

Nonprofit Compensation Practices and Benchmarking Report



Career Blazers
NONPROFIT SEARCH

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Nonprofit Compensation Practices and Benchmarking Report

Welcome to our inaugural issue of the Nonprofit Compensation Practices and Benchmarking Report. Our goal is to not only share current salary data for key positions within a nonprofit organization, but to identify staffing trends when the talent market is particularly dynamic.

Nonprofit organizations have always faced challenges. The pandemic brought a new set of challenges and opportunities. In the post-pandemic era, we have a repositioned work environment.

We have reported our survey findings in this inaugural report. Throughout the year, we'll follow-up with a series of white papers, articles, and additional research on the identified hiring, retention, compensation trends, and issues facing the nonprofit sector. Please sign-up to receive these supplemental reports at bit.ly/3qJxNnw.

On page 11, we report the salary ranges for nonprofit organizations. Salaries are reported by organizational budget size and job title. The focus is primarily on senior and mid-level executive positions in nonprofits throughout North America. As a manager, this information can help you navigate hiring and retention of key talent. As a candidate, it provides a guidepost for realistic market expectations.

We welcome your feedback. To learn more about Career Blazers, please visit CareerBlazersNonprofitSearch.com.

Barbara Gebhardt

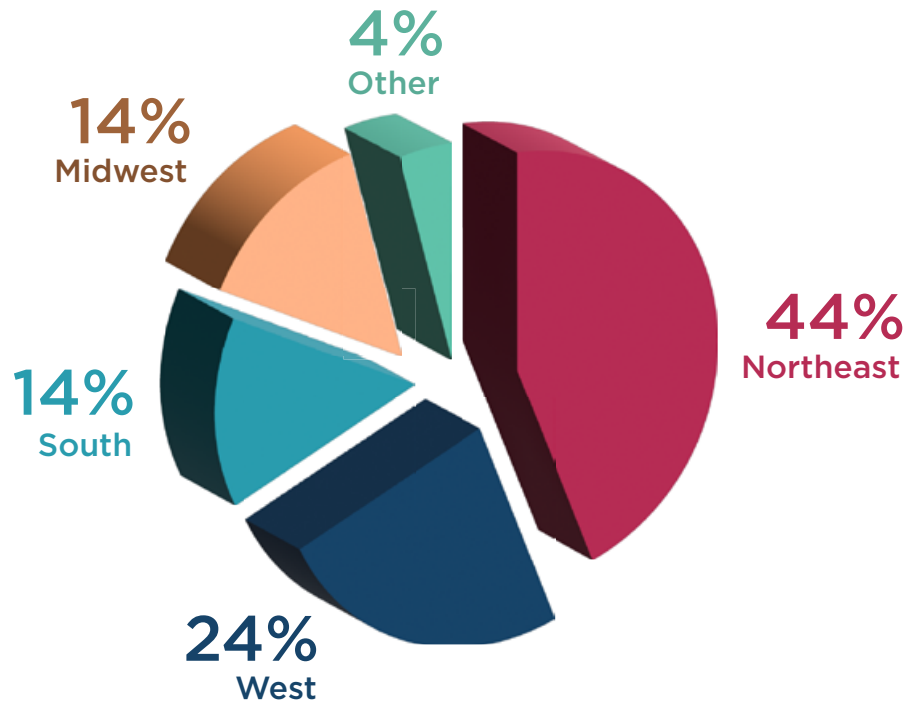
Barbara Gebhardt, CEO

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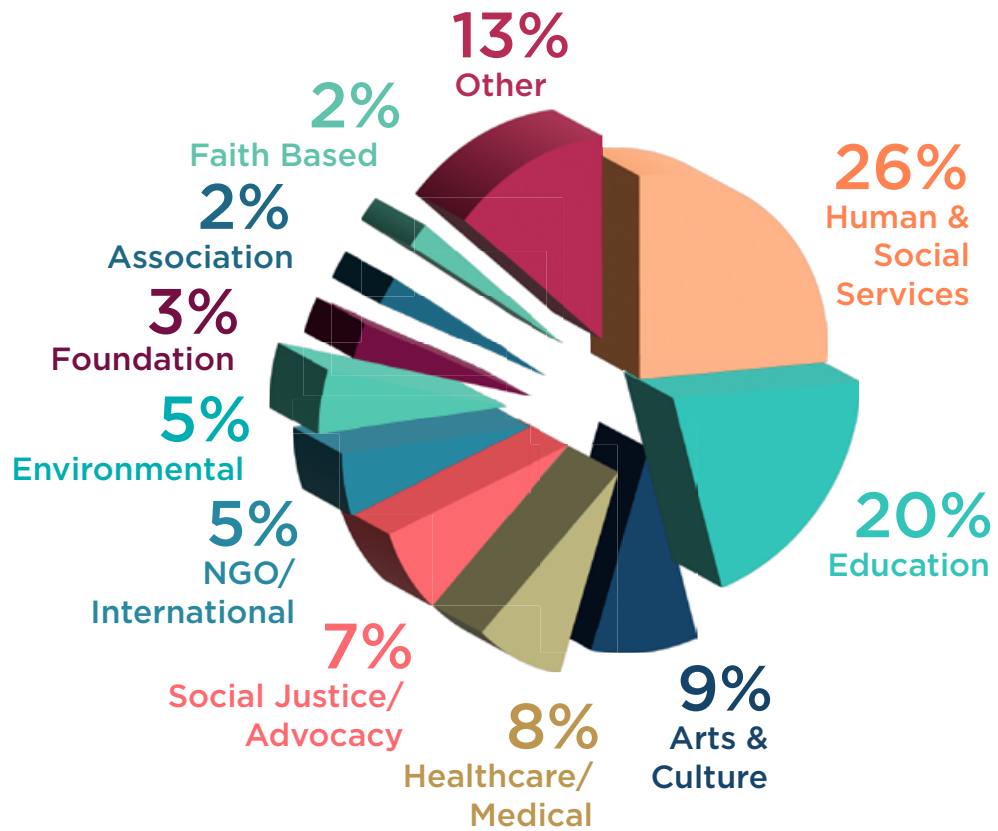
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Profile of Respondents

Organization Headquarters

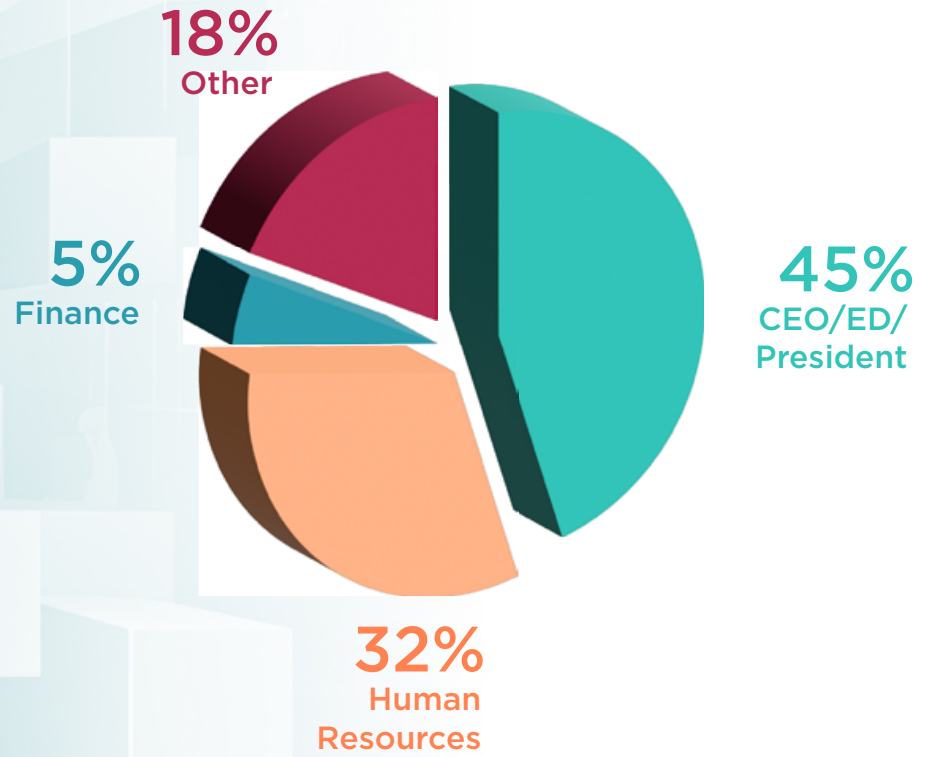


Sector

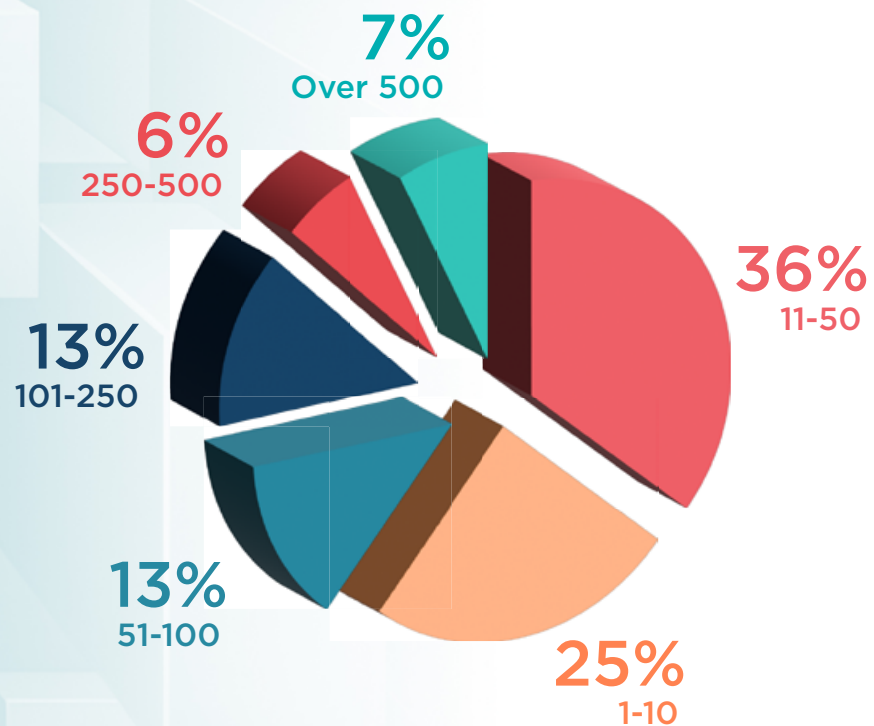


Profile of Respondents

Role within Organization

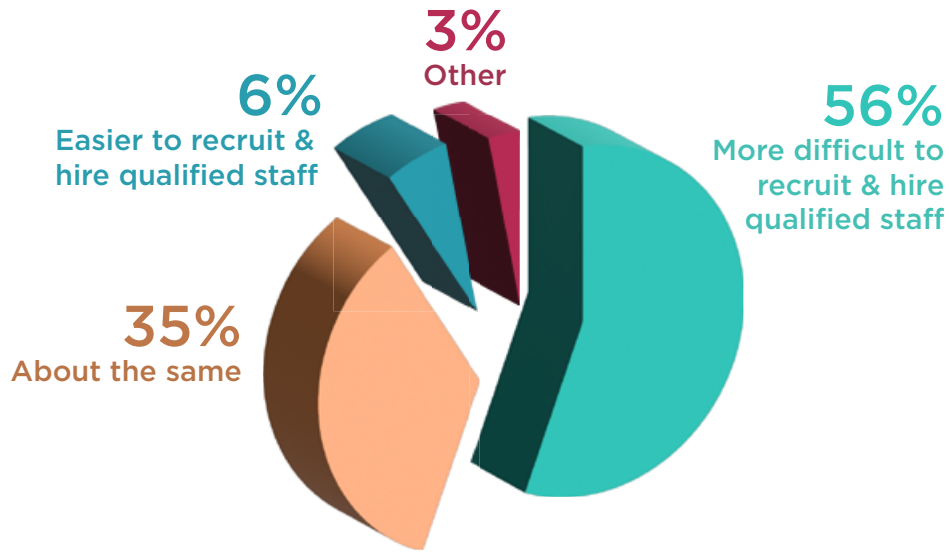


Full Time Employees

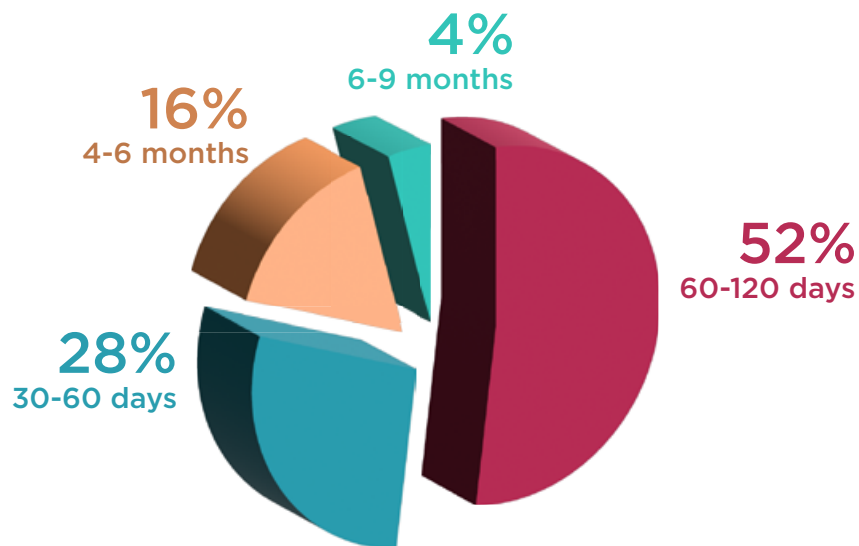


Recruiting Challenges

When recruiting in 2023, are you finding it:



Average vacancy/length of time to replace or hire new staff



Longer length of time to fill positions is reflective of a job market where candidates have choices, particularly in larger markets. With an initial offer being turned down, the process may be extended depending on the number of viable people in your pool and the extent to which they have

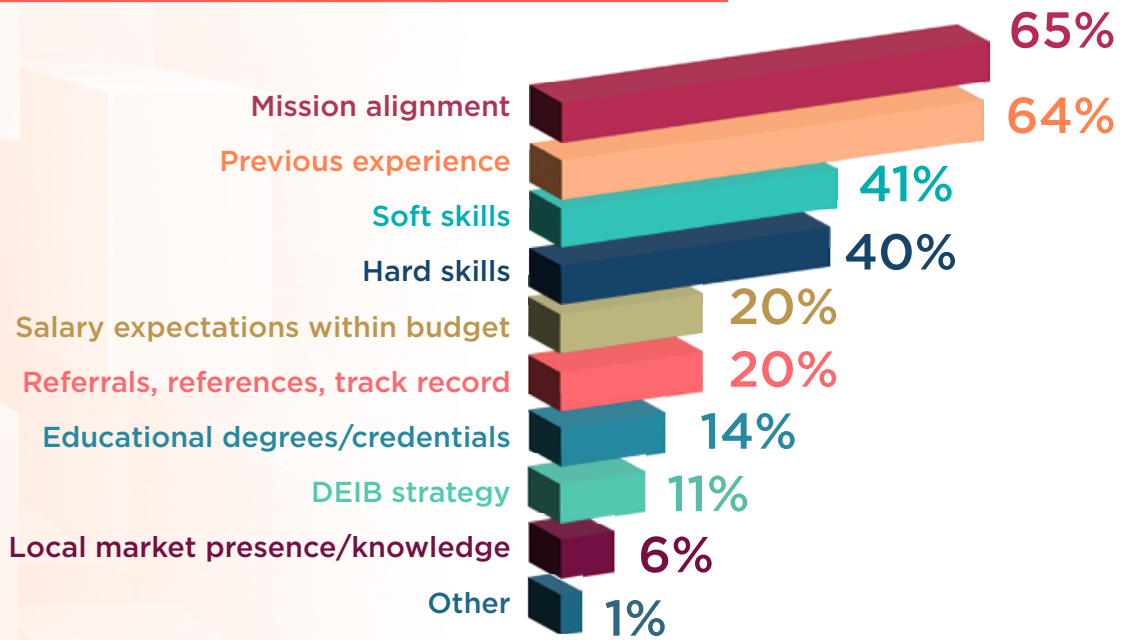
moved along in the hiring process. The specific length of time to get a new employee in place varies based on role, the candidate pool in a specific location, flexibility for remote or hybrid options, and the organization's efficiency of recruitment strategies.

Recruiting Challenges

Reaching the best candidates



Top 3 most important factors in hiring



Factors that carry the most weight depend somewhat on the role, yet a genuine passion for the cause cannot be underestimated in any role. It is so valuable to have everyone moving in the same direction with the focus on the mission. Proven skills and experience are seen as a requirement, yet organizations seem to be placing similar value on hard and soft skills, likely because

hard skills, although critical to the execution of the role, can be trained while soft skill acquisition is not as easily achieved. Hiring someone with a different hard skillset and the soft skills required can bring in a new perspective and ideas. We see growing emphasis on the recruitment of a more diverse and inclusive workforce.

Recruiting Challenges

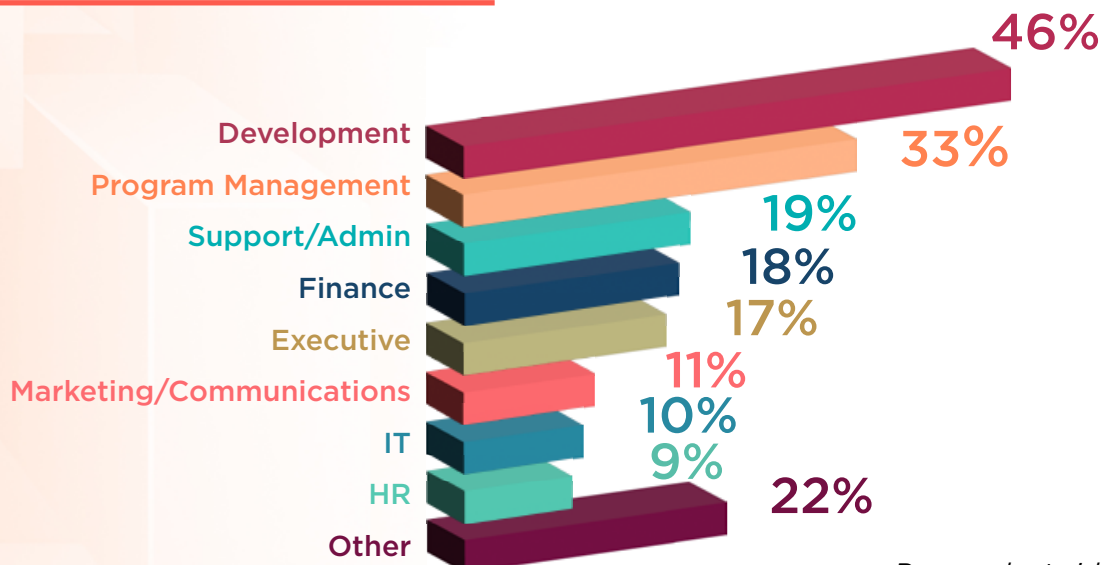
Methods used to reach new candidates



Job boards seem to be a method of choice to recruit nonprofit talent, casting a wide net to a range of job seekers. Even with a myriad of methodologies to reach new candidates, less than 50% of the respondents feel they are reaching

the best candidates. There may be a strategic opportunity to highlight your mission to better attract those who align with the cause, and to improve integration of diversity strategies.

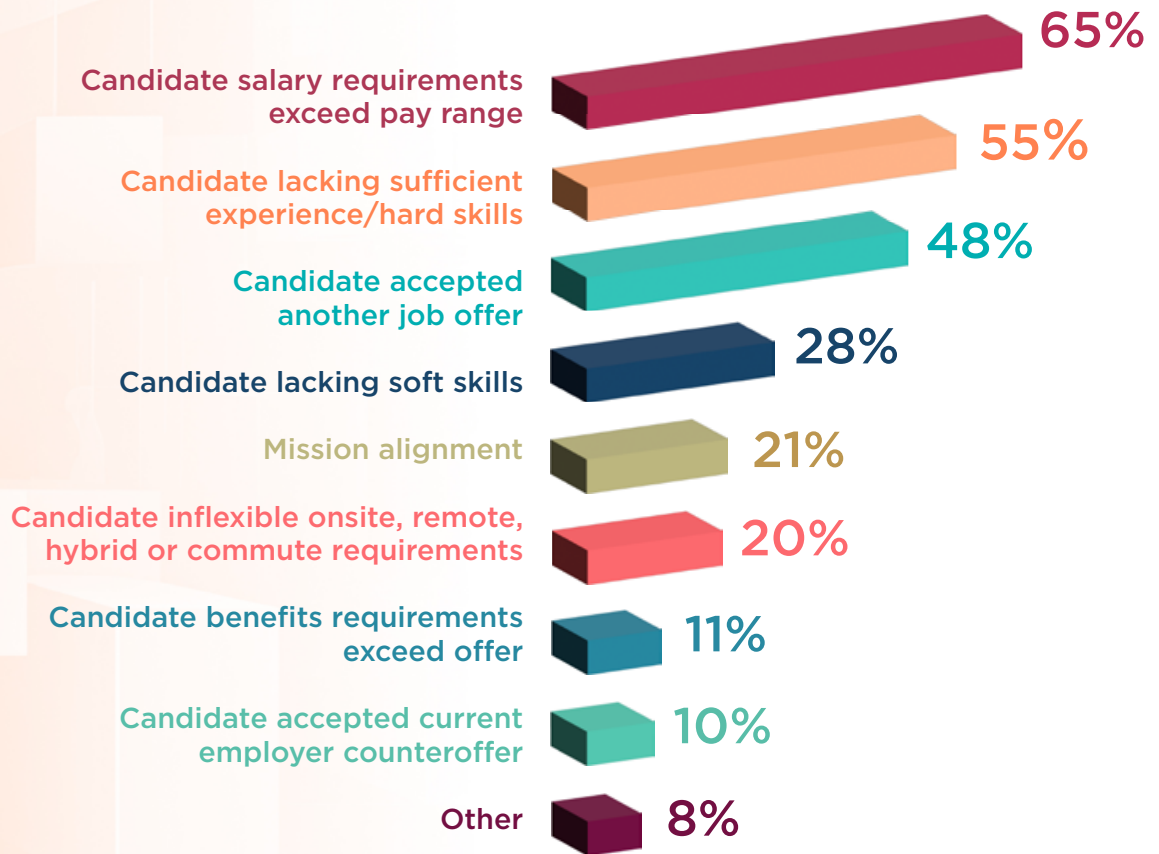
Roles most difficult to fill



Respondents identified all that apply.

Recruiting Challenges

Top reasons for rejecting or losing a candidate



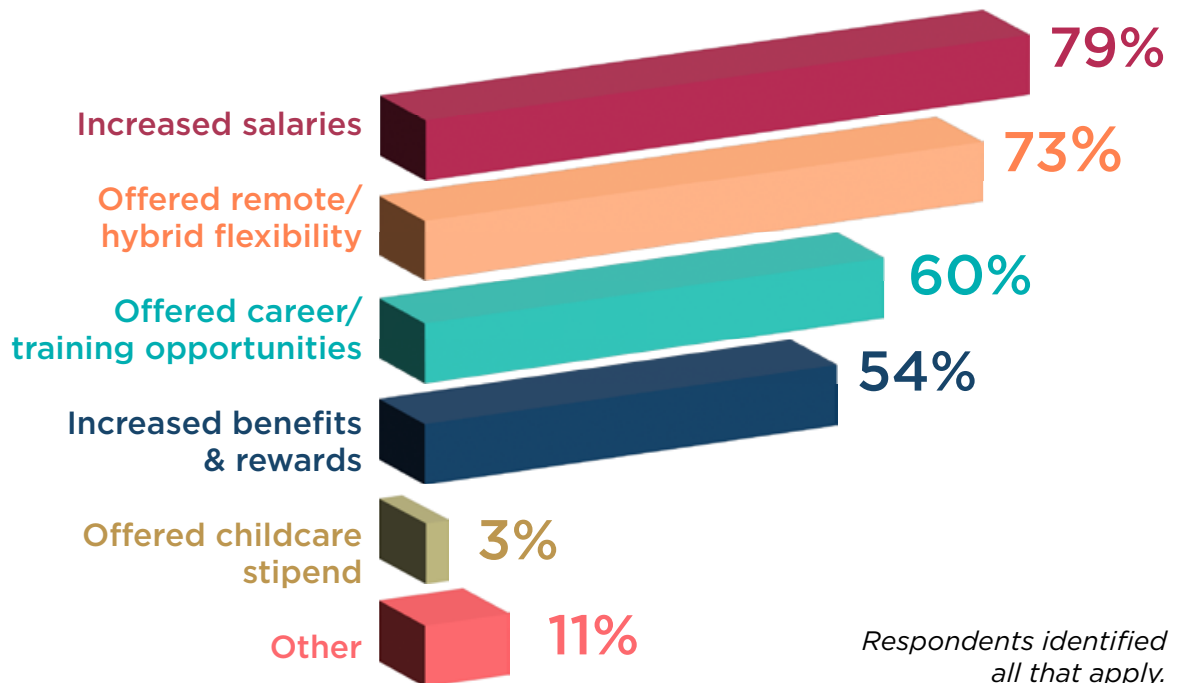
Respondents identified all that apply.

Salary and benefits constraints may be a factor in winning the employee of choice and particularly if you are competing with a for-profit company. In this fast-moving market with multiple opportunities for candidates, moving the process

along and communication with the candidate to both engage and keep their interest is key. It is beneficial to keep your organization's important work and impact at the forefront of the hiring process.

Keeping your best employees

Actions taken during the past year to keep good employees



Salary and benefits have always been important in attracting talent and it is not surprising that in the current market, organizations have reexamined their compensation packages to ensure that they stack up in the marketplace. Offering work location options, remote and hybrid,

has already been adopted by most nonprofits to be the employer of choice. The work/life flexibility along with a culture of continued learning and development, and meaningful work, is notable and made salient by those looking to keep the best people engaged.

How companies are handling work related expenses for those working at home

56%
Not covering expenses



44%
Covering expenses

Federal law does not require employers to pay work related expenses for employees working from home. State laws, however, vary significantly. California, Illinois, New York, and Pennsylvania have statues that specify when employers are required to cover expenses when employees are working from home.

Having a written employee reimbursement policy in your Employee Handbook can prevent misunderstandings, potential claims, and fines. In a competitive talent marketplace, a strong reimbursement policy can become a key factor when employees are deciding which job offer to accept.

Pay Equity | Compensation Analysis

58%
Have not performed a Pay Equity Analysis



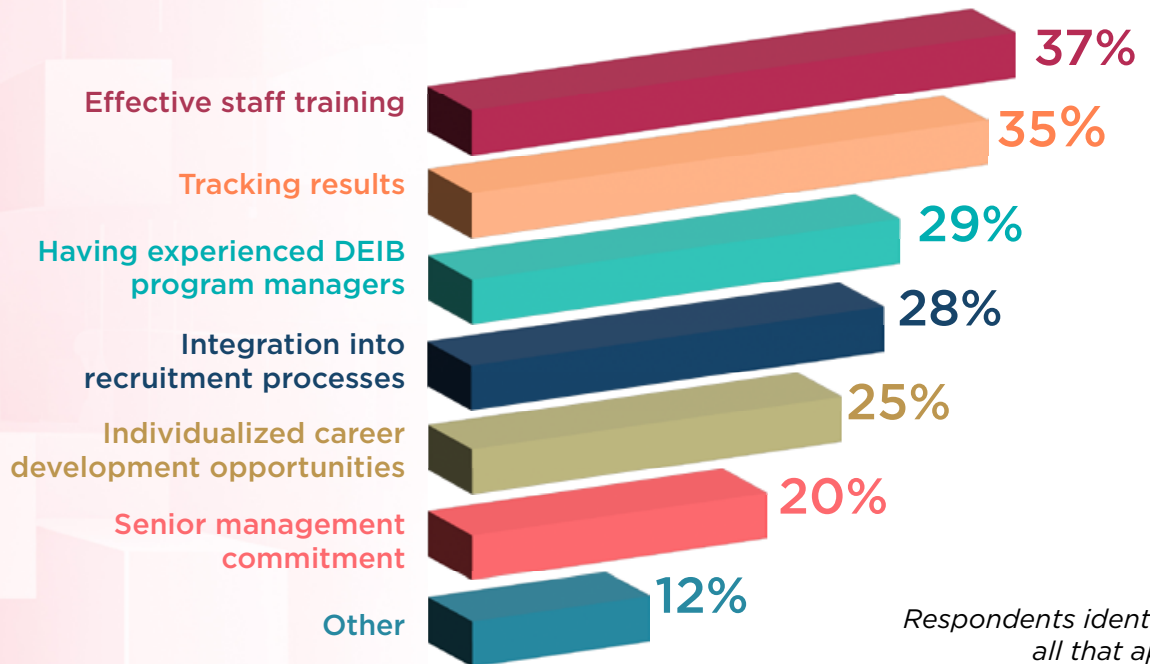
42%
Have conducted or hiring a consultant to conduct a Pay Equity Analysis

A significant increase in the number of organizations conducting pay equity audits has been reported over the past two years as pay transparency demands have grown.

A pay equity audit not only shows leaders where inequities exist in your company, but done well, can help you identify systemic issues that are the root cause of inequity.

Status of DEIB Strategies (Diversity, Equity, Inclusion, Belonging)

Challenges encountered when implementing DEIB strategies



Despite the turbulence in DEIB efforts in 2023, a commitment to diversity, equity, inclusion, and belonging remains critical to employee recruiting, acquisition, engagement, and retention. As an increasing number of organizations have DEIB programs in place, focus has turned to integration and

accountability of program efforts. Candidates want to know if a DEIB program is in place and how you are measuring progress. According to Glassdoor, “76% of candidates and workers set a diverse workforce as a key factor when evaluating job offers.”

Salary Ranges

by Budget Size

Compensation does not include benefits, perks, or bonuses. If your organization does not use the job title listed, find the title that most closely fits what your organization uses.

JOB TITLE	Under \$5M	\$5.1M-\$10M	\$10.1M-\$20M	\$20.1M-\$50M	\$50.1M-\$100M	Over \$100M
CEO/PRESIDENT	151-160K	201-210K	231-240K	301-310K	321-330K	331-340K
EXECUTIVE DIRECTOR	131-140K	141-150K	161-170K	171-180K	251-260K	271-280K
CHIEF OF STAFF	91-100K	131-140K	161-170K	161-170K	171-180K	191-200K
VP/COO	111K-120K	141-150K	161-170K	171-180K	181-190K	191-200K
CFO/VP FINANCE	111-120K	141-150K	161-170K	201-210K	261-270K	261-270K
DIRECTOR OF FINANCE	101-110K	111-120K	111-120K	141-150K	171-180K	201-210K
CONTROLLER	81-90K	91-100K	111-120K	121-130K	141-150K	171-180K
ACCOUNTANT	71-80K	71-80K	81-90K	91-100K	101-110K	111-120K
BOOKKEEPER	41-50K	51-60K	61-70K	61-70K	71-80K	81-90K
VP/CHIEF DEVELOPMENT OFFICER	111-120K	131-140K	161-170K	181-190K	291-220K	241-250K
MAJOR GIFTS OFFICER	101-110K	111-120K	141-150K	161-170K	181-190K	201-210K
DIRECTOR, DEVELOPMENT	81-90K	111-120K	121-130K	141-150K	161-170K	181-190K
DIRECTOR/ MAJOR GIFTS/ CORPORATE GIVING	81-90K	91-100K	111-120K	121-130K	151-160K	181-190K
DIRECTOR, EVENTS	71-80K	71-80K	81-90K	101-110K	111-120K	131-140K
GRANTS ADMINISTRATOR	71-80K	71-80K	81-90K	81-90K	101-110K	131-140K
GRANTS WRITER	61-70K	61-70K	71-80K	71-80K	91-100K	121-130K
DEVELOPMENT MANAGER	61-70K	71-80K	71-80K	71-80K	91-100K	101-110K
DEVELOPMENT ASSOCIATE	41-50K	51-60K	51-60K	61-70K	71-80K	81-90K

Salary Ranges by Budget Size

(continued)

JOB TITLE	Under \$5M	\$5.1M-\$10M	\$10.1M-\$20M	\$20.1M-\$50M	\$50.1M-\$100M	Over \$100M
VP/CHIEF HR OFFICER	101-110K	141-150K	161-170K	171-180K	191-200K	241-250K
DIRECTOR, HR	81-90K	101-110K	111-120K	131-140K	141-150K	151-160K
DIRECTOR, TALENT ACQUISITION	71-80K	101-110K	101-110K	121-130K	141-150K	151-160K
DIRECTOR, DEIB	91-100K	101-110K	111-120K	131-140K	141-150K	151-160K
DIRECTOR, BENEFITS/ REWARDS	81-90K	81-90K	91-100K	91-100K	121-130K	121-130K
EMPLOYEE EXPERIENCE/ TALENT MANAGEMENT	81-90K	91-100K	101-110K	101-110K	141-150K	151-160K
HR MANAGER	61-70K	71-80K	81-90K	81-90K	91-100K	91-100K
VP/CMO	131-140K	141-150K	161-170K	191-200K	201-210K	211-220K
DIRECTOR, MARKETING/PR	91-100K	91-100K	101-110K	131-140K	161-170K	171-180K
MARKETING MANAGER	61-70K	71-80K	81-90K	91-100K	101-110K	111-120K
WEBSITE MANAGER/ ONLINE GIVING	61-70K	61-70K	71-80K	81-90K	91-100K	101-110K
VP/CHIEF PROGRAMS OFFICER	111-120K	131-140K	151-160K	181-190K	191-200K	211-220K
DIRECTOR, PROGRAMS	81-90K	101-110K	121-130K	141-150K	171-180K	191-200K
PROGRAM MANAGER	61-70K	71-80K	71-80K	81-90K	91-100K	91-100K
PROGRAM ASSOCIATE	51-60K	51-60K	61-70K	61-70K	71-80K	71-80K
VP/CIO	101-110K	151-160K	161-170K	181-190K	201-210K	241-250K
DIRECTOR, IT	81-90K	91-100K	111-120K	121-130K	141-150K	151-160K
DATABASE ARCHITECT	81-90K	91-100K	111-120K	111-120K	131-140K	141-150K
DATABASE ADMINISTRATOR	71-80K	71-80K	81-90K	91-100K	101-110K	111-120K
DATABASE/CRM MANAGER	61-70K	71-80K	81-90K	81-90K	91-100K	101-110K

About Career Blazers Nonprofit Search

Career Blazers Nonprofit Search has a rich history dating back to 1949. A family business at its roots, Career Blazers was founded by a woman, and is woman-owned and operated today. The team represents many years of leadership in the employment, placement, and nonprofit world.

Today, we are committed solely to the nonprofit community, identifying and securing exceptional talent to drive our clients' missions forward. We bring to reality the best client and candidate experiences knowing that our depth of understanding of the nonprofit world and our comprehensive experience in placement will provide unsurpassed value to our clients and candidates.

Dedication and focus on the varied sectors of nonprofit organizations enable our professionals to strategize with our clients in the most effective way, keeping their specific mission at the forefront. Our accumulated understanding of the steps taken to secure the talent that makes a difference in our client's organization makes Career Blazers Nonprofit Search a formidable partner for a nonprofit organization seeking to advance their mission with the best talent.

We decided to advance nonprofit salary and staffing research to share a national vs. regional framework. We have been tracking key benchmarks in the staffing industry for over fifty years, providing a reliable frame of reference to evaluate the emerging trends, opportunities, and challenges in the talent marketplace. Thank you to all of the nonprofit organizations that participated in this national survey.



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