indicators of salary are presented in the Detailed Findings Section.

Economic Downturn: Of 144 respondents, we found that 15% of them had been “restructured” or “laid-off” in the past year as a result of the economic downturn.

Time Spent Working with Volunteers: Of 129 respondents, more than 50% spend more than 50% of their time working directly with volunteers. The chart below details the complete distribution.

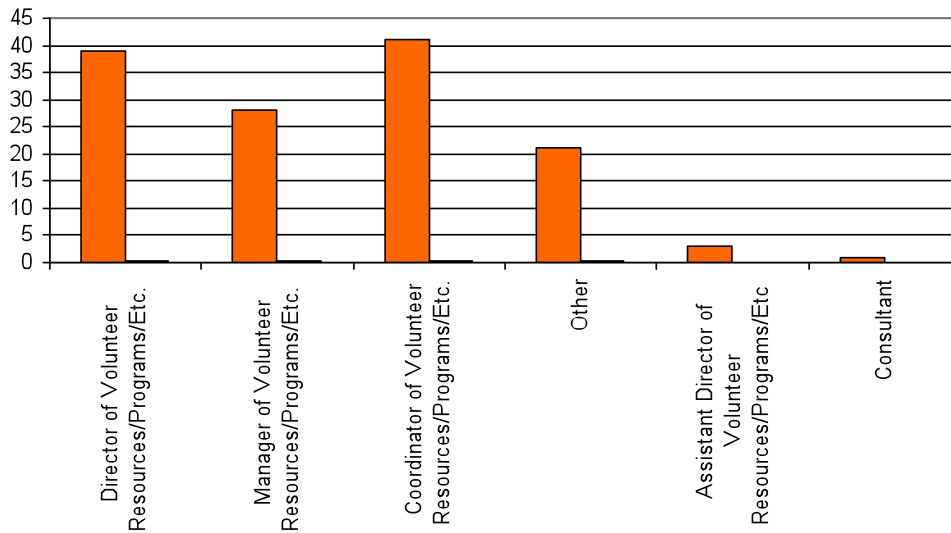


Titles: Of 133 respondents, the breakdown of respondents was as follows:

- (39) Director of Volunteer Resources/Programs/Etc. (29.33%)
- (28) Manager of Volunteer Resources/Programs/Etc. (21.05%)
- (41) Coordinator of Volunteer Resources/Programs/Etc. (30.82%)
- (21) Other (Including such titles as Assistant Vice President, Community Outreach, Executive Assistant, Executive Director, Office Manager, Individual, Producer, Staff Engagement, and others) (15.78%)

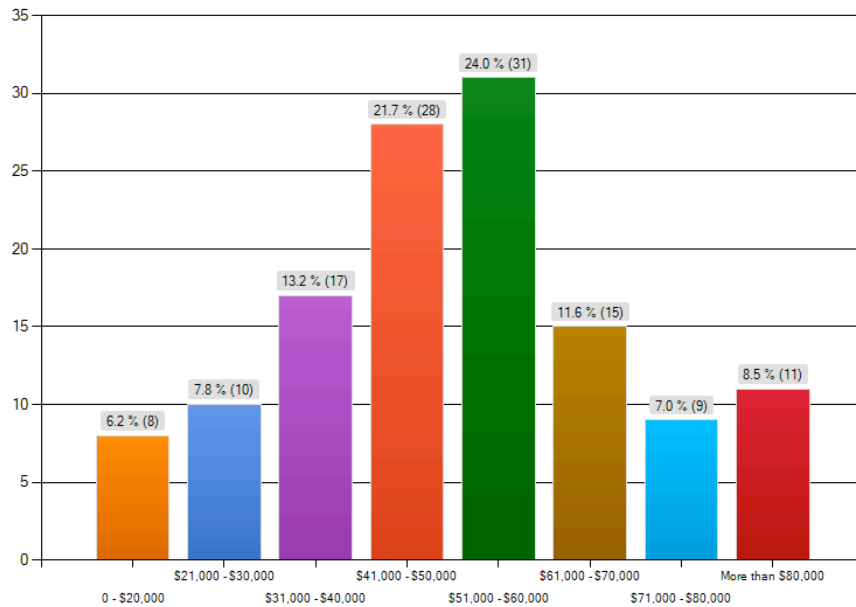
Only 3 respondents reported the title Assistant Director of Volunteer Resources/Programs/Etc. and 1 the title of Consultant. The chart below demonstrates this distribution.

What is your title?



Salary: Of 129 respondents, 45.7% reported receiving in the range of \$41,000 - \$60,000. The chart below details the complete distribution.

Which range best describes your salary (or annual income)?





Employment Benefits:

Retirement: Of 107 respondents, 69.2% indicated that their company contributes to a 401k/403b retirement plan.

Paid Vacation: Of 106 respondents, the range of paid vacation days went from 0 – 30. The largest portion of respondents (28.3%) receives 20 paid vacation days, followed by 16% receiving 15.

Sick Days: Of 101 respondents, the range of paid sick days went from 0-60. The largest portion of (28.7%) indicated that they receive 12 sick days, followed by 16.8% receiving 10, and 11.8% receiving 0.

Additional Benefits: 93 respondents opted to list up to 4 additional benefits they receive as part of their employment packages. The top 4 additional benefits included: some or complete medical/dental/vision/life insurance (listed by 73 respondents); transit check or other pretax transportation stipend (49 respondents); educational or professional development reimbursements or stipends (31 respondents); and flex time (21 respondents). Other benefits included Flexible Spending Accounts, Pensions, Veterinary Care, Cell Phones or Blackberries, Comp Time, and Reciprocal privileges with similar institutions (e.g. entrance to museums)

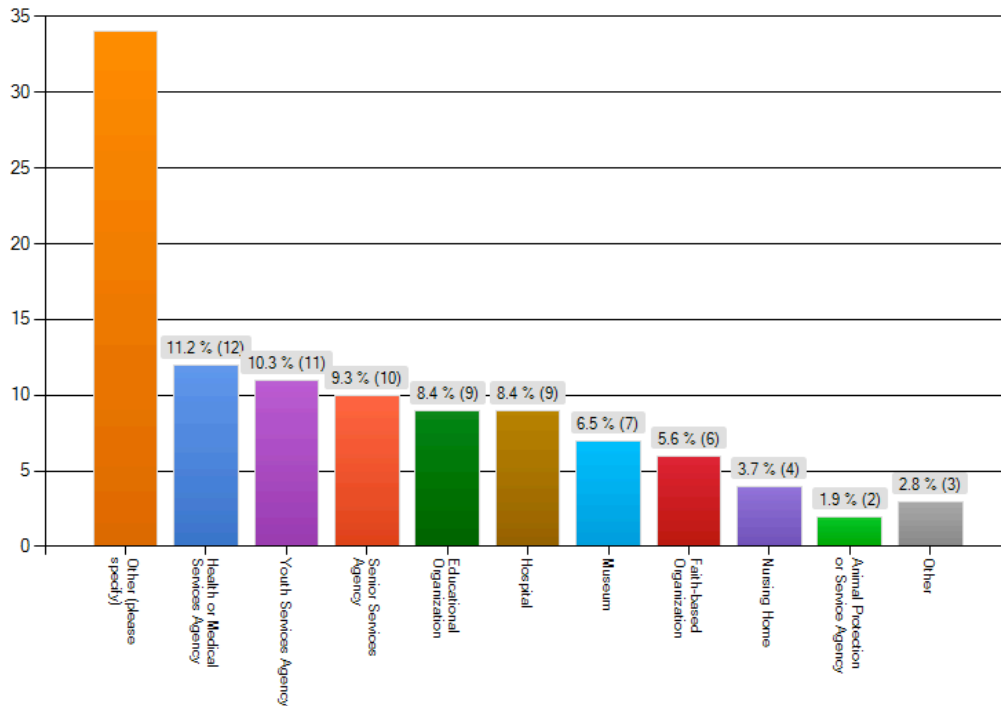
Certification in Volunteer Administration (CVA): Of 126 respondents, 6.2% hold their CVA.

Education: Of 103 respondents, 100 listed holding at least a minimum of a Bachelor’s level degree, with 50 respondents also holding at least one and in many cases more than one postgraduate degree. The degrees were highly varied across academic fields.

Industry Sector: Of 107 respondents, the top ranking industry sectors among respondents were
(12) Health or Medical Services Agency (11.2%)
(11) Youth Service Agency (10.3%)
(10) Senior Services Agency (9.3%)
(9) Educational Organization (8.4%)
(9) Hospital (8.4%)

The chart below details the complete distribution.

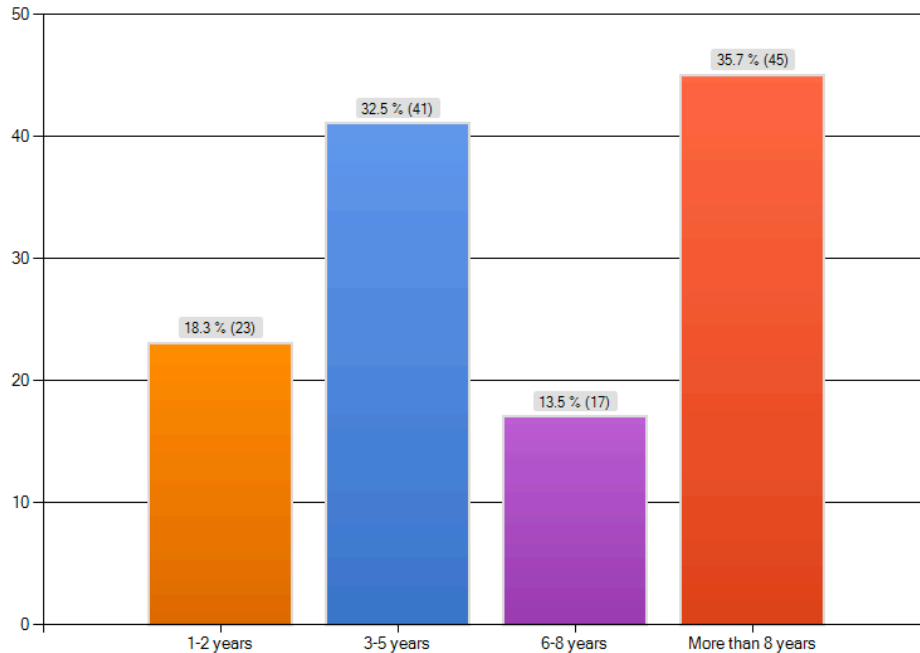
Please identify the type of organization for which you work.



(Note: A large portion of respondents (31.8%) chose to list their Industry Sector under the category of “Other”, and listed such sectors as Housing, Hunger and Poverty Relief, Volunteer Referral Center, Community Development, Mentoring (youth or adult not specified), Arts Education, International Development, Multiservice non-profit, Airport, Tourism, and many more. 0 respondents indicated that they work for either a Creative Performing Art Institution, Corporate Philanthropy Program, or a Disaster or Emergency Relief Agency. Had there been more standard options available for respondents from which to choose, the analysis might be different. Without more information, the diversity of industries listed in the category of “Other” makes it impossible to provide a detailed picture of salary levels for those sectors listed in the “Other” section, as is provided for the standard categories in the Detailed Findings category).

Length of career in Volunteer Administration: Of 126 respondents, 35.7% have been working in the field more than 8 years, closely followed by 32.5% or respondents having had a career in the field of 3-5 years. The chart below details the complete distribution.

How long have you been working in the field of Volunteer Administration?



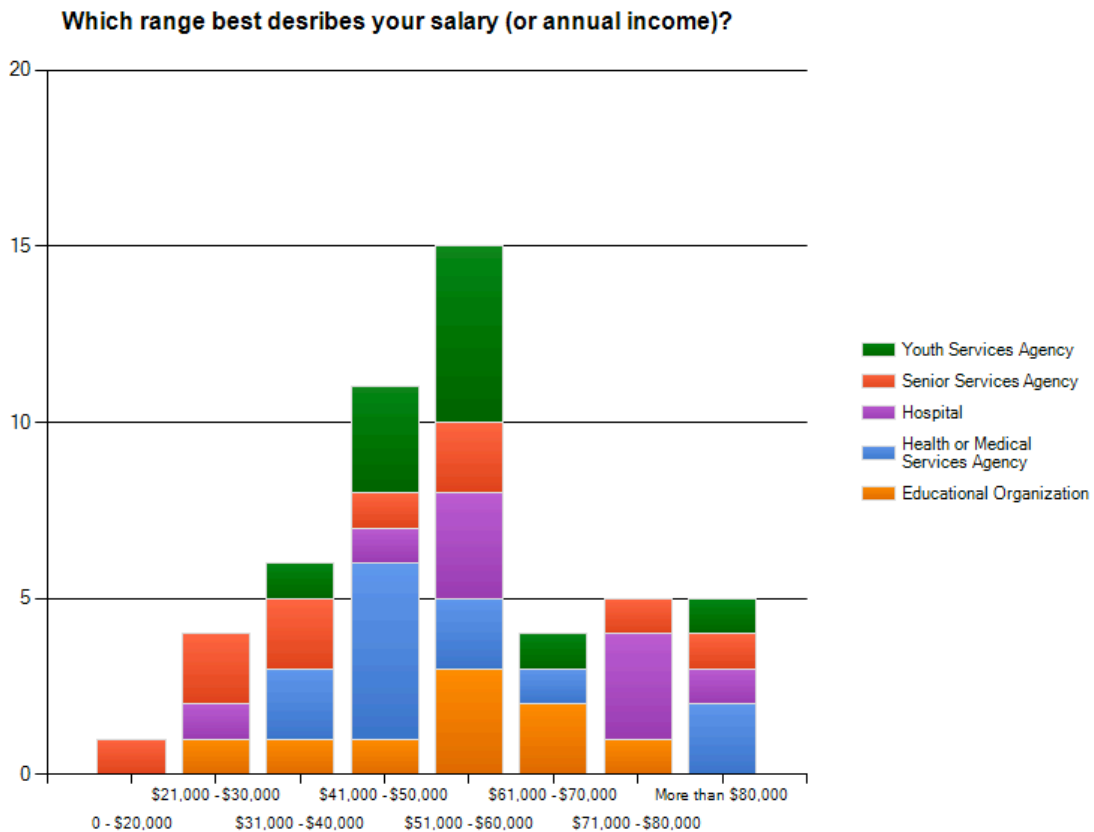
Number of Paid Staff in Volunteer Services Department: Of 107 respondents, the range of paid staff (including both part time and full time) went from 0 – 72. The largest portion of respondents (30.8%) have 1 paid staff member, followed by 19.6% reporting 2 paid staff, and then 12.1% reporting 3 paid staff.

Number of Volunteers working for the respondent’s organization: Of 107 respondents, the range of numbers of volunteers reported went from 0 - 56000. The largest portion of respondents (34.5%) reported having 100-500 volunteers. The next largest category of respondents (26.1%) reported having under 100 volunteers.

DETAILED FINDINGS AND CORRELATIONS:

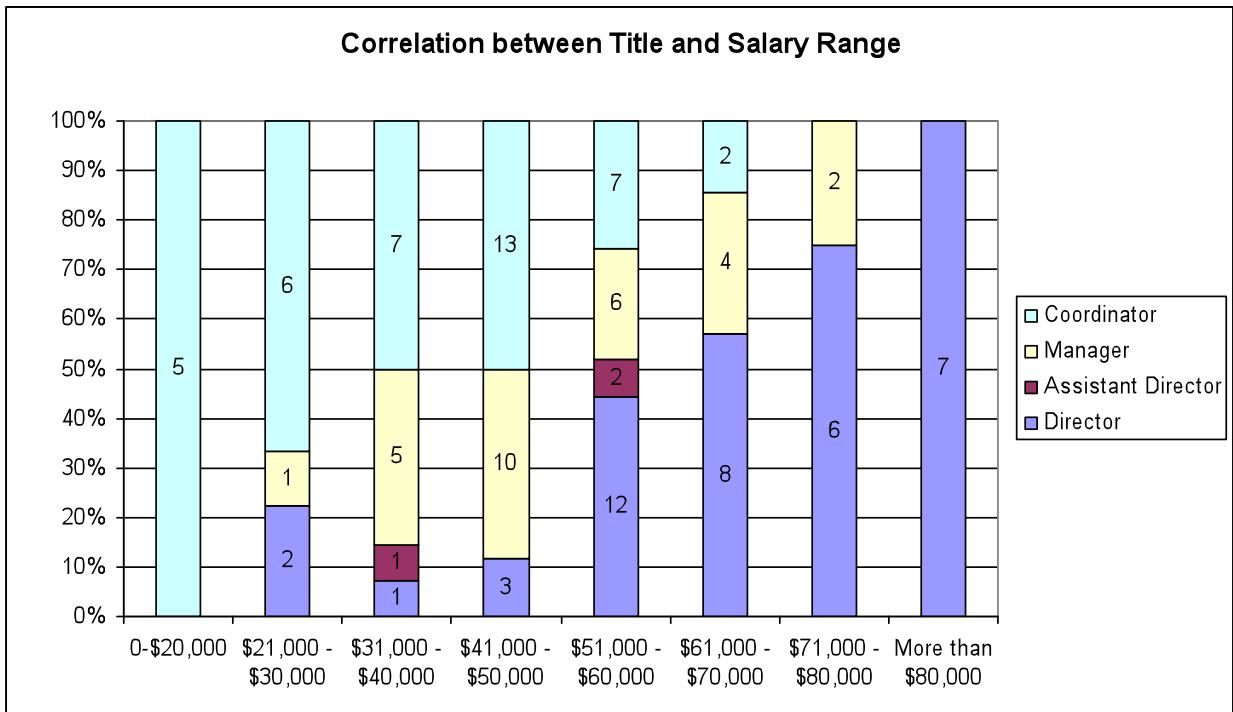
Correlating Salary ranges with one single other variable

1. There *does not* appear to be any correlation between the following variables:
 - Level of Income and Length of Time Working in Volunteer Administration
 - Level of Income and Length of Time in Current Position
 - Level of Income and Type of Organization for which one works: Based upon the top 5 selected organizational types, excluding “Other” (Health or Medical Services Agency (11.2%); Youth Service Agency (10.3%); Senior Services Agency (9.3%); Educational Organization (8.4%); Hospital (8.4%)) We find that respondents in each of the above categories were distributed without significant concentration across the salary range options. See chart below.



(Note: As mentioned, earlier in the report those organizational sectors remaining in the “Other” category could not be correlated to a salary range due to the diversity of sectors provided.)

2. There *was some* correlation between a respondent’s title and reported salary range. As expected respondents with Director and Manager titles overall reported higher salary ranges than those correspondents with Coordinator titles. See chart below.



(Note: As mentioned, earlier in the report those titles remaining in the “Other” category could not be correlated to a salary range due to the diversity of titles provided.)

Additional single correlations and multiple crosstab correlations: At this time we are not providing correlations between agency operating budget, levels or degrees of education, number of volunteers managed and salary range. We are also not providing in this summary any multiple cross tabulations which would take into account more than one single variable correlated to salary level. This level of analysis may be made available exclusively to NYAVA members at a later date.



CONCLUSION

The summary of findings presented here represents the core results of the 2009 NYAVA Professional Profile and Salary Survey. This brief summary is provided to the public as a representation of the type of information we as an industry should be providing to the professionals in our field.

Volunteer Administrators deserve to have the same information that is available to professionals in other fields. When seeking a job, requesting a new title, or hiring a new employee, Volunteer Administrators would certainly benefit from access to comparative information about the profiles of fellow professionals working in NYC including their salaries, titles, and other employment packages. Unfortunately, this information currently does not exist! NYAVA plans to enhance this survey and the response rate in the future so that we may become *the* source for this important information.