

2008 PROFESSIONALS *for* NONPROFITS
Annual Salary Survey of New Jersey Nonprofits ISSUE ONE
NJ SALARY SURVEY

PROFESSIONALS *for* NONPROFITS



exceptional staff
for nonprofits

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.

COMPENSATION & COMPETITION FOR TALENT

Compensation remains one of the most important topics in our sector and for good reason -- the largest budget expense for most nonprofit organizations is staff compensation. Managers must always be prepared to make strategic staffing decisions that use their organization's dollars wisely and effectively. And, yet, even during these difficult economic times, managers understand that for an organization to prosper, retaining and hiring the staff it needs is critical.

It is with this in mind, that PNP presents its salary survey of nonprofit organizations in New Jersey. The salaries in this survey reflect a range of salaries paid for a variety of positions throughout the nonprofit sector in the State.

WHY IT IS IMPORTANT TO KNOW SALARIES PAID BY ORGANIZATIONS IN THE SECTOR

- 1) To retain the staff you have and to attract the staff you need, you must compete with organizations that are also seeking to fill similar jobs. Regardless of your mission, only if you pay what your competition is paying, will you have the chance to attract the level of staff you need to support the important work you do.
- 2) When an organization underpays for a position, it is usually by only a few thousand dollars. That immediate saving does little to help the organization in the long term but will make a big difference in the quality and experience of the staff that it can bring on board. Paying for good employees adds value and is a cost saving to your organization in the long run.
- 3) Organizations that have emerged intact from difficult times are those that 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. Retaining good employees is repaid many times over when better economic times return.
- 4) If, during any period of an economic crisis, an organization is able to hire staff, there are golden opportunities to bring on staff that would ordinarily not be available. In the competition for talent, bringing on the best staff is the best strategy.

Visit our website, www.nonprofitstaffing.com

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

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NEW JERSEY 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	160-180K	180-200K	200-250K
Executive Director	80-100K	100-110K	110-130K	130-140K	140-160K	160-180K
Chief Operating Officer	NA	90-100K	100-120K	120-130K	130-140K	140-150K
VP/Dir of Human Resources	NA	60-70K	60-70K	70-80K	80-90K	90-100K
Office Manager	50-60K	50-60K	60-70K	60-70K	60-70K	70-80K
Executive Assistant	40-50K	40-50K	40-50K	50-60K	50-60K	60-70K
Administrative Assistant	35-40K	40-45K	45-50K	45-50K	50-60K	50-60K

FINANCE

CFO/VP of Finance	NA	90-100K	100-110K	110-120K	120-140K	140-180K
Dir of Finance	60-70K	70-80K	80-90K	90-100K	100-110K	110-120K
Controller	60-70K	70-80K	80-90K	90-100K	100-110K	110-120K
Staff Accountant	40-50K	50-60K	50-60K	60-70K	70-80K	70-80K
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	110-120K	120-130K
Dir of Development	60-70K	70-80K	80-90K	90-100K	100-110K	110-120K
Dir of Major Gifts	NA	65-75K	75-85K	85-95K	95-105K	105-115K
Grants Writer	40-55K	50-60K	60-70K	60-70K	60-70K	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	60-70K	70-80K	80-90K	90-110K
PR/Marketing Associate	40-45K	45-50K	50-60K	50-60K	50-60K	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	55-60K	60-70K	70-80K	80-90K	90-100K
Program/Education Associate	40-45K	40-50K	50-60K	50-60K	50-60K	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	70-80K	70-80K
Database Manager	40-45K	40-50K	50-60K	50-60K	50-60K	60-70K

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SOCIAL SERVICES, EDUCATIONAL INSTITUTIONS, ARTS & CULTURE

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