

Dutch Volunteers in Circles of Support and Accountability

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Helping Sex Offenders to Desist Offending: The Gains and Drains for CoSA Volunteers—A Review of the Literature

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Volunteers in Circles of Support and Accountability Job Demands, Job Resources, and Outcome

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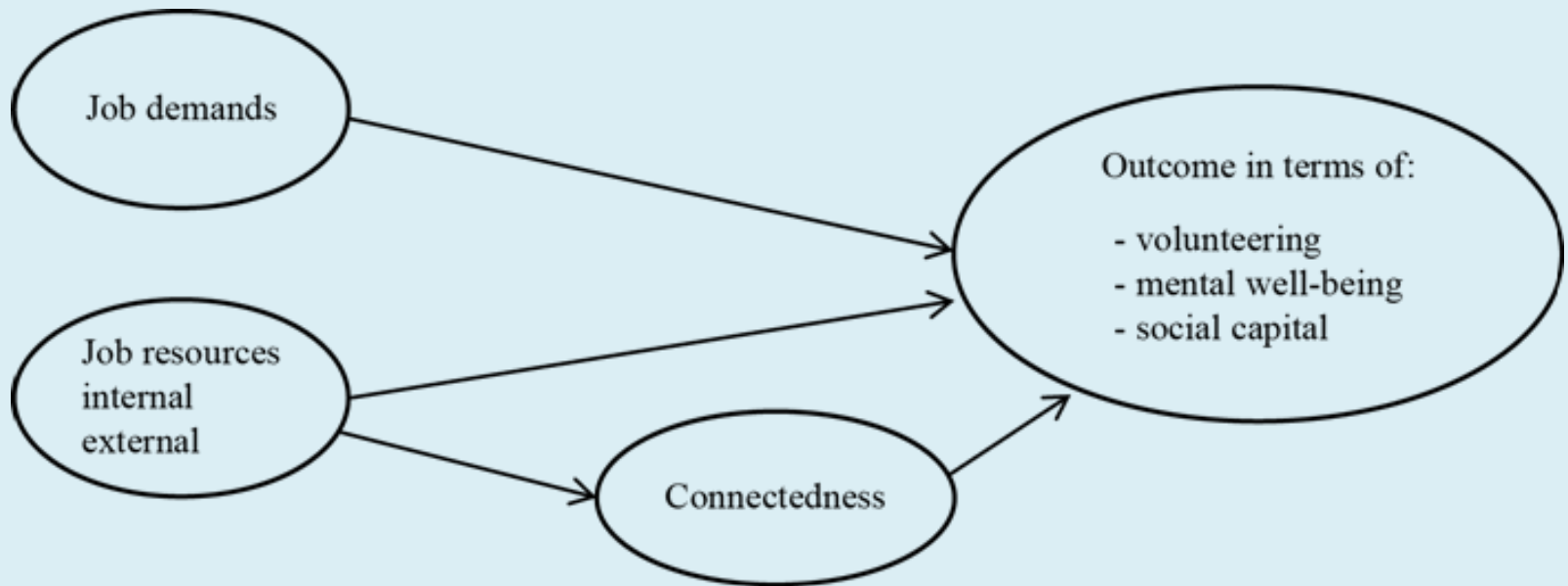
Study 2

What are the effects on CoSA volunteers and what are risk and protective factors?

Study 1:

- Volunteering in general: ++
- Volunteering in COSA: ++
- Working with sex offenders: +/-
- Number of risk and protective factors

Conceptual framework



Research Questions

- **Research Question 1:** What is the **outcome** for CoSA volunteers in terms of volunteering, mental well-being, and social capital; and what levels of job demands and job resources do they experience?
- **Research Question 2:** How are outcome, job demands, and job resources **interrelated**?
- **Research Question 3:** Can levels of outcome be **predicted** by job demands and job resources?
- **Research Question 4:** Can we replicate the results of Huynh et al. (2012) regarding the **mediating role** of connectedness?

Methods

- Cross-sectional design
- On-line questionnaire
- All Dutch volunteers included (104)
- Response: 38% (n = 40)

Instruments (1)

Outcome measures:

- **Volunteering**
 - Volunteer satisfaction questionnaire (Metzer, 2009)
 - Determination to continue (2 items, developed for this study)
- **Mental well-being**
 - Compassion satisfaction, Burnout, Secondary Traum. Stress (ProQuoL; Stamm, 2010)
 - Vicarious traumatic growth (adapted PGI, Tedeshi & Calhoun, 1996)
 - Sexuality and intimacy needs (1 item, developed for this study)
- **Social capital**
 - Political and social awareness (Olberding, 2012)
 - Professional career effects (3 items, developed for this study)

Instruments (2)

Job demands:

- Perceived difficulty of CM
 - Core member responsivity (4 items, developed for this study)
 - Perceived seriousness of offence (2 items, developed for this study)
- Number of other social roles
 - Sum score of 6 options, including 'other'
- Being troubled by own trauma history
 - Single item, following question about trauma history

Instruments (3)

Job resources:

- **Internal**

- Self esteem (Rosenberg self esteem scale, Rosenberg 1965)
- Self efficacy (2 items, developed for this study)
- Trait emotional intelligence (TEIQue, Petrides & Furnham, 2006)
- Type of motivation (3 subscales, developed for this study)

- **External**

- Job control (Job content questionnaire, Karasek, 1985)
- Satisfaction with COSA training and coaching (5 items, developed for this study)
- Supervisor support (Job content questionnaire, Karasek, 1985)
- Co-worker support (Job content questionnaire, Karasek, 1985)
- Social support from family & friends (5 items developed for this study)

Mediator:

- Connectedness ; Volunteer connectedness scale (Metzer, 2009)

Sample N = 40 (38%)

Age 23- 69 (Mean: 53)

51% Male, 49% female

85% higher education

15% (6)victim of sexual abuse (3 male, 3 female)

62,5 % experienced any high impact life event

(app. 50% of these not disclosed to cc)

Results 1

Outcome:

– Volunteering:

- High levels of satisfaction and determination

– Mental health:

- High levels of compassion satisfaction, low levels burnout and secondary traumatic stress; no VTG; no changes in sexuality and intimacy needs

– Social capital:

- Some social awareness effects, work experience

Results 2

Correlates of outcome:

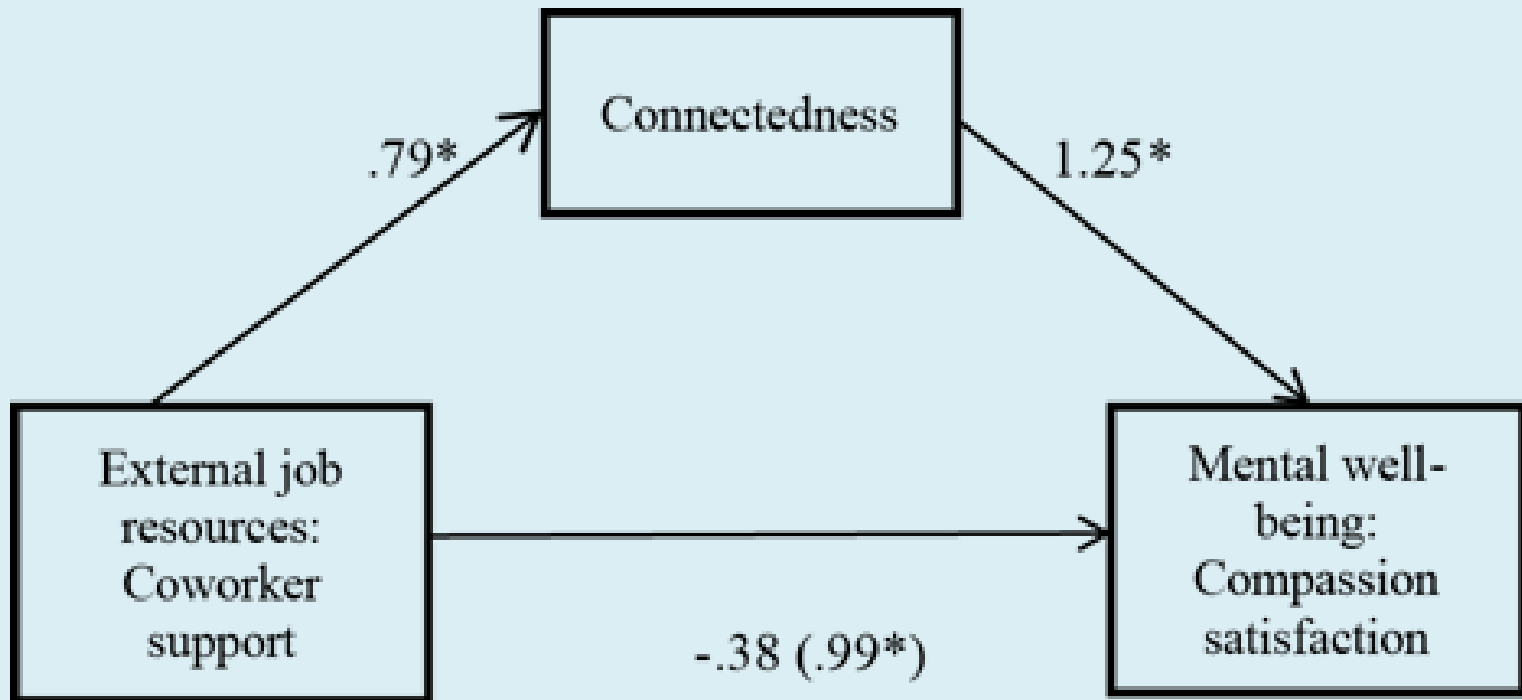
Table 2. Correlates of Outcome (Kendall's Tau, n = 40).

	SAT	D	CS	B	STS	SA
Job demands						
Core member responsivity	.16	.29*	.07	.09	-.26*	.26*
No. of social roles	-.07	-.27*	-.26*	.05	.21	-.08
Being bothered by trauma	-.09	-.29*	-.13	-.08	.32*	.05
Internal job resources						
Self-esteem	-.02	.05	.23*	.33**	-.24*	-.17
Self-efficacy	.23	.36**	.26*	-.23	-.20	.18
TEIQue	.06	.15	.20	-.38**	-.26	-.11
Motivation: SI	.17	.06	.32**	-.03	-.17	.06
Motivation: CI /CM	.27*	.41**	.19	-.11	-.03	.17
External job resources						
Skill discretion	.17	.11	.29*	-.11	-.17	.13
Decision authority	.22	.14	.37**	-.37**	-.19	.09
Satisfaction with CoSA	.23	.32*	.27*	-.16	-.24	.37**
Supervisor support	.29*	.43**	.22	-.25*	-.30*	.21
Co-worker support	.17	.35**	.26*	-.38**	-.31*	.05
Social network support	.10	.11	.23*	.21	.04	.03
Mediator						
Connectedness	.38**	.45**	.49**	-.24*	-.30*	.15

Note. SAT = volunteer satisfaction; D = determination to continue; CS = compassion satisfaction; B = burnout; STS = secondary traumatic stress; SA = social awareness effects; CoSA = Circles of Support and Accountability.

*p < .05. **p < .01.

Results 3



What are the effects on CoSA volunteers and what are risk and protective factors?

- Impact is mainly positive or else vols. leave circle
- Risk factors:
 - job demands, esp. being bothered by own trauma
- Protective factors:
 - Personality (self esteem; emotional intelligence)
 - Social support within COSA
 - Connectedness through social support

What have we learned?

- It is safe to engage volunteers in circles given the high quality volunteer selection, training and supervision policy standards are met.
- Positive outcome of this work for volunteers depends largely on manageable conditions.
- Risk factors (job demands) can be managed by careful selection & circle composition
- Protective factors (job resources) can be enhanced by selection and volunteer policies that support social support among volunteers and connectedness

To be studied: can too much connectedness without supervision blur boundaries between volunteers and core members?

Limitations

- Sample size
- Selection bias
- Cross-sectional design

Replication is needed!

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