

2007 PROFESSIONALS *for* NONPROFITS

Annual Salary Survey of New York City Nonprofits

ISSUE 9

NY SALARY SURVEY

SURVEY FINDINGS 2007

Salary increases given by organizations to staff in 2007:

- 22% increase of 2.6-3%
- 44% increase of 3.1-5%
- 21% increase of 5.1-7%
- 5% increase of 7.1-10%
- 2% increase of over 10%
- 6% no salary increases

Types of comp offered by organizations to staff in 2007:

- 70% pension plans
- 69% performance rewards
- 52% training and career planning
- 45% comp time
- 40% cash bonuses
- 39% flexible time
- 31% tuition reimbursements
- 3% commissions

Projected hiring in 2008:

- 54% will increase staff
- 5% plan to decrease staff
- 19% will freeze hiring
- 22% undecided

Organizations will add staff in the following areas in 2008:

- 52% Programs
- 43% Admin/Support
- 42% Fundraising
- 25% PR and Marketing
- 16% Technology
- 15% Finance
- 10% Human Resources

COMPENSATION AND PERFORMANCE

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. Just as finding and retaining the right talent is important for an organization's well being, how much that talent costs is critical as well.

In the nonprofit sector, salaries have experienced moderate gains of about 5-6% from 2006 to 2007 and the gains are expected to continue into 2008.

Year 2007 showed us that there continues to be a growing shift in the way nonprofits pay employees. Although traditional compensation plans are still the standard in most nonprofits, organizations have learned that there are many compensation options in addition to the traditional ones. Trends in nonprofit compensation show increases in nontraditional compensation and benefits.

Like for-profits, nonprofits are increasingly tying pay raises to employee performance as well as offering a wide variety of benefits catered for their staff. Bonuses that used to be a rarity in the nonprofit sector have become more acceptable and more used. Bonus expectations in 2008 are very optimistic. And, while this trend used to be restricted to mid-level management only, it is now spreading to support employees as well.

In addition, it appears that nonprofits are coming to realize that paying more to hire and retain experienced high performing staff and professionals is good business. In year 2008, we project that we will see continued growth in incentive-based compensation as well as a variety of benefit plans that will help nonprofits retain first class talent for the long term.

PNP OPENS NEW JERSEY OFFICE!

We are pleased to announce the opening of our newest office in Newark. Professionals for NonProfits (PNP) now has three locations serving the nonprofit sector -- New York, Washington, DC, and as of January 2008, Newark, New Jersey.

PNP's mission and focus remain the same in all locations -- to provide exceptional temporary and direct hire staff exclusively to nonprofits. While, over the past 12 years, PNP has continued to evolve and grow, our staffing services are still based on our commitment to serve nonprofit organizations with dedication and excellence and, as often as possible, exceed your expectations.

Thank you for your continued support. Every day you confirm that there is no better place to work than within the nonprofit sector.

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| Operating Budget: | Under \$2M | \$2.1-5M | \$5.1-10M | \$10.1-20M | \$20.1-50M | \$50M + |
|-----------------------------------------|------------|----------|-----------|------------|------------|----------|
| MANAGEMENT & ADMINISTRATION | | | | | | |
| CEO/President | NA | 140-160K | 160-180K | 180-250K | 250-280K | 280-350K |
| Executive Director | 80-100K | 100-120K | 120-160K | 160-200K | 200-250K | 250-275K |
| Chief Operating Officer | NA | 90-120K | 120-140K | 140-150K | 150-170K | 170-200K |
| VP/Dir of Human Resources | NA | 70-80K | 80-90K | 90-100K | 100-120K | 120-140K |
| Office Manager | 50-60K | 50-60K | 60-70K | 60-70K | 70-80K | 70-80K |
| Executive Assistant | 40-50K | 50-60K | 50-60K | 60-70K | 70-80K | 70-80K |
| Administrative Assistant | 35-45K | 40-50K | 40-50K | 40-50K | 50-60K | 50-60K |
| FINANCE | | | | | | |
| CFO/VP of Finance | NA | 80-100K | 100-120K | 120-140K | 140-160K | 160-200K |
| Dir of Finance | 60-70K | 80-90K | 90-100K | 100-120K | 120-140K | 140-160K |
| Controller | 60-70K | 70-80K | 80-90K | 90-100K | 100-120K | 120-140K |
| Staff Accountant | 50-60K | 60-70K | 60-70K | 70-80K | 70-80K | 80-90K |
| Bookkeeper | 40-50K | 40-50K | 50-60K | 50-60K | 50-60K | 50-60K |
| FUNDRAISING | | | | | | |
| VP/Chief Development Officer | NA | 100-110K | 110-120K | 120-140K | 140-160K | 160-180K |
| Dir of Development | 70-80K | 90-100K | 100-110K | 110-120K | 120-140K | 140-180K |
| Dir of Major Gifts | NA | 80-90K | 80-100K | 100-110K | 100-120K | 120-140K |
| Dir of Fdn/Corp Giving | NA | 70-80K | 80-90K | 90-100K | 100-110K | 110-120K |
| Development Officer | NA | 70-80K | 80-90K | 90-100K | 100-110K | 100-120K |
| Dir of Special Events | NA | 60-70K | 70-80K | 80-90K | 90-100K | 100-110K |
| Grants Writer | 40-50K | 50-60K | 60-70K | 60-70K | 70-80K | 70-80K |
| Development Associate | 40-50K | 40-50K | 50-60K | 50-60K | 60-70K | 60-70K |
| Development Assistant | 35-40K | 35-45K | 40-50K | 40-50K | 40-50K | 50-60K |
| PUBLIC RELATIONS & MARKETING | | | | | | |
| VP/Dir of PR/Marketing | NA | 70-80K | 80-90K | 90-100K | 100-120K | 120-140K |
| Manager, PR/Marketing | 50-60K | 60-70K | 70-80K | 80-90K | 90-100K | 100-120K |
| PR/Marketing Associate | 40-50K | 40-50K | 50-60K | 50-60K | 60-70K | 70-80K |
| PROGRAMS & EDUCATION | | | | | | |
| VP of Programs & Education | NA | 70-80K | 80-90K | 90-100K | 100-120K | 120-140K |
| Dir of Programs/Education | 50-60K | 60-70K | 70-80K | 80-90K | 90-100K | 100-120K |
| Program/Education Associate | 40-45K | 40-50K | 50-60K | 60-70K | 60-70K | 70-80K |
| IT & DATABASE MANAGEMENT | | | | | | |
| VP/Dir of IT | NA | 60-70K | 70-80K | 80-90K | 100-120K | 120-140K |
| Network Administrator | 45-60K | 50-60K | 60-70K | 70-80K | 70-80K | 80-90K |
| Database Manager | NA | 40-50K | 50-60K | 60-70K | 60-70K | 70-80K |



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Operating Budget: Under \$2M \$2.1-5M \$5.1-10M \$10.1-20M \$20.1-50M \$50M +

| MANAGEMENT & ADMINISTRATION | | | | | | |
|---------------------------------------|---------|----------|----------|----------|----------|----------|
| CEO/President | NA | 120-140K | 150-180K | 180-200K | 200-280K | 300-350K |
| Executive Director | 80-100K | 100-120K | 120-160K | 160-180K | 180-200K | 220-300K |
| Chief Operating Officer | NA | 90-100K | 100-120K | 120-150K | 150-180K | 180-220K |
| VP/Dir of Human Resources | NA | 70-80K | 80-90K | 90-110K | 110-120K | 120-140K |
| Office Manager | 40-50K | 50-60K | 50-60K | 50-60K | 60-70K | 70-80K |
| Executive Assistant | 40-50K | 50-60K | 50-60K | 60-70K | 60-70K | 70-80K |
| Administrative Assistant | 35-45K | 40-50K | 40-50K | 40-50K | 50-60K | 50-60K |
| FINANCE | | | | | | |
| CFO/VP of Finance | NA | 90-110K | 100-120K | 120-150K | 150-160K | 160-200K |
| Dir of Finance | 60-70K | 80-90K | 90-100K | 100-120K | 120-140K | 140-160K |
| Controller | 60-70K | 70-80K | 80-100K | 90-100K | 100-120K | 120-140K |
| Staff Accountant | 50-60K | 60-70K | 70-80K | 70-80K | 80-90K | 80-90K |
| Bookkeeper | 40-50K | 40-50K | 50-60K | 50-60K | 50-60K | 50-60K |
| FUNDRAISING | | | | | | |
| VP/Chief Development Officer | NA | 100-110K | 110-120K | 120-140K | 140-160K | 160-200K |
| Dir of Development | 70-80K | 80-100K | 100-110K | 110-120K | 120-140K | 140-180K |
| Dir of Major Gifts | NA | 80-90K | 80-100K | 100-110K | 110-120K | 130-140K |
| Dir of Fdn/Corp Giving | NA | NA | 80-90K | 90-100K | 100-110K | 110-120K |
| Development Officer | NA | 70-80K | 80-90K | 90-100K | 100-110K | 100-110K |
| Dir of Special Events | NA | 60-70K | 70-80K | 80-90K | 90-100K | 100-110K |
| Grants Writer | 40-60K | 50-70K | 60-70K | 70-80K | 70-80K | 70-80K |
| Development Associate | 40-50K | 40-50K | 50-60K | 50-60K | 50-60K | 60-70K |
| Development Assistant | 35-40K | 35-40K | 40-50K | 40-50K | 40-50K | 50-60K |
| PUBLIC RELATIONS & MARKETING | | | | | | |
| VP/Dir of PR/Marketing | NA | 70-80K | 80-90K | 90-100K | 100-120K | 140-160K |
| Manager, PR/Marketing | 50-60K | 70-80K | 70-80K | 80-90K | 90-100K | 100-120K |
| PR/Marketing Associate | 40-50K | 40-50K | 50-60K | 50-60K | 50-60K | 60-70K |
| PROGRAMS & EDUCATION | | | | | | |
| VP of Programs & Education | NA | 70-80K | 80-90K | 90-100K | 100-120K | 120-140K |
| Dir of Programs/Education | 50-60K | 60-70K | 70-80K | 80-90K | 90-100K | 100-120K |
| Program/Education Associate | 40-45K | 40-50K | 50-60K | 60-70K | 60-70K | 70-80K |
| IT & DATABASE MANAGEMENT | | | | | | |
| VP/Dir of IT | NA | 60-70K | 70-80K | 80-90K | 100-120K | 120-140K |
| Network Administrator | 45-60K | 60-70K | 60-70K | 60-70K | 70-80K | 80-90K |
| Database Manager | NA | 40-50K | 50-60K | 60-70K | 60-70K | 70-80K |



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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-Direct Hire program. 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.

Visit our website:

www.nonprofitstaffing.com

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

CHALLENGES FACING THE NONPROFIT SECTOR:

When managers were asked what challenges face their organizations in the next three years, they responded as follows:

Difficulties in hiring and retaining staff:

- 82% noted that developing leaders and finding talented employees is very challenging
- 68% noted that motivating, engaging and retaining staff continues to be very difficult
- 57% found that the most difficult positions to fill are in the area of fundraising
- 54% noted that replacing senior staff and mid level management staff has been difficult
- 48% found that finding executive management staff was difficult
- 36% had difficulty in finding the *right* staff for a number of positions
- 35% found that managing a diverse workforce continues to be a challenge
- 34% had difficulty finding administrative/support staff
- 27% noted that their organization did not provide a supportive staff culture

Managers rated their organization's overall record for retaining staff:

Excellent 25%, Good 50%, Fair 22%, Poor 3%

Organizations noted the following vacancies:

- 30% one fundraising vacancy; 11% two vacancies in fundraising
- 26% one to three vacancies in administration/support
- 20% one finance vacancy; 8% two to three vacancies in finance
- 19% one program vacancy; 21% three program vacancies
- 16% one executive management vacancy
- 15% one IT vacancy

Difficulties in hiring staff caused organizations to do the following:

- 62% dispersed more work to staff
- 58% used temps to fill in vacancies
- 57% used recruiting agencies to hire staff
- 46% hired from the for-profit sector
- 44% used volunteers to assist them
- 40% outsourced one or more functions
- 27% delayed programs for a later date
- 8% reduced services to the public

Managers projected their organization's ability to flourish in 2008:

- 54% optimistic
- 37% uncertain
- 9% pessimistic

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