



COMMUNITY FOUNDATION
OF TETON VALLEY

2022 Nonprofit Compensation Report

The 2022 Nonprofit Survey was conducted by The Consulting Statistician on behalf of the Community Foundation of Teton Valley. Questions and comments should be directed to the Community Foundation of Teton Valley: 208-354-0230 or info@cftetonvalley.org.

May 2022

Table of Contents

I.	Executive Summary	1
A.	Introduction.....	1
B.	Background	1
C.	Staffing	3
D.	Salaries	3
E.	Benefits	3
II.	Methodology.....	4
III.	Summary	5
A.	2020 Compensation by Position for the Eight Highest-Paid Employees	7
IV.	Staff Composition, Compensation, and Benefits.....	9
A.	Number of Staff	9
B.	Number of Volunteers, Volunteer Hours, and Volunteer Training.....	10
C.	Annualized Compensation by Position and Budget-Size Category	11
D.	Benefits by Employee Type and Budget-Size Category	12
V.	Compensation and Benefits by Position.....	23
VI.	Governance	32
VII.	Housing and Childcare Issues	34
VIII.	Board and Staff Training and Continuing Education.....	35
IX.	Professional Services and Software Recommendations	36
	Appendix A:.....	38

Index of Tables

Table 1: Biennial Compensation Survey Participation	4
Table 2: Annual Operating Budget Size Categories.....	5
Table 3: Annualized Compensation for Full-Time Year-Round Employees	7
Table 4: Annualized Compensation for Part-Time Year-Round Employees”	8
Table 5: Reported Numbers of Paid Employee and Volunteer Positions within Employee-Type Categories (Groups of Rows) and Budget-Size Categories (Columns)”	9
Table 6: Reported Numbers of Volunteers, Volunteer Hours, and Volunteer Training within Budget-Size Categories	10
Table 7: Annualized Compensation by Position within Budget-Size Categories’	11
Table 8: Benefits for Paid Employees’	12
Table 9: Benefits for Year-Round <i>Full-Time</i> Employees’	18
Table 10: Benefits for Year-Round <i>Part-Time</i> Employees’	20
Table 11: Family / Maternity / Paternity Benefits within Budget-Size Categories	22
Table 12: Executive Director / President / Chief Executive Officer	23
Table 13: Supplemental Data on Executive Director / President / Chief Executive Officer.....	26
Table 14: Financial/ Accountants and Other Executives	29
Table 15: Program, Marketing, and Development Directors.....	30
Table 16: Support and Specialized Staff	31
Table 17: Board Characteristics within Budget-Size Categories	32
Table 18: Housing and Childcare Issues.....	34
Table 19: Recommended Professional Services	36
Table 20: Recommended Software	37

2022 NONPROFIT COMPENSATION REPORT

I. Executive Summary

A. Introduction

For over 14 years, the Community Foundation of Teton Valley (cftetonvalley.org) has leveraged local philanthropy to make nonprofits more effective and our community stronger. The Foundation manages philanthropic funds, helps donors leave a lasting legacy, and produces the Tin Cup Challenge, which has raised over \$18.2 million for local nonprofits since 2008.

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

Since 1998, the Community Foundation of Jackson Hole (of which the Community Foundation of Teton Valley is an affiliate), has conducted a biennial survey to compile data about compensation for nonprofit professionals in their community. This year CFTV joined Jackson Hole, and 30 nonprofits in Teton County, Idaho and Alta, 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 Community Foundations of Jackson Hole and Teton Valley administered the biennial Nonprofit Compensation Survey, which is designed primarily to collect data on staff compensation at area nonprofit organizations. "Compensation" included 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 that the survey be completed by 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). 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 Teton Valley asked the executive leadership of 47 nonprofits in Teton County, Idaho and Alta, Wyoming to complete the survey. Sixteen (16) nonprofits responded to the survey, for a response rate of 34%.

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

- | | |
|----------------------------------|---------------------------------------|
| A) Below \$100,000 (n=2); | C) \$300,000 to \$499,999 (n= 3); and |
| B) \$100,000 to \$299,999 (n=8); | D) \$500,000 or more (n= 3). |

The size of the nonprofits' operating budgets strongly influences the compensation they offer their full- and part-time employees and their number of employees. As budget categories increase, the nonprofits move from having only one part-time executive director (or equivalent) and no program, marketing, or development director to having a full-time executive director and multiple full- and/or part-time program, marketing, or development directors. Among responding nonprofits, 69% (11 agencies) reported spending between 30% and 70% of their budget on staff salaries and benefits.

	A: <\$100k (n=2)	B: \$100k (n=8)	C: \$300k (n=3)	D: \$500k+ (n=3)
# of year-round (YR) full-time (FT) employees in top 8 paid positions	0	9	7	10
# of YR part-time (PT) employees in top 8 paid position	2	3	1	4
# of YR FT executive directors	0	8	3	3
# of YR PT executive directors	2	0	0	0
# of YR FT other directors	0	1	3	3
# of YR PT other directors	0	3	1	2

C. Staffing

For nonprofits with operating budgets of \$100,000 or more, 76% of their year-round positions are full time. All nonprofits operating on more than \$100,000 annually have full-time executive directors, presidents, or chief executive officers. Half (n=4) of the nonprofits with operating budgets between \$100,000 and \$300,000 have program, marketing, or development directors. Three of these positions are part-time and one is full-time. All nonprofits with operating budgets of at least \$300,000 have at least one full-time program, marketing, and /or development director.

D. Salaries

Salaries increased with the size of a nonprofit's annual budget, ranging from a low of \$35,000 for full-time executive directors at nonprofits with budgets between \$100,000 and \$299,999 to a high of \$110,000 for nonprofits with budgets greater than \$500,000. Salaries for full-time program, marketing, or development directors ranged from \$45,000 to \$75,000.

E. Benefits

No nonprofit offers pension plans or child care services or stipend to their eight highest paid employees. Most offer at least some benefits to part-time employees as well as to full-time employees (if they have them). Most offer flexible work hours and all (but one of the nonprofits operating on less than \$100,000) allow their executive directors to work from home. The benefits most commonly offered include matching employee contributions to retirement plans (offered to 58% of year-round employees) and health insurance (offered to 50% of year-round employees). For nonprofits with budgets of less than \$100,000, only one offered health insurance to its part-time executive director.

Teton Valley nonprofits reported losing 58 employees over the last five fiscal years because of lack of affordable housing, and 5 employees over the last five fiscal years because of affordable childcare issues.

100K-299K	Executive Director	Other	
	FT	FT	PT
# of Positions	8	1	3
Health Benefits			
Health Insurance	1	0	0
Dental	0	0	0
Vision	0	0	0
Prescription	0	0	0
Financial Benefits			
403(b)/401(k)	2	0	0
Matching Retirement	3	0	2
Performance Bonuses	3	2	0
Paid Time Off/ Paid Holidays	14-27/ 0-13	12-15/ 9-10	10/ 8-13

300K-499K	Executive Director	Other	
	FT	FT	PT
# of Positions	3	4	1
Health Benefits			
Health Insurance	2	3	1
Dental	1	2	0
Vision	1	2	0
Prescription	0	0	0
Financial Benefits			
403(b)/401(k)	1	2	0
Matching Retirement	2	3	1
Performance Bonuses	2	3	1
Paid Time Off/ Paid Holidays	14-15/ 9-10	5-41+/ 0-12	14/ 10

> 500K	Executive Director	Other	
	FT	FT	PT
# of Positions	3	7	4
Health Benefits			
Health Insurance	2	4	4
Dental	1	1	0
Vision	0	0	0
Prescription	1	1	0
Financial Benefits			
403(b)/401(k)	3	4	4
Matching Retirement	2	4	4
Performance Bonuses	2	4	0
Paid Time Off/ Paid Holidays	15-41+/ 7-12	5-41+/ 0-13	15/ 10

II. Methodology

We conducted the 2022 Nonprofit Survey in February-March 2022 via the SurveyMonkey cloud-based online survey platform. All nonprofit subscribers to the Foundation's Nonprofit List Serve¹ were invited to participate. We estimate that there are 47 nonprofits in the area.²

Table 1: Biennial Compensation Survey Participation

	2020	2022
Number of Organizations Queried	47*	47*
Respondents with Paid Staff	30	16

*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 half way 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.

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

¹ www.cftetonvalley.org/participate/nonprofit-list-serve.

² Based on participation in the 2021 Tin Cup Challenge.

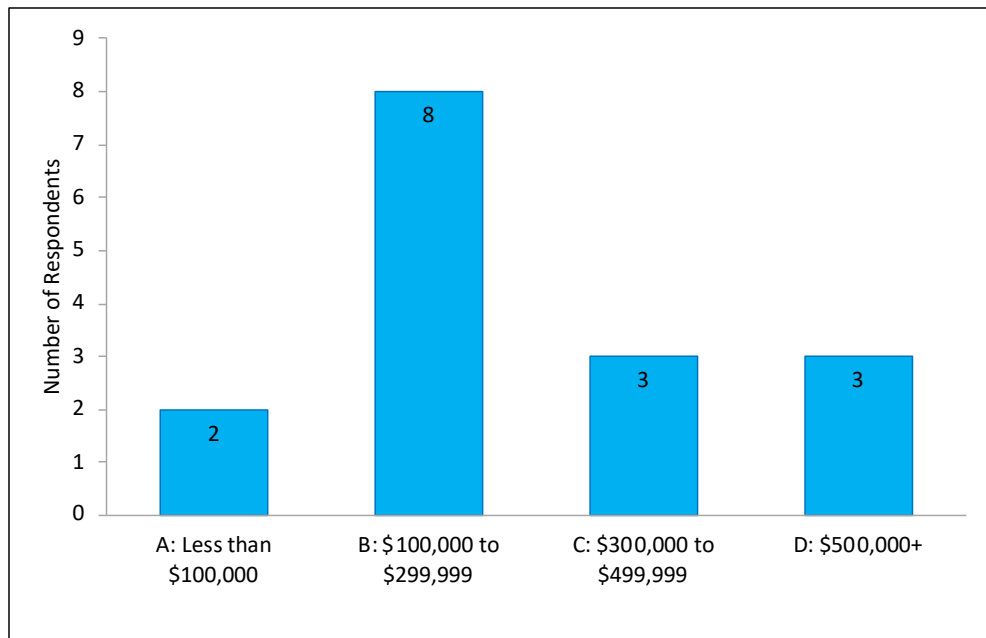
III. Summary

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

Table 2: Annual Operating Budget Size Categories³

		Percent of Budget Spent on Salaries and Benefits						
<i>Category</i>	<i>Annual Revenue</i>	<i><=30%</i>	<i>30%- 70%</i>	<i>70%- 90%</i>	<i>>90%</i>	<i>Don't know</i>	<i>Total Responses</i>	<i>Percentage of Responses</i>
<i>A</i>	\$0-\$99,999	1	1				2	13%
<i>B</i>	\$100,000-\$299,999	1	5	2			8	50%
<i>C</i>	\$300,000-\$499,999		3				3	19%
<i>D</i>	\$500,000+	1	2				3	19%
	Total	3	11	2	0	0	16	100%

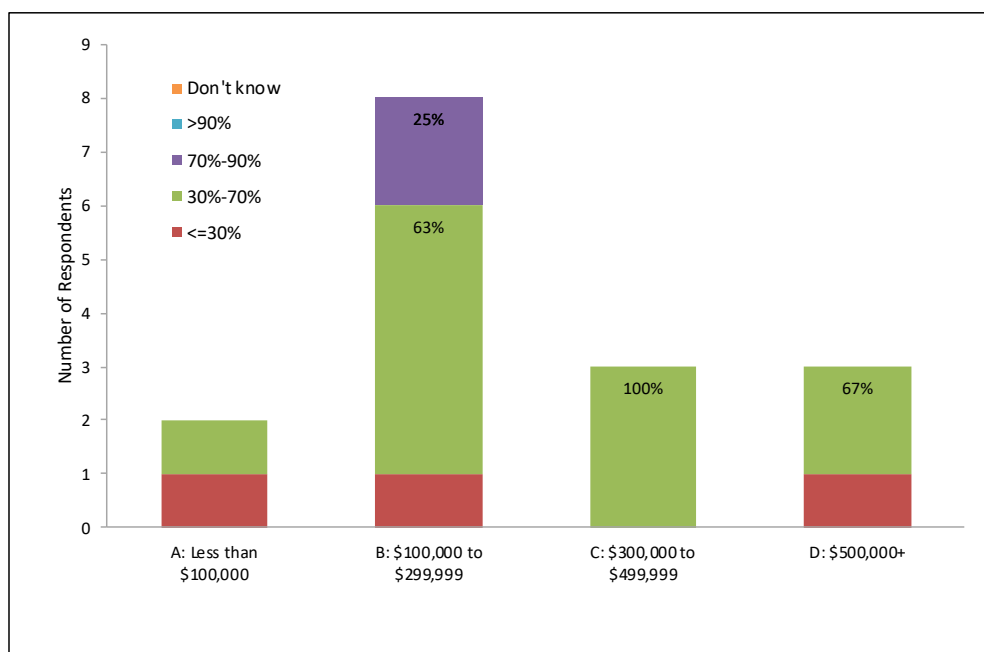
Figure 1: Respondents by Budget Size Categories



³ Survey Questions 8 and 9.

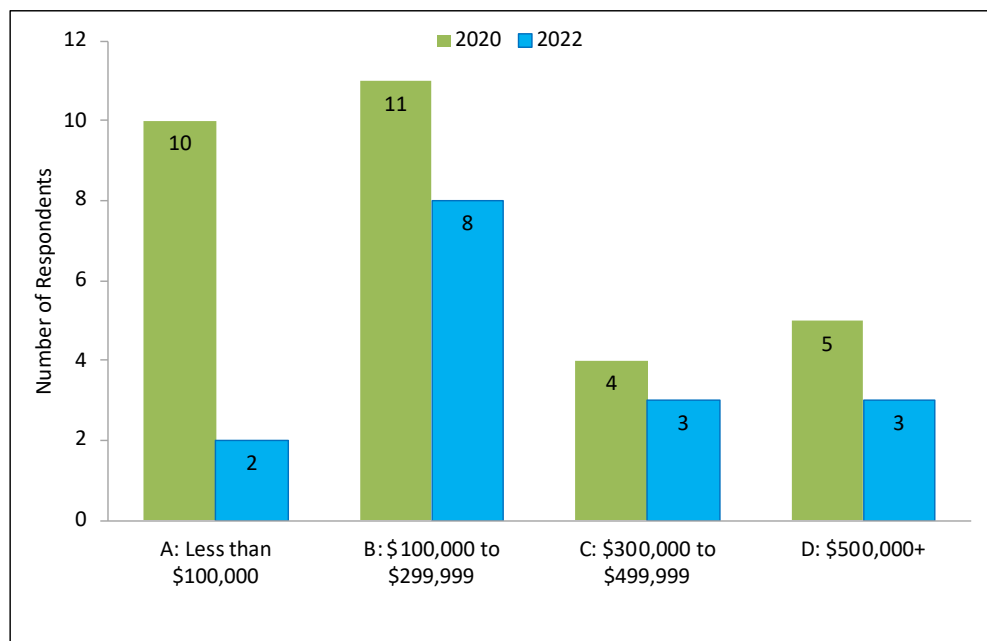
Respondents were asked what percentage of their operating budget is spent on salaries and benefits and most are spending between 30% and 70% of their operating budget on salaries and benefits.

Figure 2: Percent of Budget Spent on Salaries and Benefits⁴



The number and distribution of respondents by budget-size has changed over time (see Figure 3).

Figure 3: Comparison of Respondents 2020 and 2022



⁴ The percent of respondents is displayed when there are 2 or more respondents, and the percentage is 10% or higher.

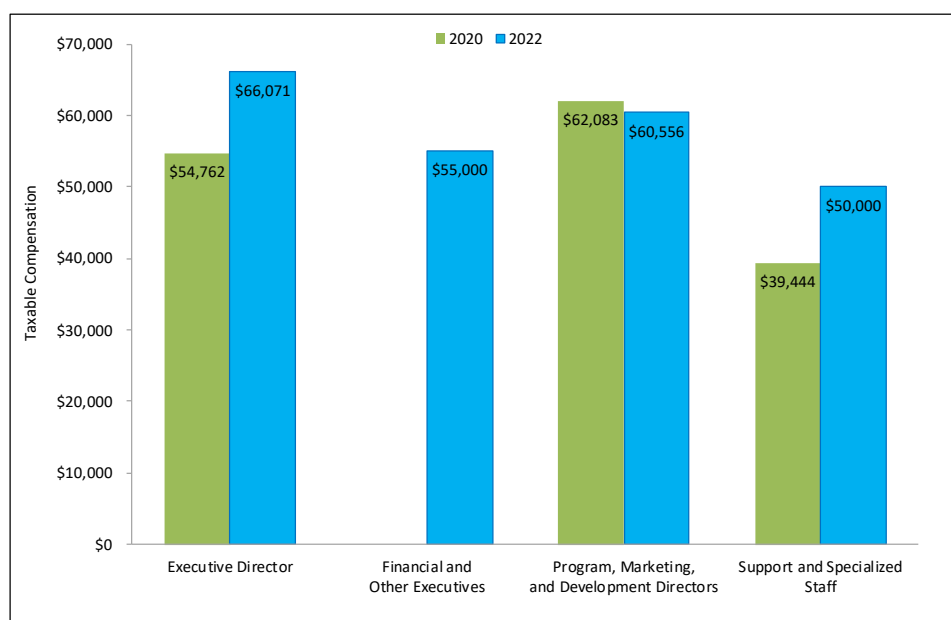
A. 2020 Compensation by Position for the Eight Highest-Paid Employees

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.

Table 3: Annualized Compensation^{5,6} for Full-Time Year-Round Employees^{7,8}

Full-Time Employees	Responses	Mean	Low	Q25	Median	Q75	High
Executive Director/President/Chief Executive Officer	14	\$66,071	\$35,000	\$55,000	\$55,000	\$70,000	\$110,000
Financial/Accountants and Other Executives	1	\$55,000	\$55,000		\$55,000		\$55,000
Program, Marketing, and Development Directors	9	\$60,556	\$45,000	\$55,000	\$55,000	\$65,000	\$75,000
Support and Specialized Staff	2	\$50,000	\$45,000		\$45,000		\$55,000

Figure 4: Comparison of Compensation for Full-Time Employees 2020 and 2022



⁵ 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.

⁶ 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.

⁷ 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 *five* highest-paid staff (or fewer for nonprofits with fewer than six paid employees).

⁸ 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.

Table 4: Annualized Compensation⁹ for Part-Time Year-Round Employees^{10,11,12}

<i>Part-Time Employees</i>	Responses	Mean	Low	Q25	Median	Q75	High
Executive Director/President/Chief Executive Officer	2	\$15,000	\$5,000		\$5,000		\$25,000
Financial/Accountants and Other Executives							
Program, Marketing, and Development Directors	6	\$40,000	\$25,000	\$30,000	\$45,000	\$45,000	\$45,000
Support and Specialized Staff	11	\$15,909	\$5,000	\$5,000	\$5,000	\$25,000	\$35,000

⁹ See footnotes 5 and 6.

¹⁰ See footnote 7.

¹¹ 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.

¹² 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.

IV. Staff Composition, Compensation, and Benefits

A. Number of Staff

Table 5: Reported Numbers of Paid Employee and Volunteer Positions within Employee-Type Categories (Groups of Rows) and Budget-Size Categories (Columns)^{13,14,15}

<i>Type of Position</i>	<i>Number of Positions</i>	A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total
Full-Time Employees	1		6			6
	2		1	1		2
	3-5		1	2	1	4
	6-9				2	2
	10-19					0
	20-49					0
	50-99					0
	100+					0
	<i>Don't know</i>					0
	Total	0	8	3	3	14
Part-Time Employees	1		1		1	2
	2	1	1		1	3
	3-5		2		1	3
	6-9	1	1			2
	10-19		1	1		2
	20-49		1			1
	50-99					0
	100+					0
	<i>Don't know</i>					0
	Total	2	7	1	3	13
Full-Time Volunteers	1	1				1
	2					0
	3-5					0
	6-9					0
	10-19					0
	20-49		1			1
	50-99					0
	100+					0
	<i>Don't know</i>					0
	Total	1	1	0	0	2
Part-Time Volunteer	1					0
	2					0
	3-5	1				1
	6-9		1			1
	10-19		2			2
	20-49					0
	50-99					0
	100+					0
	<i>Don't know</i>					0
	Total	1	3	0	0	4

¹³ See Table 2 for budget-size categories for this and subsequent tables.

¹⁴ Survey Questions 10-11.

¹⁵ Each panel includes only respondents who had paid employee positions (or volunteer positions) of that type.

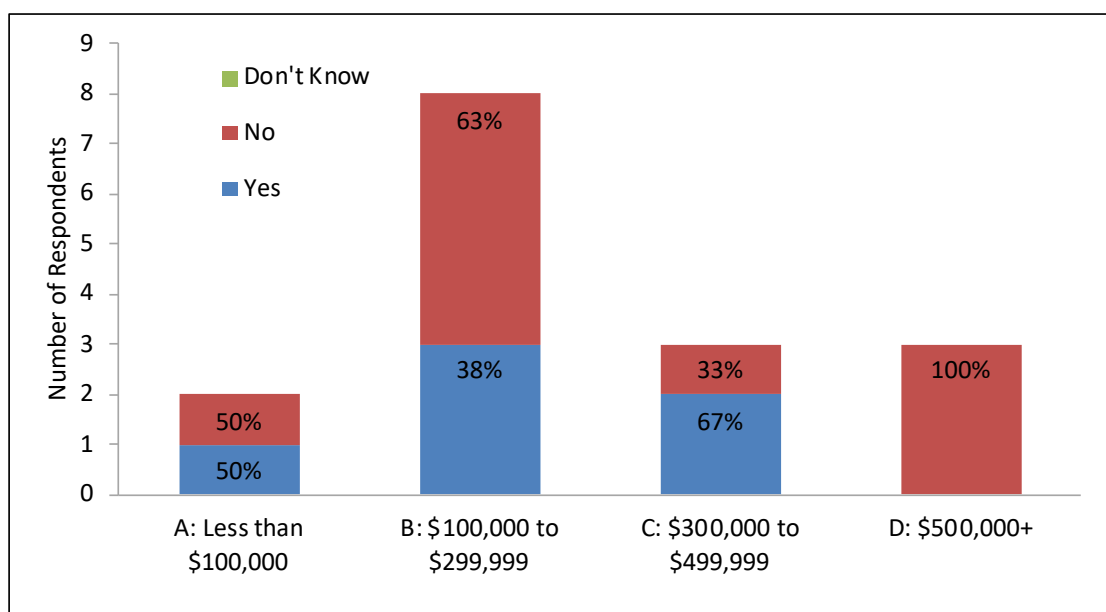
B. Number of Volunteers, Volunteer Hours, and Volunteer Training

Table 6: Reported Numbers of Volunteers, Volunteer Hours, and Volunteer Training within Budget-Size Categories¹⁶

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Overall
Number of Volunteers	<i>Respondents*</i>	2	8	3	3	16
	<i>Mean</i>	18	35	35	7	27
	<i>Low</i>	15	0	3	2	0
	<i>Q25 (if n ≥5)</i>		8.0			3
	<i>Median</i>	15	20	3	5	15
	<i>Q75 (if n ≥5)</i>		25			20
	<i>High</i>	20	128	100	12	128
Number of Volunteer Hours	<i>Respondents*</i>	2	8	2	3	15
	<i>Mean</i>	235	706	2,825	83	801
	<i>Low</i>	50	0	650	0	0
	<i>Q25 (if n ≥5)</i>		20.0			29
	<i>Median</i>	50	400	650	25	300
	<i>Q75 (if n ≥5)</i>		916	2,825	88	717
	<i>High</i>	420	2,080	5,000	200	5,000
Provide Volunteer Training	<i>Yes</i>	1	3	2	0	6
	<i>No</i>	1	5	1	3	10
	<i>Don't Know</i>	0	0	0	0	0
	<i>Total</i>	2	8	3	3	16

*Number of survey respondents providing a numerical response value.

Figure 5: Provision of Volunteer Training



¹⁶ Survey Questions 12-14.

C. Annualized Compensation by Position and Budget-Size Category

Table 7: Annualized Compensation¹⁷ by Position within Budget-Size Categories^{18,19}

<i>Position</i>		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Overall
Executive Director / President / Chief Executive Officer	<i>Respondents*</i>	2	8	3	3	16
	<i>Mean</i>	15,000	53,750	68,333	96,667	59,688
	<i>Low</i>	5,000	35,000	65,000	85,000	5,000
	<i>Q25 (if n ≥5)</i>		55,000			55,000
	<i>Median (if n ≥5)</i>		55,000			55,000
	<i>Q75 (if n ≥5)</i>		55,000			65,000
	<i>High</i>	25,000	65,000	75,000	110,000	110,000
Financial / Accountants and Other Executives	<i>Respondents*</i>				1	1
	<i>Mean</i>				55,000	55,000
	<i>Low</i>					
	<i>Q25 (if n ≥5)</i>					
	<i>Median (if n ≥5)</i>					
	<i>Q75 (if n ≥5)</i>					
	<i>High</i>					
Program, Marketing, and Development Directors	<i>Respondents*</i>		4	4	7	15
	<i>Mean</i>		47,500	47,500	57,857	52,333
	<i>Low</i>		45,000	35,000	25,000	25,000
	<i>Q25 (if n ≥5)</i>				40,000	45,000
	<i>Median (if n ≥5)</i>				60,000	50,000
	<i>Q75 (if n ≥5)</i>				67,500	57,500
	<i>High</i>		55,000	55,000	75,000	75,000
Support and Specialized Staff	<i>Respondents*</i>		9	1	3	13
	<i>Mean</i>		11,667	45,000	41,667	21,154
	<i>Low</i>		5,000		35,000	5,000
	<i>Q25 (if n ≥5)</i>		5,000			5,000
	<i>Median (if n ≥5)</i>		5,000			15,000
	<i>Q75 (if n ≥5)</i>		20,000			32,500
	<i>High</i>		25,000		55,000	55,000

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

¹⁷ See footnotes 5 and 6.

¹⁸ 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.

¹⁹ Includes full-time, part-time, year-round, seasonal, and unknown work patterns.

D. Benefits by Employee Type and Budget-Size Category

Table 8: Benefits for Paid Employees^{20,21}

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total	Percent
Total Respondents		2	8	3	3	16	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>		9	7	10	26	58%
	<i>Year-Round Part-Time</i>	2	3	1	4	10	22%
	<i>Seasonal Full-Time</i>		2			2	4%
	<i>Seasonal Part-Time</i>		7			7	16%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
Health Insurance (% Paid by Employer)	<i>Yes</i>	1	1	6	10	18	40%
	<i>No</i>	1	20	2	4	27	60%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>Yes</i>		1			1	2%
	<i>No</i>	2	20	8	14	44	98%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
Dental Insurance (% Paid by Employer)	<i>Yes</i>			3	2	5	11%
	<i>No</i>	2	21	5	12	40	89%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
Vision Insurance (% Paid by Employer)	<i>Yes</i>			3		3	7%
	<i>No</i>	2	21	5	14	42	93%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
Prescription Insurance (% Paid by Employer)	<i>Yes</i>				2	2	4%
	<i>No</i>	2	21	8	12	43	96%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
Provide 403(b)/401(k) Retirement Plan	<i>Yes</i>		2	3	11	16	36%
	<i>No</i>	2	19	5	3	29	64%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
Provide Retirement Plan Matching Employee Contribution	<i>Yes</i>		5	6	10	21	47%
	<i>No</i>	2	16	2	4	24	53%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
Provide Pension Plan	<i>Yes</i>					0	0%
	<i>No</i>	2	21	8	14	45	100%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%

²⁰ See footnote 7.

²¹ Survey Questions 65-130.

Table 8: Benefits for Paid Employees (continued)

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total	Percent
Provide Performance Bonuses	Yes		5	6	6	17	38%
	No	2	15	2	8	27	60%
	Don't Know		1			1	2%
	Total	2	21	8	14	45	100%
Allow Flexible Work Schedule	Yes	2	20	8	11	41	91%
	No		1		3	4	9%
	Don't Know					0	0%
	Total	2	21	8	14	45	100%
Provide Housing Assistance	Yes				1	1	2%
	No	2	21	8	13	44	98%
	Don't Know					0	0%
	Total	2	21	8	14	45	100%
Provide Ski Pass	Yes		6	3	8	17	38%
	No	2	15	5	6	28	62%
	Don't Know					0	0%
	Total	2	21	8	14	45	100%
Provide Childcare Services or Stipend	Yes					0	0%
	No	2	21	8	14	45	100%
	Don't Know					0	0%
	Total	2	21	8	14	45	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes		2	3	1	6	13%
	No	2	19	5	13	39	87%
	Don't Know					0	0%
	Total	2	21	8	14	45	100%
Provide Option to Work from Home	Yes	1	19	8	13	41	91%
	No	1	2		1	4	9%
	Don't Know					0	0%
	Total	2	21	8	14	45	100%
Paid Holidays (number of days)	Respondents*	2	6	15	31	235	
	Mean	0	6	11	6	9	
	Low	0	0	0	0	0	
	Q25 (if n ≥5)		0.0	9.3	0.0	8	
	Median	0.0	8.0	11.0	5.0	10	
	Q75 (if n ≥5)		10.0	12.0	8.5	11	
	High	0	10	24	20	24	
Paid Time Off (number of days)	Respondents*	2	6	15	31	235	
	Mean	0	17	15	18	19	
	Low	0	10	0	0	0	
	Q25 (if n ≥5)		10.0	5.0	14.0	14	
	Median	0.0	10.0	15.0	18.0	20	
	Q75 (if n ≥5)		13.0	20.0	25.0	24	
	High	0	41+	41+	30	41+	

*Number of survey respondents providing a numerical response value.

Figure 6: Paid Employee Benefits²²



²² The percent of respondents is displayed when there are five or more respondents, and the percentage is 20% or higher.

Figure 6: Paid Employee Benefits (cont.)



Figure 6: Paid Employee Benefits (cont.)

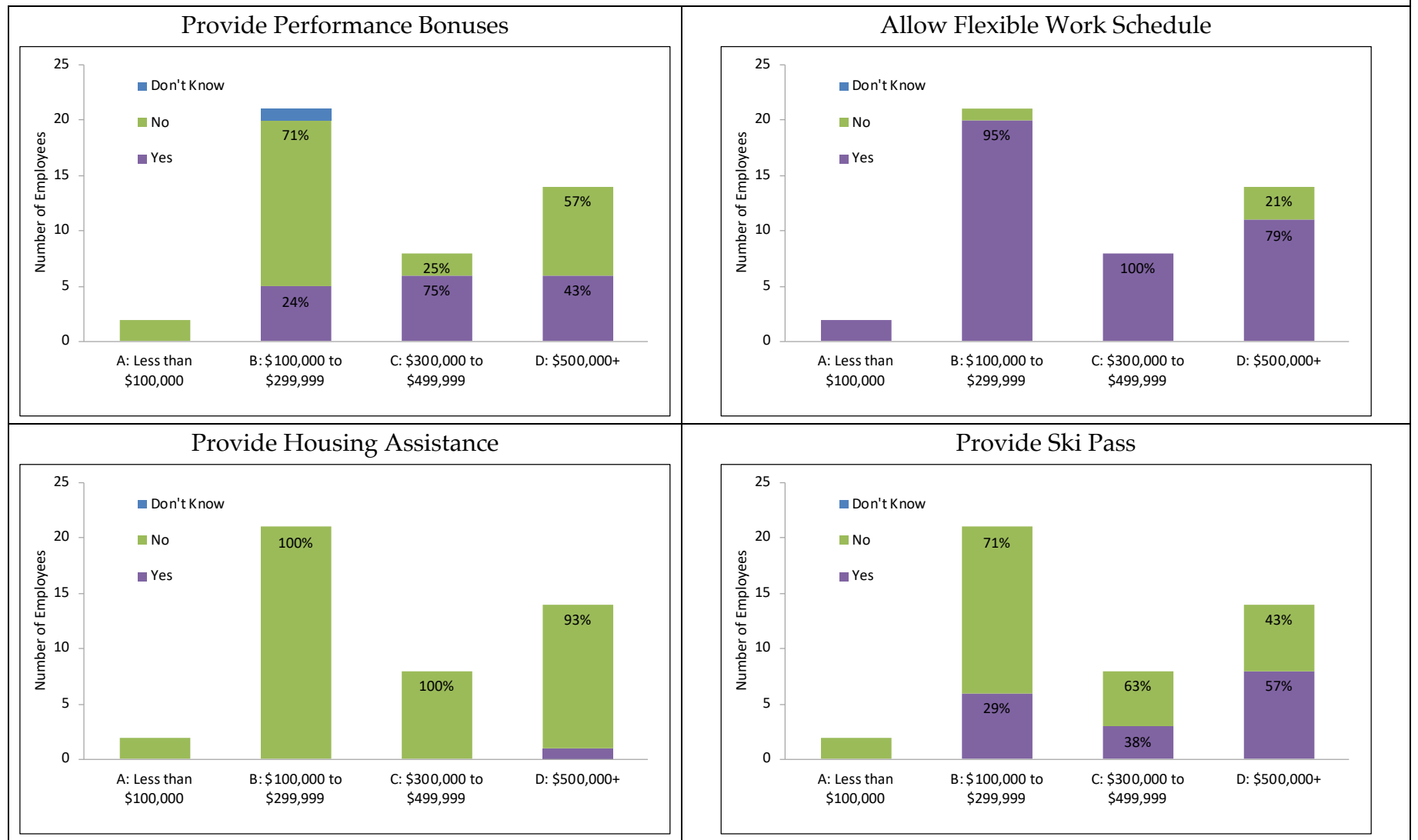


Figure 6: Paid Employee Benefits (cont.)

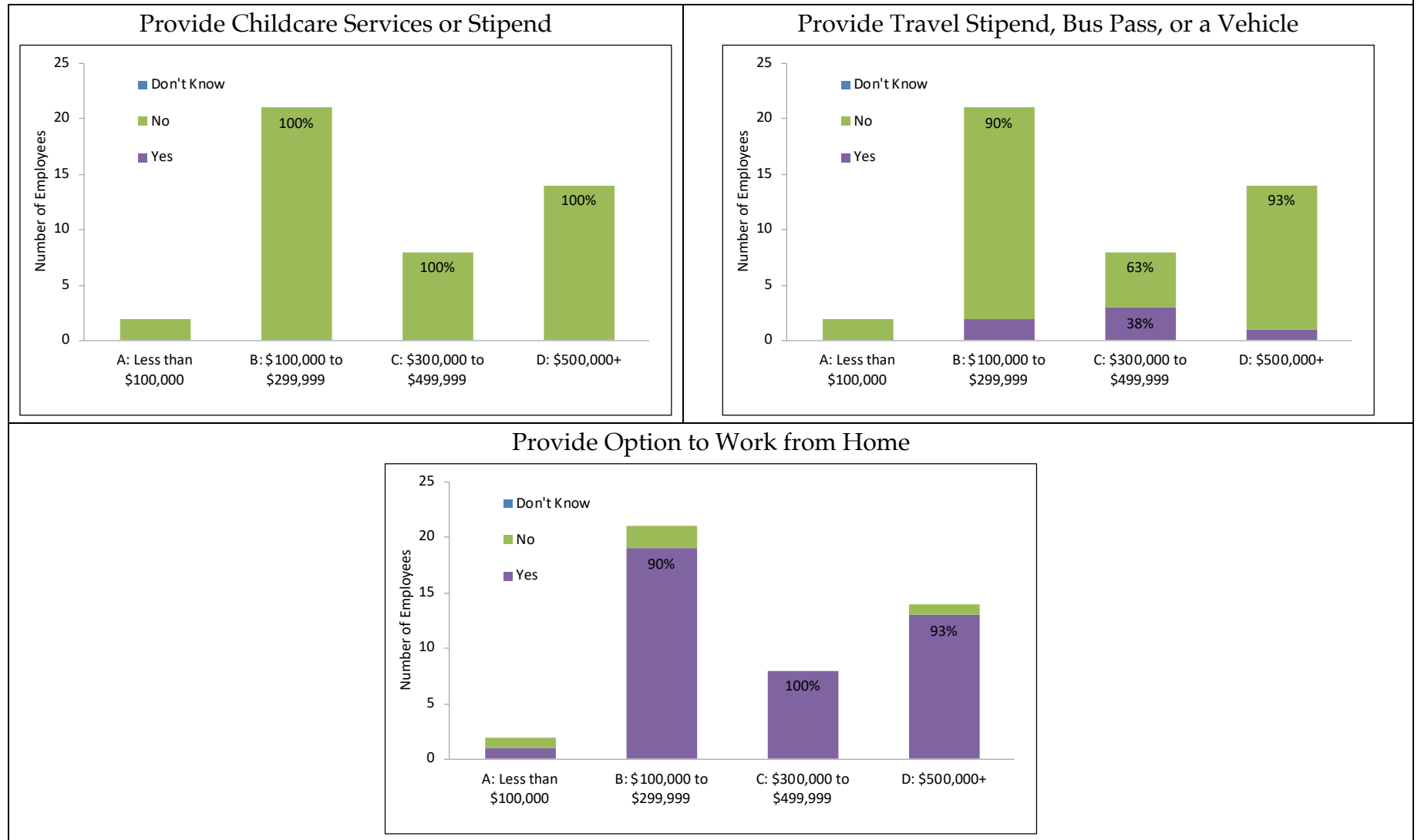


Table 9: Benefits for Year-Round *Full-Time* Employees^{23,24}

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total	Percent
Total Respondents		2	8	3	3	16	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>		9	7	10	26	58%
	<i>Year-Round Part-Time</i>	2	3	1	4	10	22%
	<i>Seasonal Full-Time</i>		2			2	4%
	<i>Seasonal Part-Time</i>		7			7	16%
	<i>Don't Know</i>					0	0%
<i>Total</i>		2	21	8	14	45	100%
Health Insurance (% Paid by Employer)	<i>Yes</i>		1	5	6	12	46%
	<i>No</i>		8	2	4	14	54%
	<i>Don't Know</i>					0	0%
	<i>Total</i>		9	7	10	26	100%
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>Yes</i>		1			1	4%
	<i>No</i>		8	7	10	25	96%
	<i>Don't Know</i>					0	0%
	<i>Total</i>		9	7	10	26	100%
Dental Insurance (% Paid by Employer)	<i>Yes</i>			3	2	5	19%
	<i>No</i>		9	4	8	21	81%
	<i>Don't Know</i>					0	0%
	<i>Total</i>		9	7	10	26	100%
Vision Insurance (% Paid by Employer)	<i>Yes</i>			3		3	12%
	<i>No</i>		9	4	10	23	88%
	<i>Don't Know</i>					0	0%
	<i>Total</i>		9	7	10	26	100%
Prescription Insurance (% Paid by Employer)	<i>Yes</i>				2	2	8%
	<i>No</i>		9	7	8	24	92%
	<i>Don't Know</i>					0	0%
	<i>Total</i>		9	7	10	26	100%
Provide 403(b)/401(k) Retirement Plan	<i>Yes</i>		2	3	7	12	46%
	<i>No</i>		7	4	3	14	54%
	<i>Don't Know</i>					0	0%
	<i>Total</i>		9	7	10	26	100%
Provide Retirement Plan Matching Employee Contribution	<i>Yes</i>		3	5	6	14	54%
	<i>No</i>		6	2	4	12	46%
	<i>Don't Know</i>					0	0%
	<i>Total</i>		9	7	10	26	100%
Provide Pension Plan	<i>Yes</i>					0	0%
	<i>No</i>		9	7	10	26	100%
	<i>Don't Know</i>					0	0%
	<i>Total</i>		9	7	10	26	100%

²³ See footnote 7.

²⁴ Survey Questions 65-130.

Table 9: Benefits for Year-Round *Full-Time* Employees (continued)

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total	Percent
Provide Performance Bonuses	Yes		4	5	6	15	58%
	No		4	2	4	10	38%
	Don't Know		1			1	4%
	Total		9	7	10	26	100%
Allow Flexible Work Schedule	Yes		9	7	7	23	88%
	No				3	3	12%
	Don't Know					0	0%
	Total		9	7	10	26	100%
Provide Housing Assistance	Yes				1	1	4%
	No		9	7	9	25	96%
	Don't Know					0	0%
	Total		9	7	10	26	100%
Provide Ski Pass	Yes		1	2	4	7	27%
	No		8	5	6	19	73%
	Don't Know					0	0%
	Total		9	7	10	26	100%
Provide Childcare Services or Stipend	Yes					0	0%
	No		9	7	10	26	100%
	Don't Know					0	0%
	Total		9	7	10	26	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes		2	3	1	6	23%
	No		7	4	9	20	77%
	Don't Know					0	0%
	Total		9	7	10	26	100%
Provide Option to Work from Home	Yes		9	7	9	25	96%
	No				1	1	4%
	Don't Know					0	0%
	Total		9	7	10	26	100%
Paid Holidays (number of days)	Respondents*		9	5	10	24	
	Mean		8	9	7	8	
	Low		0	9	0	0	
	Q25 (if n ≥5)		7.3	9.0	0.0	7	
	Median		9.0	9.0	7.0	9	
	Q75 (if n ≥5)		10.0	9.8	10.0	10	
	High		13	10	12	13	
Paid Time Off (number of days)	Respondents*		9	5	10	24	
	Mean		18	14	17	17	
	Low		14	12	5	5	
	Q25 (if n ≥5)		14.0	13.0	5.0	14	
	Median		18.0	14.0	15.0	15	
	Q75 (if n ≥5)		20.0	15.0	21.0	20	
	High		27	15	41+	41+	

*Number of survey respondents providing a numerical response value.

Table 10: Benefits for Year-Round *Part-Time* Employees^{25,26}

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total	Percent
Total Respondents		2	8	3	3	16	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>		9	7	10	26	58%
	<i>Year-Round Part-Time</i>	2	3	1	4	10	22%
	<i>Seasonal Full-Time</i>		2			2	4%
	<i>Seasonal Part-Time</i>		7			7	16%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	21	8	14	45	100%
Health Insurance (% Paid by Employer)	<i>Yes</i>	1		1	4	6	60%
	<i>No</i>	1	3			4	40%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	3	1	4	10	100%
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>Yes</i>					0	0%
	<i>No</i>	2	3	1	4	10	100%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	3	1	4	10	100%
Dental Insurance (% Paid by Employer)	<i>Yes</i>					0	0%
	<i>No</i>	2	3	1	4	10	100%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	3	1	4	10	100%
Vision Insurance (% Paid by Employer)	<i>Yes</i>					0	0%
	<i>No</i>	2	3	1	4	10	100%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	3	1	4	10	100%
Prescription Insurance (% Paid by Employer)	<i>Yes</i>					0	0%
	<i>No</i>	2	3	1	4	10	100%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	3	1	4	10	100%
Provide 403(b)/401(k) Retirement Plan	<i>Yes</i>				4	4	40%
	<i>No</i>	2	3	1		6	60%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	3	1	4	10	100%
Provide Retirement Plan Matching Employee Contribution	<i>Yes</i>		2	1	4	7	70%
	<i>No</i>	2	1			3	30%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	3	1	4	10	100%
Provide Pension Plan	<i>Yes</i>					0	0%
	<i>No</i>	2	3	1	4	10	100%
	<i>Don't Know</i>					0	0%
	<i>Total</i>	2	3	1	4	10	100%

²⁵ See footnote 7.

²⁶ Survey Questions 65-130.

Table 10: Benefits for Year-Round *Part-Time* Employees (continued)

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total	Percent
Provide Performance Bonuses	Yes			1		1	10%
	No	2	3		4	9	90%
	Don't Know					0	0%
	Total	2	3	1	4	10	100%
Allow Flexible Work Schedule	Yes	2	3	1	4	10	100%
	No					0	0%
	Don't Know					0	0%
	Total	2	3	1	4	10	100%
Provide Housing Assistance	Yes					0	0%
	No	2	3	1	4	10	100%
	Don't Know					0	0%
	Total	2	3	1	4	10	100%
Provide Ski Pass	Yes			1	4	5	50%
	No	2	3			5	50%
	Don't Know					0	0%
	Total	2	3	1	4	10	100%
Provide Childcare Services or Stipend	Yes					0	0%
	No	2	3	1	4	10	100%
	Don't Know					0	0%
	Total	2	3	1	4	10	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes					0	0%
	No	2	3	1	4	10	100%
	Don't Know					0	0%
	Total	2	3	1	4	10	100%
Provide Option to Work from Home	Yes	1	2	1	4	8	80%
	No	1	1			2	20%
	Don't Know					0	0%
	Total	2	3	1	4	10	100%
Paid Holidays (number of days)	Respondents*	2	3	1	4	10	
	Mean	0	11	10	10	8	
	Low	0	8	10	10	0	
	Q25 (if n ≥5)					4	
	Median	0.0	11.0	10.0	10.0	10	
	Q75 (if n ≥5)					10	
	High	0	13	10	10	13	
Paid Time Off (number of days)	Respondents*	2	3	1	4	10	
	Mean	0	10	14	15	10	
	Low	0	10	14	15	0	
	Q25 (if n ≥5)					5	
	Median	0.0	10.0	14.0	15.0	10	
	Q75 (if n ≥5)					15	
	High	0	10	14	15	15	

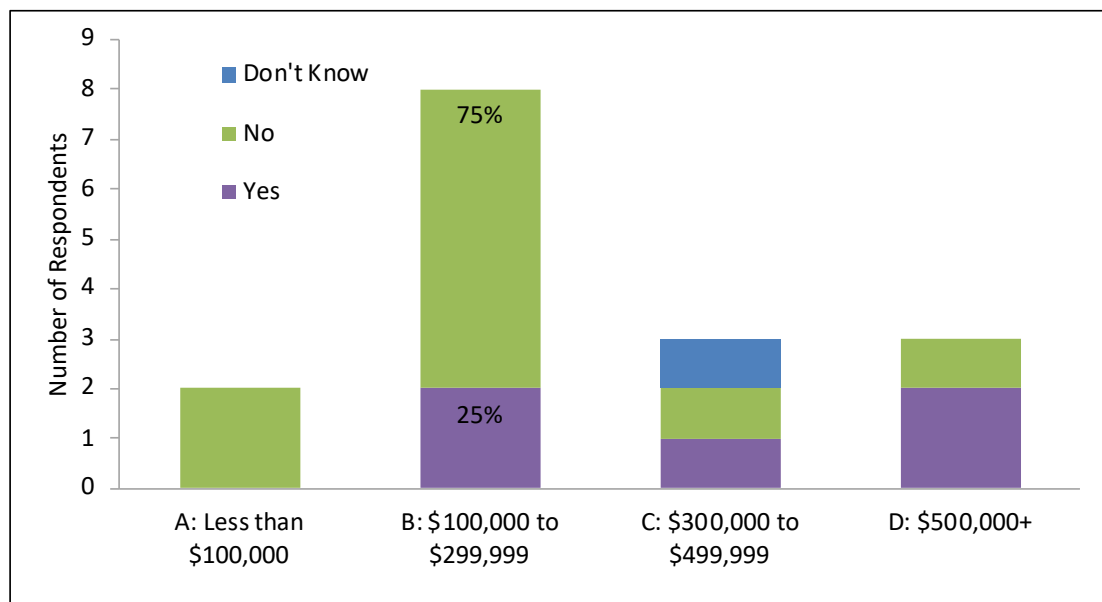
*Number of survey respondents providing a numerical response value.

Table 11: Family / Maternity / Paternity Benefits within Budget-Size Categories²⁷

		A: ≤\$100k	B: \$100k	C: \$300k	D: \$500k+	Total / Overall	Percent
Number of Respondents Offering Paid Family / Maternity / Paternity Leave	<i>Yes</i>		2	1	2	5	31%
	<i>No</i>	2	6	1	1	10	63%
	<i>Don't Know</i>			1		1	6%
	<i>Total</i>	2	8	3	3	16	100%
Weeks of Paid Family / Maternity / Paternity Leave Offered	<i>Respondents*</i>		2	1	2	5	
	<i>Mean</i>		7	2	8	6	
	<i>Low</i>		6		4	2	
	<i>Q25 (if n ≥5)</i>					3	
	<i>Median (if n ≥5)</i>					5	
	<i>Q75 (if n ≥5)</i>					8	
	<i>High</i>		8		12	12	
Number of Employees That Have Utilized Paid Family / Maternity / Paternity Leave in Past 3 Fiscal Years	<i>Respondents*</i>		2	2	2	6	
	<i>Number of Employees</i>		0	0	1	1	

*Number of survey respondents providing a numerical response value.

Figure 7: Benefits Include Paid Family / Maternity / Paternity Leave²⁸



²⁷ Survey Question 132.

²⁸ The percent of respondents is displayed when there are five or more respondents, and the percentage is 20% or higher.

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 six).

Table 12: Executive Director / President / Chief Executive Officer²⁹

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total / Overall
Total Respondents		2	8	3	3	16
Paid Executive Director / President / Chief Executive Officer Positions	<i>Full-Time Yearly</i>		8	3	3	14
	<i>Part-Time Yearly</i>	2				2
	<i>Don't Know</i>					
	<i>Total</i>	2	8	3	3	16
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>		8	3	3	14
	<i>Mean</i>		\$53,750	\$68,333	\$96,667	\$66,071
	<i>Low</i>		\$35,000	\$65,000	\$85,000	\$35,000
	<i>Q25 (if n ≥5)</i>		\$55,000			\$55,000
	<i>Median (if n ≥5)</i>		\$55,000			\$55,000
	<i>Q75 (if n ≥5)</i>		\$55,000			\$70,000
	<i>High</i>		\$65,000	\$75,000	\$110,000	\$110,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>	2				2
	<i>Mean</i>	\$15,000				\$15,000
	<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>	\$25,000				\$25,000
Highest Degree Held	<i>High school graduate or less</i>					
	<i>Some college</i>					
	<i>Four-year college degree</i>			7	8	15
	<i>Postgraduate degree</i>	1	4	5	6	16
	<i>Don't Know</i>	1	1			2
	<i>Total</i>	2	5	12	14	33

²⁹ Survey Questions 26-28 and 65-130.

Table 12: Executive Director / President / Chief Executive Officer (continued)

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total
Health Insurance (% Paid by Employer)	<i>Yes</i>	1	1	2	2	6
	<i>No</i>	1	7	1	1	10
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>Yes</i>					0
	<i>No</i>	2	8	3	3	16
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
Dental Insurance (% Paid by Employer)	<i>Yes</i>			1	1	2
	<i>No</i>	2	8	2	2	14
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
Vision Insurance (% Paid by Employer)	<i>Yes</i>			1		1
	<i>No</i>	2	8	2	3	15
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
Prescription Insurance (% Paid by Employer)	<i>Yes</i>				1	1
	<i>No</i>	2	8	3	2	15
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
Provide 403(b)/401(k) Retirement Plan	<i>Yes</i>		2	1	3	6
	<i>No</i>	2	6	2		10
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
Provide Retirement Plan Matching Employee Contribution	<i>Yes</i>		3	2	2	7
	<i>No</i>	2	5	1	1	9
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16

Table 12: Executive Director / President / Chief Executive Officer (continued)

		A: ≤\$100k	B: \$100k	C: \$300k	D: \$500k+	Total / Overall
Provide Pension Plan	Yes					0
	No	2	8	3	3	16
	Don't Know					0
	Total	2	8	3	3	16
Provide Performance Bonuses	Yes		3	2	2	7
	No	2	4	1	1	8
	Don't Know		1			1
	Total	2	8	3	3	16
Allow Flexible Work Schedule	Yes	2	8	3	3	16
	No					0
	Don't Know					0
	Total	2	8	3	3	16
Provide Housing Assistance	Yes				1	1
	No	2	8	3	2	15
	Don't Know					0
	Total	2	8	3	3	16
Provide Ski Pass	Yes		1	1	1	3
	No	2	7	2	2	13
	Don't Know					0
	Total	2	8	3	3	16
Provide Childcare Services or Stipend	Yes					0
	No	2	8	3	3	16
	Don't Know					0
	Total	2	8	3	3	16
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes		2	1	1	4
	No	2	6	2	2	12
	Don't Know					0
	Total	2	8	3	3	16
Provide Option to Work from Home	Yes	1	8	3	3	15
	No	1				1
	Don't Know					0
	Total	2	8	3	3	16
Paid Holidays (number of days)	Respondents*	2	8	2	3	15
	Mean	0	8	10	10	8
	Low	0	0	9	7	0
	Q25 (if n ≥5)		7.0			5
	Median	0.0	8.0	9.0	8.5	9
	Q75 (if n ≥5)		10.0			10
	High	0	13	10	12	13
Paid Time Off (number of days)	Respondents*	2	8	2	3	15
	Mean	0	18	15	29	17
	Low	0	14	14	15	0
	Q25 (if n ≥5)		14.0			14
	Median	0.0	15.0	14.0	21.0	15
	Q75 (if n ≥5)		20.0			20
	High	0	27	15	41+	41+

*Number of survey respondents providing a numerical response value.

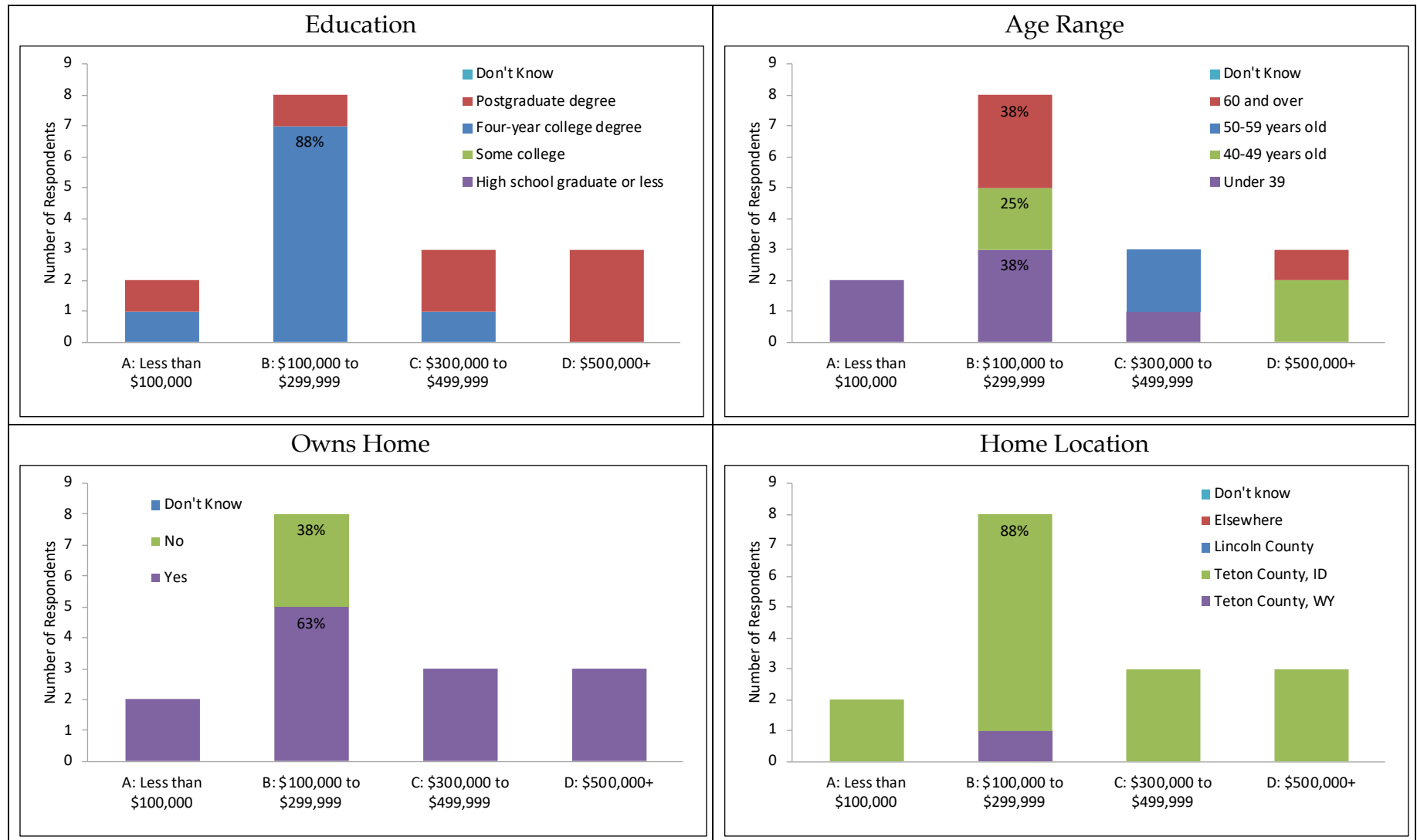
Table 13: Supplemental Data on Executive Director / President / Chief Executive Officer³⁰

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total / Overall
Succession Plan in Place	<i>Yes</i>	1	3	1	1	6
	<i>No</i>	1	4	2	2	9
	<i>Don't Know</i>		1			1
	<i>Total</i>	2	8	3	3	16
Years in Job	<i>Respondents*</i>	2	8	3	3	16
	<i>Mean</i>	1	4	2	15	5
	<i>Low</i>	1	1	1	10	1
	<i>Q25 (if n ≥5)</i>		1.0			1
	<i>Median</i>	1.0	3.0	1.5	10.0	3
	<i>Q75 (if n ≥5)</i>		5.0			6
	<i>High</i>	1	8	3	20+	20+
Years Prior Experience	<i>Respondents*</i>	2	8	3	2	15
	<i>Mean</i>	4	6	12	17	8
	<i>Low</i>	1	1	2	10	1
	<i>Q25 (if n ≥5)</i>		1.0			2
	<i>Median</i>	1.0	3.0	6.0	10.0	3
	<i>Q75 (if n ≥5)</i>		3.0			10
	<i>High</i>	6	20+	20+	20+	20+
Age Range	<i>Under 39</i>	2	3	1		6
	<i>40-49 years old</i>		2		2	4
	<i>50-59 years old</i>			2		2
	<i>60 and over</i>		3		1	4
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
Owns Home	<i>Yes</i>	2	5	3	3	13
	<i>No</i>		3			3
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
Home Location	<i>Teton County, WY</i>		1			1
	<i>Teton County, ID</i>	2	7	3	3	15
	<i>Lincoln County</i>					0
	<i>Elsewhere</i>					0
	<i>Don't know</i>					0
	<i>Total</i>	2	8	3	3	16

*Number of survey respondents providing a numerical response value.

³⁰ Survey Questions 21-25 and 29.

Figure 8: Executive Director / President / Chief Executive Officer Characteristics³¹



³¹ The percent of respondents is displayed when there are five 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 8: Executive Director / President / Chief Executive Officer Characteristics (cont.)

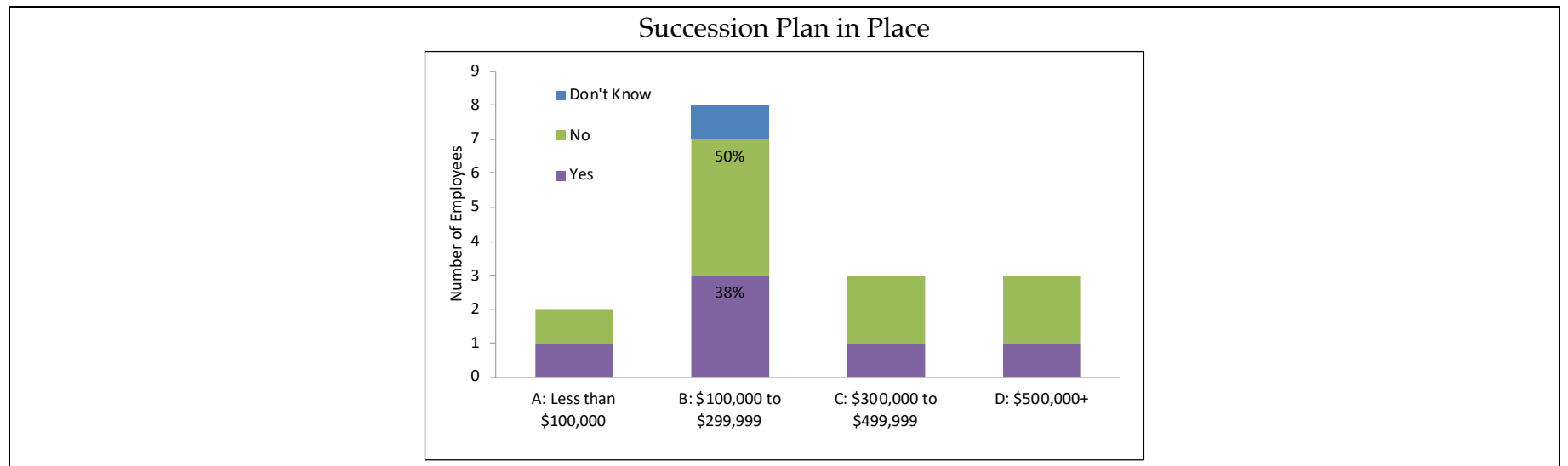


Table 14: Financial/Accountants and Other Executives³²

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total / Overall
Total Respondents		2	8	3	3	16
Paid Financial/Accountants and Other Executives Positions	<i>Full-Time Yearly</i>				1	1
	<i>Part-Time Yearly</i>					
	<i>Don't Know</i>					
	<i>Total</i>				1	1
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>				1	1
	<i>Mean</i>				\$55,000	\$55,000
	<i>Low</i>					
	<i>Q25 (if n ≥5)</i>					
	<i>Median (if n ≥5)</i>					
	<i>Q75 (if n ≥5)</i>					
	<i>High</i>					
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>					
	<i>Four-year college degree</i>				1	1
	<i>Postgraduate degree</i>					
	<i>Don't Know</i>					
	<i>Total</i>				1	1

³² 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 15: Program, Marketing, and Development Directors³³

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total / Overall
Total Respondents		2	8	3	3	16
Paid Program, Marketing, and Development Directors Positions	<i>Full-Time Yearly</i>		1	3	5	9
	<i>Part-Time Yearly</i>		3	1	2	6
	<i>Don't Know</i>					
	<i>Total</i>		4	4	7	15
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>		1	3	5	9
	<i>Mean</i>		\$55,000	\$51,667	\$67,000	\$60,556
	<i>Low</i>			\$45,000	\$55,000	\$45,000
	<i>Q25 (if n ≥5)</i>				\$57,500	\$55,000
	<i>Median (if n ≥5)</i>				\$65,000	\$55,000
	<i>Q75 (if n ≥5)</i>				\$72,500	\$65,000
	<i>High</i>			\$55,000	\$75,000	\$75,000
Part-Time Annualized Compensation	<i>Respondents*</i>		3	1	2	6
	<i>Mean</i>		\$45,000	\$35,000	\$35,000	\$40,000
	<i>Low</i>		\$45,000		\$25,000	\$25,000
	<i>Q25 (if n ≥5)</i>					\$30,000
	<i>Median (if n ≥5)</i>					\$45,000
	<i>Q75 (if n ≥5)</i>					\$45,000
	<i>High</i>		\$45,000		\$45,000	\$45,000
Highest Degree Held	<i>High school graduate or less</i>					
	<i>Some college</i>					
	<i>Four-year college degree</i>		2	3	2	7
	<i>Postgraduate degree</i>		1	1	4	6
	<i>Don't Know</i>		1		1	2
	<i>Total</i>		4	4	7	15

³³ 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 16: Support and Specialized Staff³⁴

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total / Overall
Total Respondents		2	8	3	3	16
Paid Support and Specialized Staff Positions	<i>Full-Time Yearly</i>			1	1	2
	<i>Part-Time Yearly</i>		9		2	11
	<i>Don't Know</i>					
	<i>Total</i>		9	1	3	13
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>			1	1	2
	<i>Mean</i>			\$45,000	\$55,000	\$50,000
	<i>Low</i>					\$45,000
	<i>Q25 (if n ≥5)</i>					
	<i>Median (if n ≥5)</i>					
	<i>Q75 (if n ≥5)</i>					
	<i>High</i>					\$55,000
Part-Time Annualized Compensation	<i>Respondents*</i>		9		2	11
	<i>Mean</i>		\$11,667		\$35,000	\$15,909
	<i>Low</i>		\$5,000		\$35,000	\$5,000
	<i>Q25 (if n ≥5)</i>		\$5,000			\$5,000
	<i>Median (if n ≥5)</i>		\$5,000			\$5,000
	<i>Q75 (if n ≥5)</i>		\$20,000			\$25,000
	<i>High</i>		\$25,000		\$35,000	\$35,000
Highest Degree Held	<i>High school graduate or less</i>		2		1	3
	<i>Some college</i>				1	1
	<i>Four-year college degree</i>		2	1	1	4
	<i>Postgraduate degree</i>					
	<i>Don't Know</i>		5			5
	<i>Total</i>		9	1	3	13

³⁴ 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, and the terms of board members' service.

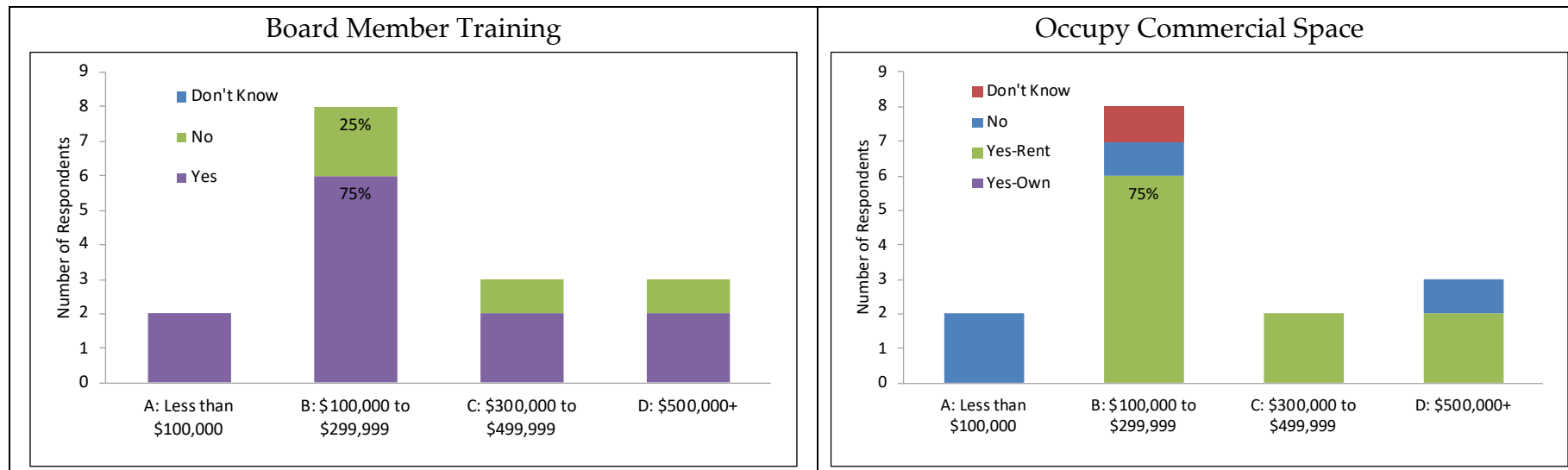
Table 17: Board Characteristics within Budget-Size Categories³⁵

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Overall
Total Respondents		2	8	3	3	16
Number of Board Members						
	<i>Respondents*</i>	2	8	3	3	16
	<i>Mean</i>	6	9	9	13	9
	<i>Low</i>	5	7	7	7	5
	<i>Q25 (if n ≥ 5)</i>		7.0			7
	<i>Median (if n ≥ 5)</i>		9.0			8
	<i>Q75 (if n ≥ 5)</i>		10.0			10
	<i>High</i>	6	14	12	18	18
Board Member Term Limits in Place						
	<i>Yes</i>	2	8	3	3	16
	<i>No</i>					0
	<i>Don't Know</i>					0
	<i>Total</i>	2	8	3	3	16
Board Member Term Limits (# of years)						
	<i>Respondents*</i>	2	8	3	3	16
	<i>Mean</i>	3	3	3	3	3
	<i>Low</i>	3	2	3	3	2
	<i>Q25 (if n ≥ 5)</i>		2.0			3
	<i>Median (if n ≥ 5)</i>		3.0			3
	<i>Q75 (if n ≥ 5)</i>		3.0			3
	<i>High</i>	3	3	3	3	3
Board Members Number of Consecutive Terms						
	<i>Respondents*</i>	1	8	3	2	14
	<i>Mean</i>	2	3	2	3	3
	<i>Low</i>	2	2	2	3	2
	<i>Q25 (if n ≥ 5)</i>		2.0			2
	<i>Median (if n ≥ 5)</i>		2.0			2
	<i>Q75 (if n ≥ 5)</i>		3.0			3
	<i>High</i>	2	10	3	3	10
Board Member Training						
	<i>Yes</i>	2	6	2	2	12
	<i>No</i>		2	1	1	4
	<i>Don't Know</i>	0	0	0	0	0
	<i>Total</i>	2	8	3	3	16
Occupy Commercial Space						
	<i>Yes-Own</i>					0
	<i>Yes-Rent</i>		6	2	2	10
	<i>No</i>	2	1		1	4
	<i>Don't Know</i>		1			1
	<i>Total</i>	2	8	2	3	15

*Number of survey respondents providing a numerical response value.

³⁵ Survey Questions 15-20.

Figure 9: Selected Nonprofit Characteristics by Budget-Size³⁶



³⁶ The percent of respondents is displayed when there are five or more respondents, and the percentage is 20% or higher.

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 18: Housing and Childcare Issues³⁷

		A: <\$100k	B: \$100k	C: \$300k	D: \$500k+	Total / Overall
Number of Employees Commuting 25+ Miles to Work	<i>Respondents*</i>	2	8	3	3	16
	<i>Number of Employees Commuting</i>	0	0	0	1	1
Number of Employees Lost Due to Affordable Housing Issues in Past 5 Fiscal Years	<i>Respondents*</i>	2	7	3	3	15
	<i>Number of Employees Lost</i>	0	53	0	5	58
Number of Employees Lost Due to Affordable Childcare Issues in Past 5 Fiscal Years	<i>Respondents*</i>	2	6	3	3	14
	<i>Number of Employees Lost</i>	1	3	0	1	5

³⁷ 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 10: Board Training and Continuing Education³⁸

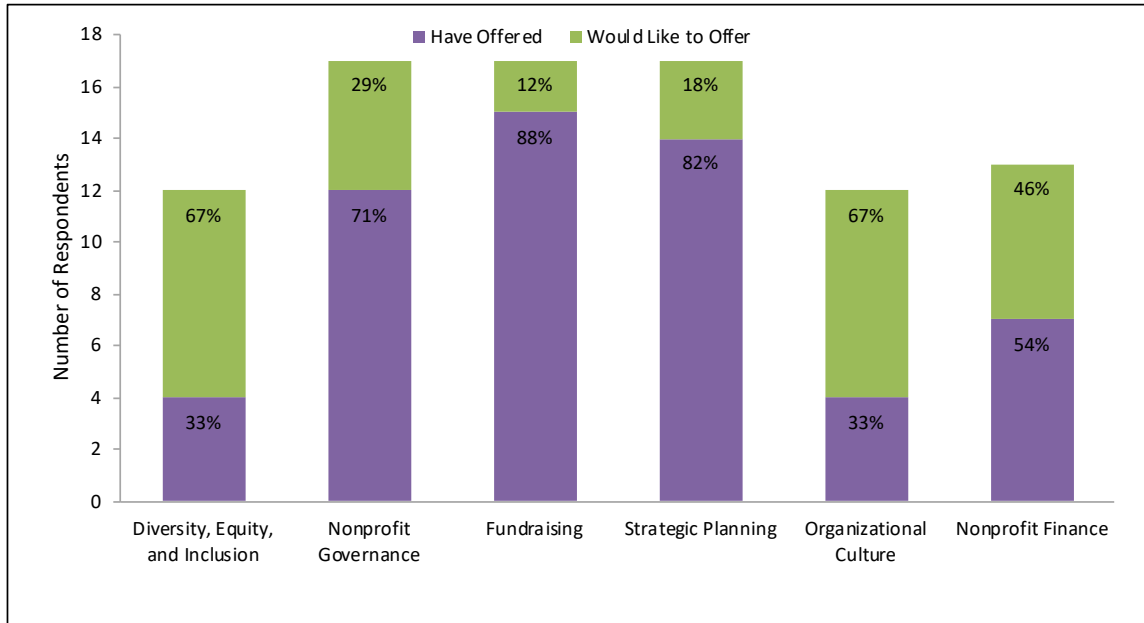
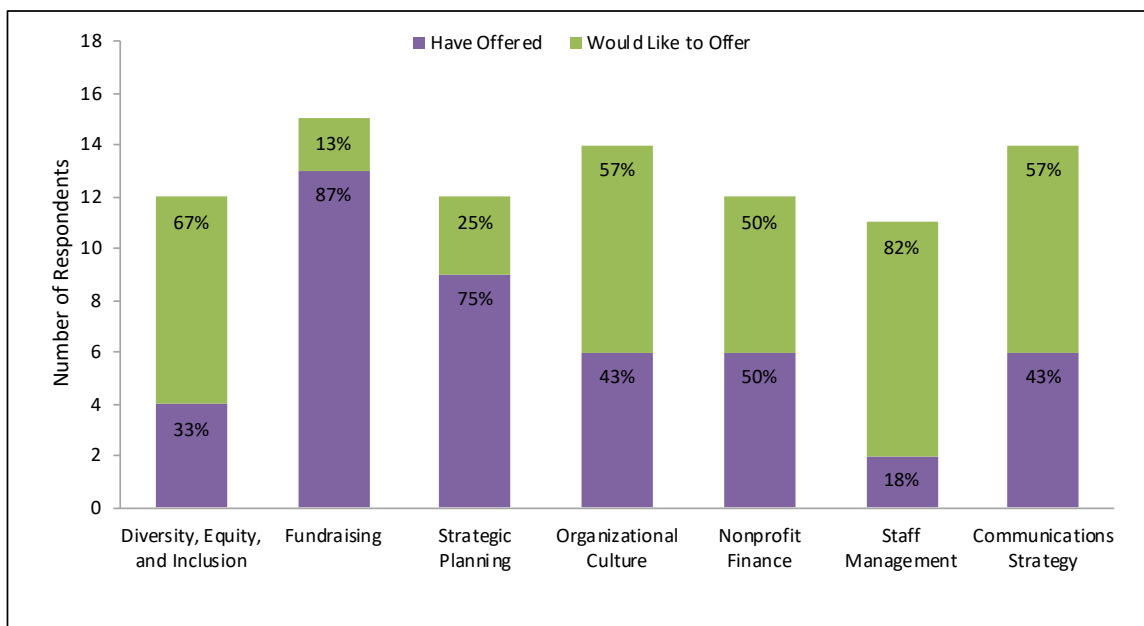


Figure 11: Staff Training and Continuing Education



³⁸ Survey Questions 134-135.

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 19: Recommended Professional Services³⁹

Professional Service Category	Provider	Number of Recommendations
Accountant/Bookkeeper	Anna Davis / Cumulus Accounting	3
	Candace Stevens / Number Cruncher, LLC	1
	Chricop and Associates	1
	Jitasa	1
Facilitator	Kari Anderson / Incite Consulting	3
	Kat Smithammer / Leadership at Play	1
	Leadership at Play	1
	River Story Coaching	1
	Rose Hendricks / Leadership at Play	1
Fundraising Consultant	Warm Springs Consulting	1
	Andrea Somerville	1
	Kari Anderson / Incite Consulting	2
	Kat Smithammer / Leadership at Play	1
Graphic Designer	Cultivate	1
	Jill Goodson / Teton Creative	1
	Lane Valiante	1
	Open Creative	4
	Powder Mountain Press	1
	Reed Sullivan / Peak Printing	1
	Sage Hibberd	1
	Shadowbox Creative	1
	Teton Creative	1
Lawyer	Bart Birch	1
	Herb Heimerl	2
	Recreation Law Center, LLC	1
Strategic Planning Consultant	Clare Payne Symmons	2
	Kari Anderson / Incite Consulting	5
	Kat Smithammer / Leadership at Play	2
	Prosper Strategies / Chicago	1
	Rose Hendricks / Leadership at Play	1
Other Service Providers	Foundation Group	1

³⁹ Survey Question 139.

Table 20: Recommended Software⁴⁰

Software Category	Software	Number of Recommendations
Customer Relationship Management (CRM) / Donor Database	Bloomerang	2
	Little Green Light	3
	Neon	1
	Salesforce	2
	Salsa	1
Email and Marketing	MailChimp	8
	Salsa Engage	1
Financial Database/Program	Quickbooks (including Online Professional for Non-Profits). Remote server to share with accountant recommended.	3
Forms/Surveys/Applications	Doodle	1
	Formidable	1
	Google Forms	1
Graphic Design	Canva	3
Project management/workflow software	Bloomerang	1
Other Software	Google Workspace	1
	Squarespace (website)	1

⁴⁰ Survey Question 140.

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.