

2013 2013 Noonmark Nonprofit Services

2013 2013 A SURVEY OF NONPROFIT SALARY & BENEFITS

INTRODUCTION

It has been five years since the last Noonmark Salary Survey, and they have been five challenging years for community based nonprofits. The economy and the weather have all played havoc on the resources, services and capacity in Vermont and surrounding states. Nonprofits are competing with natural disasters, federal cutbacks and global events for every donor dollar and public sector grant. Despite it all, this survey demonstrates an incredible resilience across the sector.

The survey was developed by Jane A. Van Buren, principle consultant at Noonmark Nonprofit Services with editing and survey design assistance from the following sponsors: Child Care Resource, The Flynn Center for the Performing Arts, United Way of Chittenden County, Vermont Network Against Domestic and Sexual Violence, Vermont Works for Women, and from Garrett Kimberly, statistician and friend.

Thank you to the survey sponsors!



ABOUT THE SURVEY

The survey was drafted using a combination of existing questions from previous surveys and original question developed by Noonmark, or a survey sponsor. The survey was e-mailed in April, 2013 using Survey Monkey to more than 2,000 active e-mail addresses in Noonmark's database. Invariably many emails bounced, went into spam, or went to an address not associated with a nonprofit, thus, it is impossible to determine a response rate. The final number of responses completed to the extent that they were usable was 137, representing 2,262 full time equivalent permanent employees. The survey concentrated on positions that are found typically in community-based nonprofit organizations. The completed surveys were analyzed using SPSS, a statistical software and Excel. This survey has not been tested for statistical significance or reliability.



KEY FINDINGS

EXECUTIVE SALARY

- CEO/Executive Director salary increased 13% overall from 2008. Average in 2013 is \$73,549, compared to \$64,250 in 2008.
- The majority of CEO/Executive Directors are women - 74% in this study, and they lag behind their male counterparts in earnings. The average salary for a female executive director based on a 40 hour week is \$66,892. For a male the average salary is \$92,539. See page 14 for an analysis by budget size.

OVERTIME

- Fully one-third of the organizations report that all of their employees are exempt from overtime pay. 1/2 of all organizations allow "comp" or "flex" time. See page 3.