



Confidential Nonprofit Salary Survey (Completed by CEO/ED level only)

1. Name of Nonprofit (optional): _____
2. What is your title? Chief Executive Officer Executive Director
3. Year Established: _____
4. Total Annual Budget: _____ Revenue: _____
5. Which 990 does your organization file?
 - a. We are not required to file a 990.
 - b. 990N (postcard)
 - c. 990EZ
 - d. 990
6. Is the position
 - a. Volunteer
 - b. Part-time
 - c. Full-time
 - d. Independent Contractor
7. On average, how many hours a week do you work?
 - a. 20 hours of less
 - b. 21-30
 - c. 31-40
 - d. 40 or more
8. What is your annual salary?
 - a. \$0
 - b. \$1 - \$25,000
 - c. \$25,001 – 50,000
 - d. \$50,001 – 75,000
 - e. \$75,001 - \$100,000
 - f. \$100,001 – 150,000
 - g. >\$150,001
9. What is your age?
 - a. Under 25 b. 26-34 c. 35-44
 - d. 45-54 e. 55-61 f. > 62

10. Does the board complete an annual compensation and performance review?

- a. Yes
- b. No

11. How long have you been the CEO/Executive Director?

- a. < 1 year
- b. 1 – 3 years
- c. 4 – 6 years
- d. 7 – 10 years
- e. > 10 years

12. Please circle all benefits offered by your organization:

- a. Medical/Health
- b. Dental
- c. Vision
- d. 401K
- e. Savings Plan
- f. Annual Bonus opportunity
- g. Retirement
- h. Life Insurance
- i. Disability
- j. Tuition reimbursement

Other _____

13. Are you Satisfied with the benefits package?

- a. Strongly agree
- b. Agree
- c. Neutral
- d. Disagree
- e. Strongly disagree

14. What other types of benefits would you like to be offered? _____

15. Employee Leave practices (circle all that apply)

- a. Vacation time
- b. Sick time
- c. Paid time off
- d. Personal time
- e. Holidays
- f. Bereavement
- g. FMLA

16. Do you receive training or professional growth opportunities? ____ Yes ____ No

17. List the top three challenges your organization currently faces.

- 1. _____
- 2. _____
- 3. _____

Board (I'd recommend doing a separate survey on this topic)

1. How much of a challenge do you face with attracting quality leadership and Board members?
(No challenge, low, moderate, large)
2. Do you have term limits? Y N
3. What is the term limit for board members?
4. How many board members do you have?
5. What process do you use to recruit Board Members? (Based on where they live; Expertise, support of org, volunteer with org)
6. Do you have an Onboarding established process? Y N
7. How often are Board Meetings: Monthly, Quarterly, Semi-Monthly, Other

Staff

1. How many FT staff does your organization have?
2. How many PT staff do you have?
3. Do you outsource any functions: Comm/Marketing; HR; IT; Finance/Accounting; None

Coverage Area & Funding Sources

1. Does your organization cover: Town, County Wide, Region, State
2. % of funding received in each area based on your overall revenue: Corporate Giving, Government Grants, community partners, High net worth individuals, events, investment campaigns, individual donors, other