



Volunteer Wisconsin together with  
Wisconsin Volunteer Coordinators Association Presents

# Promoting Job Equity for Volunteer Engagement Professionals Webinar

Wednesday, August 8, 11:00AM-Noon

Volunteer Engagement Professionals (VEPs) are often underpaid, undervalued and their work is often misunderstood. To better understand the issues facing VEPs, Minnesota Association for Volunteer Administration (MAVA) embarked upon an important research study in June 2017.

The purpose of the research project was to validate the experience many volunteer engagement professionals described and to examine root causes. The study underscores that there truly are equity issues in how volunteer engagement professionals are received, paid, included and understood in the workplace. The research examines why there is a lack of true understanding about the essential nature of volunteers and those who lead them.

Come learn about findings from the study and how addressing key issues will increase overall effectiveness of nonprofits and government entities. You will learn about affirmative steps that can be taken to address the issues. This is a call to action!

**Promoting Job Equity for Volunteer Engagement Professionals (VEPs): MAVA's Study**

Volunteer Engagement Professionals (VEPs) are commonly underpaid and undervalued and their work is often misunderstood. VEPs turn to organizations like the Minnesota Association for Volunteer Administration (MAVA) for support, education and connection. To better understand the issues facing VEPs, MAVA embarked upon an important research study in June 2017. The purpose of the research project was to validate the experience many volunteer engagement professionals describe and to examine root causes. The study underscores that there truly are equity issues in how volunteer engagement professionals are received, paid, included and understood in the workplace. The research examines why there is a lack of understanding about the essential nature of volunteers and those who lead them. The study concludes that the lack of equity for volunteer engagement professionals undermines the effectiveness of nonprofits and government entities. The report is rich with descriptions of affirmative steps that can be taken to address the issues. For full report go to [www.mavonetnetwork.org](http://www.mavonetnetwork.org)

**KEY FINDINGS**

**VEPs ARE MORE LIKELY TO EXPERIENCE:**

- Performing multiple job functions
- High turnover
- Fewer full-time opportunities

When compared to Development Directors, Human Resources Directors, and Program Directors...

- VEPs are less likely to serve on an executive leadership team
- VEP salaries are lower in most organizations
- VEPs are not seen by others as impacting strategic planning on the bottom line
- VEP positions are more likely to be eliminated during difficult budget times

**WHAT CAN CEOs DO?**

- Articulate and show your support regarding the value of volunteers to the organization.
- Structure the VEP position so that it has a high scope of responsibility, is considered a strategic partner, and is linked with development and mission accomplishments.
- Involve volunteers at higher levels.
- Invest more resources in volunteerism.
- VEP participation in key decision-making reinforces the value of their insights and impact.

**WHAT CAN VEPs DO?**

- Reshape your work image to be seen as a strategic leader.
- Advocate to upgrade your position in the organization.
- Apply to participate in the Service Enterprise certification program.
- Discuss with top leadership how volunteer engagement can best be represented in organizational decision-making.
- Share the full report throughout the organization.
- Promote awareness that volunteer management is a profession guided by a body of knowledge.
- Pursue academic coursework and credentials.

FOR MORE INFORMATION CONTACT:

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This webinar is open to the public and free to attend.  
Click [here](#) to register.