

Nonprofit Organizations  
Salary & Benefits Report

BLUEWATER  
NONPROFIT SOLUTIONS



# Executive Summary

The way we do things is changing so fast, it's hard to keep up. It wasn't that long ago that the job title of "fundraiser" at some nonprofits might suffice for all things related to donations at the entire organization. Today, there could be a director of development, annual fund manager and online giving manger, among many others. In addition to a candidate's credentials, much of what a position might pay depends on a variety of factors, including the size of organization, the type of nonprofit and the cost of living in the region. How can you determine that? Data.

*The NonProfit Times* 2014 Salary and Benefits Report, authored and administered in partnership with Roswell, Ga.-based Bluewater Nonprofit Solutions, offers a treasure trove of data, from overall average salary increases and aggregate totals, job titles, job families, and a plethora of information about health, dental, vision and retirement plans. Data also are broken down by field of work, budget sizes and other key metrics, as well as providing average, minimum-maximum, median and key percentiles on each category of compensation or benefits.

The report includes data from almost 800 nonprofits that responded to the survey, with detailed information on benefits and salaries for 236 different positions found within nonprofits, ranging from entry level posts to chief executives. From the position with the highest average salary (chief scientific officer, \$212,404) to the lowest (personal attendant/home health care worker, \$20,935), you're likely to find the job titles that relate to your organization.

Whether you're a small organization or a large one, a service-oriented charity or an advocacy group, you'll find peer organizations of all kinds within these data. Participants included name brand affiliates or national organizations, like YMCA, United Way and American Red Cross to regional foundations, professional societies and local charities like historical associations or youth hockey or soccer groups.

Participation in the survey was open to all U.S. nonprofits with at least one full-time employee working no less than 30 hours per week. Organizations were asked to complete the survey with data that was valid for their group as of April 15, 2013.

Nonprofit organizations last year reported awarding average salary increases of 2.42 percent for all staff, down from 3.35 percent the previous year, with executive staff receiving average increases of 2.65 percent. Employee turnover among organizations was an overall average of 11 percent. The average annual base salaries for all 236 positions in the report, organized by 28 different job families, are as follows:

## Executive Summary - 2014 Nonprofit Organizations Salary and Benefit Survey

| Job Family                          | Position Title                                      | Average Base Salary |
|-------------------------------------|-----------------------------------------------------|---------------------|
| Administrative/General Office       | Administration Director                             | \$60,155            |
|                                     | Administrative Assistant, Intermediate Level        | \$33,622            |
|                                     | Administrative Assistant, Junior Level              | \$31,031            |
|                                     | Administrative Assistant, Senior Level              | \$39,721            |
|                                     | Data Entry Operator                                 | \$31,874            |
|                                     | Data Entry Supervisor                               | \$41,279            |
|                                     | Executive Assistant                                 | \$45,786            |
|                                     | File Clerk                                          | \$27,344            |
|                                     | Mail Clerk                                          | \$31,658            |
|                                     | Meetings and Events Manager/Planner                 | \$51,818            |
|                                     | Office Manager                                      | \$40,493            |
|                                     | Receptionist                                        | \$28,142            |
| Advocacy/Government Affairs         | Government Relations Director/Manager               | \$90,259            |
|                                     | Grassroots Advocacy/Campaign Manager                | \$52,593            |
|                                     | Lobbyist                                            | \$70,307            |
|                                     | Policy Advisor                                      | \$74,471            |
|                                     | Policy Analyst                                      | \$58,328            |
| Animal Care                         | Animal Care Worker                                  | \$26,689            |
|                                     | Veterinary Technician                               | \$45,122            |
| Athletics/Recreation                | Athletic Director                                   | \$61,402            |
|                                     | Fitness Instructor                                  | \$34,584            |
|                                     | Recreation/Activity Leader                          | \$34,658            |
| Call Center                         | Inbound Call Center Associate                       | \$31,195            |
|                                     | Inbound Call Center Manager                         | \$55,811            |
|                                     | Inbound Call Center Supervisor                      | \$43,689            |
| Communications/Marketing            | Communications/Marketing/Public Relations Assistant | \$40,330            |
|                                     | Communications/Public Relations Director            | \$75,444            |
|                                     | Communications/Public Relations Manager             | \$54,392            |
|                                     | Editor                                              | \$64,376            |
|                                     | Editorial Services Manager                          | \$68,945            |
|                                     | Marketing Coordinator                               | \$42,906            |
|                                     | Marketing Director                                  | \$68,694            |
|                                     | Videographer/Video Producer                         | \$49,142            |
|                                     | Writer                                              | \$48,143            |
| Conservation/Environmental Programs | Conservation/Environmental Program Manager          | \$45,175            |
|                                     | Energy Auditor                                      | \$44,984            |
|                                     | Environmental Program Director                      | \$63,660            |

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|                                |                                                      |           |
|--------------------------------|------------------------------------------------------|-----------|
|                                | Environmental/Sustainability Educator                | \$42,870  |
| <b>Culture/Performing Arts</b> | Artistic Director                                    | \$95,454  |
|                                | Box Office/Sales Manager                             | \$44,593  |
|                                | Curator                                              | \$55,500  |
|                                | Exhibits Manager                                     | \$43,293  |
|                                | Museum Registrar                                     | \$44,520  |
|                                | Production Manager/Coordinator                       | \$57,950  |
|                                | Technical Staff                                      | \$72,259  |
| <b>Education</b>               | Academic Records Assistant                           | \$32,266  |
|                                | Admissions Director                                  | \$59,524  |
|                                | Admissions Representative                            | \$36,238  |
|                                | Adult Education Teacher                              | \$45,013  |
|                                | Assistant Principal                                  | \$57,100  |
|                                | Department Chair                                     | \$62,267  |
|                                | Instructor                                           | \$44,454  |
|                                | Librarian                                            | \$48,558  |
|                                | Library Assistant                                    | \$33,980  |
|                                | Registrar                                            | \$51,770  |
|                                | School Principal/Headmaster                          | \$77,887  |
|                                | Teacher, K – 12                                      | \$41,506  |
|                                | Teacher, Pre School/Kindergarten                     | \$31,803  |
|                                | Teaching Assistant, K                                | \$28,437  |
|                                | Teaching Assistant, Pre School/Kindergarten          | \$21,608  |
| <b>Executive</b>               | Chancellor/President                                 | \$155,354 |
|                                | Chief Administrative Officer                         | \$91,748  |
|                                | Chief Advocacy Officer                               | \$142,830 |
|                                | Chief Development Officer                            | \$108,793 |
|                                | Chief Executive Officer/President/Executive Director | \$118,678 |
|                                | Chief Financial Officer                              | \$108,401 |
|                                | Chief Human Resources Officer                        | \$106,486 |
|                                | Chief Information Officer                            | \$133,147 |
|                                | Chief Marketing Officer                              | \$110,033 |
|                                | Chief Medical Officer                                | \$193,744 |
|                                | Chief of Staff                                       | \$108,705 |
|                                | Chief Operating Officer/Associate Executive Director | \$106,978 |
|                                | Chief Program Officer                                | \$100,485 |
|                                | Chief Scientific Officer                             | \$199,484 |
|                                | Executive Vice President                             | \$107,703 |
| <b>Facilities/Maintenance</b>  | Building Manager                                     | \$52,643  |
|                                | Driver                                               | \$26,241  |

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|                          |                                                       |           |
|--------------------------|-------------------------------------------------------|-----------|
|                          | Facilities Manager                                    | \$55,529  |
|                          | Groundskeeper                                         | \$29,831  |
|                          | Janitor or Custodian                                  | \$25,511  |
|                          | Maintenance Supervisor                                | \$41,276  |
|                          | Maintenance Technician/Specialist                     | \$32,952  |
|                          | Security Guard/Officer                                | \$28,224  |
|                          | Security Manager                                      | \$48,953  |
| <b>Finance</b>           | Accounting Clerk                                      | \$35,223  |
|                          | Accounting Manager                                    | \$60,703  |
|                          | Accounts Payable Manager/Supervisor                   | \$52,042  |
|                          | Accounts Receivable Manager/Supervisor                | \$44,626  |
|                          | Assistant Controller/Assistant Director of Accounting | \$69,274  |
|                          | Bookkeeper                                            | \$38,683  |
|                          | Budget Analyst                                        | \$64,500  |
|                          | Budget Director                                       | \$104,405 |
|                          | Director of Accounting/Controller                     | \$91,241  |
|                          | Director of Finance                                   | \$82,940  |
|                          | Finance Administrator                                 | \$56,895  |
|                          | Financial Analyst                                     | \$66,706  |
|                          | Internal Auditor                                      | \$108,209 |
|                          | Senior Accountant                                     | \$57,870  |
|                          | Senior Internal Auditor                               | \$91,042  |
|                          | Staff Accountant                                      | \$47,306  |
| <b>Food Services</b>     | Cashier                                               | \$21,181  |
|                          | Catering Manager                                      | \$39,944  |
|                          | Cook                                                  | \$25,554  |
|                          | Food Service Assistant/Worker                         | \$22,218  |
|                          | Food Service Manager or Supervisor                    | \$39,115  |
| <b>Grant Making</b>      | Foundation Program Assistant                          | \$38,339  |
|                          | Foundation Program Associate                          | \$44,692  |
|                          | Foundation Program Officer                            | \$68,286  |
| <b>Graphics/Printing</b> | Creative Services Director/Manager                    | \$74,386  |
|                          | Graphic Artist                                        | \$45,264  |
| <b>Housing</b>           | Construction Manager                                  | \$57,208  |
|                          | Director of Property Management                       | \$54,219  |
|                          | Director of Resident Services                         | \$52,779  |
|                          | Resident Services Coordinator                         | \$34,145  |
|                          | Shelter Supervisor                                    | \$35,228  |
| <b>Human Resources</b>   | Compensation and Benefits Specialist                  | \$69,007  |
|                          | Employee Benefits Administrator                       | \$51,006  |

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|                                       |                                                          |           |
|---------------------------------------|----------------------------------------------------------|-----------|
|                                       | Employee Training Manager/Specialist                     | \$51,927  |
|                                       | Human Resources Assistant                                | \$35,537  |
|                                       | Human Resources Director/Manager                         | \$67,986  |
|                                       | Human Resources Generalist                               | \$47,049  |
|                                       | Payroll Clerk                                            | \$40,363  |
|                                       | Payroll Manager                                          | \$56,898  |
|                                       | Recruiter                                                | \$45,989  |
|                                       | Recruiting Manager                                       | \$68,760  |
| <b>Income Development/Fundraising</b> | Annual Giving Director/Officer                           | \$75,948  |
|                                       | Capital Campaign Manager                                 | \$71,629  |
|                                       | Corporate & Foundation Relations Director                | \$84,332  |
|                                       | Development Associate (Generalist)                       | \$40,812  |
|                                       | Development Director                                     | \$70,489  |
|                                       | Donor Information and Gift Processing Manager            | \$47,020  |
|                                       | Grant Proposal Writer                                    | \$51,114  |
|                                       | Grants Administrator                                     | \$51,165  |
|                                       | Grants Manager                                           | \$58,349  |
|                                       | Major Gifts Director/Officer                             | \$84,776  |
|                                       | Membership Assistant                                     | \$36,487  |
|                                       | Membership Director/Manager                              | \$57,528  |
|                                       | Online Giving Manager                                    | \$63,900  |
|                                       | Planned Giving Director/Officer                          | \$105,334 |
|                                       | Prospect Research Director                               | \$75,166  |
|                                       | Prospect Researcher                                      | \$47,263  |
|                                       | Regional Area Income Development Vice President/Director | \$87,219  |
|                                       | Sales Clerk                                              | \$22,239  |
|                                       | Shop Manager                                             | \$37,748  |
|                                       | Special Events Manager/Specialist                        | \$50,485  |
| <b>Information Technology</b>         | Applications Developer                                   | \$77,386  |
|                                       | Business Systems Analyst                                 | \$66,522  |
|                                       | Database Administrator                                   | \$61,602  |
|                                       | Database Analyst                                         | \$53,591  |
|                                       | Desktop Support Manager                                  | \$69,796  |
|                                       | Desktop Support Specialist                               | \$46,464  |
|                                       | Information Technology Manager                           | \$67,058  |
|                                       | LAN Administrator                                        | \$55,257  |
|                                       | Network Engineer                                         | \$67,799  |
|                                       | Network Manager                                          | \$62,689  |
|                                       | Software Engineer                                        | \$71,601  |
|                                       | Systems Analyst                                          | \$64,631  |

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|                               |                                            |           |
|-------------------------------|--------------------------------------------|-----------|
|                               | Systems Engineer                           | \$67,835  |
|                               | Technical Project Manager                  | \$87,008  |
|                               | Technical Support Analyst                  | \$48,916  |
|                               | Technical Support Manager                  | \$62,867  |
|                               | Web Administrator                          | \$66,534  |
|                               | Web Developer                              | \$60,695  |
|                               | Webmaster                                  | \$53,062  |
| <b>Legal</b>                  | Attorney/Lawyer                            | \$69,671  |
|                               | General Counsel/Lawyer                     | \$142,866 |
|                               | Legal Assistant                            | \$41,282  |
|                               | Paralegal                                  | \$47,011  |
|                               | Senior Attorney/Lawyer                     | \$100,205 |
| <b>Medical Services</b>       | Clinic Director                            | \$68,750  |
|                               | Community Health Worker                    | \$39,441  |
|                               | Director of Nursing                        | \$70,695  |
|                               | Medical Assistant                          | \$27,580  |
|                               | Medical Receptionist                       | \$26,093  |
|                               | Medical Records Clerk                      | \$29,268  |
|                               | Medical Services Director                  | \$109,600 |
|                               | Nurse Practitioner                         | \$80,259  |
|                               | Nutritionist/Dietician                     | \$38,844  |
|                               | Occupational Therapist                     | \$60,190  |
|                               | Patient Accounts Representative            | \$35,365  |
|                               | Patient Financial Services Manager         | \$51,776  |
|                               | Personal Attendant/Home Health Care Worker | \$20,935  |
|                               | Physical Therapist                         | \$66,977  |
|                               | Physician                                  | \$80,763  |
|                               | Physician's Assistant                      | \$169,838 |
|                               | Registered Nurse                           | \$52,671  |
|                               | Speech Pathologist                         | \$63,797  |
| <b>Program Administration</b> | Partnership and Collaboration Manager      | \$50,354  |
|                               | Program Analyst                            | \$47,436  |
|                               | Program Assistant                          | \$33,845  |
|                               | Program Coordinator                        | \$41,825  |
|                               | Program Director/Manager                   | \$56,926  |
|                               | Project Manager (Non Technical)            | \$55,148  |
|                               | Regional Area Program Coordinator          | \$46,058  |
|                               | Regional Area Program Director or Manager  | \$67,373  |
| <b>Program Delivery</b>       | Case Manager, Entry Level                  | \$30,839  |
|                               | Case Manager, Mid Level                    | \$34,946  |

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|                                    |                                   |           |
|------------------------------------|-----------------------------------|-----------|
|                                    | Case Manager, Senior Level        | \$41,438  |
|                                    | Chaplain/Clergy                   | \$66,135  |
|                                    | Child Care Assistant/Babysitter   | \$24,729  |
|                                    | Counselor, Entry Level            | \$29,920  |
|                                    | Counselor, Mid Level              | \$37,468  |
|                                    | Counselor, Senior Level           | \$42,249  |
|                                    | Direct Care Counselor             | \$26,041  |
|                                    | Driver                            | \$23,619  |
|                                    | Eligibility Specialist            | \$35,172  |
|                                    | Job Coach                         | \$28,048  |
|                                    | Job Placement Coordinator         | \$35,170  |
|                                    | Licensed Psychologist             | \$64,526  |
|                                    | Psychiatric Social Worker         | \$45,607  |
|                                    | Psychiatrist                      | \$172,556 |
|                                    | Senior/Adult Program Assistant    | \$25,438  |
|                                    | Social Worker, Entry Level        | \$37,844  |
|                                    | Social Worker, Mid Level          | \$40,886  |
|                                    | Social Worker, Senior Level       | \$49,966  |
|                                    | Vocational or Placement Counselor | \$37,184  |
| <b>Purchasing</b>                  | Buyer                             | \$40,537  |
|                                    | Purchasing Coordinator/Specialist | \$41,085  |
|                                    | Purchasing Manager                | \$70,629  |
| <b>Regional General Management</b> | Area Director/Manager             | \$68,273  |
|                                    | Regional Vice President           | \$107,052 |
| <b>Science</b>                     | Research Analyst                  | \$44,361  |
|                                    | Research Assistant                | \$41,734  |
|                                    | Research Director                 | \$110,310 |
|                                    | Research Manager                  | \$61,269  |
|                                    | Scientist                         | \$70,540  |
| <b>Volunteerism</b>                | Community Organizer               | \$45,794  |
|                                    | Volunteer Coordinator             | \$36,535  |
|                                    | Volunteer Director                | \$55,360  |
| <b>Warehousing</b>                 | Distribution Supervisor           | \$45,643  |
|                                    | Forklift Operator                 | \$24,064  |
|                                    | Inventory Control Clerk           | \$30,691  |
|                                    | Inventory Control Manager         | \$48,274  |
|                                    | Order Picker                      | \$27,840  |
|                                    | Shipping/Receiving Clerk          | \$28,604  |
|                                    | Warehouse Manager                 | \$48,701  |

Some 124 positions reported average total cash compensation of at least \$50,000, and among those, 24 positions reported an average of at least \$100,000, and 5 positions had an average of more than \$150,000:

| Position                                             | Average Total Cash Compensation |
|------------------------------------------------------|---------------------------------|
| Chief Scientific Officer                             | \$212,404                       |
| Chief Medical Officer                                | \$193,744                       |
| Psychiatrist                                         | \$172,556                       |
| Chancellor/President                                 | \$171,973                       |
| Physician's Assistant                                | \$169,838                       |
| Chief Advocacy Officer                               | \$144,831                       |
| General Counsel/Lawyer                               | \$144,325                       |
| Chief Information Officer                            | \$134,851                       |
| Chief Executive Officer/President/Executive Director | \$122,344                       |
| Chief Marketing Officer                              | \$116,251                       |
| Research Director                                    | \$114,253                       |
| Chief of Staff                                       | \$114,213                       |
| Regional Vice President                              | \$111,836                       |
| Chief Development Officer                            | \$111,083                       |
| Executive Vice President                             | \$110,635                       |
| Chief Financial Officer                              | \$110,222                       |
| Medical Services Director                            | \$109,671                       |
| Chief Operating Officer/Associate Executive Director | \$108,781                       |
| Internal Auditor                                     | \$108,209                       |
| Chief Human Resources Officer                        | \$107,624                       |
| Planned Giving Director/Officer                      | \$106,187                       |
| Budget Director                                      | \$104,620                       |
| Chief Program Officer                                | \$101,945                       |
| Senior Attorney/Lawyer                               | \$100,595                       |

The study offers not just salary but also benefits, including executive bonus and benefits information, as well as retirement plans, participation and eligibility rates, and employee turnover. Each section displays at a glance the year-over-year changes in data for each field. The study offers statistical measures ranging from average, minimum, 25<sup>th</sup> percentile, 50<sup>th</sup> percentile (median), 75<sup>th</sup> percentile and maximum. In cases where fewer than four organizations provided valid data, only the average field displayed data.

### **Chief Executive Salaries, Benefits**

The average salary for a nonprofit chief executive officer/president last year was \$118,678. The median salary was \$100,000 while the maximum found was \$666,266. The average tenure for a nonprofit CEO was almost 12 years and almost 40 percent of participating organizations paid their CEO some type of bonus.

| <b><i>Operating budget</i></b> | <b><i>Average CEO salary</i></b> |
|--------------------------------|----------------------------------|
| Less than \$499,999            | \$60,206                         |
| \$500,000 to \$999,999         | \$81,991                         |
| \$1,000,000 to \$2,499,999     | \$103,704                        |
| \$2,500,000 to \$4,999,999     | \$125,899                        |
| \$5,000,000 to \$9,999,999     | \$153,858                        |
| \$10,000,000 to \$24,999,999   | \$184,926                        |
| \$25,000 to \$49,999,999       | \$226,023                        |
| \$50,000,000 or more           | \$317,024                        |

More than one in five nonprofits offer their executives some form of executive benefit. The most common benefit offered to presidents, CEOs or executive directors last year was additional vacation days (49 percent). Less common were:

- Car or car allowance, 36 percent
- Excess life insurance, 22 percent
- Reserved parking, 19 percent
- Supplemental disability insurance, 16 percent
- Supplemental executive retirement plan, 15 percent
- Private club membership, 7 percent
- Travel expenses for spouse, 6.5 percent
- Executive physical, 4 percent
- Financial or legal counseling, 3 percent
- First class air travel, 3 percent

These percentages are overall averages of the salary and benefits report but of course they will vary by types of organizations. The survey provides an extensive breakdown of these data by an organization's geographic region, size of operating budget and within the specific field of work.

## Types of Benefits Offered

Among the types of benefits offered to general staff, the most common, with more than 7 in 10 respondents providing them, were: paid company holidays, medical insurance coverage, paid vacation days, dental insurance coverage and paid bereavement time. While less common, other benefits still were offered among the nearly 800 organizations, with the top 20 most popular being:

| Employee Benefit Offered              | % of Organizations Offering Benefit |
|---------------------------------------|-------------------------------------|
| Paid Company Holidays                 | 88.38%                              |
| Medical Insurance Coverage            | 85.47%                              |
| Paid Vacation                         | 70.96%                              |
| Dental Insurance Coverage             | 70.66%                              |
| Paid Bereavement Time                 | 70.02%                              |
| Paid Sick Leave                       | 65.93%                              |
| Basic Life Insurance for Employee     | 58.21%                              |
| Retirement Benefits                   | 53.40%                              |
| Flextime                              | 51.52%                              |
| Business Casual Days                  | 44.68%                              |
| Free/Subsidized Parking               | 44.22%                              |
| Long Term Disability                  | 43.62%                              |
| Flexible Spending Account Benefit     | 42.20%                              |
| Paid Personal Days                    | 41.92%                              |
| Vision Insurance Coverage             | 38.68%                              |
| Association/Professional Society Dues | 37.84%                              |
| Short Term Disability                 | 37.81%                              |
| Full-Time Business Casual Policy      | 36.17%                              |
| Paid Time Off (PTO)                   | 31.87%                              |
| Accidental Death and Dismemberment    | 31.01%                              |

## Retirement Plans

More than 53 percent of organizations reported offering some type of retirement plan for employees, with the most common being 403(b) and 401(k) plans:

| Retirement Plan Benefit Offered | Percentage of Organizations Offering Benefit in 2013 |
|---------------------------------|------------------------------------------------------|
| 403(b) Plan                     | 37.81%                                               |
| 401(k) Plan                     | 23.38%                                               |
| SEP-IRA Plan                    | 10.45%                                               |
| Defined Benefit Pension Plan    | 5.14%                                                |
| 457 Plan                        | 3.48%                                                |
| Money Purchase Plan             | 0.50%                                                |

The report categorizes more specific retirement offerings and eligibility by size of organization, geographic region, and among different fields within the nonprofit sector.

## Medical plans

More than 85 percent of organizations offered medical insurance as an employee benefit. The most common benefit was a Preferred Provider Organization (PPO), offered by more than half of those surveyed:

| Medical Insurance Benefit Offered       | % of Organizations Offering Benefit in 2013 |
|-----------------------------------------|---------------------------------------------|
| Preferred Provider Organization (PPO)   | 52.77%                                      |
| Health Maintenance Organization (HMO)   | 28.28%                                      |
| High Deductible Health Plan (HDHP)      | 17.22%                                      |
| Point of Service (POS)                  | 8.38%                                       |
| Indemnity (Traditional Fee-for-Service) | 1.10%                                       |

### **Dental insurance**

With more than 70 percent of organizations offering dental insurance among their benefits, the report examined more closely what types of dental insurance benefits are provided. More than half of respondents offered a Dental Preferred Provider Organization (DPPO) but there were other options as well:

| <b>Dental Insurance Benefit Offered</b>       | <b>% of Organizations Offering Benefit in 2013</b> |
|-----------------------------------------------|----------------------------------------------------|
| Dental Preferred Provider Organization (DPPO) | 52.30%                                             |
| Dental Point of Service (DPOS)                | 10.17%                                             |
| Dental Health Maintenance Organization (DHMO) | 7.05%                                              |
| Indemnity (Traditional Fee-for-Service)       | 3.60%                                              |
| Dental Reimbursement Plan                     | 1.81%                                              |
| Dental Exclusive Provider Organization (DEPO) | 1.80%                                              |

This year's report offers a valuable cross-section of the sector, by geography, budget and staff size.

There was geographic diversity in the organizations, with different regions represented well, with the most responses coming from the Northeast but a good representation from other regions, including North Central, Southeast, Northwest, South Central and Southwest.

| <b><i>Geographic Region</i></b> | <b><i>Number of Organizations</i></b> |
|---------------------------------|---------------------------------------|
| Northeast                       | 271                                   |
| Southeast                       | 142                                   |
| North Central                   | 155                                   |
| South Central                   | 72                                    |
| Northwest                       | 103                                   |
| Southwest                       | 39                                    |

Participating organizations tended to be on the small side, with 10 or fewer employees, but nonprofits of all sizes are represented, ranging from 10 employees to 200 or more. The volume of data available provides relevant information for just about any organization with 236 job titles organized among 28 different job families ranging from categories such as executive to scientific, and program delivery, legal and information technology.

| <b><i>Operating Budget</i></b> | <b><i>Number of Organizations</i></b> |
|--------------------------------|---------------------------------------|
| Less than \$499,999            | 174                                   |
| \$500,000 to \$999,999         | 138                                   |
| \$1,000,000 to \$2,499,999     | 149                                   |
| \$2,500,000 to \$4,999,999     | 110                                   |
| \$5,000,000 to \$9,999,999     | 84                                    |
| \$10,000,000 to \$24,999,999   | 79                                    |
| \$25,000,000 to \$49,999,999   | 22                                    |
| \$50,000,000 or more           | 26                                    |

| <b><i>Full-time Employees</i></b> | <b><i>Number of Organizations</i></b> |
|-----------------------------------|---------------------------------------|
| 1-10                              | 638                                   |
| 11-25                             | 49                                    |
| 26-50                             | 24                                    |
| 51-100                            | 31                                    |
| 101-200                           | 19                                    |
| 201 or more                       | 21                                    |

While many organizations were classified as human services, respondents ran the spectrum in terms of their field of work, ranging from arts and culture, like symphonies or philharmonics, to education and environment/animals, as well those classified as public or societal benefit and health organizations.

| <b><i>Field of Work</i></b>    | <b><i>Number of organizations</i></b> |
|--------------------------------|---------------------------------------|
| Arts, culture and humanities   | 87                                    |
| Education                      | 45                                    |
| Environment and animals        | 47                                    |
| Health                         | 100                                   |
| Human services                 | 308                                   |
| International, foreign affairs | 7                                     |
| Public, societal benefit       | 125                                   |
| Religion related               | 21                                    |
| Mutual/membership benefit      | 28                                    |
| Unknown, unclassified          | 14                                    |

### **Special Report Price for 2013 Survey Participants**

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