

AJFCA Volunteer Professional Compensation Survey

This survey is really for you. So many Volunteer Professionals in our network would like to have a sense of what is considered the "industry standard". Our hope with this survey is to give you an idea of the range represented in our member agencies and to create space for an open & balanced discussion of compensation.

Some of the questions or answer choices may seem rather particular; we have duplicated certain questions which appeared in the 2012 Jewish Communal Professional Compensation survey in order to more easily compare data and therefore give you a sense of how AJFCA professionals compare with a larger broader sample of communal professionals.

1. Agency Name (optional):

2. Name of Individual Completing Form (optional):

3. Email Address (optional)

Page 2: Questions About Your Agency

*1. Agency Size:

- A (\$2.5 million +)
- B (\$1 million - \$2.5 million)
- C (\$500,000 - \$1 million)
- D (\$150,000 - \$500,000)
- E (\$150,000 -)

*2. Approximately how many staff work for your agency (part-time and full-time)?

*3. Approximately how many clients did your agency serve in the past fiscal year?

***4. Approximately how many volunteers did your agency utilize in the past fiscal year?**

***5. Approximately how many hours did those volunteers contribute in the past fiscal year?**

***6. In which areas does your agency recruit volunteers?**

Please check all that apply.

- Administrative Volunteers
- Advocacy
- Disaster Preparedness and Response
- Food Pantry
- Friendly Visitors for the Aging or clients with Disabilities
- Holocaust Survivors
- Professional/Pro-Bono Services (including Legal, Dental, Medical, etc.)
- Refugee/Immigration
- Transportation
- Tutoring/Youth Mentoring/Jewish Big Brother Big Sister
- Volunteer Opportunities specifically for Engaging Families
- Volunteer Opportunities specifically for Engaging Young Adults/Next Gen

Other (please specify)

Page 3: Questions About Your Position

Unless otherwise instructed, please answer the questions on this page in reference to your position at the AJFCA member agency.

***1. What is your job title?**

- Volunteer Coordinator
- Volunteer Manager
- Director of Volunteers
- Director of Volunteer Services
- Director of Volunteer Engagement
- Other (please use comment box for title)

***2. Which best describes the department or part of the organization where you work? Select all that apply.**

- Administration
- Planning/consultation
- Communications/Marketing/Public Relations
- Education
- Direct service/Programming
- Fundraising/Development
- Operations/Finance/Accounting
- Human Resources
- Community Outreach
- Volunteer

***3. What is your annual salary (before any deductions or taxes are taken out)?**

- under \$15,000
- \$15,000-20,000
- \$20,000-25,000
- \$25,000-30,000

- \$30,000-35,000
- \$35,000-40,000
- \$40,000-45,000
- \$45,000-50,000
- \$50,000-55,000
- \$55,000-60,000
- \$60,000-65,000
- \$65,000-70,000
- \$70,000-75,000
- \$75,000 and above

***4. How many hours each week do you officially work for your agency? (Please use the comment box if you feel you need to further explain your answer)**

- fewer than 10 hours
- 10-15 hours
- 16-25 hours
- 26-34 hours
- 35-40 hours
- 41-55 hours
- 56 hours +

***5. How many hours each week do you freelance, or work an additional job? (Please use the comment box if you feel you need to further explain your answer)**

- I do not receive pay for any work outside my agency position
- fewer than 10 hours
- 10-15 hours
- 16-20 hours
- 21-25 hours
- 26-34 hours
- 35 hours +
- 41-55 hours
- 56 hours +

***6. How many years of experience do you have in the following:**

	less than 6 months	6-11 months	1-5 years	6-10 years	11-15 years	16-20 years	more than 20 years
working in your current role	<input type="radio"/>						
working at your agency	<input type="radio"/>						
working in this field	<input type="radio"/>						
working outside this field (total of all other work experience)	<input type="radio"/>						

***7. How many paid professionals report to you?**

- 0
- 1-2
- 3-4
- 5-10
- more than 10

***8. Did you negotiate your current salary?**

- Yes
- No

9. If you answered yes to the question above, what percent increase (if any) did that negotiation yield?

***10. Have you successfully negotiated for any of the following non-monetary benefits?**

- flexible hours
- shorter work week

- title change
- professional development opportunities
- none of the above

***11. Which of the following benefits are you eligible for? Check all that apply:**

- Health Insurance
- Dental
- Vision
- Retirement Plan
- Pension
- Maternity Leave - Paid
- Maternity Leave - Unpaid
- Flexible Spending Account (FSA)
- Tuition Reimbursement
- Life Insurance
- Short-term disability
- Long-term disability
- Dependent Care FSA
- None of the Above

***12. If you are not eligible for any benefits, please explain below:**

***13. What is your age?**

- 22 or younger
- 23-27
- 28-32
- 33-42
- 43-52

- 53-56
- 57-67
- 68-77
- 78 or older

***14. Which academic degrees or certifications have you earned? Check all that apply:**

- High school diploma
- Bachelors degree
- Masters degree
- Doctorate/MD/JD
- Ordination
- Certification for Volunteer Administration

15. Please use this space to clarify upon any previous answers or to add general comments you'd like us to take into consideration:



Thank you so much for your time and thoughtful responses. We will be assembling the data to be distributed among network professionals once the survey is closed and we have analyzed the findings. Please contact Jennie Gates Beckman at jbeckman@ajfca.org or 410-843-7449 if you have questions about the process or about compensation throughout the AJFCA network in general.