

# Survey Reveals Nonprofit Salaries

## How does your compensation compare?

A 2009 study of nonprofit compensation has been released by the Philanthropy Nonprofit & Leadership Center of Rollins College ([www.pnlc.rollins.edu](http://www.pnlc.rollins.edu)). The survey examines the compensation, benefits, and employment practices of over 145 nonprofit organizations. Findings:

- **Male executive directors earn significantly more** than their female counterparts on average. Annual compensation for males averages \$110,962 versus \$80,987 for females. While more of the surveyed CEOs are women, there are more males in executive positions at the largest organizations.

Salary levels have risen significantly since 2007 for executive positions.

- **53% of directors hold a master's or doctorate.** Salaries generally increase with education. Those with a master's degree earn an average salary of \$105,866 while those with a bachelor's degree average \$85,318.
- **Salary levels have risen significantly since 2007 for these four executive positions:**
  - CEO/executive director: \$93,939 in 2009 versus \$79,161 in 2007
  - COO/associate director: \$87,897 in 2009 versus \$72,902 in 2007
  - CFO: \$90,897 in 2009 versus \$85,135 in 2007
  - Development director: \$72,323 in 2009 versus \$69,107 in 2007.

The increase in executive salaries may be partly explained by the increase in large nonprofit organizations participating in the 2009 survey. Pay for the highest-level positions tend to correlate most closely with organizational size.

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- **Of the 100 positions reported in 2007, 97 of them were also reported in 2009.** Overall, the increase from March 1, 2007, to March 1, 2009 was 2.2%. However, only 47% of organizations expect to have salary increases in their current fiscal year—an indication of the current economic turmoil and uncertainty.
- **Compared to 2007,** the proportion of full-time and part-time employees is relatively unchanged; 64% of employees worked full-time in 2007 compared to 66% of employees in 2009. Turnover among these employees has dropped from an average of 24% for full-time employees and 36% for part-

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time employees in 2008 to 18% for full-time employees and 27% for part-time employees in 2009. These lower turnover rates may be related to the

troubled economic environment at the time of data collection.

- **68% of participating organizations offer retirement benefits** to their employees, an increase over the 62% of organizations with a retirement benefit in 2007. Plans funded solely by employee contributions increased from 12% in 2007 to 16% in 2009.
- **88% of organizations offer medical insurance** to full-time employees; however, the premiums covered by employers has generally dropped. For example, in 2007, 58% of organizations offering PPO insurance for employees paid 100% of the premium. In 2009, 47% of employers offering that type of plan paid 100% for employees. (These numbers don't include organizations whose insurance plans are offered though Section 125 cafeteria plans.) ■

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*Data were compiled on more than 8,300 individual salaries. In 2009, 145 nonprofit organizations participated in the study compared to 153 in 2007. Although the number of participating organizations was slightly smaller compared to the 2007 survey, the addition of relatively large nonprofits to the survey sample in 2009 provides a larger overall data sample. To purchase a copy of the 2009 Nonprofit Compensation and Benefits Report, log on to [www.pnlc.rollins.edu/salary\\_survey09.shtml](http://www.pnlc.rollins.edu/salary_survey09.shtml).*