

2022 Compensation Survey Report of Not-For-Profit Organizations



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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.

II. Study Background

Compensation Resources is pleased to present the *2022 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 August 2022, 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 117 organizations that participated in this study.

Compensation data is reported as of **March 1, 2022** in the following dimensions:

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



III. Definitions and Reporting

Data effective date: March 1, 2022.

Executive compensation reporting tables

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

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

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

Median: The middle number in the data array.

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

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

Avg Other Comp: The sum of all other compensation reported divided by the number of reported inputs.

Avg Deferred Comp: The sum of all deferred compensation amounts reported divided by the number of reported inputs.

Avg Nontaxable Benefits: The sum of all nontaxable benefit amounts reported divided by the number of reported inputs.

Total Comp. Package: The sum of all total compensation amounts reported divided by the number of reported inputs.

Non-executive compensation reporting tables

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

Weighted Avg 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 (**).

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

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

Median: The middle number in the data array.

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

Total Cash Comp: The sum of all total cash compensation amounts 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).

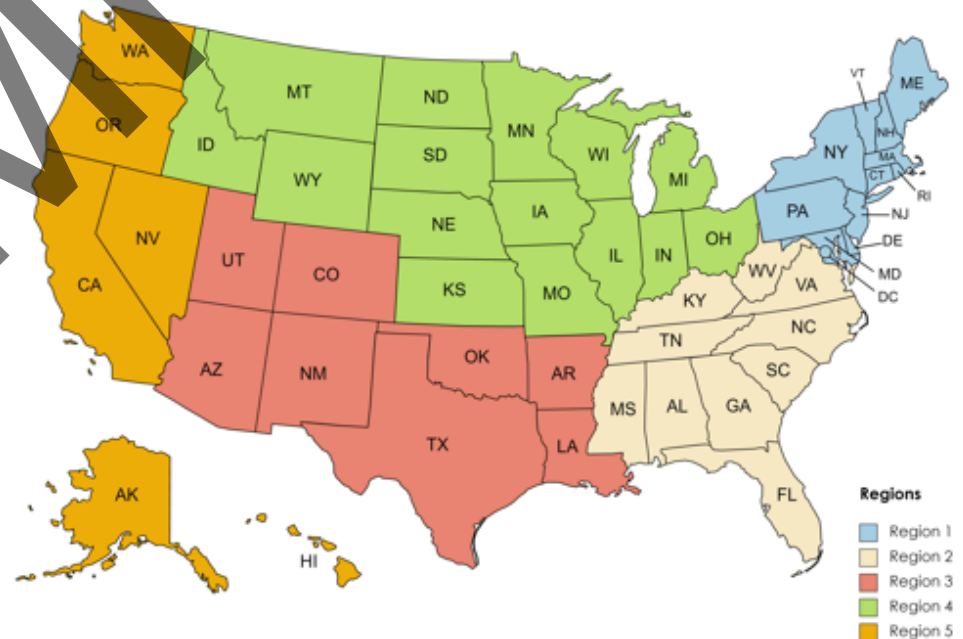
IV. Participant Demographics

Classification Category	Percent
Religion Related	45.9%
Human Services	14.7%
Health	8.2%
Education	9.2%
All Others	22.0%

Revenue Category	Percent
Less than \$10.0 million	44.9%
\$10.0 million - \$49.9 million	36.7%
\$50.0 million - \$99.9 million	11.9%
\$100.0 million - \$499.9 million	3.7%
\$500.0 million or more	2.8%

Size Category	Percent
Less than 50 employees	42.1%
51 – 99 employees	15.6%
100 – 499 employees	29.4%
More than 500 employees	12.9%

Region	Percent
Region 1	21.9%
Region 2	18.4%
Region 3	22.0%
Region 4	22.0%
Region 5	15.7%



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.

		Base Salary				Annual Bonus & Incentive	Other Comp.	Total Comp. Package
	#Incs	Avg	25 th	Median	75 th	Avg Bonus & Incentive	Avg Other Comp.	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								
\$500.0 million or more								
Classification								
Religion Related								
Human Services								
Health								
Education								
All Others								
Size								
Less than 50 employees								
51 - 99 employees								
100 - 499 employees								
More than 500 employees								
Region								
1								
2								
3								
4								
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.

		Base Salary					Total Cash Comp.
	#Incs	Weighted Avg	Average	25 th	Median	75 th	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							
\$500.0 million or more							
Classification							
Religion Related							
Human Services							
Health							
Education							
All Others							
Size							
Less than 50 employees							
51 - 99 employees							
100 - 499 employees							
More than 500 employees							
Region							
1							
2							
3							
4							
5							

VII. SURVEY PARTICIPANTS

List contains only organizations that gave permission to identify their name

127 Worldwide	Good Samaritan Mission
Association of Baptists for World Evangelism, Inc. (ABWE)	Greater Europe Mission
Barnabas Foundation	Hope Christian Services
Bergen Volunteer Medical Initiative	Hope Walks
Best Christian Workplaces Institute	Hosanna - Faith Comes By Hearing
Bethesda Clinic	Hospice of Santa Cruz County
California IT in Education	Institute for Creation Research
Carolina Creek Christian Camps	Intercessors for America
Catholic Charities of Fairfield County	International Justice Mission
Chosen People Ministries	Jazz Forum
Christ Church of Oak Brook	Jewish Voice Ministries International
Christian Leadership Alliance	Kendal~Crosslands
Christian Mission Centers, Inc.	Kids Alive International
Christian World Outreach	Lawrence Hall
Churches of God, General Conference	Leadership Development International
Crown Financial Ministries	Lexington Rescue Mission
Dr. James Dobson Family Institute	Lionheart Children's Academy
EABooks Publishing, a division of Living Parables of Central Florida, Inc.	Mercy Housing
Echoing Hills Village Inc.	Minneapolis Public Schools
Encompass World Partners	Mission Aviation Fellowship
Family & Children's Services	Mission to Children
Family Life Communications, Inc.	Modern Language Association
Father Flanagan's Boys Home (Boys Town)	Mt. Elliott Cemetery Association
Friends of the Great Commission	Multiplication Network Ministries
GNPI	Network of International Christian Schools/Oasis Int'l Schools, Inc.

Survey Participants (Continued)

Nevada HAND
New York City Bar Association
New York City Bar Fund
Northwell Health
Oklahoma State University Foundation
Omnitrans
Open Door Mission
Open Doors International
Plant With Purpose
Reaching Souls International, Inc
Reliant Mission
RiseBoro Community Partnership Inc.
Safe Harbor
Santa Barbara Foundation
She Is Safe Inc
SIM USA

St. John's Lutheran Church
Stonecroft Ministries
Syracuse Community Health Center
The Brookwood Community
The Children's Museum of Indianapolis
The Evangelical Alliance Mission
The Friends of Israel Gospel Ministry
The Joshua Fund
The Pocket Testament League
The Voice of the Martyrs
VISIONS/Services for the Blind and Visually Impaired
Vista Community Clinic
Water Street Ministries
Work Opportunities
YMCA of Greater Rochester

SAMPLE