

2015 Nonprofit Salary Survey Report



This project was undertaken as a pilot and a means of expanding our conversation around nonprofit compensation in New Mexico. Our return is small, with 148 organizations responding and an over-representation (44%) in Santa Fe County. (Outreach was through our mailing list of 2,500 and through the Center for Nonprofit website.) It is by no means conclusive.

What this report can tell us:

- As a sector, we have modest budgets (22% between \$101-250,000) and small staffs (49% report 1-5 full time employees).
- Nearly all reporting organizations staff key positions on a part-time basis.
- We rely heavily on contract labor with 36% of reporting organizations utilizing contractors for financial services, facility maintenance, human resources, and marketing.
- We work in all fields of interest with a high concentration providing direct services (52%).

What we still hope to learn, through future surveys and/or additional regional and national resources:

- Are there useful ways of defining or categorizing staff positions so that we have common understanding of what a “director” might do versus a “manager,” for example?
- Are we able to establish appropriate guidelines for compensations relative to organization size?
- How can we think together about creative solutions for investing in our human capital?

We hope this pilot survey will serve as a catalyst for these discussions and that you do find the information here useful. We look forward to staying in touch and thank you for all that you do in our communities.

Comments from respondents:

"I would love to see an Administrative/ Benefits Consortium created for small NPOs where we can share/buy into consortium to purchase health care, retirement, consultants."

"If I did not have a government pension, I could never afford to do this job."

"We have no employees. We raise money, we spend it on our programs, we try to do very little else. Our goal is zero expenses. (We're close.)"



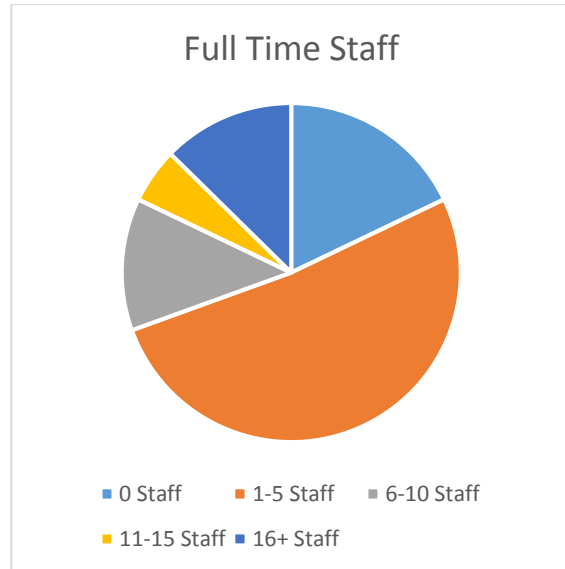
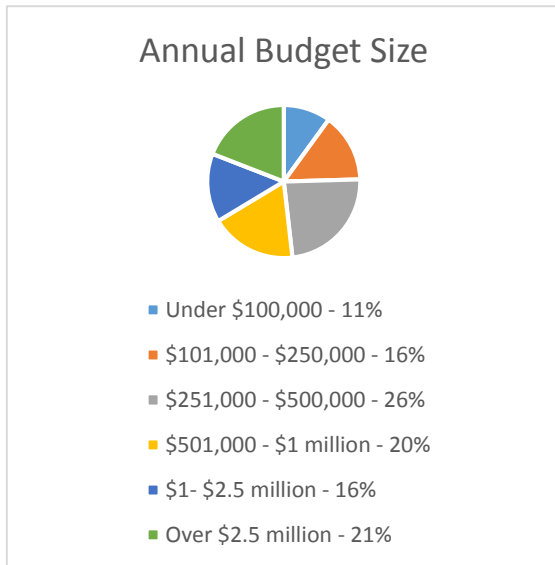
www.SantaFeCF.org

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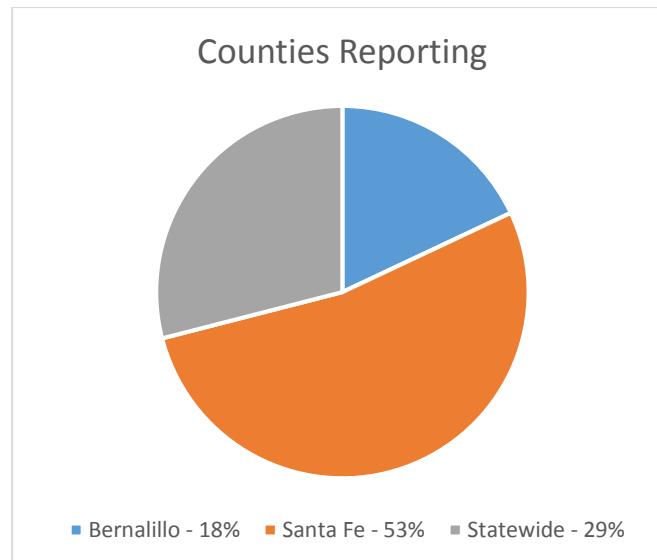
Summary of Respondents

Total Organizations Responding: **148**

How large are they?

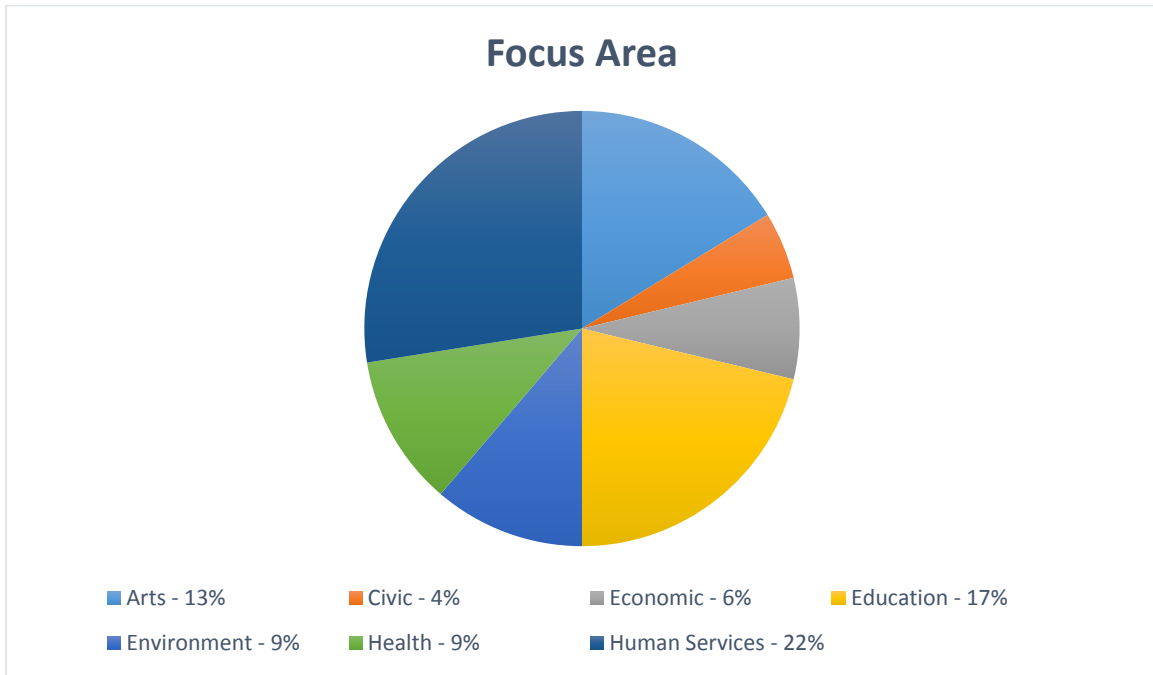


Where are they?

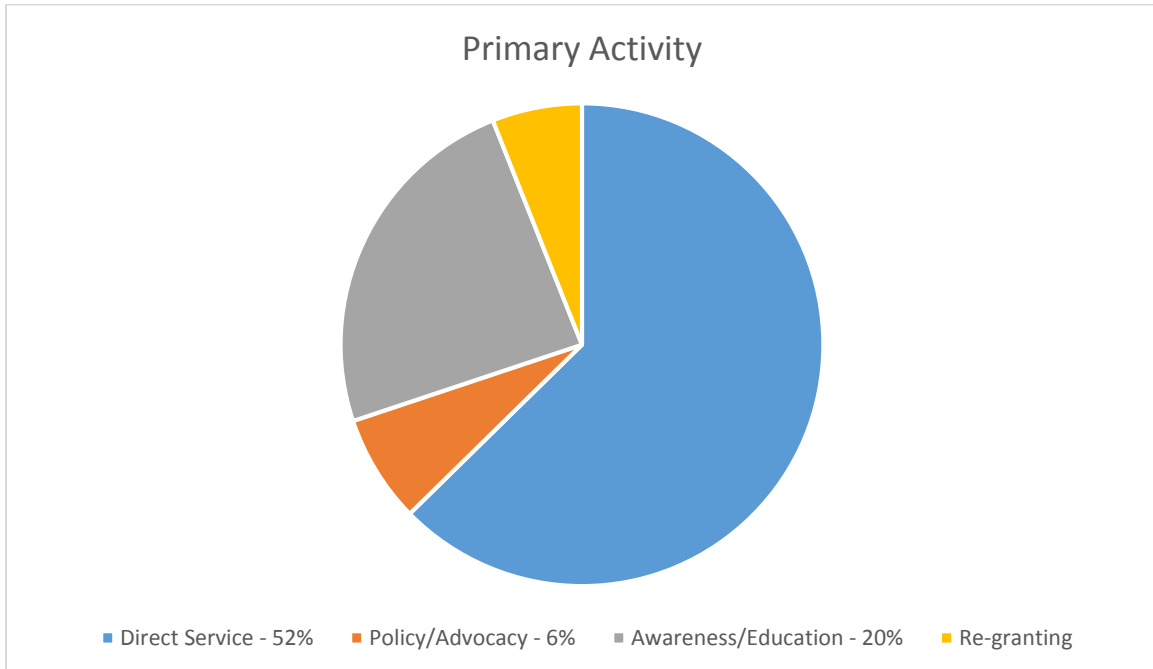


Other counties reported less than 10% each.

What is their primary focus?



What is their primary area of activity?



Due to inconsistencies in reporting, numbers do not add up to 100%.

Compensation by Budget Size:

Annual Budget under \$100,000 (16 Organizations - 11% of Respondents)

Salary

Position	No Salary Disclosed	Up to \$25,000	\$25,001 - \$50,000	\$50,001 - \$75,000	\$75,001 - \$100,000	\$100,000 +
<i>Full Time</i> Executive Director (7)	14%		43%	43%		
<i>Part Time</i> Executive Director (5)	20%	60%	20%			
<i>CFO – none reported</i>						
Finance (non-director level) (4)	50%		50%			
Director (7)	57%	29%	14%			
Manager (3)		33%	67%			
Administrative (4)		100%				

Benefits Value

Position	Benefits Value Under \$2,500	Benefits Value Over \$2,500
<i>Full Time</i> Executive Director	20%	7%
<i>Part Time</i> Executive Director	13%	
<i>CFO – none reported</i>		
Finance (non-director level)	50%	
Director-level	43%	
Manager-level	67%	
Administrative Positions	50%	

Benefits Offered

- Paid holidays: 40%
- Paid time off: 40%
- Medical Ins: 6%
- Dental Ins: 6%
- Vision Ins: 6%
- Retirement Fund: 0
- Flexible work schedule: 53%
- Work from home: 26%
- No benefits offered: 40%

- Benefits offered to:
 - Employee only: 26%
 - Children/Spouse: 6%

Annual Budget between \$101,000 - \$250,000 (33 Organizations - 22% of Respondents)

Salary

Position	No Salary Disclosed	Up to \$25,000	\$25,001 - \$50,000	\$50,001 - \$75,000	\$75,001 - \$100,000	\$100,000+
<i>Full Time Executive Director (7)</i>			70%	30%		
<i>Part Time Executive Director (4)</i>		25%	75%			
CFO – none reported						
Finance (non-director level) (1)		100%				
Director-level Positions (11)		29%	52%	19%		
Manager-level positions (1)		100%				
Administrative Positions (8)		88%	13%			

Benefits Value

Position	Benefits Value Under \$2,500	Benefits Value Over \$2,500
<i>Full Time Executive Director</i>	30%	40%
<i>Part Time Executive Director</i>	50%	
CFO – none reported		
Finance (non-director level)	100%	
Director-level Positions	48%	19%
Manager-level positions		
Administrative Positions	38%	

Benefits Offered

- Paid holidays: 58%
- Paid time off: 55%
- Medical Ins: 30%
- Dental Ins: 21%
- Vision Ins: 6%
- Retirement Fund: 6%
- Flexible work schedule: 67%
- Work from home: 58%
- No benefits offered: 12%

- Benefits offered to:
 - Employee only: 58%
 - Children/Spouse: 9%

Annual Budget between \$251,000 - \$500,000 (38 Organizations - 26% of Respondents)

Salary

Position	No Salary Disclosed	Up to \$25,000	\$25,001 - \$50,000	\$50,001 - \$75,000	\$75,001 - \$100,000	\$101,000 - \$125,000
<i>Full Time</i> Executive Director (16)			13%	44%	31%	13%
<i>Part Time</i> Executive Director (6)		17%	50%	33%		
CFO (1)			100%			
Finance (non-director level) (1)			100%			
Director-level Positions (15)		7%	47%	47%		
Manager-level positions (4)			100%			
Administrative Positions (7)		14%	86%			

Benefits Value

Position	Benefits Value Under \$2,500	Benefits Value Over \$2,500
<i>Full Time</i> Executive Director	13%	75%
<i>Part Time</i> Executive Director	67%	
CFO		100%
Finance (non-director level)		100%
Director-level Positions	27%	40%
Manager-level positions	25%	25%
Administrative Positions	43%	43%

Benefits Offered

- Paid holidays: 47%
- Paid time off: 55%
- Medical Ins: 34%
- Dental Ins: 18%
- Vision Ins: 13%
- Retirement Fund: 11%
- Flexible work schedule: 47%
- Work from home: 29%
- No benefits offered: 3%

- Benefits offered to:
 - Employee only: 39%
 - Children/Spouse: 16%

Annual Budget between \$501,000 - \$1 Million (29 Organizations - 20% of Respondents)

Salary

Position	No Salary Disclosed	Up to \$25,000	\$25,001 - \$50,000	\$50,001 - \$75,000	\$75,001 - \$100,000	\$101,000- \$125,000		
<i>Full Time Executive Director (25)</i>			12%	44%	32%	12%		
<i>Part Time Executive Director (1)</i>				100%				
CFO (1)			100%					
Finance (non-director level) (3)			67%	33%				
Director-level Positions (28)		4%	46%	50%				
Manager-level positions (8)			88%	13%				
Administrative Positions (8)		25%	75%					

Benefits Value

Position	Benefits Value Under \$2,500	Benefits Value Over \$2,500
<i>Full Time Executive Director</i>	24%	72%
<i>Part Time Executive Director</i>		100%
CFO	100%	
Finance (non-director level)		100%
Director-level Positions	43%	50%
Manager-level positions	25%	63%
Administrative Positions	50%	50%

Benefits Offered

- Paid holidays: 97%
- Paid time off: 93%
- Medical Ins: 66%
- Dental Ins: 45%
- Vision Ins: 34%
- Retirement Fund: 21%
- Flexible work schedule: 69%
- Work from home: 48%
- No benefits offered: 17% (Part time staff only)
- Benefits offered to:
 - Employee only: 66%
 - Children/Spouse: 31%

Annual Budget between \$1Million - \$2.5 Million (24 Organizations - 16% of Respondents)

Salary

Position	None Disclosed	Up to \$25k	\$25 - \$50K	\$50 – 75k	\$75 – 100k	\$100-125K	\$125 – 150K	\$150 – 200K	\$200K+
Full Time Executive Director (20)				35%	40%	10%		10%	5%
Part Time Executive Director – none reported									
CFO (5)				100%					
Finance (non-director level) (4)			75%	25%					
Director-level Positions (39)			33%	49%	13%		35	3%	
Manager-level positions (8)			75%	25%					
Administrative (7)			100%						

Benefits Value

Position	Benefits Value Under \$2,500	Benefits Value Over \$2,500
Full Time Executive Director	25%	55%
Part Time Executive Director – none reported		
CFO	20%	40%
Finance Positions (non-director level)		75%
Director-level Positions	21%	54%
Manager-level positions	25%	63%
Administrative Positions	14%	57%

Benefits Offered

- Paid holidays: 83%
- Paid time off: 83%
- Medical Ins: 71%
- Dental Ins: 54%
- Vision Ins: 42%
- Retirement Fund: 58%
- Flexible work schedule: 63%
- Work from home: 33%
- No benefits offered: 21% (Part time staff only)
- Benefits offered to:
 - Employee only: 29%
 - Children/Spouse: 54%