



2024 Compensation Survey Report of Not-For-Profit Organizations

July 2024

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TABLE OF CONTENTS

	Page		Page
I. About Compensation Resources	1	Finance/Audit	
II. Study Background	2	Finance Director	22
III. Definitions and Reporting	3	Controller	23
IV. Participant Demographics	4	Accounting Manager	24
V. Survey Results	5	Accountant	25
		Financial Analyst	26
		Accounting Assistant	27
Executive		Grantmaking	
Overall Findings	6	Grantmaking Director	58
Executive Director/Top Executive	7	Grantmaking Manager	28
Deputy Executive Director/Top Operation Executive	8	Grant Writer	58
Chief of Staff	6		
Top Communications Executive	9	Human Resources	
Top Compliance Executive	6	Human Resources Director	29
Top Development Executive	10	Human Resources Manager	30
Top Financial Executive	11	Human Resources Generalist	31
Top Foundation Executive	6	Human Resources Coordinator	32
Top Grantmaking Executive	6	Benefits Manager	33
Top Human Resources Executive	12	Benefits Coordinator	59
Top Information Technology Executive	13	Recruiter	34
Top Legal Executive/General Counsel	6	Trainer	35
Top Marketing Executive	14		
Top Programs Executive	15	Information Technology	
		Information Technology Director	36
Communications		Information Technology Manager	37
Communications Director	16	Help Desk Coordinator	38
Communications Manager	17	Network Administrator	39
Communications Coordinator	18	Programmer/Analyst	40
		Systems Administrator	41
Compliance		Web Developer	59
Compliance Director	58		
Compliance Manager	58		
Compliance Coordinator	58		
Development			
Development Director	19		
Development Officer	20		
Development Coordinator	21		

	Page
Legal	
Staff Attorney	59
Paralegal	59
Marketing	
Marketing Director	42
Marketing Manager	43
Marketing Coordinator	44
Major Gifts	
Major Gifts Director	45
Major Gifts Officer	46
Membership	
Membership Director	59
Membership Manager	47
Membership Coordinator	48
Programs	
Program Director	49
Program Manager	50
Program Coordinator	51
Other	
Administrative Assistant	52
Call Center/Customer Service Manager	53
Call Center/Customer Service Representative	54
Case Manager	55
Education Director	60
Executive Assistant to Top Executive	56
Government Affairs Manager	60
Job Coach	60
Research Analyst	60
Social Worker BSW	60
Social Worker MSW	61
Volunteer Manager	57

VI. Compensation and Benefits Practices	62
VII. List of Survey Participants	70

	Page
	62
	70

SAMPLE

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.

In addition to our compensation services, we also offer a full suite of HR services, some of which include benefits & payroll, employee relations compliance, HR assessments & audits, HR best practices, policy development & strategy, and talent acquisition onboarding.

For more information on our services, please contact:

Mary A. Rizzuti, CCP, PHR, SHRM-CP
Partner
mrizzuti@compensationresources.com

123 Tice Blvd, Suite 303
Woodcliff Lake, NJ 07677
(201) 934-0505
www.compensationresources.com

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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.

II. Study Background

Compensation Resources is pleased to present the *2024 Compensation Survey Report of Not-For-Profit Organizations*. This survey, targeted exclusively to tax-exempt organizations, was designed to capture compensation data of positions within a broad range of not-for-profit classifications. Data was collected between April and June 2024, and results were compiled from survey questions that were developed by Compensation Resources and distributed to organizations in all not-for-profit classifications. There were 129 organizations that participated in this study.

Compensation data is reported as of **March 1, 2024** in the following dimensions:

- Base Salary (Weighted Average, Average, Median, and 25th and 75th percentiles)
- Bonus & Incentive
- Other Compensation (executive positions)

This survey also reports the prevalence of various programs and practices relative to compensation, covering annual incentives, long-term incentives, various perquisites, and supplemental benefits.

Compensation Resources is dedicated to providing accurate results of this survey to participants; therefore, should you have any questions or need clarification regarding any aspect of the survey's results, please contact me at (201) 710-6483.

We thank you for your participation.



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III. Definitions and Reporting

Data effective date: March 1, 2024.

Executive compensation reporting tables

Number of Incumbents: The number of incumbents reported by participants for the position.

Average Base Salary: The sum of all base salaries reported divided by the number of reported inputs.

25th %ile Base Salary: The point below which 25% of the data falls.

Median Base Salary: The middle number in the data array.

75th %ile Base Salary: The point below which 75% of the data falls.

Bonus & Incentive Average: The sum of all annual bonuses/incentives reported divided by the number of reported inputs.

Other Compensation Average: The sum of all other compensation reported divided by the number of reported inputs.

Non-executive compensation reporting tables

Number of Incumbents: The number of incumbents reported by participants for the position.

Wtd. Average Base Salary: The sum of all reported base salaries divided by the number of incumbents. Where one organization dominated the results by 25% or greater, no weighted average is reported; indicated with a double asterisk (**).

Average Base Salary: The sum of all base salaries reported divided by the number of reporting organizations.

25th %ile Base Salary: The point below which 25% of the data falls.

Median Base Salary: The middle number in the data array.

75th %ile Base Salary: The point below which 75% of the data falls.

Bonus & Incentive Average: The sum of all annual bonuses/incentives reported divided by the number of reported inputs.

Insufficient data is reported with an asterisk (*). For positions with insufficient data in the revenue, industry classification, size, and/or region cuts, only the overall data is reported (see Table of Contents for page number).

No reporting is shown for the position below due to lack of sufficient responses:

- Foundation Officer

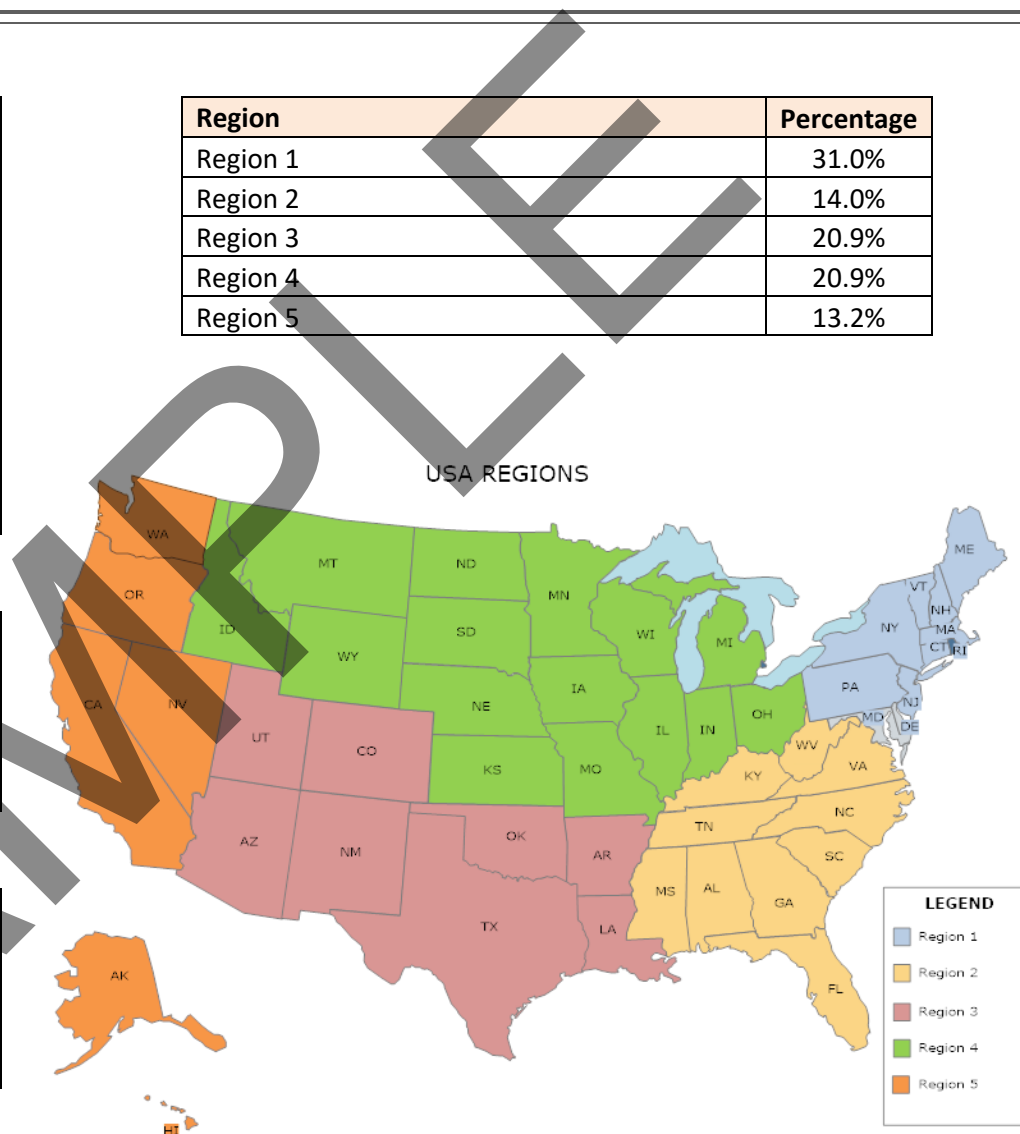
IV. Participant Demographics

Classification	Percentage
Arts, Culture, and Humanities	1.6%
Education	8.5%
Environment and Animals	0.8%
Health	7.0%
Human Services	20.2%
International, Foreign Affairs, National Security	2.3%
Public, Societal Benefit	11.6%
Religion Related	41.9%
Mutual/Membership Benefit Organizations	3.9%
Unknown, Unclassified	2.3%

Region	Percentage
Region 1	31.0%
Region 2	14.0%
Region 3	20.9%
Region 4	20.9%
Region 5	13.2%

Revenue Category	Percentage
Less than \$10 million	43.4%
\$10.0 million - \$49.9 million	39.5%
\$50.0 million - \$99.9 million	8.5%
\$100.0 million or more	8.5%

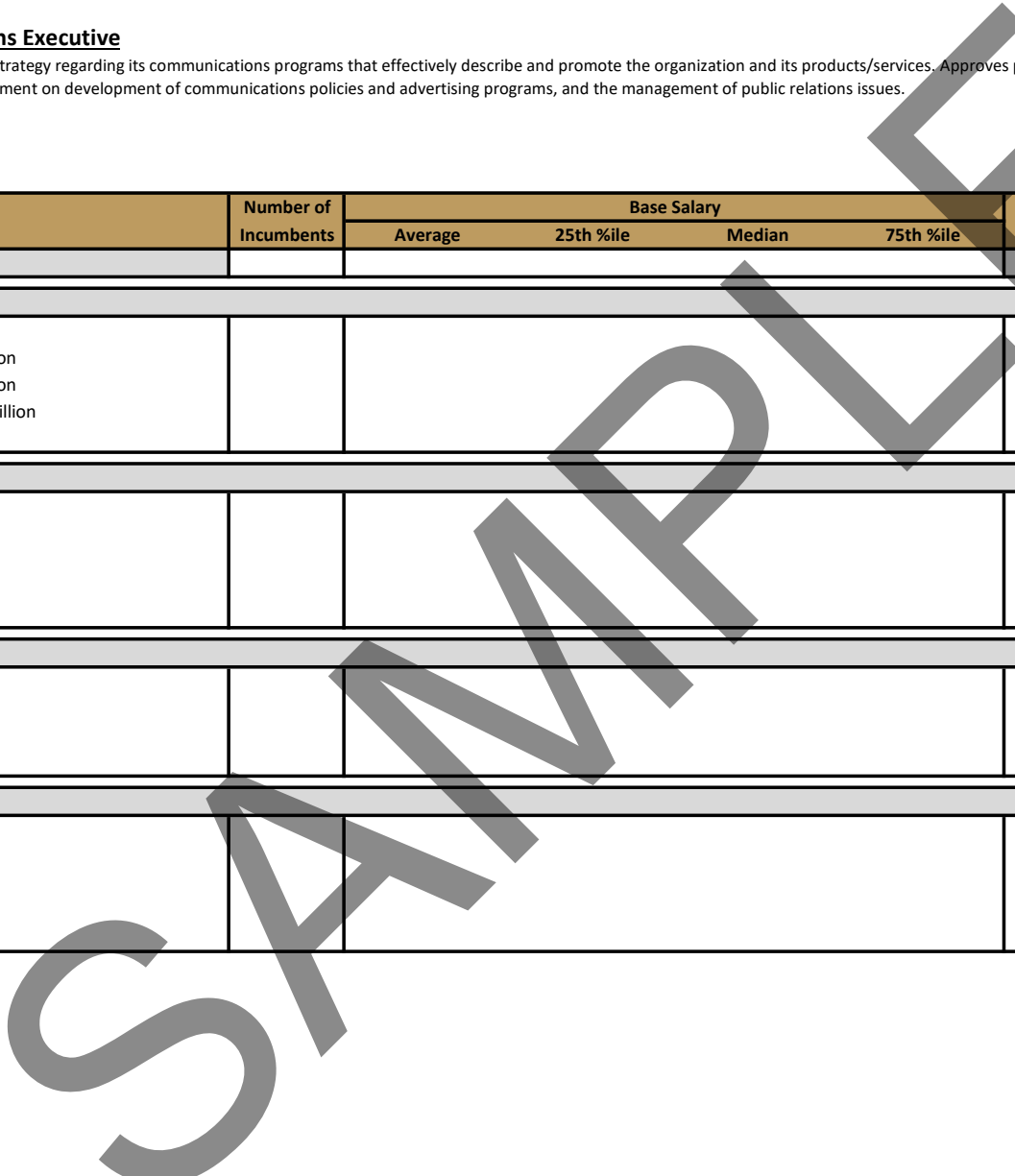
Employee Size	Percentage
Less than 50 employees	46.0%
51 - 99 employees	8.7%
100 - 499 employees	31.7%
500 employees or more	13.5%



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.

Scope	Number of Incumbents	Base Salary				Bonus & Incentive	Other Compensation
		Average	25th %ile	Median	75th %ile	Average	Average
Overall:							
Revenue							
Less than \$10.0 million							
\$10.0 million - \$49.9 million							
\$50.0 million - \$99.9 million							
\$100.0 million - \$499.9 million							
\$500 million or more							
Classification							
Education							
Health & Human Services							
Public, Societal Benefit							
Religion Related							
All Others							
Size							
Less than 50 ees							
51 - 99 ees							
100 - 499 ees							
500 or more ees							
Region							
Region 1							
Region 2							
Region 3							
Region 4							
Region 5							



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.

Scope	Number of Incumbents	Base Salary					Bonus & Incentive Average
		Wtd. Average	Average	25th %ile	Median	75th %ile	
Overall:							
Revenue:							
Less than \$10.0 million							
\$10.0 million - \$49.9 million							
\$50.0 million - \$99.9 million							
\$100.0 million - \$499.9 million							
\$500 million or more							
Classification:							
Education							
Health & Human Services							
Public, Societal Benefit							
Religion Related							
All Others							
Size:							
Less than 50 ees							
51 - 99 ees							
100 - 499 ees							
500 or more ees							
Region							
Region 1							
Region 2							
Region 3							
Region 4							
Region 5							

VII. SURVEY PARTICIPANTS

List contains only organizations that gave permission to identify their name

10/40 Connections Inc.	JDFI (Dr. James Dobson Family Institute)
127 Worldwide	Jewish Federation of San Diego
4KIDS	Kanakuk Ministries
AMG International	Kessler Foundation
Association of Christian Schools International	Lionheart Children's Academy
Avant Ministries	Mission Aviation Fellowship
Barnabas Foundation	Mission Increase
Bergen Volunteer Medical Initiative	Modern Language Association
Best Christian Workplaces	Moody Bible Institute
Bethesda Health Clinic	Mt. Elliott Cemetery Association
Bible Study Fellowship	Multiplication Network
Boston Debate League Inc.	NORC at the University of Chicago
Boys Town	OC International, Inc.
Catholic Charities of Fairfield County	Oklahoma State University Foundation
Charitable Adult Rides & Services	Omnitrans
Christ Church of Oak Brook	Open Doors International Inc.
Christian Children's Home of Ohio	Plant With Purpose
Christian Community Action	Reaching Souls International, Inc.
CITE (California IT in Education)	Reliant Mission
Cystic Fibrosis Foundation	Safe Horizon
Denver Rescue Mission	Somos, Inc.
Durand Inc.	Teen Lifeline
Echoing Hills	The Association for Frontotemporal Degeneration
Evangelism Explosion International	The Brookwood Community, Inc.
Faith Church	The Christian and Missionary Alliance
Faith Comes By Hearing	The Dunham School
FAME	The Friends of Israel Gospel Ministry Inc.
Family & Children's Services (OK)	The Pocket Testament League
Family and Children's Services (NJ)	The Road Home
Family Life Communications	Trans World Radio
Gay for Good	Vista Community Clinic
Global Press Institute	Waterkeeper Alliance
Grace Financial	WCID No. 17
Greater Europe Mission	World Gospel Mission
Ice Theatre of New York, Inc.	YMCA of Greater Rochester
International Fellowship of Evangelical Students/USA	YWCA Kalamazoo