

2008 PROFESSIONALS *for* NONPROFITS
Annual Salary Survey of Washington, DC Nonprofits ISSUE THREE
DC SALARY SURVEY

PROFESSIONALS *for* NONPROFITS



**SURVEY FINDINGS
FOR 2009**

Most organizations maintained 2008 salaries at the 2007 level, however, survey respondents project salary changes in 2009 as follows:

- 23% expect salaries to stay the same
- 16% project salary increases of 1-2.5%
- 23% project salary increases of 2.6-3%
- 27% project salary increases of 3.1-5%
- 3% project salary increases of over 5%
- 4% will reduce staff salaries
- 4% are undecided about how they will deal with salaries in 2009

Projected benefits offered by organizations in 2009:

- 53% project that staff benefits will remain the same
- 27% undecided
- 20% project that staff benefits will be reduced

When survey respondents were asked about their organization's ability to flourish in 2009, they responded as follows:

- 45% same as 2008; no major changes projected
- 36% pessimistic and concerned about their organization's well being in 2009
- 19% optimistic that organization will continue to flourish in 2009

The Economy, what else?

The most traditional approach taken by organizations in hard times is, of course, to aggressively reduce budgets and cut costs. Although, for some organizations budget cuts are essential for survival, the aim of such cuts should be to reduce waste and redundancy and to create a lean and efficient organization.

If hard times have a good side, it is this pressure to cut expenses for the purpose of finding new efficiencies and new solutions to problems that add value to an organization.

Organizations that go on to prosper, however, focus beyond extensive staff cuts. During past hard times, organizations that emerged more intact were the ones who held on to their experienced and loyal workforce.

Often during a crisis, it is the employees who stand by an organization and help it get through hard times. Thinning the ranks of employees, can lead to problems down the road while retaining good employees is repaid many times over when better economic times return.

So, at times, cutting your workforce or reducing salaries is the last thing you should do.

But, if layoffs are warranted, they must be done strategically while keeping in mind where the greatest future growth and demand for staff will probably be when better times return. And, better times always return!

Although some organizations had already cut staff in 2008 and are projecting additional cuts in 2009, some organizations are not planning any staff cuts in 2009. Projections vary as follows:

Administrative support	Faculty	Programs
74% no change	86% no change	58% no change
13% plan to decrease staff	6% plan to decrease staff	29% plan to decrease staff
13% plan to increase staff	8% plan to increase staff	13% plan to increase staff
Finance	HR	Management
76% no change	89% no change	85% no change
10% plan to decrease staff	8% plan to decrease staff	10% plan to decrease staff
14% plan to increase staff	3% plan to increase staff	5% plan to increase staff
Fundraising	IT	PR/Marketing
69% no change	78% no change	63% no change
6% plan to decrease staff	10% plan to decrease staff	15% plan to decrease staff
25% plan to increase staff	12% plan to increase staff	22% plan to increase staff

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DC NONPROFIT SALARY RANGES IN YEAR 2008

Operating Budget:	Under \$2M	\$2.1-5M	\$5.1-10M	\$10.1-20M	\$20.1-50M	\$50M +
MANAGEMENT & ADMINISTRATION						
CEO/President	NA	120-140K	140-160K	160-200K	200-240K	240-300K
Executive Director	80-100K	100-110K	110-130K	130-160K	160-190K	190-250K
Chief Operating Officer	NA	90-100K	100-120K	120-140K	140-160K	160-180K
VP/Dir of Human Resources	NA	70-80K	70-80K	80-90K	90-100K	100-110K
Office Manager	50-60K	50-60K	60-70K	60-70K	70-80K	70-80K
Executive Assistant	40-50K	40-50K	40-50K	50-60K	50-60K	60-70K
Administrative Assistant	35-45K	40-45K	40-45K	45-50K	50-55K	50-60K
FINANCE						
CFO/VP of Finance	NA	90-100K	100-120K	120-140K	140-160K	160-180K
Dir of Finance	60-70K	70-80K	80-100K	100-110K	110-120K	120-140K
Controller	60-70K	70-80K	80-90K	90-110K	100-110K	110-130K
Staff Accountant	40-50K	50-60K	60-70K	70-80K	80-90K	80-90K
Bookkeeper	35-40K	40-50K	40-50K	40-50K	40-50K	50-60K
FUNDRAISING						
VP/Chief Development Officer	NA	90-100K	100-110K	110-120K	120-130K	130-150K
Dir of Development	70-80K	80-90K	90-100K	100-110K	110-120K	120-130K
Dir of Major Gifts	NA	65-75K	75-85K	85-95K	95-105K	105-115K
Grants Writer	40-50K	50-60K	60-70K	60-70K	70-80K	70-80K
Development Associate	35-45K	35-45K	40-50K	40-50K	45-55K	50-60K
Development Assistant	30-35K	30-35K	35-40K	35-40K	40-45K	40-45K
PUBLIC RELATIONS & MARKETING						
VP/Dir of PR/Marketing	NA	70-80K	80-90K	90-100K	100-110K	110-120K
Manager, PR/Marketing	50-60K	60-70K	70-80K	80-90K	90-100K	100-110K
PR/Marketing Associate	40-45K	45-50K	50-60K	50-60K	60-65K	60-70K
PROGRAMS & EDUCATION						
VP of Programs & Education	NA	70-80K	80-90K	90-100K	100-110K	110-120K
Dir of Programs/Education	50-55K	55-65K	65-75K	75-80K	80-90K	90-100K
Program/Education Associate	40-45K	40-50K	50-60K	50-60K	60-70K	60-70K
IT & DATABASE MANAGEMENT						
VP/Dir of IT	NA	60-70K	70-80K	80-90K	90-100K	100-110K
Network Administrator	40-50K	50-60K	50-60K	60-70K	60-70K	70-80K
Database Manager	40-45K	40-50K	50-60K	50-60K	60-70K	60-70K



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About PNP

PROFESSIONALS for NONPROFITS (PNP) provides exceptional temporary and direct hire staff exclusively to the nonprofit sector. With offices in New York, New Jersey, and Washington, DC, PNP has a proven track record of many successful placements in the sector.

Temp Division

PNP's Temp Division provides temps and consultants with nonprofit experience in fundraising, special events, grants writing, accounting and bookkeeping, marketing and communications, information technology, administration and office support. All PNP temps are thoroughly reference-checked and skill-tested. Many of our clients rely on our Temp-to-Hire program to try a candidate before hiring. Please call for more information.

Direct Hire Division

PNP's Direct Hire Division provides direct hire staff on a contingency fee basis for executive, middle management, and administrative staff positions. PNP's extensive network of contacts in the nonprofit sector ensures that an organization can select from an outstanding pool of candidates. For an immediate need, call to learn more about the benefits of our Fast-Track program.

Responding to Change

In 2009, the nonprofit sector will be impacted by a shrinking job market and a large pool of candidates seeking work.

Consequences of the Economic Crisis on the Workforce:

- More candidates from the corporate world are applying for positions at nonprofits but most have little nonprofit experience, if any.
- More candidates will be applying for any job whether they are qualified or not.
- Exceptional employees who are eliminated from their nonprofit jobs may not return.
- Older employees are remaining on their jobs rather than retiring on schedule.
- Younger employees are worried about their career prospects and fear that they may have fewer opportunities to move into higher paid jobs.

Challenges facing nonprofits in 2009:

- With more unemployed seeking work, hiring will become a longer and more difficult process; managers will have more resumes to sort and evaluate making hiring more time consuming and demanding.
- The need for increased philanthropy will be the focus in 2009 and hiring the best fundraising staff will take top priority.
- Candidates with special expertise will remain scarce when the economy improves and competition for staff will be fierce.
- Downsizing may force organizations to let go of some of their better staff making it more difficult to begin again when the economy recovers.
- A reduced workforce will force staff to take on more and more work; maintaining services and programs with reduced staff will be difficult.
- Keeping staff morale up will be difficult.

Visit our website, www.nonprofitstaffing.com

Please feel free to contact us with any comments, questions or suggestions.

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