



## **2023 / 2024 NOT-FOR-PROFIT COMPENSATION SURVEY**

**Conducted by: TOTAL COMPENSATION SOLUTIONS, LLC**

Total Compensation Solutions is pleased to announce the availability of the 2023 / 2024 Not-For-Profit Compensation Report for non-participants. This survey covers 82 positions found in a sample of 940 not-for-profit organizations. For many organizations, this survey report has the potential to be a primary data source on compensation and pay policies for the not-for-profit sector and it includes the following information:

### **STATISTICS & OTHER PERTINENT DATA PROVIDED**

- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• Executive Summary</li> <li>• Company Finance and Operating Data</li> <li>• Sample Organization Chart</li> <li>• Salary Administration Practices</li> </ul> | <ul style="list-style-type: none"> <li>• Salary Adjustments 2022, 2023 and 2024</li> <li>• Benefits Policies</li> <li>• Annual Bonus/Incentive Plans</li> <li>• Board of Trustees Structure and Governance Issues</li> </ul> |
|---|--|

### **COMPENSATION DATA PROVIDED (WHEN AVAILABLE)**

- |  |  |
|--|--|
| <ul style="list-style-type: none"> <li>• Annual Base Salary (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)</li> <li>• Annual Bonus Paid (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)</li> <li>• Total Compensation (Avg., 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup>)</li> <li>• Salary Ranges</li> </ul> | <ul style="list-style-type: none"> <li>• Geographical Breakouts</li> <li>• Organization Type</li> <li>• Size Breakouts (Operating Budget)</li> <li>• Exempt- Nonexempt Status</li> </ul> |
|--|--|

### **POSITIONS INCLUDED (PLEASE CALL FOR COMPLETE LIST)**

- |   |   |
|---|---|
| <ul style="list-style-type: none"> <li>Chief Executive Officer/ Executive Director</li> <li>Chief Operation Officer/ Deputy Ex. Director</li> <li>Top Legal Executive/ General Counsel</li> <li>Staff Attorney/ Assistant General Counsel</li> <li>Top Research Executive</li> <li>Research Director</li> <li>Research Manager</li> <li>Research Associate</li> <li>Top Human Resources Executive</li> <li>Human Resources Director</li> <li>Human Resources Manager</li> <li>Human Resources Generalist</li> <li>Top Administration Executive</li> <li>Top Facilities Executive</li> <li>Office Manager</li> <li>Top Government Affairs Executive</li> <li>Chief Financial Executive</li> <li>Controller</li> <li>Accounting Manager</li> <li>Treasurer</li> </ul> | <ul style="list-style-type: none"> <li>Top Information Systems Executive</li> <li>Information Systems Director</li> <li>Information Systems Manager</li> <li>Website Director</li> <li>Systems Analyst-Intermediate Level</li> <li>Top Marketing Executive</li> <li>Market Director</li> <li>Marketing Manager</li> <li>Top Program Executive</li> <li>Program Director</li> <li>Education Director</li> <li>Training Specialist</li> <li>Director, Volunteer Services</li> <li>Program Associate</li> <li>Special Events Planner</li> <li>Social Worker</li> <li>Case Manager</li> </ul> |
|---|---|
- 
- Top Development Executive
  - Top Grant Administration Executive
  - Director of Membership
  - Grant Proposal Manager
  - Grant Proposal Writer
  - Fundraising Manager

# 2023 / 2024 NOT-FOR-PROFIT COMPENSATION REPORT

## SURVEY SUBSCRIBER ORDER FORM

The 2023 / 2024 Not-For-Profit Compensation Report is currently available. Please complete the required information and return this form via email: [tbailey@total-comp.com](mailto:tbailey@total-comp.com), mail or fax 914-730-7303

### EMPLOYMENT

Under 50 Employees   
50 & More Employees   
Consulting Firms   
(Single Office)

[This survey only comes as a PDF.](#)

\*\*Note: Refunds will not be granted after we send the PDF.

### SURVEY FEE

\$300  
\$600  
\$795

### INVOICING PROCEDURE

Send Bill   
Purchase Order # \_\_\_\_\_  
ACH   
Check   
Credit Card: Visa, Master Card   
or American Express **(If paying with Credit Card, there will be a 3.5% Surcharge added to the price of the survey)** – (TCS will send a link from Paypal)

### INDIVIDUAL TO RECEIVE SURVEY REPORT:

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

ORGANIZATION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

CITY/STATE/ZIP: \_\_\_\_\_

TELEPHONE: \_\_\_\_\_

FAX NUMBER: \_\_\_\_\_

e-Mail \_\_\_\_\_

SIGNATURE: \_\_\_\_\_ DATE: \_\_\_\_\_

Please complete and return this form to:

Total Compensation Solutions, LLC  
Attn: Tom Bailey  
200 Business Park Drive  
Armonk, NY 10504  
Phone (914) 255-8725  
Fax (914) 730-7303  
[www.Total-comp.com](http://www.Total-comp.com)