

2021 Compensation Survey Report of Not-For-Profit Organizations

SAMPLE



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I. About Compensation Resources

EA Compensation Resources LLC, an EisnerAmper Group Company (“Compensation Resources”), provides compensation and human resource 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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II. Study Background

Compensation Resources is pleased to present the *2021 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 2021, 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 72 organizations that participated in this study.

Compensation data is reported as of **March 1, 2021** 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, supplemental benefits, and agreements.

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, 2021.

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).

No reporting is shown for the following positions due to lack of sufficient responses:

- Top Foundation Executive
- Top Grantmaking Executive
- Auditing Director
- Auditing Manager
- Auditor
- Foundation Officer
- Grantmaking Director
- Major Gifts Director
- Government Affairs Manager
- Job Coach
- Research Analyst

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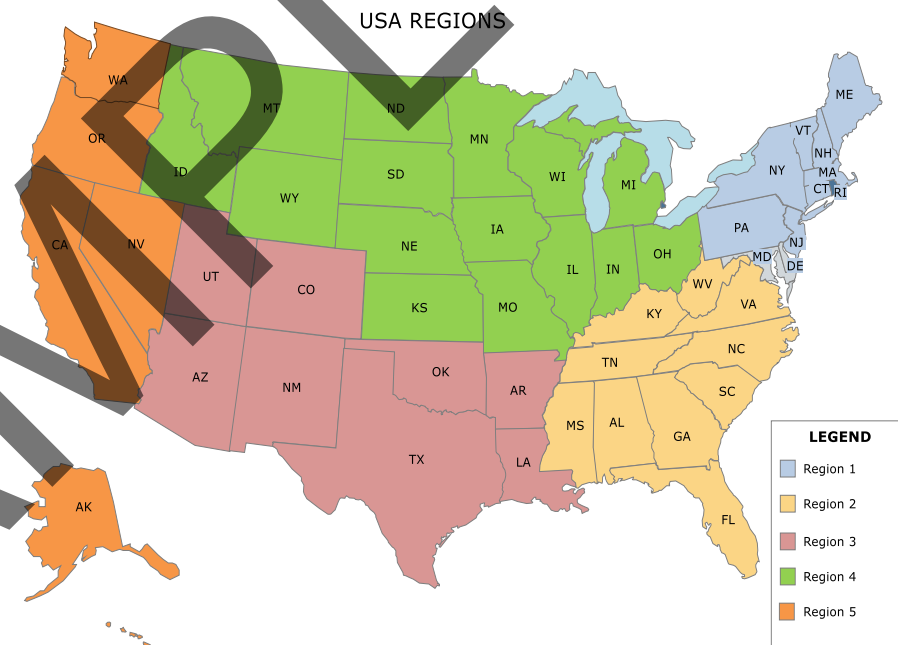
IV. Participant Demographics

Classification	Percent
Arts, Culture, and Humanities	2.8%
Education	9.7%
Environment and Animals	1.4%
Health	11.1%
Human Services	23.6%
International, Foreign Affairs, National Security	6.9%
Public, Societal Benefit	5.6%
Religion Related	26.4%
Mutual/Membership Benefit Organizations	6.9%
Unknown, Unclassified	5.6%

Revenue Category	Percent
Less than \$5.0 million	26.4%
\$5.0 million - \$9.9 million	13.9%
\$10.0 million - \$49.9 million	33.3%
\$50.0 million - \$99.9 million	13.9%
\$100.0 million or more	12.5%

Employee Size	Percent
Less than 50 employees	41.7%
51 - 99 employees	9.7%
100 - 499 employees	29.2%
500 - 999 employees	8.3%
1,000 - 1,999 employees	5.6%
2,000 - 4,999 employees	4.2%
5,000 - 9,999 employees	1.3%
More than 10,000 employees	0.0%

Region	Percent
Region 1	38.9%
Region 2	16.7%
Region 3	16.7%
Region 4	16.6%
Region 5	11.1%



Executive Director/Top Executive

This is the top executive and principal organization leader. Responsible for directing the organization with the objective of accomplishing the mission and vision of the organization. Establishes current and long-range objectives, plans, and policies. Reviews activity reports and financial statements to determine progress and status in attaining objectives and revises objectives and plans in accordance with current conditions. Represents the organization with its constituents, clients, the financial community, and the public. Regularly interacts with the organization's Board of Directors, and may serve as one of its members.

	# of Incs	Base Salary				Annual Bonus & Incentive	Other Compensation			Total Comp. Package
		Avg	25th	Median	75th	Avg Bonus & Incentive	Avg Other Comp.	Avg Deferred Comp.	Avg Nontaxable Benefits	Average
Overall										
Revenue										
Less than \$5.0 million										
\$5.0 million - \$9.9 million										
\$10.0 million - \$49.9 million										
\$50.0 million - or more										
Classification										
Education										
Health										
Human Services										
Religion Related										
Size										
Less than 50 ees										
51 - 99 ees										
100 - 499 ees										
More than 500 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.

	Base Salary						Total Cash Comp.
	# of Incs	Weighted Avg	Avg	25th	Median	75th	Average
Overall							
Revenue							
Less than \$5.0 million							
\$5.0 million - \$9.9 million							
\$10.0 million - \$49.9 million							
\$50.0 million - \$99.9 million							
\$100.0 million or more							
Classification							
Education							
Health							
Human Services							
Religion Related							
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

Access Services
American Dental Association
Barnabas Foundation
Bergen Volunteer Medical Initiative
Broward Healthy Start Coalition
Catholic Charities of Fairfield County
Catholic Charities, Diocese of Cleveland
Christ Church of Oak Brook
Encompass World Partners
Faith Church
Family & Children's Services
Genesis Health System
Hosanna - Faith Comes By Hearing
International Society for Clinical Trial Methodology
Leadership Development International
Lifesong for Orphans
Lifetime Healthcare Companies - Excellus BCBS
MEA
Mercy Housing
Modern Language Association
Mt. Elliott Cemetery Association
Network of International Christian Schools/Oasis International Schools, Inc.
Nevada HAND
New Jersey Conservation Foundation
New York City Bar Association
Newton and Rochelle Becker Charitable Trust
Omnitrans
OSU Foundation
Plant With Purpose
Reaching Souls International, Inc.
Redeemer Presbyterian Church
Reliant Mission
Santa Barbara Foundation
Seed Company
She Is Safe, Inc.
The Brookwood Community
The Centers for Families and Children
The Joshua Fund
Trans World Radio
United Activities Unlimited, Inc.
VISIONS/Services for the Blind and Visually Impaired
Visiting Homemaker Service Passaic County
Volunteers of America, Inc.
YMCA of Greater Rochester