



Community Foundation  
OF JACKSON HOLE

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# 2022 Nonprofit Compensation Report



The 2022 Jackson Hole Nonprofit Compensation Survey was conducted by The Consulting Statistician on behalf of the Community Foundation of Jackson Hole. Questions and comments should be directed to Annie Riddell at the Community Foundation of Jackson Hole: 307-739-1026 or [ariddell@cfjacksonhole.org](mailto:ariddell@cfjacksonhole.org).

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# 2022 Nonprofit Compensation Report

## I. Executive Summary

### A. Introduction

For over 30 years, the Community Foundation of Jackson Hole (cfjacksonhole.org) has leveraged local philanthropy to make nonprofits more effective and our community stronger. The Foundation manages over 200 philanthropic funds, helps donors leave a lasting legacy, and produces Old Bill's Fun Run, which has raised over \$208 million for local nonprofits since 1997.

The Community Foundation awards grants to local organizations through its Competitive Grants, Youth Philanthropy and Micro-Grants programs, hosts professional development workshops and community conversations, and provides other resources for nonprofits and the community, including the following report.

Since 1998, the Foundation has conducted a biennial survey to compile data about compensation for nonprofit professionals in our community. This year, 80 nonprofits with paid staff and seven without paid staff in Teton County, Wyoming responded to the survey. The following document reports the aggregate results of questions asked about employees' salaries and benefits.

To ensure anonymity and enhance data integrity and analysis, this survey was conducted by The Consulting Statistician on behalf of the Foundation. The Foundation would like to thank Karen Taves, Principal Consultant at William E. Wecker Associates, Inc. and Laurentius Marais, Executive Vice President of Compass Lexecon, for their insights and support of this project. Thanks also to the Wyoming Survey & Analysis Center for authoring the Executive Summary.

### B. Background

In February-March 2022, The Consulting Statistician administered the biennial Nonprofit Compensation Survey on behalf of the Community Foundations of Jackson Hole and Teton Valley. This survey is designed primarily to collect data on staff compensation at area nonprofit organizations. "Compensation" consists of all forms of taxable money-equivalent emolument from the nonprofits—including, but not limited to, base salary as well as any bonuses, incentive payments, housing allowances, or vehicle allowances. The Community Foundations advised nonprofits that a staff or board member familiar with the organization's finances and compensation practices (e.g., executive director, CFO, board chair, board treasurer, or equivalent) complete the survey. Respondent data was split then aggregated into the *2022 Jackson Hole Nonprofit Compensation Report* and *2022 Teton Valley Nonprofit Compensation Report*.

The Community Foundation of Jackson Hole asked the executive leadership of approximately 150 nonprofits with paid staff in Jackson Hole, Wyoming to complete the survey. Eighty (80) of these nonprofits responded to the survey, for a response rate of approximately 53%. All reported data in the executive summary excludes missing and *don't know* responses.

Nonprofits fell into one of seven categories based on their annual operating budgets:

- A) below \$50,000 (3%, n=2);
- B) \$50,000 to \$99,999 (6%, n=5);
- C) \$100,000 to \$299,999 (15%, n= 12);
- D) \$300,000 to \$499,999 (18%, n= 14);
- E) \$500,000 to \$999,999 (20%, n= 16);
- F) \$1,000,000 to \$2,999,999 (24%, n= 19); and
- G) \$3,000,000 or more (15%, n=12).

Among responding nonprofits, 54% (43 agencies) reported spending between 30% and 70% of their budgets on staff salaries and benefits.

### C. Staffing

	A: <\$50k (n=2)*	B: \$50k (n=5)	C: \$100k (n=12)	D: \$300k (n=14)	E: \$500k (n=16)	F: \$1m (n=19)	G: \$m+ (n=12)
<b>Number of positions</b>							
# of full-time (FT) year-round (YR) employees in top 8 paid positions	0	4	10	25	43	79	55
# of part-time (PT) YR employees in top 8 paid position	1	3	5	6	4	0	0
# of FT YR executive directors	0	4	7	11	15	19	12
# of PT YR executive directors	1	1	5	3	0	0	0
# of FT YR other staff in top 8 paid positions	0	0	3	14	28	60	43
# of PT YR other staff in top 8 paid positions	0	2	0	3	4	0	0

The 80 responding agencies identified 216 full-time and 19 part-time year-round staff among their top eight highest paid employees.

The number of full-time employees increases as budget categories increase. For example, 58% of nonprofits with budgets of between \$1,000,000 and \$2,999,999 have 10-19 full-time employees while 58% of nonprofits with budgets greater than \$3,000,000 have 20 or more employees. All nonprofits operating on more than \$500,000 annually (n=46) have full-time executive directors as do 71% (n=22) of nonprofits with annual budgets between \$50,000 and \$499,000. The second most common position among the top eight highest paid employees is program director.

## D. Annual Compensation

In general, annual compensation increases with the size of a nonprofit's annual budget. Annual compensation for full-time executive directors ranges from an average of \$38,000 (with budgets from \$50,000 to \$99,999) to an average of \$183,000 (with budgets of \$3 million or more), with an overall median of \$110,000. Similarly, annual compensation for full-time program directors ranges from an average of \$62,000 (with budgets from \$300,000 to \$499,999) to an average of \$87,000 (with budgets of \$3 million or more) with an overall median of \$75,000.

Position	Percentage of organizations with full-time or part-time year-round staff in different positions, among top eight highest paid employees							Annualized compensation for FT YR employees		
	Overall	B: \$50k (n=5)	C: \$100k (n=12)	D: \$300k (n=14)	E: \$500k (n=16)	F: \$1m (n=19)	G: \$3m (n=12)	Low	High	Median
Executive Director	100%	100%	100%	100%	100%	100%	100%	\$25,000 <sup>1</sup>	\$325,000	\$110,000
Financial Officer	16%	0%	8%	0%	0%	16%	75%	\$75,000	\$225,000	\$95,000
Accountant / Bookkeeper	4%	0%	0%	0%	0%	11%	8%	\$55,000	\$110,000	NA
Chief Operating Officer	30%	0%	0%	29%	19%	58%	50%	\$45,000	\$190,000	\$85,000
Program Director	60%	40%	17%	29%	56%	100%	67%	\$45,000	\$130,000	\$75,000
Marketing Director	13%	0%	0%	0%	25%	16%	25%	\$65,000	\$110,000	\$75,000
Development Director	23%	0%	0%	14%	19%	42%	42%	\$35,000	\$150,000	\$75,000
Support Staff	14%	0%	0%	14%	38%	16%	0%	\$45,000	\$65,000	\$55,000
Specialized Staff	21%	0%	0%	29%	19%	16%	58%	\$45,000	\$110,000	\$75,000
Volunteer Coordinator	3%	0%	0%	0%	6%	5%	0%	NA	NA	\$65,000
Other Staff	14%	0%	0%	7%	19%	16%	33%	\$55,000	\$225,000	\$95,000

<sup>1</sup> Excluding the one response of \$5,000 annualized compensation for a FT YR executive director.



## E. Benefits

For the most part, organizations with higher budgets offer more benefits. For example, 33% of organizations with lower budgets (from \$50,000 to \$99,999) cover 50% or more of health insurance while 80-85% of organizations with the highest budgets (\$1 million or more) cover 50% or more of health insurance. This pattern is generally similar for other health insurance and financial benefits.

Full-time year-round employees	Overall	B: \$50k (n=5)	C: \$100k (n=12)	D: \$300k (n=14)	E: \$500k (n=16)	F: \$1m (n=19)	G: \$3m+ (n=12)
<b>Health Insurance (covered at 50% or more)</b>							
Health	75%	33%	40%	44%	79%	85%	80%
Dental	64%	0%	30%	4%	58%	77%	85%
Vision	45%	0%	30%	4%	40%	46%	74%
Prescription	52%	0%	30%	4%	56%	63%	65%
<b>Financial Benefits</b>							
403(b) / 401(k)	60%	25%	60%	23%	47%	63%	85%
Matching Retirement	73%	0%	60%	24%	53%	94%	85%
Performance Bonuses	69%	0%	60%	79%	74%	89%	36%

For nonprofits with annual budgets greater than \$50,000, 93% of all year-round employees, whether full- or part-time, can work flexible hours and from home. For nonprofits with annual budgets greater than \$50,000, 43% (n=32) offer family / maternity / paternity benefits.

Benefits do not necessarily increase as annual budgets increase. Among the eight highest paid staff, only 7% of all year-round employees, whether full- or part-time and regardless of their organization's annual budget, receive a pension plan, 11% receive housing assistance, and 9% receive child care support.

Jackson Hole nonprofits reported losing 150 employees over the last five fiscal years because of lack of affordable housing, and 27 employees over the last five fiscal years because of affordable childcare issues. Yet, only 12% of full-time employees receive housing assistance, 14% receive travel assistance, and only 9% of full-time employees receive child care support.

## II. Methodology

The 2022 Nonprofit Compensation Survey was conducted in February-March 2022 via the SurveyMonkey cloud-based online survey platform. Subscribers to the Foundation's Nonprofit List Serve<sup>2</sup> were invited to participate, as were Old Bill's nonprofit participants, and 2020 survey respondents. We estimate there are 232+ nonprofits in the area, including 150+ with paid staff.<sup>3</sup>

**Table 1: Biennial Compensation Survey Participation**

	2010	2012	2014	2016	2018	2020	2022
Number of Organizations Queried	-	128	134	206	207*	221*	232*
Respondents with Paid Staff	75	80	75	73	110	90	80

\*Estimated

Respondents were asked detailed questions about matters including compensation, education, and benefits for the Executive Director / President / Chief Executive Officer and the next *seven* highest-paid staff (or fewer for nonprofits with fewer than eight paid employees). The Survey defines "compensation" as all forms of taxable money-equivalent emolument from the organization—including, but not limited to, base salary as well as any bonuses, incentive payments, housing allowances, or vehicle allowances, but NOT including reimbursements for expenses incurred on behalf of the organization. Our 2022 survey questionnaire is attached to this report in Appendix A.

Several of the tables in this report include the *Mean*, *Low*, first quartile ("*Q25*"), *Median*, third quartile ("*Q75*"), and *High* values of the responses to selected survey questions.

The *Mean*, also known as the *average*, is the *sum* of all included responses divided by the *number* of responses included in the sum. The mean is a familiar way of summarizing a set of responses but is sometimes not typical of the included response data because of the distorting effect of a cluster of unusually high or low values.

The *Median* is obtained by sorting all included responses from high to low and then picking the *middle* value from the sorted list. The median is guaranteed to be typical of the response data in the sense that it is less than approximately half of the responses and greater than approximately half of the responses. The first and third quartiles (*Q25* and *Q75*) are calculated similarly, by going one quarter of the way instead of halfway into the sorted list of responses. Quartile values of small groups of responses are interpolated (when there are at least 5 responses).

*Low* is the smallest value reported by any respondent, and *High* is the largest value.

The respondents to this survey represent organizations with a wide range of operating budgets. It is important to consider this when reviewing these tabulations. Most tabulations are reported by operating budget-size categories to facilitate meaningful comparisons.

Where applicable graphical representations of the responses are included following the tabulations.

<sup>2</sup> [www.cfjacksonhole.org/participate/nonprofit-list-serve](http://www.cfjacksonhole.org/participate/nonprofit-list-serve).

<sup>3</sup> Based on participation in the 2019 Old Bill's Fun Run.

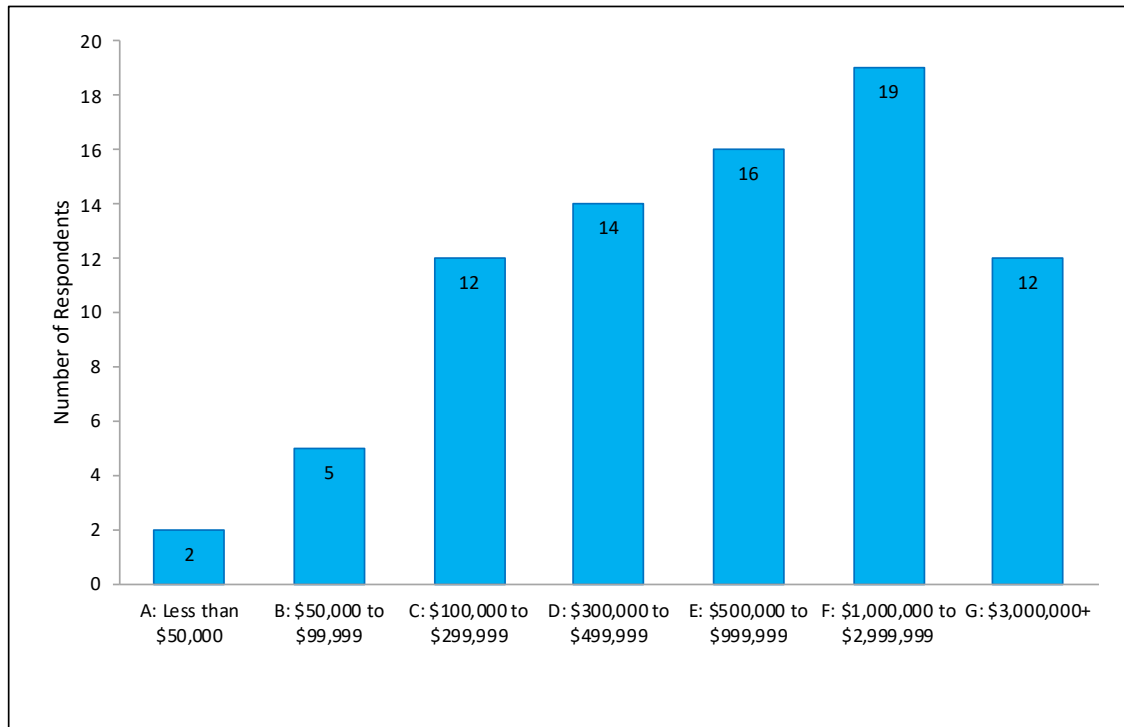
### III. Summary

To facilitate peer-to-peer comparisons, we grouped responses into the following operating-budget categories.

**Table 2: Annual Operating Budget-Size Categories<sup>4</sup>**

		Percent of Budget Spent on Salaries and Benefits						
<i>Category</i>	<i>Annual Revenue</i>	<i>&lt;=30%</i>	<i>30%-70%</i>	<i>70%-90%</i>	<i>&gt;90%</i>	<i>Don't know</i>	<i>Total Responses</i>	<i>Percentage of Responses</i>
<i>A</i>	\$0-\$49,999	1			1		2	3%
<i>B</i>	\$50,000-\$99,999	1	2	1		1	5	6%
<i>C</i>	\$100,000-\$299,999	4	7	1			12	15%
<i>D</i>	\$300,000-\$499,999	5	6	2		1	14	18%
<i>E</i>	\$500,000-\$999,999	2	11	3			16	20%
<i>F</i>	\$1,000,000-\$2,999,999	2	11	6			19	24%
<i>G</i>	\$3,000,000+	3	6	3			12	15%
	Total	18	43	16	1	2	80	100%

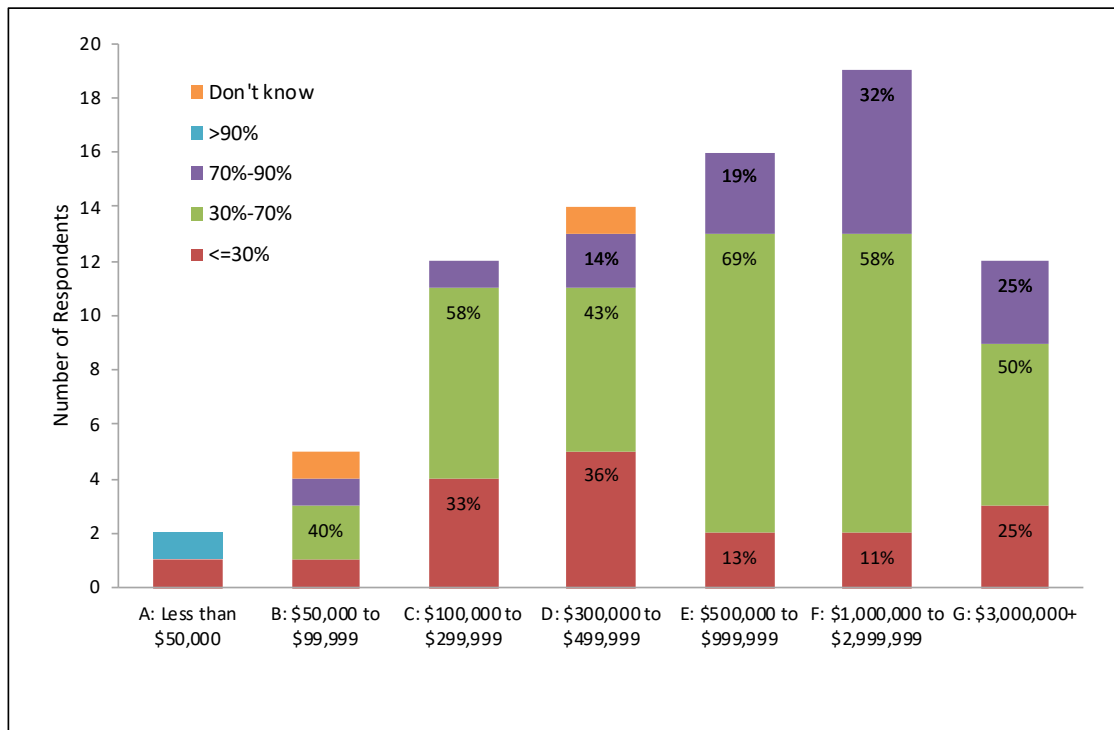
**Figure 1: Respondents by Budget-Size Categories**



<sup>4</sup> Survey Questions 8 and 9.

Respondents were asked what percentage of their operating budget is spent on salaries and benefits and over half are spending between 30% and 70% of their operating budget on salaries and benefits.

**Figure 2: Percent of Budget Spent on Salaries and Benefits<sup>5</sup>**

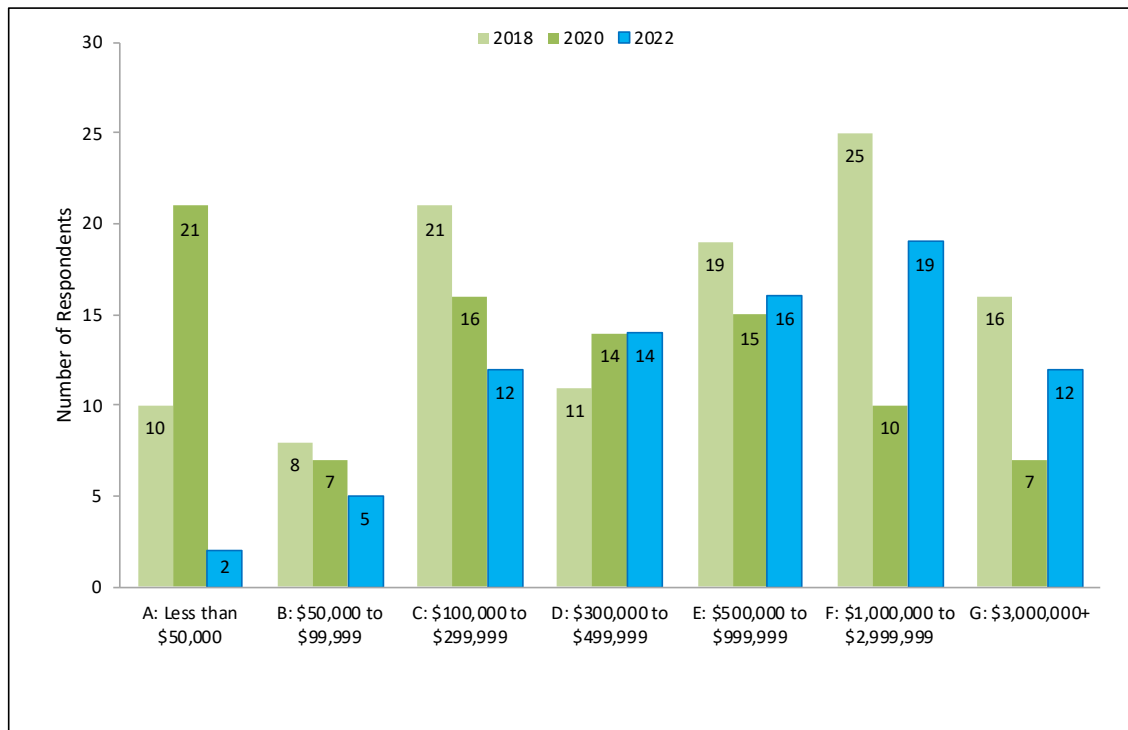


<sup>5</sup> The percent of respondents is displayed when there are 2 or more respondents, and the percentage is 10% or higher.



The number and distribution of respondents by budget-size has changed over time. Notably, the number of respondents in the smallest budget-size (less than \$50,000) is substantially smaller in this survey (see Figure 3).

**Figure 3: Comparison of Respondents  
2018, 2020, and 2022**



## A. 2022 Compensation by Position for the Eight Highest-Paid Employees

Respondents were asked detailed questions about the Executive Director/President/Chief Executive Officer and the next *seven* highest-paid staff. These summary statistics are shown in Table 3 and displayed graphically in a box and whisker plot in Figure 4.

**Table 3: Annualized Compensation<sup>6,7</sup> of Full-Time Year-Round Employees<sup>8,9,10</sup>**

<i>Full-Time Employees</i>	Responses	Mean	Low	Q25	Median	Q75	High
Executive Director/President/Chief Executive Officer	66	\$121,212	\$5,000	\$75,000	\$110,000	\$140,000	\$325,000
Financial Director/Chief Financial Officer	13	\$108,462	\$75,000	\$85,000	\$95,000	\$110,000	\$225,000
Accountant/Bookkeeper	3	\$76,667	\$55,000				\$110,000
Administrator/Chief Operating Officer	23	\$98,913	\$45,000	\$65,000	\$85,000	\$130,000	\$190,000
Program Director	45	\$76,667	\$45,000	\$65,000	\$75,000	\$85,000	\$130,000
Marketing Director	10	\$78,500	\$65,000	\$65,000	\$75,000	\$85,000	\$110,000
Development Director	18	\$90,000	\$35,000	\$60,000	\$75,000	\$120,000	\$150,000
Support Staff (programs, assistants, office manager, secretary, etc.)	9	\$56,111	\$45,000	\$55,000	\$55,000	\$55,000	\$65,000
Specialized Staff (teacher, clinical, scientific, counselor, etc.)	16	\$76,875	\$45,000	\$55,000	\$75,000	\$95,000	\$110,000
Volunteer Coordinator	1	\$65,000	\$65,000				\$65,000
Other	10	\$121,500	\$55,000	\$65,000	\$95,000	\$140,000	\$225,000

<sup>6</sup> The Survey defines “compensation” as all forms of taxable money-equivalent emolument from the organization—including, but not limited to, base salary as well as any bonuses, incentive payments, housing allowances, or vehicle allowances, but NOT including reimbursements for expenses incurred on behalf of the organization.

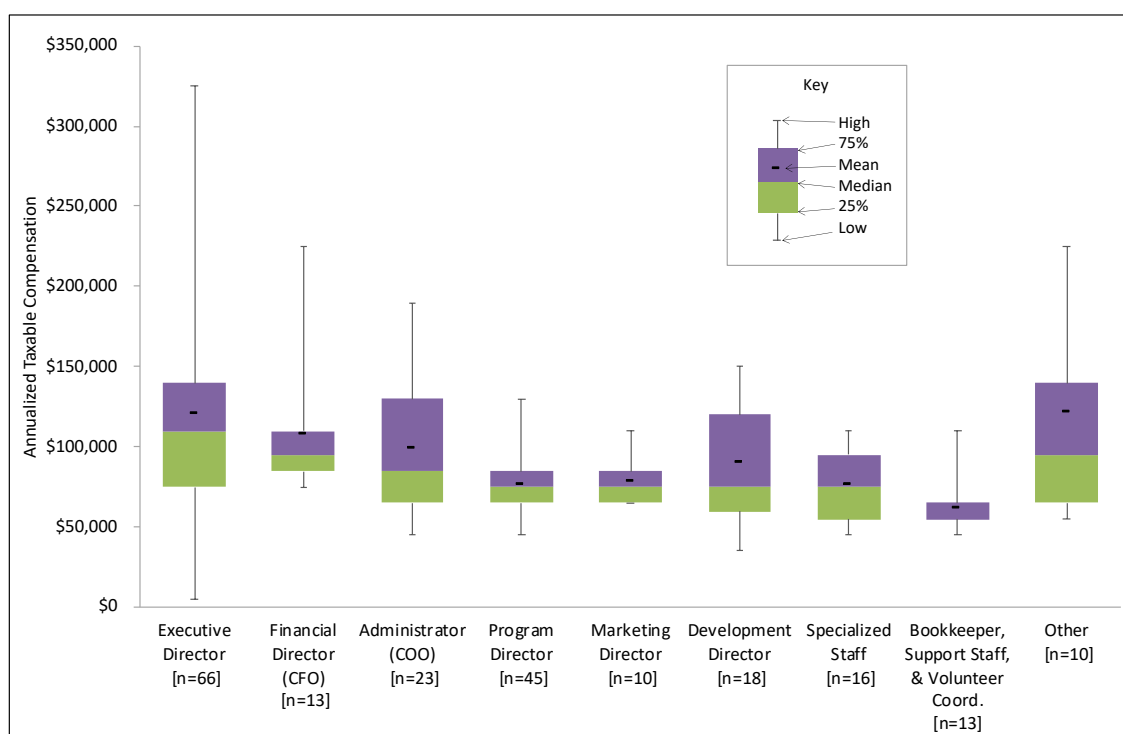
<sup>7</sup> The Survey defines “annualized compensation” as what a part-time or part-year employee’s annual compensation would have been if they had in fact worked full-time for the full year. For employees who did work full-time for the full year, this is simply their actual annual compensation. For employees who did not work full-time for the full year, this is their compensation for the time they did work, scaled up to what it would have been if they had worked full-time at the same periodic (i.e., hourly, daily, or monthly) rate.

<sup>8</sup> Respondents were asked detailed questions about matters including compensation, education, work pattern, and benefits for the Executive Director/President/Chief Executive Officer and the next *seven* highest-paid staff (or fewer for nonprofits with fewer than eight paid employees).

<sup>9</sup> Survey Questions 26, 28, 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

<sup>10</sup> There is at least one low reported value for executive director “annualized compensation” which we accepted at face value rather than attempt to second-guess the survey response.

**Figure 4: Compensation of Full-Time Year-Round Employees<sup>11</sup>**



**Table 4: Annualized Compensation<sup>12</sup> for Part-Time Year-Round Employees<sup>13,14,15</sup>**

<i>Part-Time Employees</i>	Responses	Mean	Low	Q25	Median	Q75	High
Executive Director/President/Chief Executive Officer	10	\$60,000	\$25,000	\$40,000	\$55,000	\$65,000	\$95,000
Financial Director/Chief Financial Officer							
Accountant/Bookkeeper							
Chief Operating Officer	1	\$110,000	\$110,000		\$110,000		\$110,000
Program Director	3	\$31,667	\$5,000		\$20,000		\$55,000
Marketing Director							
Development Director							
Support Staff (programs, assistants, office manager, secretary, etc.)	2	\$45,000	\$45,000		\$45,000		\$45,000
Specialized Staff (teacher, clinical, scientific, counselor, etc.)	1	\$150,000	\$150,000		\$150,000		\$150,000
Volunteer Coordinator	1	\$55,000	\$55,000		\$55,000		\$55,000
Other	1	\$55,000	\$55,000		\$55,000		\$55,000

<sup>11</sup> Note: Bookkeeper/ Accountant, Support Staff, and Volunteer Coordinator have been combined due to sparse numbers of respondents (<10).

<sup>12</sup> See footnotes 6 and 7.

<sup>13</sup> See footnote 8.

<sup>14</sup> The low reported values of some part-time employees' "annualized compensation" suggest that some respondents reported actual part-time compensation rather than fully annualized compensation. Nevertheless, for purposes of the summary tables in this report, we accepted such responses at face value rather than attempt to second-guess the survey responses.

<sup>15</sup> Survey Questions 26, 28, 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

## B. 2022 Compared to Prior Years

Previous compensation surveys defined job categories differently from the 2018–2022 surveys and defined compensation less comprehensively than “annualized compensation” as defined in the 2018–2022 surveys. Accordingly, the “mean” compensation values summarized in Table 5 below represent only those positions that correspond more or less directly to positions included in prior surveys and may not be directly comparable to values from earlier surveys.

**Table 5: Annualized Compensation for 2022 Compared to Mean Salaries in Prior Years<sup>16,17</sup>**

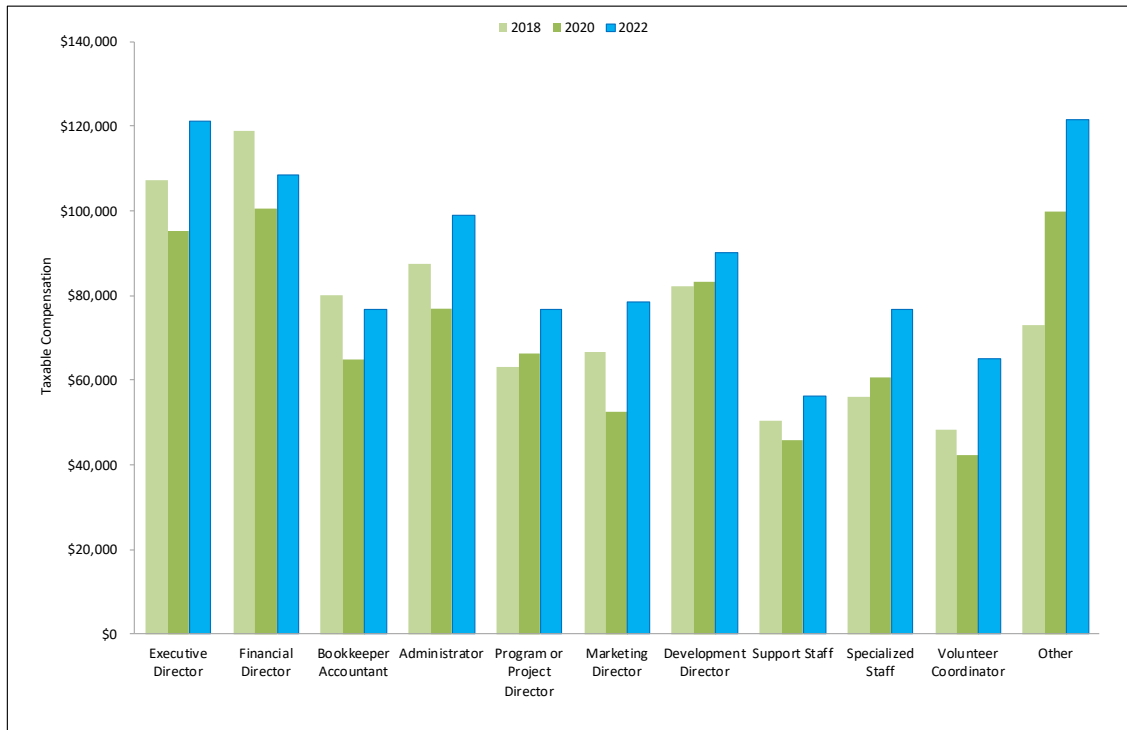
	Mean Salary/Compensation						% Change from				
	2012	2014	2016	2018	2020	2022	2012	2014	2016	2018	2020
<i>Full-Time Employees</i>											
Executive Director/President/Chief Executive Officer	\$75,352	\$86,597	\$94,027	\$107,436	\$95,328	\$121,212	61%	40%	29%	13%	27%
Financial Director/Chief Financial Officer	\$62,286	\$81,379	\$103,925	\$119,000	\$100,455	\$108,462	74%	33%	4%	-9%	8%
Accountant/Bookkeeper	\$45,283	\$50,934	\$50,265	\$80,000	\$65,000	\$76,667	69%	51%	53%	-4%	18%
Marketing Director	\$49,000	\$54,495	\$68,454	\$66,667	\$52,692	\$78,500	60%	44%	15%	18%	49%
Development Director	\$58,091	\$80,646	\$87,792	\$82,250	\$83,214	\$90,000	55%	12%	3%	9%	8%
Additional Support Staff	\$43,634	\$45,657	\$54,856	\$68,301	\$69,065	\$84,038	93%	84%	53%	23%	22%
<i>Part-Time Employees</i>											
Executive Director/President/Chief Executive Officer	\$50,747	\$61,007	\$79,514	\$32,000	\$23,333	\$60,000	18%	-2%	-25%	88%	157%
Accountant/Bookkeeper	\$38,375	\$47,813	\$52,400	\$40,000	\$35,000						
Marketing Director	\$32,000	\$60,000	\$53,133	\$35,000	\$27,500						
Development Director		\$52,500	\$62,287	\$35,000	\$20,000						
Additional Support Staff	\$61,872	\$53,134		\$27,708	\$34,444	\$61,667	0%	16%		123%	79%

<sup>16</sup> See footnote 14.

<sup>17</sup> Survey Questions 26, 28, 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.



**Figure 5: Comparison of Compensation for Full-Time Employees  
2018, 2020, and 2022<sup>18</sup>**



<sup>18</sup> Not all job categories are displayed in Table 5. See Table 3 in this report and prior reports.

## IV. Staff Composition, Compensation, and Benefits

### A. Number of Staff

**Table 6: Reported Numbers of Paid Employee and Volunteer Positions within Employee-Type Categories (Groups of Rows) and Budget-Size Categories (Columns)<sup>19,20,21</sup>**

Type of Position	Number of Positions	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total
Full-Time Employees	1		2	6	7	2			17
	2			1	1	1	1		4
	3-5				3	9	2	1	15
	6-9		1	1	1	4	5	1	13
	10-19						11	3	14
	20-49							3	3
	50-99							2	2
	100+							2	2
	Don't know								0
	Total	0	3	8	12	16	19	12	70
Part-Time Employees	1	1	2	5	3	3	1		15
	2	1	1	2	1	2	3	1	11
	3-5		2	2	4	3	5	1	17
	6-9				2	2			4
	10-19					2	2	3	7
	20-49				2		2	3	7
	50-99						1	2	3
	100+						1		1
	Don't know								0
	Total	2	5	9	12	12	15	10	65
Full-Time Volunteers	1				2				2
	2								0
	3-5			1				1	2
	6-9								0
	10-19			1					1
	20-49								0
	50-99								0
	100+								0
	Don't know								0
	Total	0	0	2	2	0	0	1	5
Part-Time Volunteer	1		3		1	1	1		6
	2	1				1	2	1	5
	3-5		1	1	4	1		2	9
	6-9							1	1
	10-19			1	2		1	3	7
	20-49				1	3	1		5
	50-99						2	2	4
	100+				1		1		2
	Don't know								0
	Total	1	4	2	9	6	8	9	39

<sup>19</sup> See Table 2 for budget-size categories for this and subsequent tables.

<sup>20</sup> Survey Questions 10-11.

<sup>21</sup> Each panel includes only respondents who had paid employee positions (or volunteer positions) of that type.

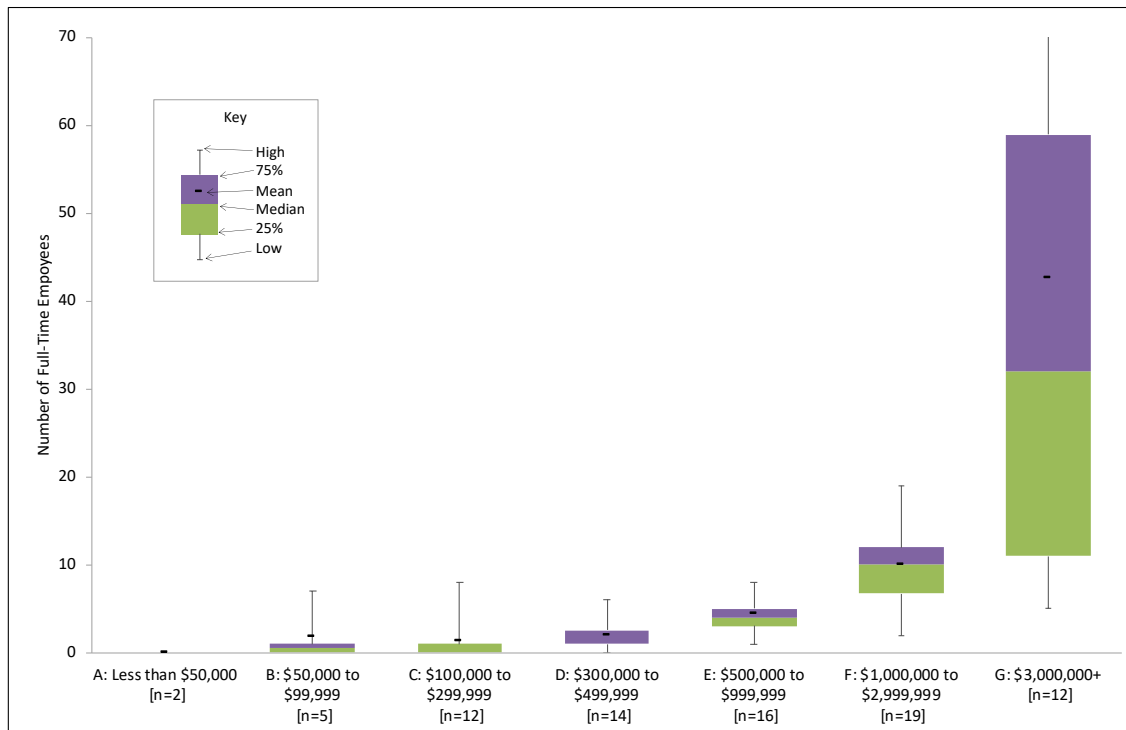
## B. A Closer Look at Full-Time Employees

**Table 7: Reported Numbers of Full-Time Employees within Budget-Size Categories<sup>22,23</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Number of Full-Time Employees	<i>Respondents*</i>	2	5	12	14	16	19	12	80
	<i>Mean</i>	0	2	1	2	4	10	43	10
	<i>Low</i>	0	0	0	0	1	2	5	0
	<i>Q25 (if n ≥5)</i>		0	0	1	3	7	11	1
	<i>Median</i>	0	1	1	1	4	10	32	4
	<i>Q75 (if n ≥5)</i>		1	1	3	5	12	59	10
	<i>High</i>	0	7	8	6	8	19	139	139

\*Number of survey respondents providing a numerical response value.

**Figure 6: Reported Number of Full-Time Employees<sup>24</sup>**



<sup>22</sup> Survey Question 10.

<sup>23</sup> Includes respondents who had no full-time employee positions.

<sup>24</sup> Note: the y-axis is limited to 70 and thus the high value of 139 for budget-size G: 3,000,000+ is not displayed.

### C. Number of Volunteers, Volunteer Hours, and Volunteer Training

**Table 8: Reported Numbers of Volunteers, Volunteer Hours, and Volunteer Training within Budget-Size Categories<sup>25</sup>**

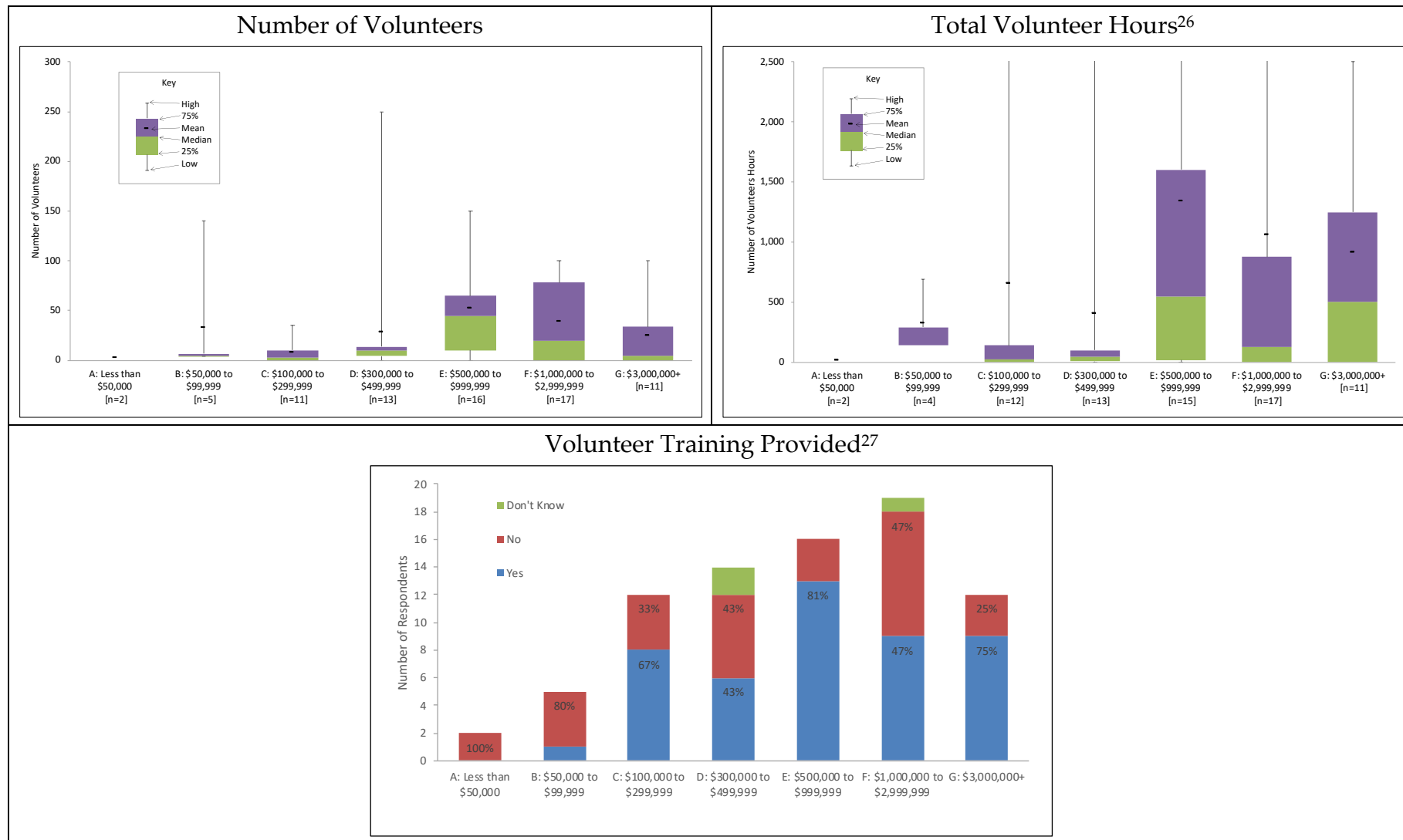
		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Number of Volunteers	<i>Respondents*</i>	2	5	11	13	16	17	11	75
	<i>Mean</i>	2	32	8	29	52	39	25	32
	<i>Low</i>	0	4	0	0	0	0	0	0
	<i>Q25 (if n ≥5)</i>		4.0	0.0	4.3	10.0	0.0	0.0	2
	<i>Median</i>	0	5	3	10	45	20	5	10
	<i>Q75 (if n ≥5)</i>		7	10	14	65	78	34	46
	<i>High</i>	4	140	35	250	150	100	100	250
Number of Volunteer Hours	<i>Respondents*</i>	2	4	12	13	15	17	11	74
	<i>Mean</i>	12	323	655	402	1,335	1,056	913	843
	<i>Low</i>	3	140	0	0	0	0	0	0
	<i>Q25 (if n ≥5)</i>			0.0	5.8	19.0	0.0	0.0	2
	<i>Median</i>	3	150	20	45	550	125	504	140
	<i>Q75 (if n ≥5)</i>		300	140	100	1,600	875	1,250	1,000
	<i>High</i>	20	700	6,048	3,120	4,800	10,000	2,500	10,000
Provide Volunteer Training									
	<i>Yes</i>	0	1	8	6	13	9	9	46
	<i>No</i>	2	4	4	6	3	9	3	31
	<i>Don't Know</i>	0	0	0	2	0	1	0	3
	<i>Total</i>	2	5	12	14	16	19	12	80

\*Number of survey respondents providing a numerical response value.

<sup>25</sup> Survey Questions 12-14.



**Figure 7: Reported Numbers of Volunteers, Total Volunteer Hours, and Provision of Volunteer Training**



<sup>26</sup> Note: the y-axis is limited to 2,500 and thus the high values for budget-sizes C through G are not displayed.

<sup>27</sup> The percent of respondents is displayed when the percentage is 20% or higher.

## D. Annualized Compensation by Position and Budget-Size Category

**Table 9: Annualized Compensation<sup>28</sup> by Position within Budget-Size Categories<sup>29,30</sup>**

<i>Position</i>		<b>A: &lt;\$50k</b>	<b>B: \$50k</b>	<b>C: \$100k</b>	<b>D: \$300K</b>	<b>E: \$500k</b>	<b>F: \$1m</b>	<b>G: \$3m+</b>	<b>Overall</b>
Executive Director / President / Chief Executive Officer	<i>Respondents*</i>	1	4	12	14	15	19	11	76
	<i>Mean</i>	25,000	45,000	60,833	82,857	123,333	139,211	182,727	113,158
	<i>Low</i>		5,000	35,000	55,000	75,000	75,000	110,000	5,000
	<i>Q25 (if n ≥5)</i>			45,000	65,000	85,000	95,000	130,000	65,000
	<i>Median (if n ≥5)</i>			55,000	75,000	110,000	110,000	160,000	95,000
	<i>Q75 (if n ≥5)</i>			65,000	90,000	130,000	150,000	225,000	130,000
	<i>High</i>		65,000	95,000	170,000	325,000	325,000	275,000	325,000
Financial Director / Chief Financial Officer	<i>Respondents*</i>			1			3	9	13
	<i>Mean</i>			75,000			105,000	113,333	108,462
	<i>Low</i>						75,000	85,000	75,000
	<i>Q25 (if n ≥5)</i>							85,000	85,000
	<i>Median (if n ≥5)</i>							95,000	95,000
	<i>Q75 (if n ≥5)</i>							110,000	110,000
	<i>High</i>						130,000	225,000	225,000
Accountant / Bookkeeper	<i>Respondents*</i>						2	1	3
	<i>Mean</i>						82,500	65,000	76,667
	<i>Low</i>						55,000		55,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>						110,000		110,000
Administrator / Chief Operating Officer	<i>Respondents*</i>				4	3	11	6	24
	<i>Mean</i>				68,750	81,667	102,273	123,333	99,375
	<i>Low</i>				45,000	75,000	55,000	110,000	45,000
	<i>Q25 (if n ≥5)</i>						65,000	110,000	65,000
	<i>Median (if n ≥5)</i>						80,000	130,000	85,000
	<i>Q75 (if n ≥5)</i>						120,000	130,000	130,000
	<i>High</i>				110,000	85,000	190,000	130,000	190,000
Program Director	<i>Respondents*</i>		2	2	5	10	23	8	50
	<i>Mean</i>		30,000	82,500	66,000	64,000	78,261	86,875	73,800
	<i>Low</i>		5,000	55,000	35,000	35,000	45,000	65,000	5,000
	<i>Q25 (if n ≥5)</i>				37,500	50,000	65,000	75,000	60,000
	<i>Median (if n ≥5)</i>				50,000	65,000	65,000	85,000	75,000
	<i>Q75 (if n ≥5)</i>				77,500	75,000	87,500	95,000	85,000
	<i>High</i>		55,000	110,000	110,000	75,000	130,000	110,000	130,000

<sup>28</sup> See footnotes 6 and 7.

<sup>29</sup> Survey Questions 26, 28, 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

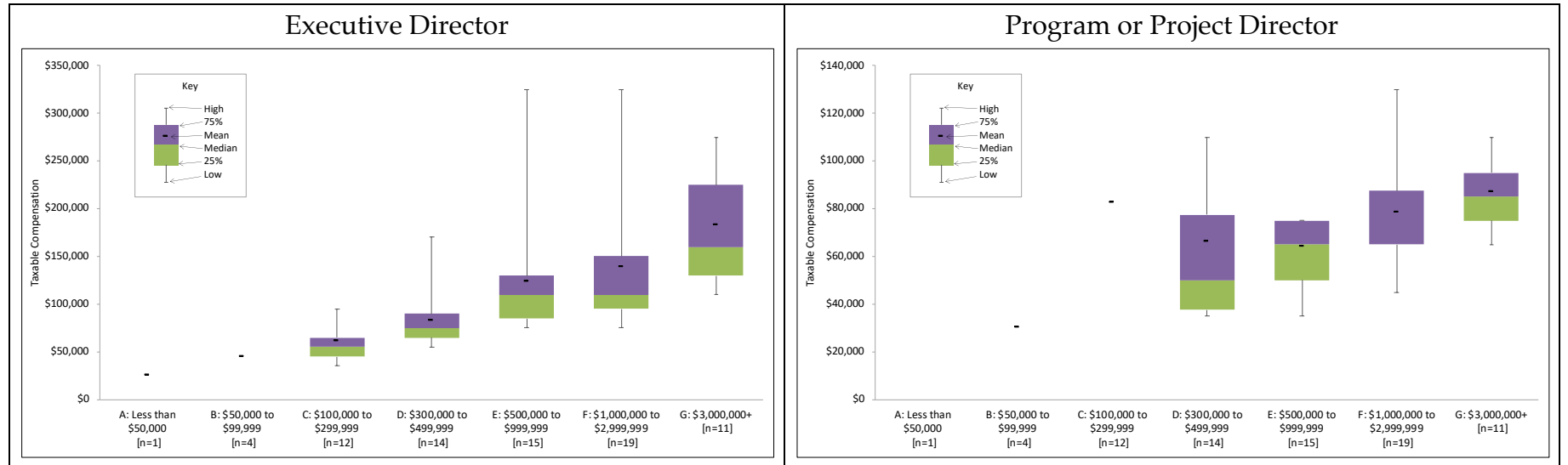
<sup>30</sup> Includes full-time, part-time, year-round, seasonal, and unknown work patterns.

**Table 9: Annualized Compensation by Position within Budget-Size Categories  
(continued)**

<i>Position</i>		<b>A: &lt;\$50k</b>	<b>B: \$50k</b>	<b>C: \$100k</b>	<b>D: \$300K</b>	<b>E: \$500k</b>	<b>F: \$1m</b>	<b>G: \$3m+</b>	<b>Overall</b>
Marketing Director	<i>Respondents*</i>					4	3	3	10
	<i>Mean</i>					67,500	93,333	78,333	78,500
	<i>Low</i>					65,000	85,000	75,000	65,000
	<i>Q25 (if n ≥5)</i>								65,000
	<i>Median (if n≥5)</i>								75,000
	<i>Q75 (if n ≥5)</i>								85,000
	<i>High</i>					75,000	110,000	85,000	110,000
Development Director	<i>Respondents*</i>				2	3	8	5	18
	<i>Mean</i>				40,000	90,000	87,500	114,000	90,000
	<i>Low</i>				35,000	55,000	55,000	85,000	35,000
	<i>Q25 (if n ≥5)</i>						65,000	87,500	60,000
	<i>Median (if n≥5)</i>						75,000	102,500	75,000
	<i>Q75 (if n ≥5)</i>						75,000	125,000	120,000
	<i>High</i>				45,000	150,000	150,000	150,000	150,000
Support Staff (programs, assistants, office manager, secretary, etc.)	<i>Respondents*</i>				2	6	3		11
	<i>Mean</i>				55,000	50,000	61,667		54,091
	<i>Low</i>				55,000	45,000	55,000		45,000
	<i>Q25 (if n ≥5)</i>					45,000			45,000
	<i>Median (if n≥5)</i>					45,000			55,000
	<i>Q75 (if n ≥5)</i>					55,000			55,000
	<i>High</i>				55,000	55,000	65,000		65,000
Specialized Staff (teacher, clinical, scientific, counselor, etc.)	<i>Respondents*</i>				4	3	3	7	17
	<i>Mean</i>				78,750	55,000	90,000	90,000	81,176
	<i>Low</i>				55,000	45,000	65,000	75,000	45,000
	<i>Q25 (if n ≥5)</i>							82,500	55,000
	<i>Median (if n≥5)</i>							85,000	80,000
	<i>Q75 (if n ≥5)</i>							95,000	95,000
	<i>High</i>				150,000	65,000	110,000	110,000	150,000
Volunteer Coordinator	<i>Respondents*</i>					1	1		2
	<i>Mean</i>					55,000	65,000		60,000
	<i>Low</i>								55,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								65,000
Other	<i>Respondents*</i>				1	3	3	4	11
	<i>Mean</i>				55,000	61,667	118,333	168,750	115,455
	<i>Low</i>					55,000	75,000	95,000	55,000
	<i>Q25 (if n ≥5)</i>								55,000
	<i>Median (if n≥5)</i>								85,000
	<i>Q75 (if n ≥5)</i>								135,000
	<i>High</i>					75,000	150,000	225,000	225,000

\* Number of survey responses reporting a numerical compensation amount for the corresponding position.

Figure 8: Annualized Compensation by Position<sup>31</sup>



<sup>31</sup> Other positions are not displayed graphically due to sparse data.



## E. Benefits by Employee Type and Budget-Size Category

**Table 10: Benefits for All Paid Employees<sup>32,33</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
<b>Total Respondents</b>		2	5	12	14	16	19	12	80	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>		4	10	25	43	79	55	216	91%
	<i>Year-Round Part-Time</i>	1	3	5	6	4			19	8%
	<i>Seasonal Full-Time</i>								0	0%
	<i>Seasonal Part-Time</i>				1				1	0%
	<i>Don't Know</i>	1							1	0%
	<i>Total</i>	2	7	15	32	47	79	55	237	100%
Health Insurance (% Paid by Employer)	<i>0%</i>	2	5	11	14	6	12	6	56	24%
	<i>≤ 50%</i>				6	4		5	15	6%
	<i>&gt; 50%</i>				9	9	28	35	81	34%
	<i>100%</i>		1	4	3	28	39	8	83	35%
	<i>Don't Know</i>		1					1	2	1%
	<i>Total</i>	2	7	15	32	47	79	55	237	100%
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>0%</i>	2	6	14	28	41	65	34	190	80%
	<i>≤ 50%</i>				3				3	1%
	<i>&gt; 50%</i>					4		13	17	7%
	<i>100%</i>			1	1	2	12	6	22	9%
	<i>Don't Know</i>		1				2	2	5	2%
	<i>Total</i>	2	7	15	32	47	79	55	237	100%
Dental Insurance (% Paid by Employer)	<i>0%</i>	2	6	12	30	20	18		88	37%
	<i>≤ 50%</i>				1			8	9	4%
	<i>&gt; 50%</i>					8	22	26	56	24%
	<i>100%</i>			3	1	19	39	20	82	35%
	<i>Don't Know</i>		1					1	2	1%
	<i>Total</i>	2	7	15	32	47	79	55	237	100%
Vision Insurance (% Paid by Employer)	<i>0%</i>	2	6	12	31	28	43	6	128	54%
	<i>≤ 50%</i>							8	8	3%
	<i>&gt; 50%</i>					4	5	26	35	15%
	<i>100%</i>			3	1	15	31	14	64	27%
	<i>Don't Know</i>		1					1	2	1%
	<i>Total</i>	2	7	15	32	47	79	55	237	100%
Prescription Insurance (% Paid by Employer)	<i>0%</i>	2	6	12	31	17	29	13	110	46%
	<i>≤ 50%</i>					4		4	8	3%
	<i>&gt; 50%</i>					8	20	21	49	21%
	<i>100%</i>			3	1	18	30	10	62	26%
	<i>Don't Know</i>		1					7	8	3%
	<i>Total</i>	2	7	15	32	47	79	55	237	100%

<sup>32</sup> See footnote 8.

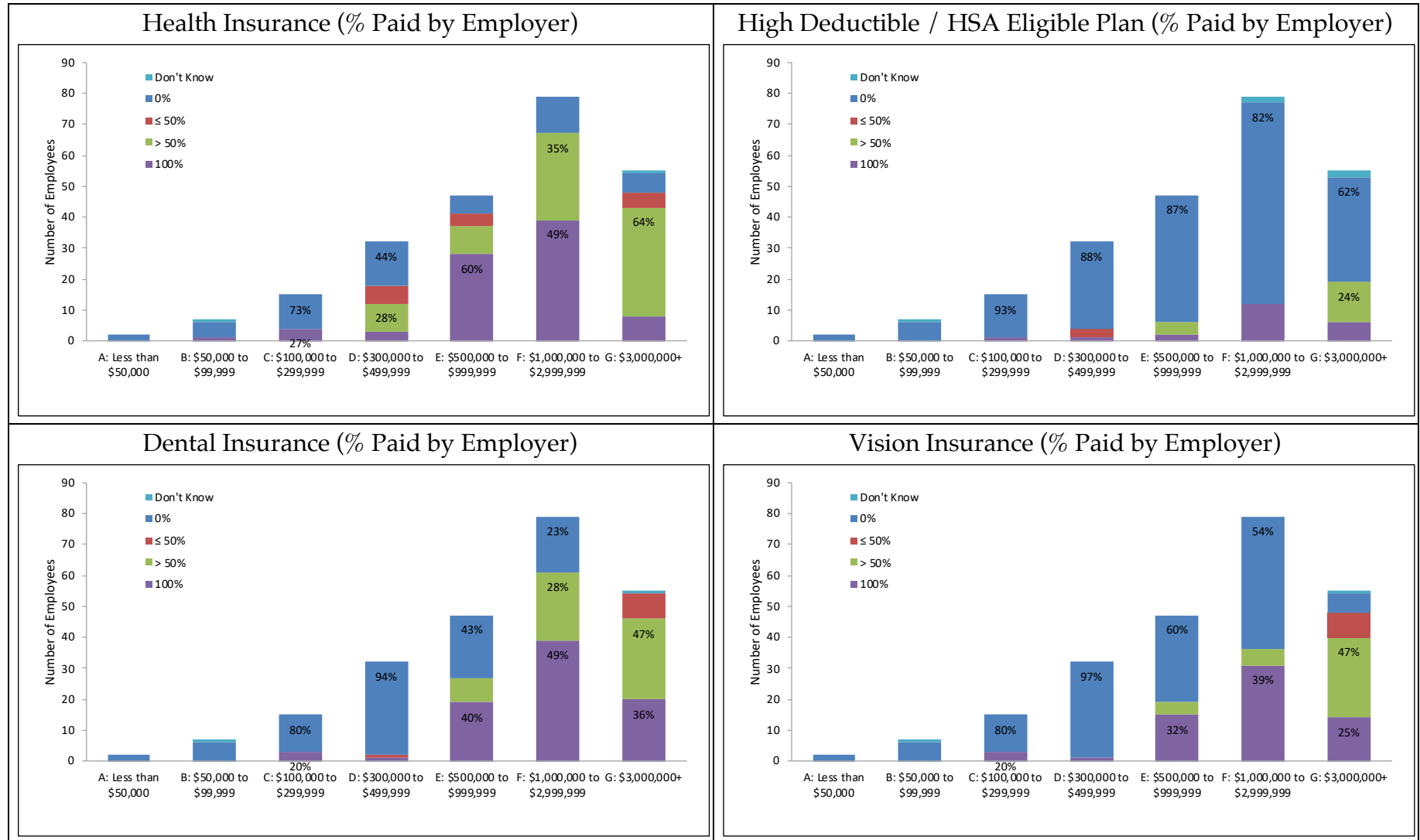
<sup>33</sup> Survey Questions 65-130.

**Table 10: Benefits for All Paid Employees (continued)**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Provide 403(b)/401(k) Retirement Plan	Yes		1	7	5	22	50	45	130	56%
	No	2	6	8	24	25	29	8	102	44%
	Don't Know								0	0%
	Total	2	7	15	29	47	79	53	232	100%
Provide Retirement Plan Matching Employee Contribution	Yes			7	6	24	74	47	158	67%
	No	2	6	8	26	23	5	8	78	33%
	Don't Know		1						1	0%
	Total	2	7	15	32	47	79	55	237	100%
Provide Pension Plan	Yes			1		5	6	4	16	7%
	No	2	6	14	32	42	73	50	219	92%
	Don't Know		1					1	2	1%
	Total	2	7	15	32	47	79	55	237	100%
Provide Performance Bonuses	Yes		2	7	23	34	70	20	156	66%
	No	2	4	8	7	13	9	35	78	33%
	Don't Know		1		2				3	1%
	Total	2	7	15	32	47	79	55	237	100%
Allow Flexible Work Schedule	Yes	1	7	13	22	44	77	53	217	92%
	No	1		2	9	3	2	1	18	8%
	Don't Know				1			1	2	1%
	Total	2	7	15	32	47	79	55	237	100%
Provide Housing Assistance	Yes			1	8	1	5	11	26	11%
	No	2	6	14	24	46	74	44	210	89%
	Don't Know		1						1	0%
	Total	2	7	15	32	47	79	55	237	100%
Provide Ski Pass	Yes				1	11	12	12	36	15%
	No	2	6	15	31	36	67	43	200	84%
	Don't Know		1						1	0%
	Total	2	7	15	32	47	79	55	237	100%
Provide Childcare Services or Stipend	Yes				7		12	1	20	8%
	No	2	6	15	25	47	67	54	216	91%
	Don't Know		1						1	0%
	Total	2	7	15	32	47	79	55	237	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes		2	3	8	5	7	13	38	16%
	No	2	4	12	24	42	72	42	198	84%
	Don't Know		1						1	0%
	Total	2	7	15	32	47	79	55	237	100%
Provide Option to Work from Home	Yes	1	6	14	27	34	74	52	208	88%
	No	1		1	3	4	5	3	17	7%
	Don't Know		1		2	9			12	5%
	Total	2	7	15	32	47	79	55	237	100%
Paid Holidays (number of days)	Respondents*	2	6	15	31	47	79	55	235	
	Mean	0	6	11	6	9	11	10	9	
	Low	0	0	0	0	0	3	0	0	
	Q25 (if n ≥5)		0.0	9.3	0.0	5.0	9.0	9.0	8	
	Median	0.0	8.0	11.0	5.0	10.0	10.0	10.0	10	
	Q75 (if n ≥5)		10.0	12.0	8.5	11.0	12.0	11.0	11	
	High	0	10	24	20	12	24	21	24	
Paid Time Off (number of days)	Respondents*	2	6	15	31	47	79	55	235	
	Mean	0	17	15	18	20	18	20	19	
	Low	0	10	0	0	0	3	0	0	
	Q25 (if n ≥5)		10.0	5.0	14.0	15.0	14.0	20.0	14	
	Median	0.0	10.0	15.0	18.0	15.0	16.0	20.0	20	
	Q75 (if n ≥5)		13.0	20.0	25.0	20.0	25.0	24.0	24	
	High	0	41+	41+	30	41+	32	35	41+	

\*Number of survey respondents providing a numerical response value.

Figure 9: Paid Employee Benefits<sup>34</sup>



<sup>34</sup> The percent of respondents is displayed when there are 20 or more respondents, and the percentage is 20% or higher.

Figure 9: Paid Employee Benefits (cont.)

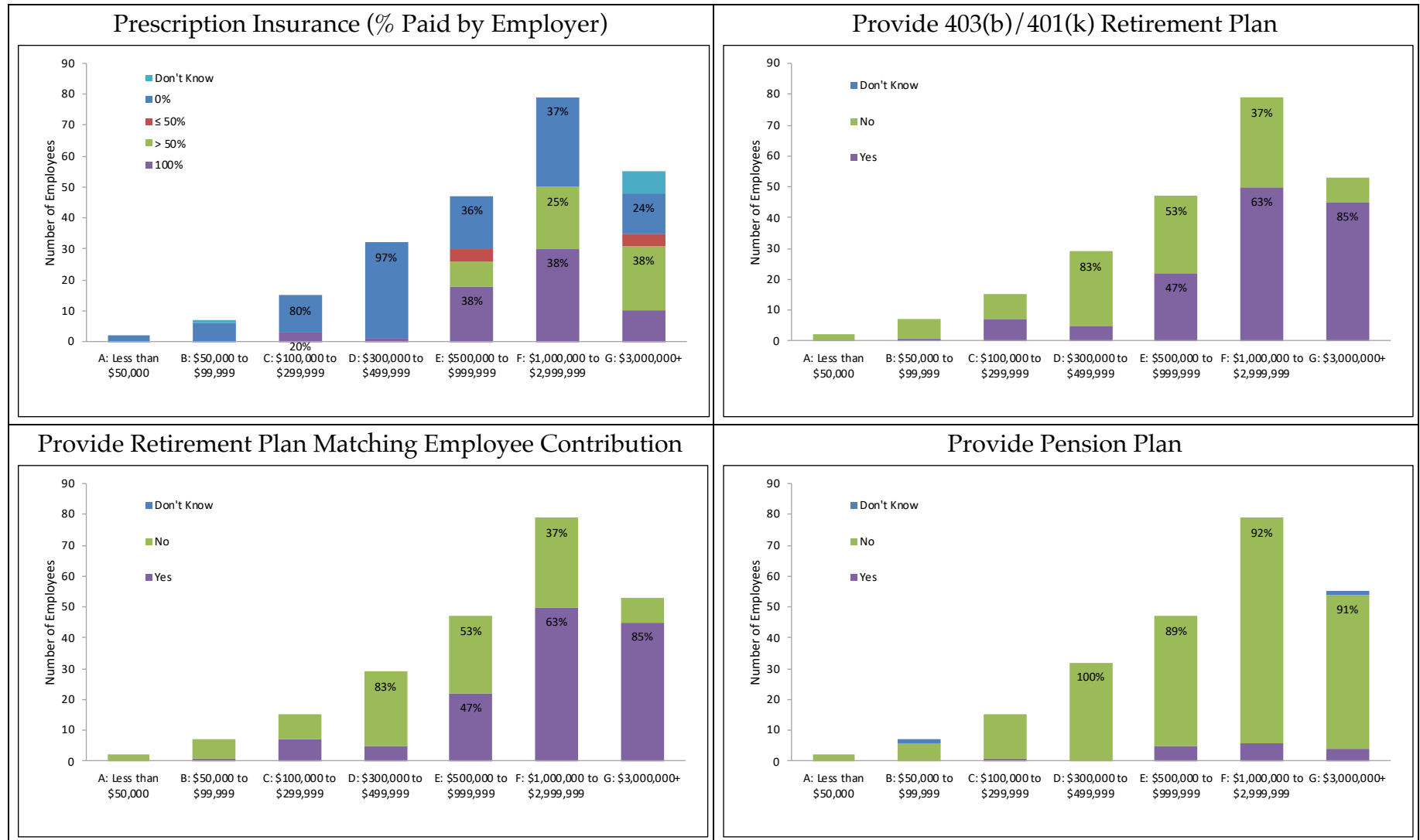
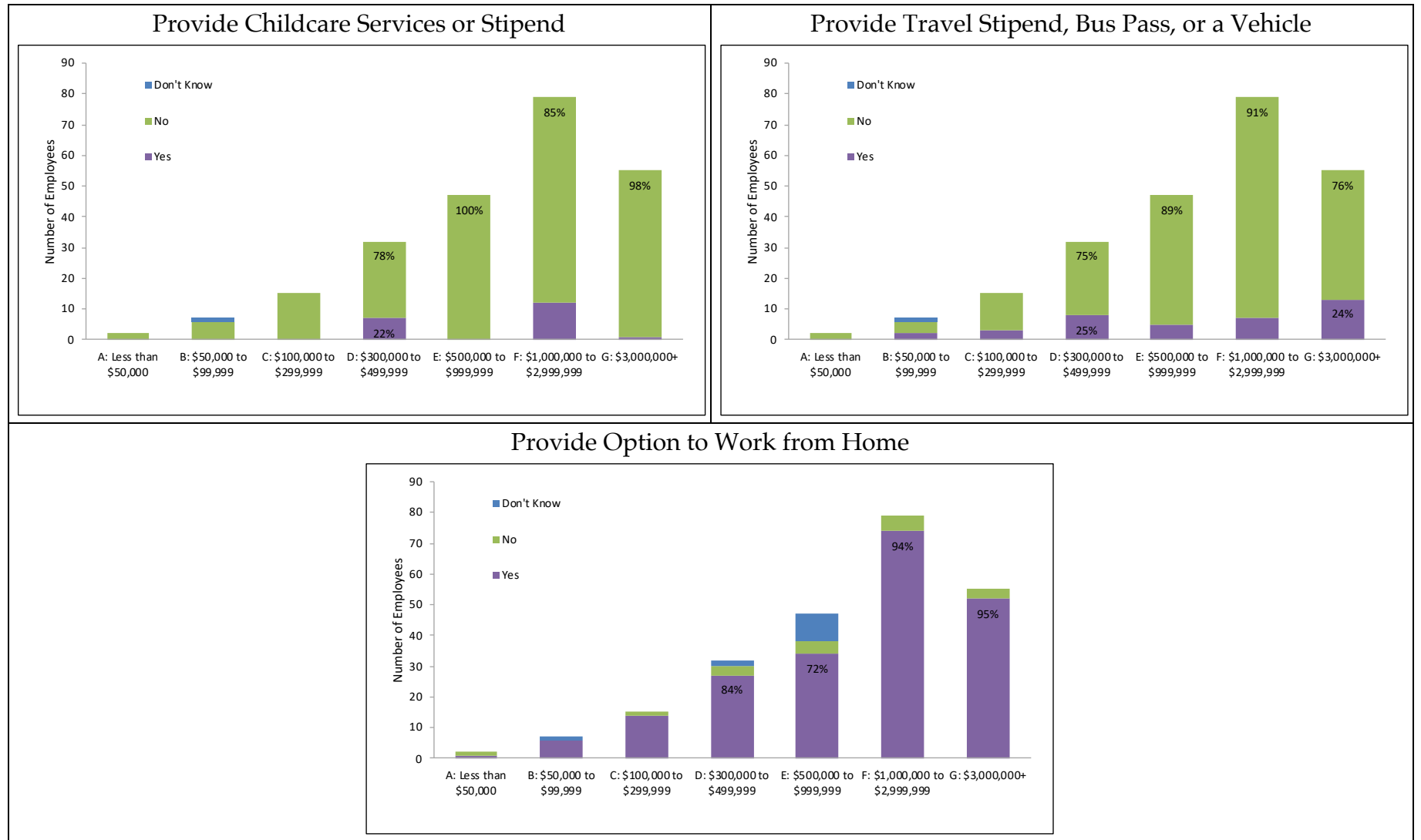


Figure 9: Paid Employee Benefits (cont.)



Figure 9: Paid Employee Benefits (cont.)



**Table 11: Benefits for Year-Round *Full-Time* Employees<sup>35,36</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
<b>Total Respondents</b>		2	5	12	14	16	19	12	80	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>		4	10	25	43	79	55	216	91%
	<i>Year-Round Part-Time</i>	1	3	5	6	4			19	8%
	<i>Seasonal Full-Time</i>								0	0%
	<i>Seasonal Part-Time</i>				1				1	0%
	<i>Don't Know</i>	1							1	0%
	<i>Total</i>	2	7	15	32	47	79	55	237	100%
Health Insurance (% Paid by Employer)	<i>0%</i>		2	6	8	5	12	6	39	18%
	<i>≤ 50%</i>				6	4		5	15	7%
	<i>&gt; 50%</i>				8	9	28	35	80	37%
	<i>100%</i>		1	4	3	25	39	8	80	37%
	<i>Don't Know</i>		1					1	2	1%
	<i>Total</i>		4	10	25	43	79	55	216	100%
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>0%</i>		3	10	21	37	65	34	170	79%
	<i>≤ 50%</i>				3				3	1%
	<i>&gt; 50%</i>					4		13	17	8%
	<i>100%</i>				1	2	12	6	21	10%
	<i>Don't Know</i>		1				2	2	5	2%
	<i>Total</i>		4	10	25	43	79	55	216	100%
Dental Insurance (% Paid by Employer)	<i>0%</i>		3	7	23	18	18		69	32%
	<i>≤ 50%</i>				1			8	9	4%
	<i>&gt; 50%</i>					8	22	26	56	26%
	<i>100%</i>			3	1	17	39	20	80	37%
	<i>Don't Know</i>		1					1	2	1%
	<i>Total</i>		4	10	25	43	79	55	216	100%
Vision Insurance (% Paid by Employer)	<i>0%</i>		3	7	24	26	43	6	109	50%
	<i>≤ 50%</i>							8	8	4%
	<i>&gt; 50%</i>					4	5	26	35	16%
	<i>100%</i>			3	1	13	31	14	62	29%
	<i>Don't Know</i>		1					1	2	1%
	<i>Total</i>		4	10	25	43	79	55	216	100%
Prescription Insurance (% Paid by Employer)	<i>0%</i>		3	7	24	15	29	13	91	42%
	<i>≤ 50%</i>					4		4	8	4%
	<i>&gt; 50%</i>					8	20	21	49	23%
	<i>100%</i>			3	1	16	30	10	60	28%
	<i>Don't Know</i>		1					7	8	4%
	<i>Total</i>		4	10	25	43	79	55	216	100%

<sup>35</sup> See footnote 8.

<sup>36</sup> Survey Questions 65-130.



**Table 11: Benefits for Year-Round Full-Time Employees (continued)**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Provide 403(b)/401(k) Retirement Plan	Yes		1	6	5	20	50	45	127	60%
	No		3	4	17	23	29	8	84	40%
	Don't Know								0	0%
	Total		4	10	22	43	79	53	211	100%
Provide Retirement Plan Matching Employee Contribution	Yes			6	6	23	74	47	156	72%
	No		3	4	19	20	5	8	59	27%
	Don't Know		1						1	0%
	Total		4	10	25	43	79	55	216	100%
Provide Pension Plan	Yes					5	6	4	15	7%
	No		3	10	25	38	73	50	199	92%
	Don't Know		1					1	2	1%
	Total		4	10	25	43	79	55	216	100%
Provide Performance Bonuses	Yes			6	19	32	70	20	147	68%
	No		3	4	5	11	9	35	67	31%
	Don't Know		1		1				2	1%
	Total		4	10	25	43	79	55	216	100%
Allow Flexible Work Schedule	Yes		4	9	15	41	77	53	199	92%
	No			1	9	2	2	1	15	7%
	Don't Know				1			1	2	1%
	Total		4	10	25	43	79	55	216	100%
Provide Housing Assistance	Yes				8	1	5	11	25	12%
	No		3	10	17	42	74	44	190	88%
	Don't Know		1						1	0%
	Total		4	10	25	43	79	55	216	100%
Provide Ski Pass	Yes				1	10	12	12	35	16%
	No		3	10	24	33	67	43	180	83%
	Don't Know		1						1	0%
	Total		4	10	25	43	79	55	216	100%
Provide Childcare Services or Stipend	Yes				7		12	1	20	9%
	No		3	10	18	43	67	54	195	90%
	Don't Know		1						1	0%
	Total		4	10	25	43	79	55	216	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes			2	5	4	7	13	31	14%
	No		3	8	20	39	72	42	184	85%
	Don't Know		1						1	0%
	Total		4	10	25	43	79	55	216	100%
Provide Option to Work from Home	Yes		3	10	21	32	74	52	192	89%
	No				3	4	5	3	15	7%
	Don't Know		1		1	7			9	4%
	Total		4	10	25	43	79	55	216	100%
Paid Holidays (number of days)	Respondents*		3	10	24	43	79	55	214	
	Mean		9	11	7	9	11	10	10	
	Low		8	1	0	4	3	0	0	
	Q25 (if n ≥5)			8.5	4.0	6.5	9.0	9.0	8	
	Median		9.0	11.0	5.0	10.0	10.0	10.0	10	
	Q75 (if n ≥5)			12.0	8.0	10.0	12.0	11.0	11	
	High		10	24	20	12	24	21	24	
Paid Time Off (number of days)	Respondents*		3	10	24	43	79	55	214	
	Mean		23	15	21	20	18	20	19	
	Low		10	0	10	10	3	0	0	
	Q25 (if n ≥5)			9.5	15.0	15.0	14.0	20.0	15	
	Median		13.0	20.0	20.0	15.0	16.0	20.0	20	
	Q75 (if n ≥5)			20.0	25.0	20.0	25.0	24.0	24	
	High		41+	20	30	41+	32	35	41+	

\*Number of survey respondents providing a numerical response value.

**Table 12: Benefits for Year-Round *Part-Time* Employees<sup>37,38</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
<b>Total Respondents</b>		2	5	12	14	16	19	12	80	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>		4	10	25	43	79	55	216	91%
	<i>Year-Round Part-Time</i>	1	3	5	6	4			19	8%
	<i>Seasonal Full-Time</i>								0	0%
	<i>Seasonal Part-Time</i>				1				1	0%
	<i>Don't Know</i>	1							1	0%
	<i>Total</i>	2	7	15	32	47	79	55	237	100%
Health Insurance (% Paid by Employer)	<i>0%</i>	1	3	5	5	1			15	79%
	<i>≤ 50%</i>								0	0%
	<i>&gt; 50%</i>				1				1	5%
	<i>100%</i>					3			3	16%
	<i>Don't Know</i>								0	0%
	<i>Total</i>	1	3	5	6	4	0	0	19	100%
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>0%</i>	1	3	4	6	4			18	95%
	<i>≤ 50%</i>								0	0%
	<i>&gt; 50%</i>								0	0%
	<i>100%</i>			1					1	5%
	<i>Don't Know</i>								0	0%
	<i>Total</i>	1	3	5	6	4	0	0	19	100%
Dental Insurance (% Paid by Employer)	<i>0%</i>	1	3	5	6	2			17	89%
	<i>≤ 50%</i>								0	0%
	<i>&gt; 50%</i>								0	0%
	<i>100%</i>					2			2	11%
	<i>Don't Know</i>								0	0%
	<i>Total</i>	1	3	5	6	4	0	0	19	100%
Vision Insurance (% Paid by Employer)	<i>0%</i>	1	3	5	6	2			17	89%
	<i>≤ 50%</i>								0	0%
	<i>&gt; 50%</i>								0	0%
	<i>100%</i>					2			2	11%
	<i>Don't Know</i>								0	0%
	<i>Total</i>	1	3	5	6	4	0	0	19	100%
Prescription Insurance (% Paid by Employer)	<i>0%</i>	1	3	5	6	2			17	89%
	<i>≤ 50%</i>								0	0%
	<i>&gt; 50%</i>								0	0%
	<i>100%</i>					2			2	11%
	<i>Don't Know</i>								0	0%
	<i>Total</i>	1	3	5	6	4	0	0	19	100%

<sup>37</sup> See footnote 8.

<sup>38</sup> Survey Questions 65-130.

**Table 12: Benefits for Year-Round Part-Time Employees (continued)**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Provide 403(b)/401(k) Retirement Plan	Yes			1		2			3	16%
	No	1	3	4	6	2			16	84%
	Don't Know								0	0%
	Total	2	3	5	6	4	0	0	19	100%
Provide Retirement Plan Matching Employee Contribution	Yes			1		1			2	11%
	No	1	3	4	6	3			17	89%
	Don't Know								0	0%
	Total	3	3	5	6	4	0	0	19	100%
Provide Pension Plan	Yes			1					1	5%
	No	1	3	4	6	4			18	95%
	Don't Know								0	0%
	Total	4	3	5	6	4	0	0	19	100%
Provide Performance Bonuses	Yes		2	1	3	2			8	42%
	No	1	1	4	2	2			10	53%
	Don't Know				1				1	5%
	Total	5	3	5	6	4	0	0	19	100%
Allow Flexible Work Schedule	Yes	1	3	4	6	3			17	89%
	No			1		1			2	11%
	Don't Know								0	0%
	Total	6	3	5	6	4	0	0	19	100%
Provide Housing Assistance	Yes			1					1	5%
	No	1	3	4	6	4			18	95%
	Don't Know								0	0%
	Total	7	3	5	6	4	0	0	19	100%
Provide Ski Pass	Yes					1			1	5%
	No	1	3	5	6	3			18	95%
	Don't Know								0	0%
	Total	8	3	5	6	4	0	0	19	100%
Provide Childcare Services or Stipend	Yes								0	0%
	No	1	3	5	6	4			19	100%
	Don't Know								0	0%
	Total	9	3	5	6	4	0	0	19	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes		2	1	2	1			6	32%
	No	1	1	4	4	3			13	68%
	Don't Know								0	0%
	Total	10	3	5	6	4	0	0	19	100%
Provide Option to Work from Home	Yes	1	3	4	5	2			15	79%
	No			1					1	5%
	Don't Know				1	2			3	16%
	Total	11	3	5	6	4	0	0	19	100%
Paid Holidays (number of days)	Respondents*	1	3	5	6	4			19	
	Mean	0	3	10	5	7			6	
	Low	0	0	0	0	0			0	
	Q25 (if n ≥5)			2.5	0.0				0	
	Median	0.0	0.0	11.0	0.0	5.0			6	
	Q75 (if n ≥5)			13.0	8.5				10	
	High	0	10	14	10	11			14	
Paid Time Off (number of days)	Respondents*	1	3	5	6	4			19	
	Mean	0	10	14	7	20			12	
	Low	0	10	0	0	0			0	
	Q25 (if n ≥5)			1.3	0.0				0	
	Median	0.0	10.0	5.0	0.0	15.0			10	
	Q75 (if n ≥5)			13.0	14.0				15	
	High	0	10	41+	15	41+			41+	

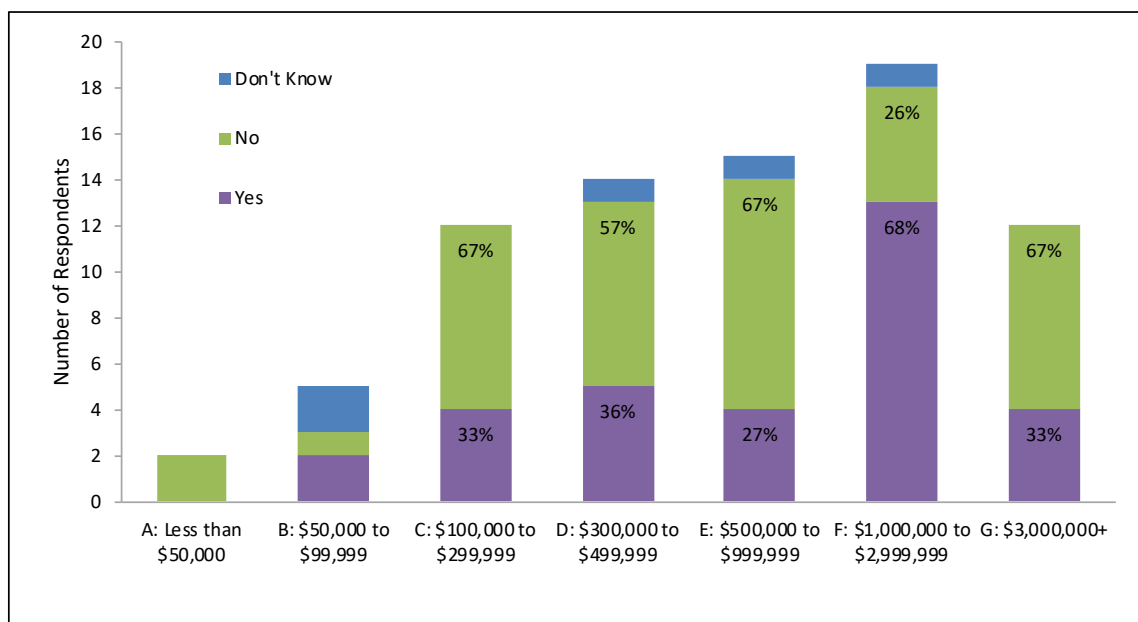
\*Number of survey respondents providing a numerical response value.

**Table 13: Family / Maternity / Paternity Benefits within Budget-Size Categories<sup>39</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall	Percent
Number of Respondents Offering Paid Family / Maternity / Paternity Leave	<i>Yes</i>		2	4	5	4	13	4	32	41%
	<i>No</i>	2	1	8	8	10	5	8	42	53%
	<i>Don't Know</i>		2		1	1	1		5	6%
	<i>Total</i>	2	5	12	14	15	19	12	79	100%
Weeks of Paid Family / Maternity / Paternity Leave Offered	<i>Respondents*</i>		2	4	5	4	13	4	32	
	<i>Mean</i>		3	10	8	7	9	5	8	
	<i>Low</i>		2	4	4	4	2	3	2	
	<i>Q25 (if n ≥5)</i>				4.5		3.3		4	
	<i>Median (if n ≥5)</i>				6.0		6.0		6	
	<i>Q75 (if n ≥5)</i>				6.0		12.0		12	
	<i>High</i>		4	12	16	12	30	6	30	
Number of Employees That Have Utilized Paid Family / Maternity / Paternity Leave in Past 3 Fiscal Years	<i>Respondents*</i>		3	4	6	5	14	3	35	
	<i>Number of Employees</i>		0	2	3	4	11	12	32	

\*Number of survey respondents providing a numerical response value.

**Figure 10: Benefits Include Paid Family / Maternity / Paternity Leave<sup>40</sup>**



<sup>39</sup> Survey Question 132.

<sup>40</sup> The percent of respondents is displayed when there are 20 or more respondents, and the percentage is 20% or higher.

**Table 14: Additional Benefits<sup>41</sup>**

Cost of living adjustment
Cell phone reimbursement
Club membership for Executive Director
Dependent Care pre-tax savings account (employee contribution)
Discounted or free food
Discount at organization's retail store
Free college credits
Life insurance
Personal use of organization's equipment and facilities
Unlimited paid time off
Wellness reimbursement or stipend

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<sup>41</sup> The additional benefits are as reported and have not been edited to standardize responses

## V. Compensation and Benefits by Position

Data were collected from each respondent for the Executive Director / President / Chief Executive Officer as well as other highest-paid employees (up to a total of eight).

**Table 15: Executive Director / President / Chief Executive Officer<sup>42</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
<b>Total Respondents</b>		2	5	12	14	16	19	12	80
<b>Paid Executive Director / President / Chief Executive Officer Positions</b>	<i>Full-Time Yearly</i>		4	7	11	15	19	12	68
	<i>Part-Time Yearly</i>	1	1	5	3				10
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>	1							1
	<i>Total</i>	2	5	12	14	15	19	12	79
<b>Year-Round Full-Time Annualized Compensation</b>	<i>Respondents*</i>		3	7	11	15	19	11	66
	<i>Mean</i>		\$38,333	\$66,429	\$83,182	\$123,333	\$139,211	\$182,727	\$121,212
	<i>Low</i>		\$5,000	\$45,000	\$55,000	\$75,000	\$75,000	\$110,000	\$5,000
	<i>Q25 (if n ≥5)</i>			\$52,500	\$65,000	\$85,000	\$95,000	\$130,000	\$75,000
	<i>Median (if n ≥5)</i>			\$60,000	\$70,000	\$110,000	\$110,000	\$160,000	\$110,000
	<i>Q75 (if n ≥5)</i>			\$70,000	\$85,000	\$130,000	\$150,000	\$225,000	\$140,000
<b>Year-Round Part-Time Annualized Compensation</b>	<i>High</i>		\$65,000	\$95,000	\$170,000	\$325,000	\$325,000	\$275,000	\$325,000
	<i>Respondents*</i>	1	1	5	3				10
	<i>Mean</i>	\$25,000	\$65,000	\$53,000	\$81,667				\$60,000
	<i>Low</i>			\$35,000	\$55,000				\$25,000
	<i>Q25 (if n ≥5)</i>			\$37,500					\$40,000
	<i>Median (if n ≥5)</i>			\$50,000					\$55,000
<b>Highest Degree Held</b>	<i>Q75 (if n ≥5)</i>			\$62,500					\$65,000
	<i>High</i>			\$65,000	\$95,000				\$95,000
	<i>High school graduate or less</i>						1		1
	<i>Some college</i>								
	<i>Four-year college degree</i>			7	8	9	7	4	35
	<i>Postgraduate degree</i>	1	4	5	6	6	10	7	39
	<i>Don't Know</i>	1	1				1	1	4
	<i>Total</i>	2	5	12	14	15	19	12	79

<sup>42</sup> Survey Questions 26-28 and 65-130.

**Table 15: Executive Director / President / Chief Executive Officer (continued)**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total
Health Insurance (% Paid by Employer)	0%	2	3	10	6	4	2	1	28
	≤ 50%				4	1		2	7
	> 50%				2	3	7	6	18
	100%		1	2	2	7	10	2	24
	<i>Don't Know</i>		1					1	2
	<i>Total</i>	2	5	12	14	15	19	12	79
High Deductible / HSA Eligible Plan (% Paid by Employer)	0%	2	4	11	12	13	16	7	65
	≤ 50%				1				1
	> 50%					1		2	3
	100%			1	1	1	2	1	6
	<i>Don't Know</i>		1				1	2	4
	<i>Total</i>	2	5	12	14	15	19	12	79
Dental Insurance (% Paid by Employer)	0%	2	4	11	12	9	5		43
	≤ 50%				1			2	3
	> 50%					2	5	4	11
	100%			1	1	4	9	5	20
	<i>Don't Know</i>		1					1	2
	<i>Total</i>	2	5	12	14	15	19	12	79
Vision Insurance (% Paid by Employer)	0%	2	4	11	13	11	9	2	52
	≤ 50%							2	2
	> 50%					1	2	4	7
	100%			1	1	3	8	3	16
	<i>Don't Know</i>		1					1	2
	<i>Total</i>	2	5	12	14	15	19	12	79
Prescription Insurance (% Paid by Employer)	0%	2	4	11	13	9	7	3	49
	≤ 50%					1		1	2
	> 50%					2	5	3	10
	100%			1	1	3	7	2	14
	<i>Don't Know</i>		1					3	4
	<i>Total</i>	2	5	12	14	15	19	12	79



**Table 15: Executive Director / President / Chief Executive Officer (continued)**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Provide 403(b)/401(k) Retirement Plan	Yes		1	4	2	6	12	9	34
	No	2	4	8	12	9	7	3	45
	Don't Know								0
	Total	2	5	12	14	15	19	12	79
Provide Retirement Plan Matching Employee Contribution	Yes			4	3	6	16	10	39
	No	2	4	8	11	9	3	2	39
	Don't Know		1						1
	Total	2	5	12	14	15	19	12	79
Provide Pension Plan	Yes			1		2	3	2	8
	No	2	4	11	14	13	16	9	69
	Don't Know		1					1	2
	Total	2	5	12	14	15	19	12	79
Provide Performance Bonuses	Yes		1	4	9	12	16	5	47
	No	2	3	8	4	3	3	7	30
	Don't Know		1		1				2
	Total	2	5	12	14	15	19	12	79
Allow Flexible Work Schedule	Yes	1	5	10	13	13	18	11	71
	No	1		2	1	2	1		7
	Don't Know							1	1
	Total	2	5	12	14	15	19	12	79
Provide Housing Assistance	Yes			1	3	1	2	3	10
	No	2	4	11	11	14	17	9	68
	Don't Know		1						1
	Total	2	5	12	14	15	19	12	79
Provide Ski Pass	Yes				1	2	2	2	7
	No	2	4	12	13	13	17	10	71
	Don't Know		1						1
	Total	2	5	12	14	15	19	12	79
Provide Childcare Services or Stipend	Yes				1		2	1	4
	No	2	4	12	13	15	17	11	74
	Don't Know		1						1
	Total	2	5	12	14	15	19	12	79
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes		1	2	2	1	2	3	11
	No	2	3	10	12	14	17	9	67
	Don't Know		1						1
	Total	2	5	12	14	15	19	12	79
Provide Option to Work from Home	Yes	1	4	11	12	12	17	11	68
	No	1		1	1	1	2	1	7
	Don't Know		1		1	2			4
	Total	2	5	12	14	15	19	12	79
Paid Holidays (number of days)	Respondents*	2	4	12	13	15	19	12	77
	Mean	0	7	11	6	8	11	11	9
	Low	0	0	0	0	4	3	0	0
	Q25 (if n ≥5)			7.0	0.0	5.0	9.0	9.0	7
	Median	0.0	8.0	11.0	6.0	9.0	10.0	11.0	10
	Q75 (if n ≥5)			13.0	8.0	10.0	12.0	11.0	11
	High	0	10	24	20	12	24	21	24
Paid Time Off (number of days)	Respondents*	2	4	12	13	15	19	12	77
	Mean	0	20	14	16	19	19	20	18
	Low	0	10	0	0	14	3	0	0
	Q25 (if n ≥5)			5.0	11.0	15.0	14.0	15.0	14
	Median	0.0	10.0	12.0	15.0	15.0	19.0	20.0	15
	Q75 (if n ≥5)			20.0	24.0	20.0	25.0	25.0	23
	High	0	41+	41+	30	41+	32	35	41+

\*Number of survey respondents providing a numerical response value.

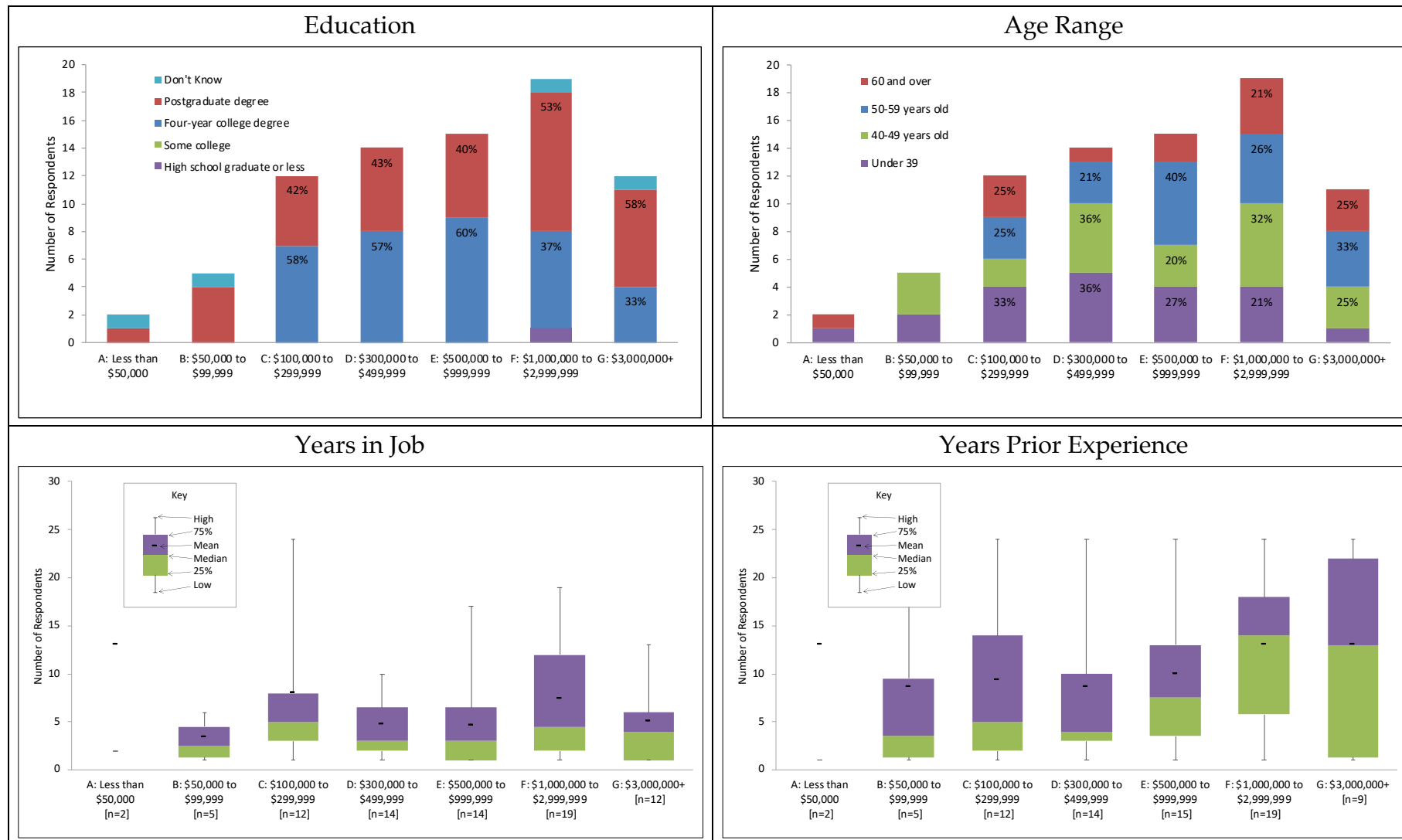
**Table 16: Supplemental Data on Executive Director/President/Chief Executive Officer<sup>43</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Succession Plan in Place	<i>Yes</i>		1	3	2	6	8	5	25
	<i>No</i>		4	7	12	9	11	7	50
	<i>Don't Know</i>	2		2					4
	<i>Total</i>	2	5	12	14	15	19	12	79
Years in Job	<i>Respondents*</i>	2	5	12	14	14	19	12	78
	<i>Mean</i>	13	3	8	5	5	7	5	6
	<i>Low</i>	2	1	1	1	1	1	1	1
	<i>Q25 (if n ≥5)</i>		1.3	3.0	2.0	1.0	2.0	1.0	2
	<i>Median</i>	2.0	2.5	5.0	3.0	3.0	4.5	4.0	4
	<i>Q75 (if n ≥5)</i>		4.5	8.0	6.5	6.5	12.0	6.0	8
	<i>High</i>	20+	6	20+	10	17	19	13	20+
Years Prior Experience	<i>Respondents*</i>	2	5	12	14	15	19	9	76
	<i>Mean</i>	13	9	9	9	10	13	13	11
	<i>Low</i>	1	1	1	1	1	1	1	1
	<i>Q25 (if n ≥5)</i>		1.3	2.0	3.0	3.5	5.8	1.3	3
	<i>Median</i>	1.0	3.5	5.0	4.0	7.5	14.0	13.0	8
	<i>Q75 (if n ≥5)</i>		9.5	14.0	10.0	13.0	18.0	22.0	17
	<i>High</i>	20+	20+	20+	20+	20+	20+	20+	20+
Age Range	<i>Under 39</i>	1	2	4	5	4	4	1	21
	<i>40-49 years old</i>		3	2	5	3	6	3	22
	<i>50-59 years old</i>			3	3	6	5	4	21
	<i>60 and over</i>	1		3	1	2	4	3	14
	<i>Don't Know</i>							1	1
	<i>Total</i>	2	5	12	14	15	19	12	79
Owns Home	<i>Yes</i>	2	4	8	8	14	18	10	64
	<i>No</i>		1	3	5	1	1		11
	<i>Don't Know</i>								0
	<i>Total</i>	2	5	11	13	15	19	10	75
Home Location	<i>Teton County, WY</i>	2	3	9	12	11	15	8	60
	<i>Teton County, ID</i>		1	2		3	1	1	8
	<i>Lincoln County</i>			1	1		2	1	5
	<i>Elsewhere</i>		1		1	1	1	2	6
	<i>Don't know</i>								0
	<i>Total</i>	2	5	12	14	15	19	12	79

\*Number of survey respondents providing a numerical response value.

<sup>43</sup> Survey Questions 21-25 and 29.

Figure 11: Executive Director / President / Chief Executive Officer Characteristics<sup>44</sup>



<sup>44</sup> The percent of respondents is displayed when there are 20 or more respondents, and the percentage is 20% or higher. For the questions “Years on Job” and “Years Prior Experience,” 24 years was used to calculate the metrics when the response was “20+ years.”

Figure 11: Executive Director / President / Chief Executive Officer Characteristics (cont.)

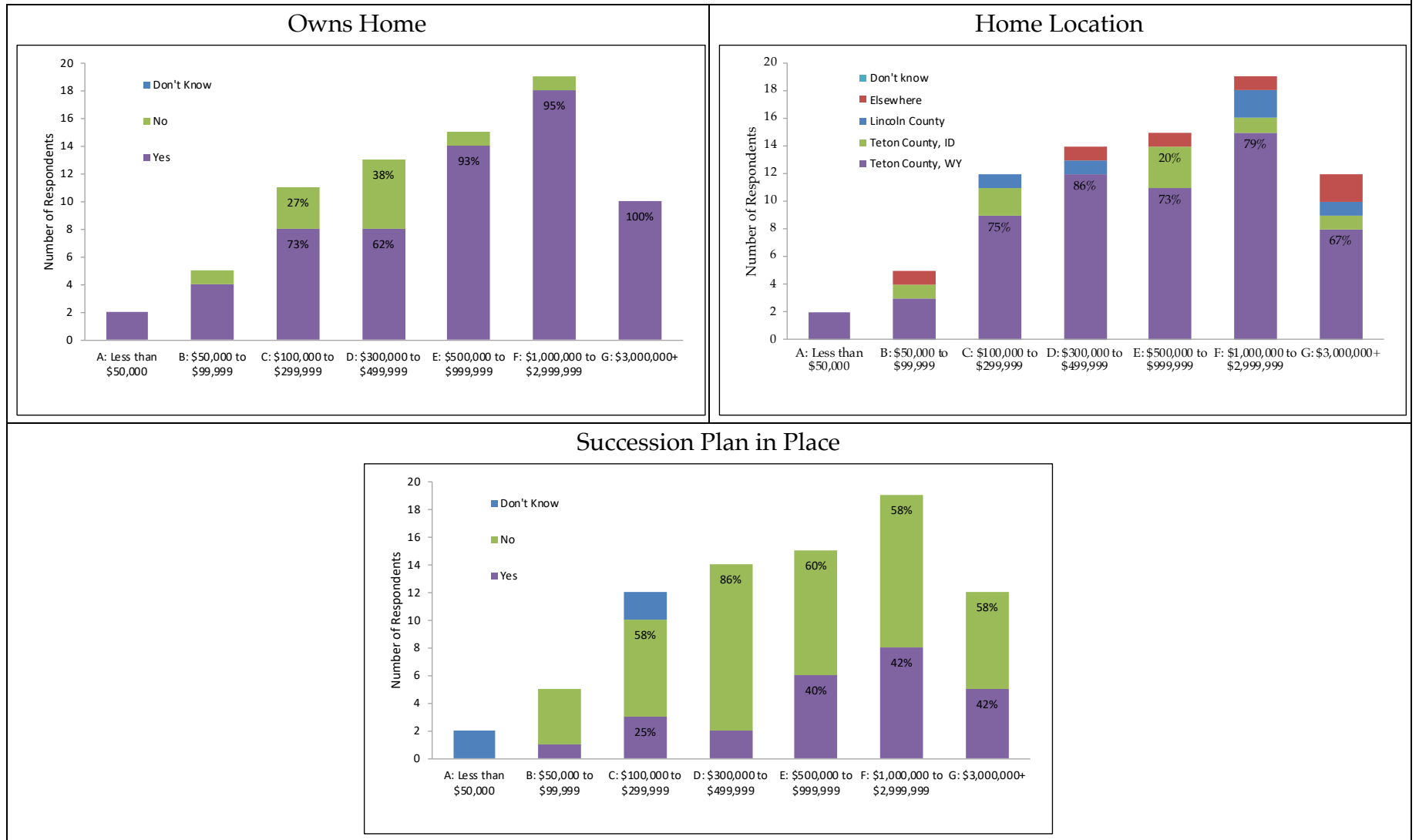


Table 17: Financial Director / Chief Financial Officer<sup>45</sup>

		A: ≤\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	5	12	14	16	19	12	80
Paid Financial Director / Chief Financial Officer Positions	Full-Time Yearly			1			3	9	13
	Part-Time Yearly								
	Full-Time Seasonal								
	Part-Time Seasonal								
	Don't Know								
	Total			1			3	9	13
Year-Round Full-Time Annualized Compensation	Respondents*			1			3	9	13
	Mean			\$75,000			\$105,000	\$113,333	\$108,462
	Low						\$75,000	\$85,000	\$75,000
	Q25 (if n ≥5)							\$85,000	\$85,000
	Median (if n ≥5)							\$95,000	\$95,000
	Q75 (if n ≥5)							\$110,000	\$110,000
Year-Round Part-Time Annualized Compensation	High						\$130,000	\$225,000	\$225,000
	Respondents*								
	Mean								
	Low								
	Q25 (if n ≥5)								
	Median (if n ≥5)								
Highest Degree Held	Q75 (if n ≥5)								
	High								
	High school graduate or less								
	Some college							1	1
	Four-year college degree			1			1	5	7
	Postgraduate degree						2	2	4
Total	Don't Know							1	1
	Total			1			3	9	13

<sup>45</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

**Table 18: Accountant / Bookkeeper<sup>46</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
<b>Total Respondents</b>		2	5	12	14	16	19	12	80
<b>Paid Accountant / Bookkeeper Positions</b>	<i>Full-Time Yearly</i>						2	1	3
	<i>Part-Time Yearly</i>								
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
<i>Total</i>							2	1	3
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>						2	1	3
	<i>Mean</i>						\$82,500	\$65,000	\$76,667
	<i>Low</i>						\$55,000		\$55,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>						\$110,000		\$110,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>								
	<i>Mean</i>								
	<i>Low</i>								
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>						1		1
	<i>Four-year college degree</i>							1	1
	<i>Postgraduate degree</i>						1		1
	<i>Don't Know</i>								
	<i>Total</i>						2	1	3

<sup>46</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

**Table 19: Administrator / Chief Operating Officer<sup>47</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
<b>Total Respondents</b>		2	5	12	14	16	19	12	80
<b>Paid Chief Operating Officer Positions</b>	<i>Full-Time Yearly</i>				3	3	11	6	23
	<i>Part-Time Yearly</i>				1				1
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
<i>Total</i>					4	3	11	6	24
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>				3	3	11	6	23
	<i>Mean</i>				\$55,000	\$81,667	\$102,273	\$123,333	\$98,913
	<i>Low</i>				\$45,000	\$75,000	\$55,000	\$110,000	\$45,000
	<i>Q25 (if n ≥5)</i>						\$65,000	\$110,000	\$65,000
	<i>Median (if n ≥5)</i>						\$80,000	\$130,000	\$85,000
	<i>Q75 (if n ≥5)</i>						\$120,000	\$130,000	\$130,000
	<i>High</i>				\$65,000	\$85,000	\$190,000	\$130,000	\$190,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>				1				1
	<i>Mean</i>				\$110,000				\$110,000
	<i>Low</i>								
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								
Highest Degree Held	<i>High school graduate or less</i>							1	1
	<i>Some college</i>								
	<i>Four-year college degree</i>				3	3	8	1	15
	<i>Postgraduate degree</i>				1		3	4	8
	<i>Don't Know</i>								
	<i>Total</i>				4	3	11	6	24

<sup>47</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.



**Table 20: Program or Project Director<sup>48</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
<b>Total Respondents</b>		2	5	12	14	16	19	12	80
<b>Paid Program or Project Director Positions</b>	<i>Full-Time Yearly</i>			2	3	9	23	8	45
	<i>Part-Time Yearly</i>		2		1				3
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>				1	1			2
	<i>Don't Know</i>								
	<i>Total</i>		2	2	5	10	23	8	50
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>			2	3	9	23	8	45
	<i>Mean</i>			\$82,500	\$61,667	\$67,222	\$78,261	\$86,875	\$76,667
	<i>Low</i>			\$55,000	\$45,000	\$45,000	\$45,000	\$65,000	\$45,000
	<i>Q25 (if n ≥5)</i>					\$57,500	\$65,000	\$75,000	\$65,000
	<i>Median (if n ≥5)</i>					\$70,000	\$65,000	\$85,000	\$75,000
	<i>Q75 (if n ≥5)</i>					\$75,000	\$87,500	\$95,000	\$85,000
	<i>High</i>			\$110,000	\$85,000	\$75,000	\$130,000	\$110,000	\$130,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>		2		1				3
	<i>Mean</i>		\$30,000		\$35,000				\$31,667
	<i>Low</i>		\$5,000						\$5,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>		\$55,000						\$55,000
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>								
	<i>Four-year college degree</i>		2	1	4	8	9	1	25
	<i>Postgraduate degree</i>			1	1	2	13	4	21
	<i>Don't Know</i>						1	3	4
	<i>Total</i>		2	2	5	10	23	8	50

<sup>48</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

Table 21: Marketing Director<sup>49</sup>

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	5	12	14	16	19	12	80
Paid Marketing Director Positions	Full-Time Yearly					4	3	3	10
	Part-Time Yearly								
	Full-Time Seasonal								
	Part-Time Seasonal								
	Don't Know								
	Total					4	3	3	10
Year-Round Full-Time Annualized Compensation	Respondents*					4	3	3	10
	Mean					\$67,500	\$93,333	\$78,333	\$78,500
	Low					\$65,000	\$85,000	\$75,000	\$65,000
	Q25 (if n ≥5)								\$65,000
	Median (if n ≥5)								\$75,000
	Q75 (if n ≥5)								\$85,000
	High					\$75,000	\$110,000	\$85,000	\$110,000
Year-Round Part-Time Annualized Compensation	Respondents*								
	Mean								
	Low								
	Q25 (if n ≥5)								
	Median (if n ≥5)								
	Q75 (if n ≥5)								
	High								
Highest Degree Held	High school graduate or less								
	Some college								
	Four-year college degree					3	3	1	7
	Postgraduate degree					1		1	2
	Don't Know							1	1
	Total					4	3	3	10

<sup>49</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

**Table 22: Development Director<sup>50</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
<b>Total Respondents</b>		2	5	12	14	16	19	12	80
<b>Paid Development Director Positions</b>	<i>Full-Time Yearly</i>				2	3	8	5	18
	<i>Part-Time Yearly</i>								
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
	<i>Total</i>				2	3	8	5	18
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>				2	3	8	5	18
	<i>Mean</i>				\$40,000	\$90,000	\$87,500	\$114,000	\$90,000
	<i>Low</i>				\$35,000	\$55,000	\$55,000	\$85,000	\$35,000
	<i>Q25 (if n ≥5)</i>						\$65,000	\$87,500	\$60,000
	<i>Median (if n ≥5)</i>						\$75,000	\$102,500	\$75,000
	<i>Q75 (if n ≥5)</i>						\$75,000	\$125,000	\$120,000
	<i>High</i>				\$45,000	\$150,000	\$150,000	\$150,000	\$150,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>								
	<i>Mean</i>								
	<i>Low</i>								
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>				1				1
	<i>Four-year college degree</i>				1	1	7	1	10
	<i>Postgraduate degree</i>					2	1	3	6
	<i>Don't Know</i>							1	1
	<i>Total</i>				2	3	8	5	18

<sup>50</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

Table 23: Support Staff<sup>51</sup>

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	5	12	14	16	19	12	80
Paid Support Staff (programs, assistants, office manager, secretary, etc.) Positions	Full-Time Yearly				2	4	3		9
	Part-Time Yearly					2			2
	Full-Time Seasonal								
	Part-Time Seasonal								
	Don't Know								
	Total				2	6	3		11
Year-Round Full-Time Annualized Compensation		Respondents*			2	4	3		9
		Mean			\$55,000	\$52,500	\$61,667		\$56,111
		Low			\$55,000	\$45,000	\$55,000		\$45,000
		Q25 (if n ≥5)							\$55,000
		Median (if n ≥5)							\$55,000
		Q75 (if n ≥5)							\$55,000
		High			\$55,000	\$55,000	\$65,000		\$65,000
Year-Round Part-Time Annualized Compensation		Respondents*				2			2
		Mean				\$45,000			\$45,000
		Low				\$45,000			\$45,000
		Q25 (if n ≥5)							
		Median (if n ≥5)							
		Q75 (if n ≥5)							
		High				\$45,000			\$45,000
Highest Degree Held	High school graduate or less								
	Some college						1		1
	Four-year college degree				2	5	1		8
	Postgraduate degree						1		1
	Don't Know					1			1
	Total				2	6	3		11

<sup>51</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

Table 24: Specialized Staff<sup>52</sup>

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	5	12	14	16	19	12	80
Paid Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse etc.) Positions	Full-Time Yearly				3	3	3	7	16
	Part-Time Yearly				1				1
	Full-Time Seasonal								
	Part-Time Seasonal								
	Don't Know								
	Total				4	3	3	7	17
Year-Round Full-Time Annualized Compensation	Respondents*				3	3	3	7	16
	Mean				\$55,000	\$55,000	\$90,000	\$90,000	\$76,875
	Low				\$55,000	\$45,000	\$65,000	\$75,000	\$45,000
	Q25 (if n ≥5)							\$82,500	\$55,000
	Median (if n ≥5)							\$85,000	\$75,000
	Q75 (if n ≥5)							\$95,000	\$95,000
	High				\$55,000	\$65,000	\$110,000	\$110,000	\$110,000
Year-Round Part-Time Annualized Compensation	Respondents*				1				1
	Mean				\$150,000				\$150,000
	Low								
	Q25 (if n ≥5)								
	Median (if n ≥5)								
	Q75 (if n ≥5)								
	High								
Highest Degree Held	High school graduate or less						1		1
	Some college							1	1
	Four-year college degree				3	2	2	2	9
	Postgraduate degree				1	1		2	4
	Don't Know							2	2
	Total				4	3	3	7	17

<sup>52</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

Table 25: Volunteer Coordinator<sup>53</sup>

		A: ≤\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	5	12	14	16	19	12	80
Paid Volunteer Coordinator Positions	Full-Time Yearly						1		1
	Part-Time Yearly					1			1
	Full-Time Seasonal								
	Part-Time Seasonal								
	Don't Know								
	Total					1	1		2
Year-Round Full-Time Annualized Compensation	Respondents*						1		1
	Mean						\$65,000		\$65,000
	Low								
	Q25 (if n ≥5)								
	Median (if n ≥5)								
	Q75 (if n ≥5)								
	High								
Year-Round Part-Time Annualized Compensation	Respondents*					1			1
	Mean					\$55,000			\$55,000
	Low								
	Q25 (if n ≥5)								
	Median (if n ≥5)								
	Q75 (if n ≥5)								
	High								
Highest Degree Held	High school graduate or less								
	Some college								
	Four-year college degree					1	1		2
	Postgraduate degree								
	Don't Know								
	Total					1	1		2

<sup>53</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

Table 26: Other Staff<sup>54</sup>

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	5	12	14	16	19	12	80
Paid Other Staff Positions	Full-Time Yearly				1	2	3	4	10
	Part-Time Yearly					1			1
	Full-Time Seasonal								
	Part-Time Seasonal								
	Don't Know								
	Total				1	3	3	4	11
Year-Round Full-Time Annualized Compensation	Respondents*				1	2	3	4	10
	Mean				\$55,000	\$65,000	\$118,333	\$168,750	\$121,500
	Low					\$55,000	\$75,000	\$95,000	\$55,000
	Q25 (if n ≥5)								\$65,000
	Median (if n ≥5)								\$95,000
	Q75 (if n ≥5)								\$140,000
	High					\$75,000	\$150,000	\$225,000	\$225,000
Year-Round Part-Time Annualized Compensation	Respondents*					1			1
	Mean					\$55,000			\$55,000
	Low								
	Q25 (if n ≥5)								
	Median (if n ≥5)								
	Q75 (if n ≥5)								
	High								
Highest Degree Held	High school graduate or less								
	Some college				1			1	2
	Four-year college degree						2		2
	Postgraduate degree					3	1	3	7
	Don't Know								
	Total				1	3	3	4	11

<sup>54</sup> Survey Questions 31-32, 34, 36-37, 39, 41-42, 44, 46-47, 49, 51-52, 54, 56-57, 59, 61-62, and 64.

## VI. Governance

Participating nonprofits were asked about the composition of their boards, the training board members receive, the terms of board members' service, and type of office space.

**Table 27: Board Characteristics within Budget-Size Categories<sup>55</sup>**

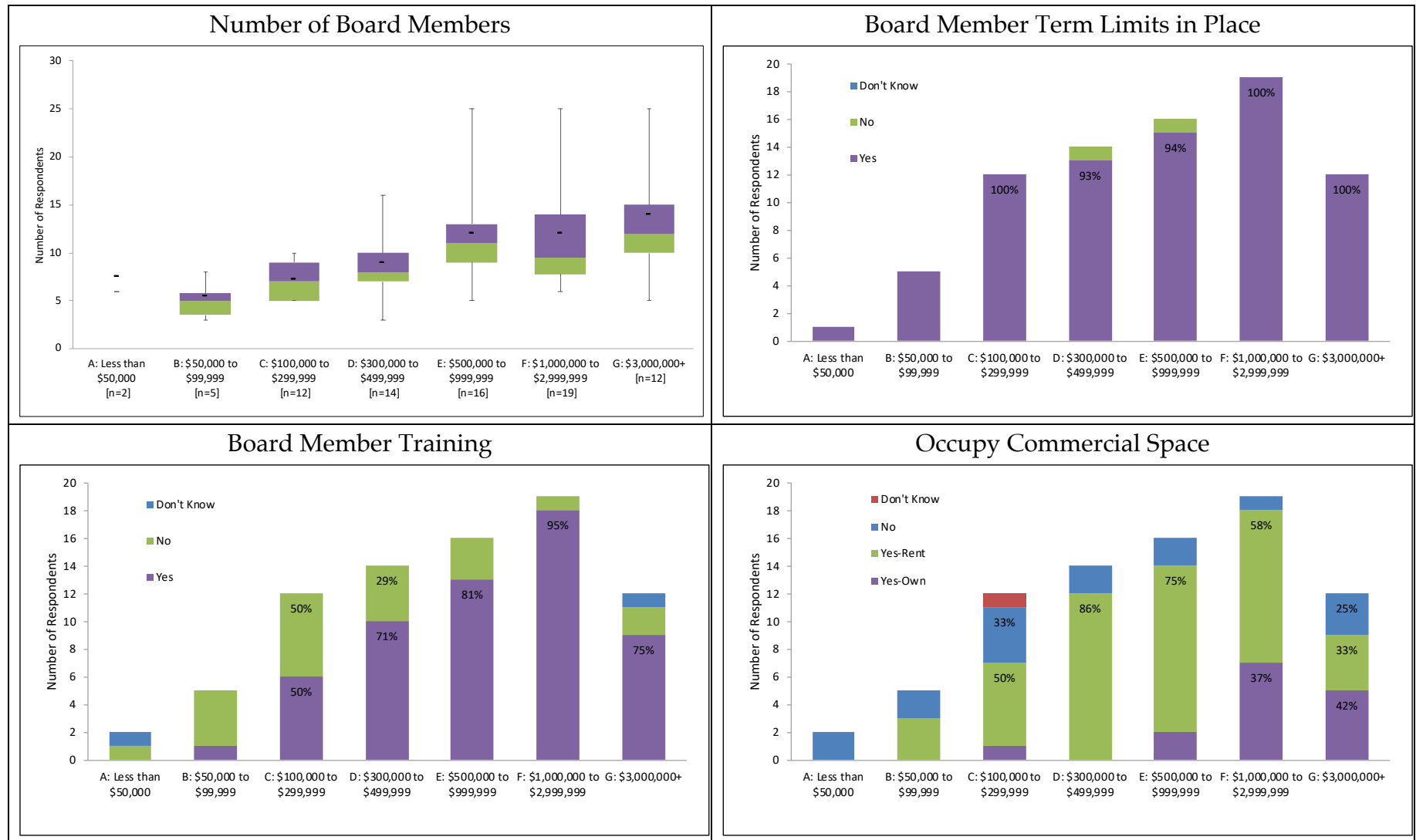
		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Total Respondents		2	5	12	14	16	19	12	80
Number of Board Members	<i>Respondents*</i>	2	5	12	14	16	19	12	80
	<i>Mean</i>	8	5	7	9	12	12	14	11
	<i>Low</i>	6	3	5	3	5	6	5	3
	<i>Q25 (if n ≥5)</i>		3.5	5.0	7.0	9.0	7.8	10.0	7
	<i>Median (if n ≥5)</i>		5.0	7.0	8.0	11.0	9.5	12.0	9
	<i>Q75 (if n ≥5)</i>		5.8	9.0	10.0	13.0	14.0	15.0	12
	<i>High</i>	9	8	10	16	21+	21+	21+	21+
Board Member Term Limits in Place	<i>Yes</i>	1	5	12	13	15	19	12	77
	<i>No</i>				1	1			2
	<i>Don't Know</i>								0
	<i>Total</i>	1	5	12	14	16	19	12	79
Board Member Term Limits (# of years)	<i>Respondents*</i>	1	5	12	13	15	19	12	77
	<i>Mean</i>	3	3	3	3	3	3	3	3
	<i>Low</i>	3	2	2	2	2	2	3	2
	<i>Q25 (if n ≥5)</i>		2.3	3.0	3.0	3.0	3.0	3.0	3
	<i>Median (if n ≥5)</i>		3.0	3.0	3.0	3.0	3.0	3.0	3
	<i>Q75 (if n ≥5)</i>		3.0	3.0	3.0	3.0	3.0	3.0	3
	<i>High</i>	3	4	10	4	9	4	4	10
Board Members Number of Consecutive Terms	<i>Respondents*</i>		4	11	12	15	19	10	71
	<i>Mean</i>		3	3	3	3	3	3	3
	<i>Low</i>		1	2	2	1	2	2	1
	<i>Q25 (if n ≥5)</i>			2.0	2.0	2.0	2.0	2.0	2
	<i>Median (if n ≥5)</i>			2.0	3.0	2.0	2.0	2.0	2
	<i>Q75 (if n ≥5)</i>			3.0	3.0	3.0	3.0	3.0	3
	<i>High</i>		4	3	4	10	4	6	10
Board Member Training	<i>Yes</i>		1	6	10	13	18	9	57
	<i>No</i>	1	4	6	4	3	1	2	21
	<i>Don't Know</i>	1						1	2
	<i>Total</i>	2	5	12	14	16	19	12	80
Occupy Commercial Space	<i>Yes-Own</i>			1		2	7	5	15
	<i>Yes-Rent</i>		3	6	12	12	11	4	48
	<i>No</i>	2	2	4	2	2	1	3	16
	<i>Don't Know</i>			1					1
	<i>Total</i>	2	5	12	14	16	19	12	80

\*Number of survey respondents providing a numerical response value.

<sup>55</sup> Survey Questions 15-20.



Figure 12: Selected Nonprofit Characteristics by Budget-Size<sup>56</sup>



<sup>56</sup> The percent of respondents is displayed when there are 20 or more respondents, and the percentage is 20% or higher. For the question “Number of Board Members” 25 years was used to calculate the metrics when the response was “21+ years.”

## VII. Housing and Childcare Issues

Participating nonprofits were asked about the number of employees commuting 25 or more miles, the number of employees lost due to housing and childcare issues.

**Table 28: Housing and Childcare Issues<sup>57</sup>**

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Number of Employees Commuting 25+ Miles to Work	<i>Respondents*</i>	2	5	12	14	15	19	11	78
	<i>Number of Employees Commuting</i>	0	3	8	12	21	45	93	182
Number of Employees Lost Due to Affordable Housing Issues in Past 5 Fiscal Years	<i>Respondents*</i>	2	4	12	12	15	17	10	72
	<i>Number of Employees Lost</i>	0	2	16	32	12	28	60	150
Number of Employees Lost Due to Affordable Childcare Issues in Past 5 Fiscal Years	<i>Respondents*</i>	2	4	12	12	15	16	9	70
	<i>Number of Employees Lost</i>	0	0	6	7	2	7	5	27

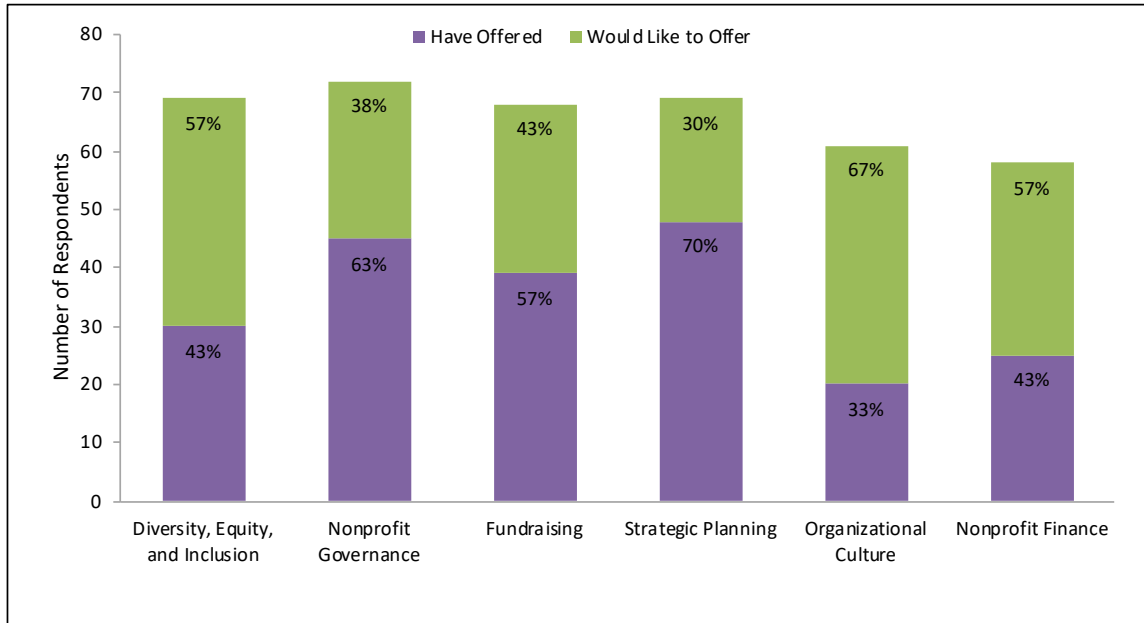
\*Number of survey respondents providing a numerical response value.

<sup>57</sup> Survey Questions 136-138.

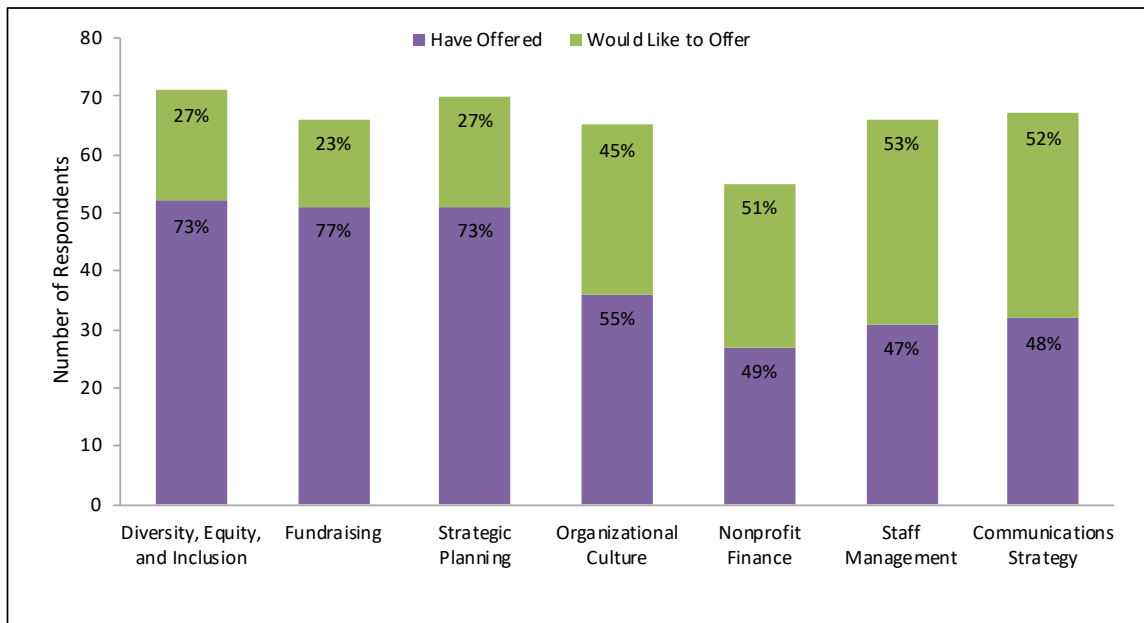
## VIII. Board and Staff Training and Continuing Education

Participating nonprofits (both with and without paid staff) were asked what training or continuing education their organization has offered their board and staff in the past three years or would like to offer.

**Figure 13: Board Training and Continuing Education<sup>58</sup>**



**Figure 14: Staff Training and Continuing Education**



<sup>58</sup> Survey Questions 134-135.

**Table 29: Additional Training and Continuing Education<sup>59</sup>**

Food safety training
Leadership training
Mindfulness training
Resilience training
Nonprofit marketing and communications
Program volunteer training

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<sup>59</sup> Survey Question 131.

## IX. Professional Services and Software Recommendations

Participating nonprofits (both with and without paid staff) were asked which professional service providers and software they were using successfully and could confidently recommend.

**Table 30: Recommended Professional Services<sup>60</sup>**

Professional Service Category	Provider	Number of Recommendations
Accountant/Bookkeeper	Alexis Smith	2
	Anna Adams	1
	Anna Davis/Cumulus Accounting	8
	Charlotte Baptiste	3
	Clark Heindl / Accountable Consulting	1
	Dawn Webster	1
	Eide Bailly	2
	Eve Throop	1
	Flat Creek Bookkeeping	1
	Handle It	3
	Hawkins Kominsky DeVries	1
	Lori Bantekas	3
	Lorna Speth	1
	New Level Group	2
	Nicole Morrison	2
	Pamela Weiss/Sparky's Bookkeeping	1
	Paycom	1
	Peacock Accounting	1
	Plante Moran	1
	Rachel Stam & Associates	6
	Rudd & Co (Idaho Falls)	1
	Sorenson & Flanagan	1
	Thompson Palmer & Associates P.C.	1
	Wilkinson and Associates	1
Diversity, Equity and Inclusion (DEI) Trainer	Anjali Nandi	1
	Avarna	1
	Ayoka Turner	1
	Carrie Ponikvar	1
	Cultivate Ability	3
	DEI Collective	2

<sup>60</sup> Survey Question 139.

<b>Professional Service Category</b>	<b>Provider</b>	<b>Number of Recommendations</b>
<b>Diversity, Equity and Inclusion (DEI) Trainer (cont.)</b>	Ivan Posey	1
	Jody Donovan	1
	Shelby Read	1
	Strello Group	1
<b>Facilitator</b>	Alex Norton	1
	Amy Albrecht (Sheridan)	1
	Amy Fulwyer	1
	Cyndi Harris	1
	Frances VanHouten	3
	Jenn Ford	1
	John Heymann	1
	Juliann "Missy" Whelan	2
	Kari Anderson/Incite Consulting	2
	Leadership at Play	1
	Lisa Christian	1
	Max Ludington	1
	Nicole Garrett	1
	Sandy Hessler	1
	Sara Flitner / Flitner Strategies	1
	Victoria Mates	1
	ZeroPoint Partners	1
<b>Fundraising Consultant</b>	Andrea Somerville	3
	Clare Payne Symmons	1
	Elaine Carney	1
	Kari Anderson/Incite Consulting	1
	Lisa Lord Price (Clementi)	2
	Philanthropy by Design	1
	SEED Fundraisers	4
<b>Graphic Designer</b>	Apres Ink	2
	Christine Mychajliw	1
	Christine Wehner / Creative Curiosity	3
	Drayton Beebe / Holcomb	1
	Heather DeVine	2
	Heather Hansen	1
	Jen Reddy	2
	Jenny Graham	1
	Julie Dery	1
	Julie Martin	1

<b>Professional Service Category</b>	<b>Provider</b>	<b>Number of Recommendations</b>
<b>Graphic Designer (cont.)</b>	Kristen Joy	2
	Lily Pad Creative	1
	Matt Grimes / Heliocentric Design	1
	Michelle McCormick	1
	Molly Stewart	1
	New Thought Media	1
	Orijin Media	4
	Shauna Lockhart	1
	TMBR	1
	Taylor-Ann Smith	1
	Timber	1
	Tiny Prints	1
<b>Human Resources Consultant</b>	Leslie Tillotson	1
	Michele Gammer	1
	Paycom	1
	The Hayes Approach	1
<b>IT/Computer Services</b>	C-Tech	2
	Callaway Cloud	1
	Compunet	2
	Factory IT	2
	Gliffen Designs	1
	Izzy Tech	1
	Jackson Hole Computer Clinic	1
	Josh Miller (Macs)	1
	Juraj Motesicky	1
	Mark Ollenburger	1
	Matt Balogh	1
	Net-Tech	1
	Teton Technology	8
	Tom Wuthrich/Waywired	1
<b>Lawyer</b>	Alison Colgin	1
	Amberley Baker	1
	Andrew Salter	1
	Brad Booke	1
	Holland & Hart	3
	Hugh O'Halloran	2
	Jeff Moll	1
	Julie O'Halloran	1
	Katharine Lovett	1

<b>Professional Service Category</b>	<b>Provider</b>	<b>Number of Recommendations</b>
<b>Lawyer (cont.)</b>	Len Carlman	1
	Levy Coleman Brodie	4
	Mark Aronowitz	1
	Mark Sullivan	1
	Matt Kim Miller	1
	Matt Turner	1
	Michele Gammer	2
	Sara E. Van Genderen	1
	Scott Garland	1
<b>Strategic Planning Consultant</b>	Alex Norton	1
	Alissa Rupp	1
	Amy Albrecht (Sheridan)	1
	Dave Chase	1
	Frances VanHouten	1
	Gardner Heaton	1
	Jessica Jaubert	1
	John Heymann	2
	Juliann "Missy" Whelan	1
	Kari Anderson/Incite Consulting	5
	Kat Smithhammer/Leadership at Play	1
	Lisa Christian	1
	Sandy Hessler	1
	Sara Flitner/Flitner Strategies	2
	Steven Chen	1
	Sue Belish/Wyoming School Boards Association	1
	Susan Eriksen-Meier	1
	Todd Hanna	1
	Will Northrup	1
	Zero Point Partners	1
<b>Other Service Providers</b>	9 Cloud (Digital Marketing)	1
	Brad Krugh/Facturly	1
	Jeff Schuller (Business Integration)	1
	Julia Ruther Consulting (Program)	1
	New Thought Media (Video and Digital Marketing)	2
	TMBR (Web and Marketing)	1



**Table 31: Recommended Software<sup>61</sup>**

Software Category	Provider	Number of Recommendations
<b>Content Management System (CMS)</b>	Kindful	1
<b>Customer Relationship Management (CRM) / Donor Database</b>	Bloomerang	4
	EveryAction	2
	Insightly	1
	Kindful	2
	Little Green Light	8
	Neon	1
	Salesforce	6
	eTapestry (Blackbaud)	1
<b>Donation and Event Management Software</b>	Flipcause	1
<b>Email and Marketing</b>	9 Cloud	1
	Campaign Monitor	1
	Constant Contact	3
	Emma	1
	Fredrick Mountain Group	1
	Greenvelope	1
	MailChimp	16
<b>Financial Database / Program</b>	Blackbaud Financial Edge	1
	Blackbaud Raisers Edge	1
	Quickbooks (including Quickbooks Online Professional for Non-Profits)	15
	Sage Intacct	1
<b>Forms / Surveys / Applications</b>	Formstack	1
	Google Forms	6
	JotForm	1
	Sign Up Genius	1
	Submittable	1
	SurveyMonkey	4
	Wufoo	2
<b>Graphic Design</b>	Adobe	3
	Canva	8
<b>Project Management / Workflow Software</b>	Basecamp	1
	Bloomerang	1
	Monday	1

<sup>61</sup> Survey Question 140.

<b>Software Category</b>	<b>Provider</b>	<b>Number of Recommendations</b>
<b>Storage Work Suite</b>	Google Drive	1
<b>Other Software</b>	FareHarbor (reservation system)	1
	Later	1
	Monday (project management)	1
	Paylocity (payroll/HR)	1
	Rally Up (raffles)	1
	Refresh Design Studio (website)	1

**Appendix A:**  
**Survey Questionnaire**

## Introduction

The Consulting Statistician is administering this biennial nonprofit compensation survey on behalf of the Community Foundations of Jackson Hole and Teton Valley. Jackson Hole and Teton Valley data will be summarized and reported separately. This spring, the organizations that respond to this survey will receive reports on nonprofit compensation based on the data collected.

The person at your organization best able to answer budget and compensation-related questions should complete this 30-minute survey. This is typically the Executive Director, Chief Financial Officer, or equivalent staff member. You may stop and subsequently resume the survey, but it must be from the same computer and same browser. Local chapters of regional or national nonprofits should provide local budget numbers only.

While your organization's name is required in order to facilitate distribution of the final report, your answers will be combined with those of all other respondents from your area to create a broad statistical overview of data from Jackson Hole and Teton Valley. Your individual responses are confidential and will not be linked to your organization.

In addition to compensation-related questions, this year's survey includes a brief, optional section pertaining to local nonprofits' recommendations of professional service providers and software. Responses will help the Community Foundations better respond to inquiries of this nature. Additionally, the Community Foundations are conducting a brief supplemental survey on nonprofit demographics that will be circulated separately and is to be completed by individual staff members. Organizations are strongly encouraged to participate in both surveys.

Submission deadline: Friday, March 4, 2022 at 5 pm.

The Community Foundations look forward to sharing the data collected this spring. The 2022 Jackson Hole and Teton Valley reports will be available only to participating organizations.

Sincerely,  
The Consulting Statistician

\* 1. Where your organization is based?

- ☐ Teton County, Wyoming
- ☐ Teton County, Idaho or Alta, Wyoming

\* 2. Full name of your organization (no acronyms, please):

\* 3. Which field of interest best describes the work that your organization does? *[If your organization is in the Community Foundation's Nonprofit Directory, consider the field under which you are listed there.]*

- |  |  |
|--|--|
| <input type="radio"/> Animals                    | <input type="radio"/> Education                |
| <input type="radio"/> Arts & Culture             | <input type="radio"/> Health and Human Service |
| <input type="radio"/> Conservation & Environment | <input type="radio"/> Sports and Recreation    |
| <input type="radio"/> Civic                      |  |
| <input type="radio"/> Other (please specify)     |  |

The following information is requested in order to facilitate report distribution. Your responses will be kept strictly confidential.

\* 4. Your full name:

\* 5. Your email address (please ensure no typos):

\* 6. Does your organization have paid staff?

☐ Yes ☐ No

## Section 1: General Information

Please answer these questions based on your organization's most recent fiscal year.

\* 7. Which of the following best describes your position?

- |  |   |
|--|---|
| <input type="radio"/> Executive Director/Chief Executive Officer/President | <input type="radio"/> Marketing Director  |
| <input type="radio"/> Board Chair/Board Member                             | <input type="radio"/> Development Director  |
| <input type="radio"/> Financial Director/Chief Financial Officer           | <input type="radio"/> Support Staff (programs, assistants, office manager, secretary, etc.)               |
| <input type="radio"/> Administrator/Chief Operating Officer                | <input type="radio"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc.) |
| <input type="radio"/> Bookkeeper/Accountant                                | <input type="radio"/> Volunteer Coordinator   |
| <input type="radio"/> Program or Project Director                          |   |
| <input type="radio"/> Other (please specify)                               |   |

\* 8. What was your organization's most recent annual operating budget?

- |   |   |
|---|---|
| <input type="radio"/> Less than \$50,000  | <input type="radio"/> \$700,000–\$799,999     |
| <input type="radio"/> \$50,000–\$99,999   | <input type="radio"/> \$800,000–\$899,999     |
| <input type="radio"/> \$100,000–\$149,999 | <input type="radio"/> \$900,000–\$999,999     |
| <input type="radio"/> \$150,000–\$199,999 | <input type="radio"/> \$1,000,000–\$1,249,999 |
| <input type="radio"/> \$200,000–\$249,999 | <input type="radio"/> \$1,250,000–\$1,499,999 |
| <input type="radio"/> \$250,000–\$299,999 | <input type="radio"/> \$1,500,000–\$1,749,999 |
| <input type="radio"/> \$300,000–\$349,999 | <input type="radio"/> \$1,750,000–\$1,999,999 |
| <input type="radio"/> \$350,000–\$399,999 | <input type="radio"/> \$2,000,000–\$2,249,999 |
| <input type="radio"/> \$400,000–\$449,999 | <input type="radio"/> \$2,250,000–\$2,499,999 |
| <input type="radio"/> \$450,000–\$499,999 | <input type="radio"/> \$2,500,000–\$2,749,999 |
| <input type="radio"/> \$500,000–\$599,999 | <input type="radio"/> \$2,750,000–\$2,999,999 |
| <input type="radio"/> \$600,000–\$699,999 | <input type="radio"/> \$3,000,000 +           |

\* 9. What percentage of your operating budget is spent on salaries and benefits?

\* 10. How many jobs in your organization are **paid positions**?

	Number
Full-time	<input type="text"/>
Part-time (including seasonal and temporary)	<input type="text"/>

In case of turnover during the year, please count the number of positions, not the number of individuals filling those positions.

\* 11. How many jobs in your organization are **volunteer positions** in a *non-pandemic* year? [Do not include board members in your count.]

	Number
Full-time	<input type="text"/>
Part-time (including seasonal and temporary)	<input type="text"/>

\* 12. Approximately how many individual volunteers work in your organization in a *non-pandemic* year? [Do not include board members in your count.]

Enter -1 if you do not know.]

\* 13. Approximately how many total hours do volunteers work for your organization in a *non-pandemic* year? [Do not include board members hours in your count.]

Enter -1 if you do not know.]

\* 14. Does your organization provide formal training for new volunteers?

☐ Yes ☐ No ☐ Don't know

\* 15. Does your organization occupy commercial (non-residential) office space?

☐ Yes ☐ No ☐ Don't know

\* 16. Does your organization own or rent its office space?

☐ Own ☐ Rent ☐ Don't know

## Section 2: Board

Please answer these questions based on your organization's most recent fiscal year.

\* 17. How many people sit on your board?

\* 18. Does your organization provide a formal orientation for new board members?

☐ Yes ☐ No ☐ Don't know

\* 19. How many years is a board term at your organization?

\* 20. How many consecutive terms may a board member serve?

## Section 3: Executive Director

The following questions concern your current executive director. If your organization does not have an executive director, please complete this section relative to your chief employee, regardless of that person's actual title.

\* 21. How many years has your executive director served in that position in your organization?

\* 22. How many years of executive level experience does your executive director have?

\* 23. Where does your executive director live?

- ☐ Teton County, Wyoming
- ☐ Teton County, Idaho
- ☐ Lincoln County, Wyoming
- ☐ Sublette County, Wyoming
- ☐ Other (please specify)

\* 24. Does your executive director own or rent the home they live in?

- ☐ Own ☐ Rent ☐ Don't know

\* 25. How old is your executive director?

- ☐ 39 or under ☐ 60 or older
- ☐ 40–49 ☐ Don't know
- ☐ 50–59

\* 26. What is your executive director's work schedule?

- ☐ Full-time year-round ☐ Part-time seasonal
- ☐ Part-time year-round ☐ Don't know
- ☐ Full-time seasonal

\* 27. What is your executive director's highest level of education?

- ☐ High school graduate or less ☐ Postgraduate degree
- ☐ Some college ☐ Don't know
- ☐ Four-year college degree

\* 28. What is your executive director's approximate annualized taxable compensation?

- "Taxable compensation" includes base salary, bonuses, incentive payments, housing allowances, and vehicle allowances, etc. It excludes nontaxable benefits and reimbursements for expenses incurred on behalf of the organization.
- "Annualized taxable compensation" is what their compensation would have been if they had worked full-time for the full year (i.e. their taxable compensation for the time they did work, scaled up to what it would have been if they had worked full-time at the same hourly, daily, or monthly rate).

\* 29. Does your organization have a succession plan for the executive director position?

- ☐ Yes ☐ No ☐ Don't know

## Section 4: Senior Staff/Contractor Compensation

This section concerns up to seven of your organization's most senior ranking employees or contractors (other than your Executive Director). We refer to these as EMP1, EMP2, ..., and EMP7. Please answer these questions based on your organization's most recent fiscal year.

\* 30. Do you have any senior paid employees to add?

- ☐ Yes ☐ No

### Section 4.1: Senior Employee Number 1

\* 31. Which of the following best describes the primary job function of EMP1?

- |  |  |
|--|--|
| <input type="radio"/> Financial Director/Chief Financial Officer | <input type="radio"/> Development Director   |
| <input type="radio"/> Chief Operating Officer                    | <input type="radio"/> Support Staff (programs, assistants, office manager, secretary, etc.)              |
| <input type="radio"/> Bookkeeper/Accountant                      | <input type="radio"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="radio"/> Program or Project Director                | <input type="radio"/> Volunteer Coordinator  |
| <input type="radio"/> Marketing Director                         |  |
| <input type="radio"/> Other (please specify)                     |  |

\* 32. What is EMP1's work pattern?

- |  |  |
|--|--|
| <input type="radio"/> Full-time year-round | <input type="radio"/> Part-time seasonal |
| <input type="radio"/> Part-time year-round | <input type="radio"/> Don't know         |
| <input type="radio"/> Full-time seasonal   |  |

\* 33. What is EMP1's highest level of formal education?

- |  |   |
|--|---|
| <input type="radio"/> High school graduate or less | <input type="radio"/> Postgraduate degree |
| <input type="radio"/> Some college                 | <input type="radio"/> Don't know          |
| <input type="radio"/> Four-year college degree     |   |

\* 34. What is EMP1's approximate annualized taxable compensation?

- "Taxable compensation" includes base salary, bonuses, incentive payments, housing allowances, and vehicle allowances, etc. It excludes nontaxable benefits and reimbursements for expenses incurred on behalf of the organization.
- "Annualized taxable compensation" is what their compensation would have been if they had worked full-time for the full year (i.e. their taxable compensation for the time they did work, scaled up to what it would have been if they had worked full-time at the same hourly, daily, or monthly rate).

\* 35. Do you have another senior paid employee to add?

- ☐ Yes ☐ No

### Section 4.2: Senior Employee Number 2



\* 36. Which of the following best describes the primary job function of EMP2?

- |  |  |
|--|--|
| <input type="radio"/> Financial Director/Chief Financial Officer | <input type="radio"/> Development Director   |
| <input type="radio"/> Chief Operating Officer                    | <input type="radio"/> Support Staff (programs, assistants, office manager, secretary, etc.)              |
| <input type="radio"/> Bookkeeper/Accountant                      | <input type="radio"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="radio"/> Program or Project Director                | <input type="radio"/> Volunteer Coordinator  |
| <input type="radio"/> Marketing Director                         |  |
| <input type="radio"/> Other (please specify)                     |  |

\* 37. What is EMP2's work pattern?

- |  |  |
|--|--|
| <input type="radio"/> Full-time year-round | <input type="radio"/> Part-time seasonal |
| <input type="radio"/> Part-time year-round | <input type="radio"/> Don't know         |
| <input type="radio"/> Full-time seasonal   |  |

\* 38. What is EMP2's highest level of formal education?

- |  |   |
|--|---|
| <input type="radio"/> High school graduate or less | <input type="radio"/> Postgraduate degree |
| <input type="radio"/> Some college                 | <input type="radio"/> Don't know          |
| <input type="radio"/> Four-year college degree     |   |

\* 39. What is EMP2's approximate annualized taxable compensation?

\* 40. Do you have another senior paid employee to add?

- ☐ Yes    ☐ No

### Section 4.3: Senior Employee Number 3

\* 41. Which of the following best describes the primary job function of EMP3?

- |  |  |
|--|--|
| <input type="radio"/> Financial Director/Chief Financial Officer | <input type="radio"/> Development Director   |
| <input type="radio"/> Chief Operating Officer                    | <input type="radio"/> Support Staff (programs, assistants, office manager, secretary, etc.)              |
| <input type="radio"/> Bookkeeper/Accountant                      | <input type="radio"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="radio"/> Program or Project Director                | <input type="radio"/> Volunteer Coordinator  |
| <input type="radio"/> Marketing Director                         |  |
| <input type="radio"/> Other (please specify)                     |  |

\* 42. What is EMP3's work pattern?

- |  |  |
|--|--|
| <input type="radio"/> Full-time year-round | <input type="radio"/> Part-time seasonal |
| <input type="radio"/> Part-time year-round | <input type="radio"/> Don't know         |
| <input type="radio"/> Full-time seasonal   |  |

\* 43. What is EMP3's highest level of formal education?

- |  |   |
|--|---|
| <input type="radio"/> High school graduate or less | <input type="radio"/> Postgraduate degree |
| <input type="radio"/> Some college                 | <input type="radio"/> Don't know          |
| <input type="radio"/> Four-year college degree     |   |

\* 44. What is EMP3's approximate annualized taxable compensation?

\* 45. Do you have another senior paid employee to add?

- ☐ Yes    ☐ No

#### Section 4.4: Senior Employee Number 4

\* 46. Which of the following best describes the primary job function of EMP4?

- |  |  |
|--|--|
| <input type="radio"/> Financial Director/Chief Financial Officer | <input type="radio"/> Development Director   |
| <input type="radio"/> Chief Operating Officer                    | <input type="radio"/> Support Staff (programs, assistants, office manager, secretary, etc.)              |
| <input type="radio"/> Bookkeeper/Accountant                      | <input type="radio"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="radio"/> Program or Project Director                | <input type="radio"/> Volunteer Coordinator  |
| <input type="radio"/> Marketing Director                         |  |
| <input type="radio"/> Other (please specify)                     |  |

\* 47. What is EMP4's work pattern?

- |  |  |
|--|--|
| <input type="radio"/> Full-time year-round | <input type="radio"/> Part-time seasonal |
| <input type="radio"/> Part-time year-round | <input type="radio"/> Don't know         |
| <input type="radio"/> Full-time seasonal   |  |

\* 48. What is EMP4's highest level of formal education?

- |  |   |
|--|---|
| <input type="radio"/> High school graduate or less | <input type="radio"/> Postgraduate degree |
| <input type="radio"/> Some college                 | <input type="radio"/> Don't know          |
| <input type="radio"/> Four-year college degree     |   |

\* 49. What is EMP4's approximate annualized taxable compensation?

\* 50. Do you have another senior paid employee to add?

- ☐ Yes    ☐ No

#### Section 4.5: Senior Employee Number 5

\* 51. Which of the following best describes the primary job function of EMP5?

- |  |  |
|--|--|
| <input type="radio"/> Financial Director/Chief Financial Officer | <input type="radio"/> Development Director   |
| <input type="radio"/> Chief Operating Officer                    | <input type="radio"/> Support Staff (programs, assistants, office manager, secretary, etc.)              |
| <input type="radio"/> Bookkeeper/Accountant                      | <input type="radio"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="radio"/> Program or Project Director                | <input type="radio"/> Volunteer Coordinator  |
| <input type="radio"/> Marketing Director                         |  |
| <input type="radio"/> Other (please specify)                     |  |

\* 52. What is EMP5's work pattern?

- |  |  |
|--|--|
| <input type="radio"/> Full-time year-round | <input type="radio"/> Part-time seasonal |
| <input type="radio"/> Part-time year-round | <input type="radio"/> Don't know         |
| <input type="radio"/> Full-time seasonal   |  |

\* 53. What is EMP5's highest level of formal education?

- |  |   |
|--|---|
| <input type="radio"/> High school graduate or less | <input type="radio"/> Postgraduate degree |
| <input type="radio"/> Some college                 | <input type="radio"/> Don't know          |
| <input type="radio"/> Four-year college degree     |   |

\* 54. What is EMP5's approximate annualized taxable compensation?

\* 55. Do you have another senior paid employee to add?

- ☐ Yes    ☐ No

#### Section 4.6: Senior Employee Number 6

\* 56. Which of the following best describes the primary job function of EMP6?

- |  |  |
|--|--|
| <input type="radio"/> Financial Director/Chief Financial Officer | <input type="radio"/> Development Director   |
| <input type="radio"/> Chief Operating Officer                    | <input type="radio"/> Support Staff (programs, assistants, office manager, secretary, etc.)              |
| <input type="radio"/> Bookkeeper/Accountant                      | <input type="radio"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="radio"/> Program or Project Director                | <input type="radio"/> Volunteer Coordinator  |
| <input type="radio"/> Marketing Director                         |  |
| <input type="radio"/> Other (please specify)                     |  |

\* 57. What is EMP6's work pattern?

- |  |  |
|--|--|
| <input type="radio"/> Full-time year-round | <input type="radio"/> Part-time seasonal |
| <input type="radio"/> Part-time year-round | <input type="radio"/> Don't know         |
| <input type="radio"/> Full-time seasonal   |  |

\* 58. What is EMP6's highest level of formal education?

- |  |   |
|--|---|
| <input type="radio"/> High school graduate or less | <input type="radio"/> Postgraduate degree |
| <input type="radio"/> Some college                 | <input type="radio"/> Don't know          |
| <input type="radio"/> Four-year college degree     |   |

\* 59. What is EMP6's approximate annualized taxable compensation?

\* 60. Do you have another senior paid employee to add?

- ☐ Yes    ☐ No

#### Section 4.7: Senior Employee Number 7

\* 61. Which of the following best describes the primary job function of EMP7?

- |  |  |
|--|--|
| <input type="radio"/> Financial Director/Chief Financial Officer | <input type="radio"/> Development Director   |
| <input type="radio"/> Chief Operating Officer                    | <input type="radio"/> Support Staff (programs, assistants, office manager, secretary, etc.)              |
| <input type="radio"/> Bookkeeper/Accountant                      | <input type="radio"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="radio"/> Program or Project Director                | <input type="radio"/> Volunteer Coordinator  |
| <input type="radio"/> Marketing Director                         |  |
| <input type="radio"/> Other (please specify)                     |  |

\* 62. What is EMP7's work pattern?

- |  |  |
|--|--|
| <input type="radio"/> Full-time year-round | <input type="radio"/> Part-time seasonal |
| <input type="radio"/> Part-time year-round | <input type="radio"/> Don't know         |
| <input type="radio"/> Full-time seasonal   |  |

\* 63. What is EMP7's highest level of formal education?

- |  |   |
|--|---|
| <input type="radio"/> High school graduate or less | <input type="radio"/> Postgraduate degree |
| <input type="radio"/> Some college                 | <input type="radio"/> Don't know          |
| <input type="radio"/> Four-year college degree     |   |

\* 64. What is EMP7's approximate annualized taxable compensation?

#### Section 5.0: Senior Staff/Contractor Benefits

\* 65. What percentage of the following benefits does your organization pay for the Executive Director?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

\* 66. How many paid days off does the Executive Director receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

\* 67. Which of these benefits does your organization provide to the Executive Director?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Performance Bonuses	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

#### Section 5.1.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

\* 68. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

☐ Yes ☐ No / Don't know

#### Section 5.1.1b: Senior Staff/Contractor Benefits

\* 69. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>

#### Section 5.1.1c: Senior Staff/Contractor Benefits

\* 70. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

#### Section 5.1.2a: Senior Staff/Contractor Benefits

\* 71. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

☐ Yes ☐ No or Don't know

#### Section 5.1.2b: Senior Staff/Contractor Benefits

\* 72. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}
Paid Holidays	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>

#### Section 5.1.2c: Senior Staff/Contractor Benefits

\* 73. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

### Section 5.1.3a: Senior Staff/Contractor Benefits

\* 74. Are the following benefits same for the Executive Director and EMP1?

- Retirement plan matching employee contribution
- Pension Plan
- Performance Bonuses
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

☐ Yes ☐ No or Don't know

### Section 5.1.3b: Senior Staff/Contractor Benefits

\* 75. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}
403(b) or 401(k) Retirement Plan	<input type="text"/>	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>	<input type="text"/>
Pension Plan	<input type="text"/>	<input type="text"/>
Performance Bonuses	<input type="text"/>	<input type="text"/>
Flexible Schedule	<input type="text"/>	<input type="text"/>
Housing Assistance	<input type="text"/>	<input type="text"/>
Ski Pass	<input type="text"/>	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>	<input type="text"/>
Option to Work from Home	<input type="text"/>	<input type="text"/>

### Section 5.1.3c: Senior Staff/Contractor Benefits

\* 76. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Performance Bonuses	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

#### Section 5.2.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

\* 77. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP2?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

☐ Yes ☐ No / Don't know

#### Section 5.2.1b: Senior Staff/Contractor Benefits

\* 78. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>



### Section 5.2.1c: Senior Staff/Contractor Benefits

\* 79. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

### Section 5.2.2a: Senior Staff/Contractor Benefits

\* 80. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

☐ Yes ☐ No or Don't know

### Section 5.2.2b: Senior Staff/Contractor Benefits

\* 81. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}
Paid Holidays	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Section 5.2.2c: Senior Staff/Contractor Benefits

\* 82. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

### Section 5.2.3a: Senior Staff/Contractor Benefits

\* 83. Are the following benefits same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Performance Bonuses
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

☐ Yes    ☐ No or Don't know

### Section 5.2.3b: Senior Staff/Contractor Benefits

\* 84. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}
403(b) or 401(k) Retirement Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pension Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>
Performance Bonuses	<input type="text"/>	<input type="text"/>	<input type="text"/>
Flexible Schedule	<input type="text"/>	<input type="text"/>	<input type="text"/>
Housing Assistance	<input type="text"/>	<input type="text"/>	<input type="text"/>
Ski Pass	<input type="text"/>	<input type="text"/>	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>	<input type="text"/>	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>	<input type="text"/>	<input type="text"/>
Option to Work from Home	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Section 5.2.3c: Senior Staff/Contractor Benefits

\* 85. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Performance Bonuses	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

#### Section 5.3.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

\* 86. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP3?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

☐ Yes ☐ No / Don't know

#### Section 5.3.1b: Senior Staff/Contractor Benefits

\* 87. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

#### Section 5.3.1c: Senior Staff/Contractor Benefits

\* 88. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

#### Section 5.3.2a: Senior Staff/Contractor Benefits

\* 89. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

☐ Yes ☐ No or Don't know

#### Section 5.3.2b: Senior Staff/Contractor Benefits

\* 90. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}
Paid Holidays	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

#### Section 5.3.2c: Senior Staff/Contractor Benefits

\* 91. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

#### Section 5.3.3a: Senior Staff/Contractor Benefits

\* 92. Are the following benefits same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Performance Bonuses
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

☐ Yes
 ☐ No or Don't know

Section 5.3.3b: Senior Staff/Contractor Benefits

\* 93. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}
403(b) or 401(k) Retirement Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pension Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Performance Bonuses	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Flexible Schedule	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Housing Assistance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Ski Pass	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Option to Work from Home	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Section 5.3.3c: Senior Staff/Contractor Benefits

\* 94. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Performance Bonuses	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

#### Section 5.4.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

\* 95. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP4?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

☐ Yes ☐ No / Don't know

#### Section 5.4.1b: Senior Staff/Contractor Benefits

\* 96. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

#### Section 5.4.1c: Senior Staff/Contractor Benefits

\* 97. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

#### Section 5.4.2a: Senior Staff/Contractor Benefits

\* 98. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

☐ Yes ☐ No or Don't know

#### Section 5.4.2b: Senior Staff/Contractor Benefits

\* 99. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}
Paid Holidays	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

#### Section 5.4.2c: Senior Staff/Contractor Benefits

\* 100. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

#### Section 5.4.3a: Senior Staff/Contractor Benefits

\* 101. Are the following benefits same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Performance Bonuses
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

☐ Yes
 ☐ No or Don't know

Section 5.4.3b: Senior Staff/Contractor Benefits

\* 102. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}
403(b) or 401(k) Retirement Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pension Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Performance Bonuses	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Flexible Schedule	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Housing Assistance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Ski Pass	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Option to Work from Home	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Section 5.4.3c: Senior Staff/Contractor Benefits



\* 103. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Performance Bonuses	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

#### Section 5.5.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

\* 104. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP5?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

☐ Yes ☐ No / Don't know

#### Section 5.5.1b: Senior Staff/Contractor Benefits

\* 105. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

#### Section 5.5.1c: Senior Staff/Contractor Benefits

\* 106. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

#### Section 5.5.2a: Senior Staff/Contractor Benefits

\* 107. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

☐ Yes ☐ No or Don't know

#### Section 5.5.2b: Senior Staff/Contractor Benefits

\* 108. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}
Paid Holidays	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

#### Section 5.5.2c: Senior Staff/Contractor Benefits

\* 109. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

### Section 5.5.3a: Senior Staff/Contractor Benefits

\* 110. Are the following benefits same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Performance Bonuses
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

☐ Yes ☐ No or Don't know

### Section 5.5.3b: Senior Staff/Contractor Benefits

\* 111. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}
403(b) or 401(k) Retirement Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pension Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Performance Bonuses	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Flexible Schedule	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Housing Assistance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Ski Pass	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Option to Work from Home	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Section 5.5.3c: Senior Staff/Contractor Benefits

\* 112. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Performance Bonuses	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

#### Section 5.6.1a: Senior Staff/Contractor Benefits

**Please answer these questions based on your organization's most recent fiscal year.**

\* 113. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP6?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

☐ Yes ☐ No / Don't know

#### Section 5.6.1b: Senior Staff/Contractor Benefits

\* 114. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}	EMP6 - {{ Q56 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

#### Section 5.6.1c: Senior Staff/Contractor Benefits

\* 115. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

#### Section 5.6.2a: Senior Staff/Contractor Benefits

\* 116. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

☐ Yes ☐ No or Don't know

#### Section 5.6.2b: Senior Staff/Contractor Benefits

\* 117. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}	EMP6 - {{ Q56 }}
Paid Holidays	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Section 5.6.2c: Senior Staff/Contractor Benefits

\* 118. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

### Section 5.6.3a: Senior Staff/Contractor Benefits

\* 119. Are the following benefits same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Performance Bonuses
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

☐ Yes ☐ No or Don't know

### Section 5.6.3b: Senior Staff/Contractor Benefits

\* 120. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}	EMP6 - {{ Q56 }}
403(b) or 401(k) Retirement Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pension Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Performance Bonuses	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Flexible Schedule	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Housing Assistance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Ski Pass	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Option to Work from Home	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Section 5.6.3c: Senior Staff/Contractor Benefits

\* 121. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Performance Bonuses	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

### Section 5.7.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

\* 122. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP7?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

☐ Yes ☐ No / Don't know

### Section 5.7.1b: Senior Staff/Contractor Benefits

\* 123. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}	EMP6 - {{ Q56 }}	EMP7 - {{ Q61 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

#### Section 5.7.1c: Senior Staff/Contractor Benefits

\* 124. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

#### Section 5.7.2a: Senior Staff/Contractor Benefits

\* 125. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

☐ Yes ☐ No or Don't know

#### Section 5.7.2b: Senior Staff/Contractor Benefits

\* 126. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}	EMP6 - {{ Q56 }}	EMP7 - {{ Q61 }}
Paid Holidays	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>



### Section 5.7.2c: Senior Staff/Contractor Benefits

\* 127. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

### Section 5.7.3a: Senior Staff/Contractor Benefits

\* 128. Are the following benefits same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Performance Bonuses
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

☐ Yes ☐ No or Don't know

### Section 5.7.3b: Senior Staff/Contractor Benefits

\* 129. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q31 }}	EMP2 - {{ Q36 }}	EMP3 - {{ Q41 }}	EMP4 - {{ Q46 }}	EMP5 - {{ Q51 }}	EMP6 - {{ Q56 }}	EMP7 - {{ Q61 }}
403(b) or 401(k) Retirement Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pension Plan	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Performance Bonuses	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Flexible Schedule	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Housing Assistance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Ski Pass	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Option to Work from Home	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Section 5.7.3c: Senior Staff/Contractor Benefits

\* 130. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Performance Bonuses	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

### Section 5: Additional Benefits

131. Please list any additional benefits your organization provides and indicate the position of the recipient (optional).

Additional Benefit	<input type="text"/>
Additional Benefit	<input type="text"/>
Additional Benefit	<input type="text"/>
Additional Benefit	<input type="text"/>

\* 132. How many weeks of paid family/maternity/paternity leave, if any, does your organization offer?

\* 133. In the past 3 fiscal years, how many employees have utilized paid family/maternity/paternity leave? [Enter -1 if you do not know.]

### Section 6: Training and Continuing Education

134. Indicate any training or continuing education your organization has offered to your **board** in the past 3 years or would like to offer in the future (optional).

Diversity, Equity, and Inclusion	<input type="text"/>
Nonprofit Governance	<input type="text"/>
Fundraising	<input type="text"/>
Strategic Planning	<input type="text"/>
Organizational Culture	<input type="text"/>
Nonprofit Finance	<input type="text"/>
Other (please specify)	
<input type="text"/>	

135. Indicate any training or continuing education your organization has offered to your **staff** in the past 3 years or would like to offer in the future (optional).

Diversity, Equity, and Inclusion	<input type="text"/>
Fundraising	<input type="text"/>
Strategic Planning	<input type="text"/>
Organizational Culture	<input type="text"/>
Nonprofit Finance	<input type="text"/>
Staff Management	<input type="text"/>
Communications Strategy	<input type="text"/>
Other (please specify)	
<input type="text"/>	

\* 136. How many of your staff/contractors commute 25+ miles to work? *[Please estimate.]*

\* 137. How many staff/contractors have you lost, if any, in the past 5 years due to affordable housing issues? *[Enter -1 if you do not know.]*

\* 138. How many staff/contractors have you lost, if any, in the past 5 years due to childcare issues? *[Enter -1 if you do not know.]*

## Section 7: Professional Services and Software (optional)

Local nonprofits often ask the Community Foundations which professional service providers and software other organizations are using with success. Please specify **ONLY** service providers and/or software that you can confidently recommend.

139. Professional service providers your organization recommends:

Accountant/Bookkeeper	<input type="text"/>
Lawyer	<input type="text"/>
Fundraising Consultant	<input type="text"/>
Strategic Planning Consultant	<input type="text"/>
Human Resources Consultant	<input type="text"/>
Facilitator	<input type="text"/>
Diversity, Equity and Inclusion (DEI) Trainer	<input type="text"/>
Graphic Designer	<input type="text"/>
IT/Computer Services	<input type="text"/>
Other	<input type="text"/>
Other	<input type="text"/>
Other	<input type="text"/>

140. Software your organization recommends:

Content Management System (CMS)	<input type="text"/>
Customer Relationship Management (CRM)/Donor Database	<input type="text"/>
Graphic Design	<input type="text"/>
Email Marketing	<input type="text"/>
Forms/Surveys/Applications	<input type="text"/>
Financial Database/Program	<input type="text"/>
Other	<input type="text"/>
Other	<input type="text"/>
Other	<input type="text"/>

Section 8: Organizations with No Paid Staff

Please answer these questions based on your organization's most recent fiscal year.

\* 141. What was your organization's most recent annual operating budget?

- |   |   |
|---|---|
| <input type="radio"/> Less than \$50,000  | <input type="radio"/> \$700,000–\$799,999     |
| <input type="radio"/> \$50,000–\$99,999   | <input type="radio"/> \$800,000–\$899,999     |
| <input type="radio"/> \$100,000–\$149,999 | <input type="radio"/> \$900,000–\$999,999     |
| <input type="radio"/> \$150,000–\$199,999 | <input type="radio"/> \$1,000,000–\$1,249,999 |
| <input type="radio"/> \$200,000–\$249,999 | <input type="radio"/> \$1,250,000–\$1,499,999 |
| <input type="radio"/> \$250,000–\$299,999 | <input type="radio"/> \$1,500,000–\$1,749,999 |
| <input type="radio"/> \$300,000–\$349,999 | <input type="radio"/> \$1,750,000–\$1,999,999 |
| <input type="radio"/> \$350,000–\$399,999 | <input type="radio"/> \$2,000,000–\$2,249,999 |
| <input type="radio"/> \$400,000–\$449,999 | <input type="radio"/> \$2,250,000–\$2,499,999 |
| <input type="radio"/> \$450,000–\$499,999 | <input type="radio"/> \$2,500,000–\$2,749,999 |
| <input type="radio"/> \$500,000–\$599,999 | <input type="radio"/> \$2,750,000–\$2,999,999 |
| <input type="radio"/> \$600,000–\$699,999 | <input type="radio"/> \$3,000,000 +           |

\* 142. How many jobs in your organization are volunteer positions in a *non-pandemic* year?

	Number
Full-time	<input type="text"/>
Part-time (including seasonal and temporary)	<input type="text"/>

\* 143. Approximately how many individual volunteers work in your organization in a *non-pandemic* year? *[Do not include board members in your count. Enter -1 if you do not know.]*

\* 144. Approximately how many total hours do volunteers work for your organization in a *non-pandemic* year? *[Do not include board members hours in your count. Enter -1 if you do not know.]*

\* 145. Does your organization provide formal training for new volunteers?

- ☐ Yes   ☐ No   ☐ Don't know

\* 146. Does your organization occupy commercial (non-residential) office space?

- ☐ Yes   ☐ No   ☐ Don't know

## Section 8: Organizations with No Paid Staff

\* 147. Does your organization own or rent its office space?

- ☐ Own   ☐ Rent   ☐ Don't know

\* 148. If your organization plans to hire an employee(s) within the next 3 fiscal years, indicate the role(s) you expect to hire for.

- |  |   |
|--|---|
| <input type="checkbox"/> Not Planning to Hire in the Next 3 Fiscal Years | <input type="checkbox"/> Marketing Director   |
| <input type="checkbox"/> Executive Director                              | <input type="checkbox"/> Development Director   |
| <input type="checkbox"/> Financial Director/Chief Financial Officer      | <input type="checkbox"/> Support Staff (programs, assistants, office manager, secretary, etc.)              |
| <input type="checkbox"/> Chief Operating Officer                         | <input type="checkbox"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="checkbox"/> Bookkeeper/Accountant                           | <input type="checkbox"/> Volunteer Coordinator  |
| <input type="checkbox"/> Program or Project Director                     |   |
| <input type="checkbox"/> Other (please specify)                          |   |

\* 149. How many people sit on your board?

\* 150. How many years is a board term at your organization?

\* 151. How many consecutive terms may a board member serve?

\* 152. Does your organization provide a formal orientation for new board members?

- ☐ Yes    ☐ No    ☐ Don't know

Please click PREV to review any questions and answers or click DONE to finalize the survey.