

2023 Compensation Survey Report of Not-For-Profit Organizations

August 2023



I. About Compensation Resources

EA Compensation Resources LLC, an EisnerAmper Company (“Compensation Resources”), provides compensation and human resources consulting services to mid- and small-cap public companies, private, family-owned, and closely-held firms, as well as not-for-profit organizations. Compensation Resources specializes in executive compensation, sales compensation, pay-for-performance and incentive compensation, and performance management programs.

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This survey has been prepared based on the responses received by Compensation Resources. Although Compensation Resources believes that the data provided by participants was reliable and representative of the practices within responding organizations, the survey results are provided for informational purpose only and without warranty of any kind. The results represented in this survey report should be considered in light of your organization’s mission, business plan, strategy, competitive position and the manner in which the information contained herein supports its direction. Compensation Resources encourages you to use this report in concert with additional sources of information in order to validate all results. This report and its contents are confidential and for the sole use of the purchasing organization, and you agree that it will not be reproduced or disclosed to anyone or any entity outside of your organization.

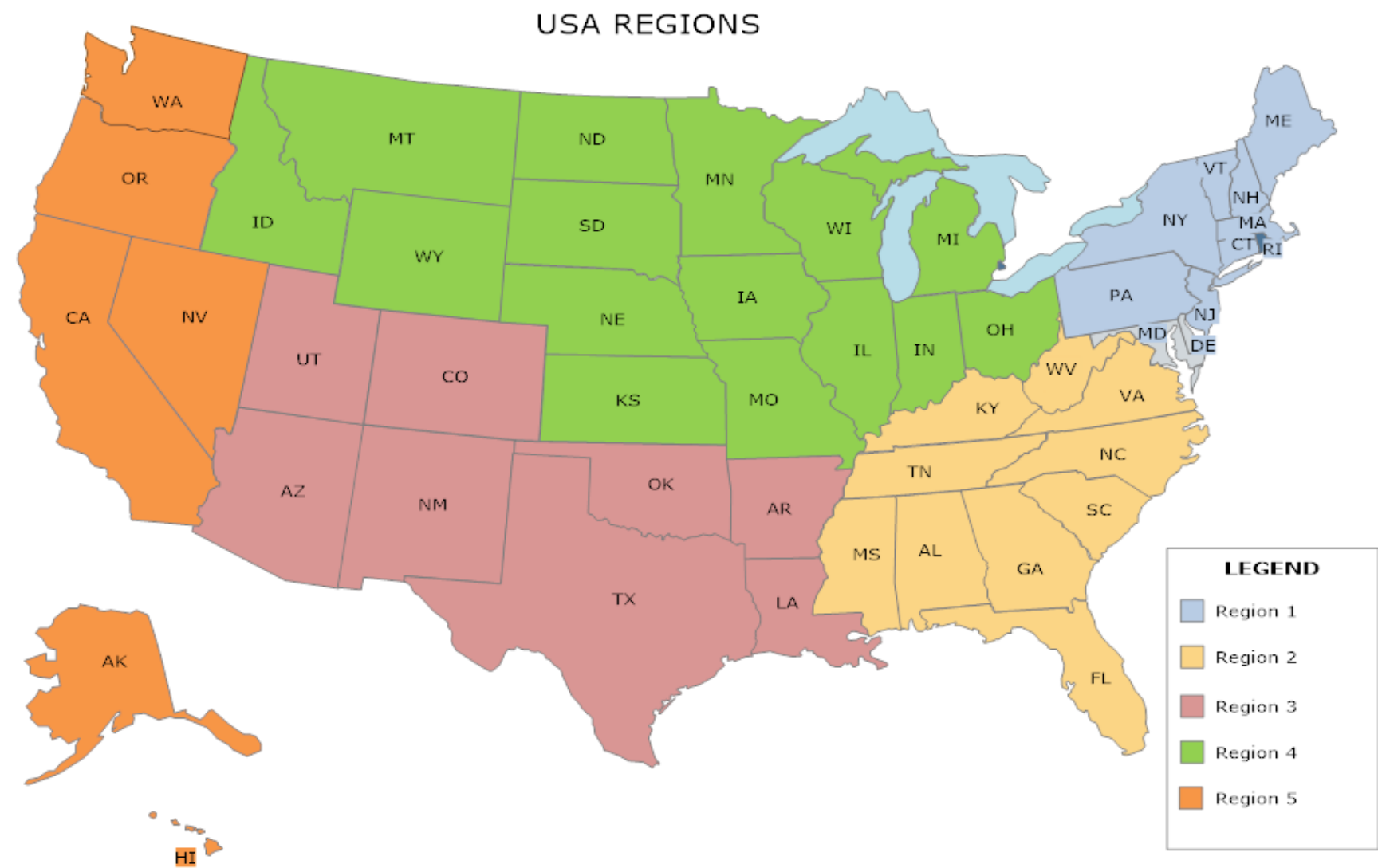
IV. Participant Demographics

Classification	Percent
Arts, Culture, and Humanities	2.6%
Education	9.5%
Environment and Animals	0.0%
Health	6.0%
Human Services	16.4%
International, Foreign Affairs, National Security	3.4%
Public, Societal Benefit	5.2%
Religion Related	48.3%
Mutual/Membership Benefit Organizations	2.6%
Unknown, Unclassified	6.0%

Revenue Category	Percent
Less than \$10.0 million	54.3%
\$10.0 million - \$49.9 million	37.1%
\$50.0 million - \$99.9 million	6.0%
\$100.0 million or more	2.6%

Employee Size	Percent
Less than 50 employees	50.9%
51 - 99 employees	12.9%
100 - 499 employees	25.0%
More than 500 employees	11.2%

Region	Percent
Region 1	26.1%
Region 2	20.9%
Region 3	18.3%
Region 4	20.0%
Region 5	14.7%



Top Communications Executive

Defines the organization's strategy regarding its communications programs that effectively describe and promote the organization and its products/services. Approves promotional campaign ideas in various types of media. Advises top management on development of communications policies and advertising programs, and the management of public relations issues.

	# of Incs	Base Salary				Annual Bonus & Incentive	Other Compensation
		Avg	25th	Median	75th	Avg	Avg
Overall	21	\$144,800	\$100,000	\$140,000	\$190,000	\$13,861	*
Revenue							
Less than \$10.0 million	9	\$131,586	\$100,000	\$120,000	\$122,896	*	*
\$10.0 million - \$49.9 million	12	\$154,711	\$130,000	\$150,500	\$192,500	\$14,057	*
\$50.0 million - \$99.9 million	0	*	*	*	*	*	*
\$100.0 million - \$499.9 million	0	*	*	*	*	*	*
\$500.0 million - or more	0	*	*	*	*	*	*
Classification							
Education	2	*	*	*	*	*	*
Health	1	*	*	*	*	*	*
Human Services	1	*	*	*	*	*	*
Religion Related	8	\$104,627	\$87,504	\$100,000	\$113,750	\$3,480	*
All Others	9	\$177,198	\$148,930	\$190,000	\$205,377	\$24,015	*
Size							
Less than 50 ees	8	\$123,786	\$101,250	\$120,500	\$135,020	*	*
51 - 99 ees	6	\$153,158	\$110,000	\$144,465	\$187,233	*	*
100 - 499 ees	4	*	*	*	*	*	*
500 or more ees	3	*	*	*	*	*	*
Region							
Region 1	7	\$166,843	\$134,965	\$149,000	\$189,485	*	*
Region 2	3	*	*	*	*	*	*
Region 3	4	*	*	*	*	*	*
Region 4	5	\$162,979	\$122,896	\$152,000	\$200,000	*	*
Region 5	2	*	*	*	*	*	*

Accountant

Maintains all financial records, including payroll information, accounts payable, accounts receivable, retail sales, and information regarding investments held by the organization. Performs internal audits to ensure that the financial records of the organization are accurate. Prepares annual reports and financial statements for planning and decision making and advises on tax laws and investment opportunities.

	# of Incs	Base Salary					Bonus & Incentive
		Weighted Avg	Avg	25th	Median	75th	Avg
Overall	100	\$62,143	\$58,330	\$49,205	\$53,490	\$65,663	\$2,231

Revenue							
Less than \$10.0 million	23	**	\$54,625	\$40,600	\$50,740	\$68,243	*
\$10.0 million - \$49.9 million	43	**	\$58,620	\$50,058	\$52,280	\$60,900	\$1,911
\$50.0 million - \$99.9 million	9	\$66,059	\$66,224	\$58,767	\$64,969	\$69,143	*
\$100.0 million - \$499.9 million	2	**	*	*	*	*	*
\$500.0 million or more	23	**	*	*	*	*	*

Classification							
Education	4	**	*	*	*	*	*
Health	26	**	*	*	*	*	*
Human Services	9	\$67,142	\$62,278	\$50,663	\$52,000	\$58,312	*
Religion Related	35	\$51,585	\$52,951	\$45,150	\$51,116	\$57,017	\$2,307
All Others	26	**	\$67,352	\$64,000	\$70,212	\$76,484	*

Size							
Less than 50 ees	12	\$59,615	\$59,615	\$47,099	\$58,806	\$70,740	*
51 - 99 ees	6	**	\$60,320	\$50,000	\$52,000	\$65,000	*
100 - 499 ees	29	\$53,663	\$53,447	\$49,116	\$52,559	\$57,012	*
500 or more ees	53	**	\$62,318	\$48,378	\$61,617	\$71,780	*

Region							
Region 1	43	**	\$56,296	\$47,885	\$54,420	\$64,230	*
Region 2	11	**	\$45,468	\$40,077	\$51,000	\$52,559	*
Region 3	9	\$53,820	\$54,010	\$50,058	\$50,279	\$57,581	*
Region 4	23	**	\$61,041	\$49,440	\$54,590	\$62,034	\$2,116
Region 5	13	**	\$65,706	\$64,595	\$70,266	\$74,000	*

VII. Survey Participants

List contains only organizations that gave permission to identify their name

127 Worldwide	Modern Language Association of America
4KIDS	Multiplication Network
ABWE	Nevada HAND
Avant Ministries	Newton and Rochelle Becker Charitable Trust
Barnabas Foundation	Northwell Health
Boston Debate League, Inc.	Northwest Maritime Center
Branch Alliance for Educator Diversity	OC International, Inc
California IT in Education	Oklahoma State University Foundation
Charitable Adult Rides & Services	Omnitrans
Chosen People Ministries	Open Door Mission
Christ Church of Oak Brook	Plan USA
Echoing Hills	Plant With Purpose
EE International	REACH Ministries
Encompass World Partners	Reaching Souls International, Inc.
EPCOR	Region V Services
Evangelical Presbyterian Church	Reliant Mission
Faith Church	She Is Safe, Inc.
Faith Comes By Hearing	The Association for Frontotemporal Degeneration
Family & Children's Services	The Brookwood Community, Inc.
Family Life Communications, Inc.	The Evangelical Alliance Mission
Feed the Hunger	The Friends of Israel Gospel Ministry Inc.
Global Press Institute	The Joshua Fund
Global Scholars	The McAuley Corporation
Grace Financial	The Pocket Testament League
Greater Europe Mission	The Port Authority of NY & NJ
IFES/USA	unfoldingWord
Institute for Creation Research	VISIONS/Services for the Blind and Visually Impaired
James Dobson Family Institute	Vista Community Clinic
Jazz Forum	Water Street Mission
Kessler Foundation	Woodstock School of Art
LeMay - America's Car Museum/America's Automotive Trust	World Gospel Mission
Lionheart Children's Academy	YMCA of Greater Rochester
Mission Aviation Fellowship	Youth for Christ International Ministries
Mission India	