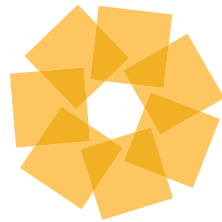


Nonprofit Association of Oregon's

2020 Oregon Nonprofit Compensation and Benefits Report

— Executive Summary —



THE NONPROFIT
ASSOCIATION OF
OREGON

Connect. Improve. Advance.



Introduction

Oregon's nonprofit sector plays a critical role in the health and vibrancy of Oregon communities. Nonprofits are a powerful contributor to the leadership, economy, social and cultural transformation, and health and well-being of our state. While we know that many who work in the nonprofit sector do so for the love and passion of a specific cause or calling, the Nonprofit Association of Oregon (NAO) firmly believes that nonprofits should, and need, to be appropriately compensated for the great work they do in making a positive difference in the lives of Oregonians.

NAO's 2020 Oregon Nonprofit Compensation and Benefits Report Executive Summary provides a snapshot of the findings from a compensation and benefits survey distributed February through March 2020 to 501(c)(3) charitable benefit nonprofits in Oregon. **The full report** provides nonprofits with valuable compensation and benefits data to inform important decisions for their organizations and employees. For information on how to obtain the full detailed report with job roles and titles, job positions and wages, as well as access to an interactive online tool, see page 4.

Thank you to all who participated on behalf of their 501(c)(3) charitable benefit nonprofits and shared valuable compensation and benefits data critical to our sector.

About Respondent Organizations

There were **266 respondents who participated on behalf of their 501(c)(3) nonprofit organizations**. Participating nonprofits were asked to identify individuals responsible for their respective compensation and benefits programs; in some cases, these individuals were the executive directors.

Respondents were from a diverse range of subsectors, staff sizes and operating budgets representing, for the most part, the full spectrum of Oregon's nonprofits. They were asked to respond to a number of compensation and benefit questions including: job positions and salary/wages, compensation policy, salary criteria, bonuses, medical, dental, vision, life and disability insurance, retirement, paid time off, etc. **Collectively, respondent nonprofits include 11,300 full-time employees and more than 3,600 part-time employees across 48 distinct employed positions.** Survey data collected was anonymized for reporting purposes and organizational identifiers required on the survey were kept separate from sensitive data.

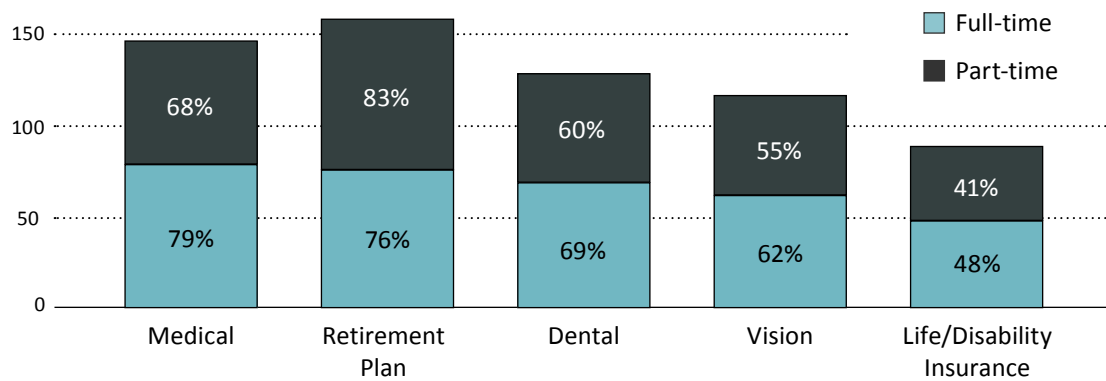
Key Findings

General

Compensation levels in Oregon's nonprofit sector tend to be on par with national salary averages for nonprofits with budget sizes under \$1M. Above \$1M, compensation bands tend to fluctuate based on region. Benefit offerings continue to evolve in the nonprofit world.

Benefits

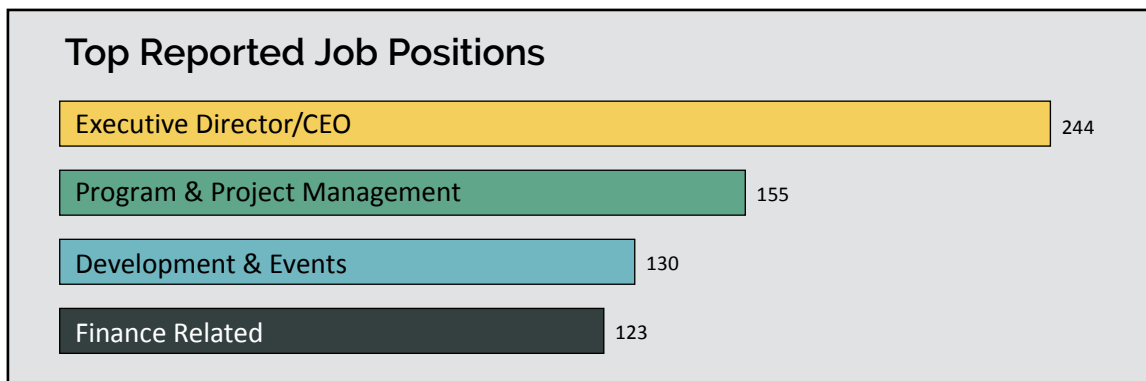
Nonprofits recognize that a generous benefits package is necessary to attract the best employees. **Respondents reported an average of 16.98% of overall cost of employee benefits as a percentage of total payroll.** For both full- and part-time employees, **the majority of respondents reported offering medical benefits and retirement plans.** Respondents reported **life and disability insurance to be the least commonly offered benefit.**



In addition to these most commonly offered benefits, respondents reported on other benefits such as paid time off and paid parental leave. Respondents also provided input on alternative benefits offered by their organization such as floating holidays, transportation/parking subsidies, and work schedule flexibility.

Compensation

Almost all respondent organizations reported the **Executive Director or Chief Executive Officer (CEO) as the most common paid staff position**. Oregon’s executive compensation was found to trend similarly to national data. Average reported CEO salaries increased as budget sizes increased, and **higher executive compensation was found in organizations whose primary focuses were health care, science and technology, and medical research**. Besides executive leadership, IT Director had the highest reported average annual salary for full-time paid positions. HR Director came in second for both full-time and part-time positions.



In addition to compensation and benefits for widely held job positions, NAO’s survey also included questions on roles specific to community engagement and diversity, equity and inclusion (DEI). Unlike the other positions, **only a small number of respondents reported having specific community engagement and DEI roles; most of these organizations reported having annual budgets of over \$500K**. The low number of respondents who reported having community engagement- and/or DEI-specific roles could be attributed to these responsibilities being part of other positions. Community engagement and DEI work is often included as responsibilities to other paid staff positions such as Volunteer Coordinator or Program Manager for community engagement; and HR Director, HR Manager, or Chief Operating Officer for DEI.

Respondents were also asked about whether or not they provided additional compensation based on specialty skills or lived experience. Respondents indicated their **organizations often hire for positions that do not require, but are enhanced by the employee’s lived experience, linguistic skills, or other assets**. Thirteen percent of respondents reported providing additional compensation for such skills, with a large majority of them compensating for language skills.

Other

Respondents were also asked to indicate if positions listed in the survey were represented by unions. **Only eight organizations reported having positions represented by unions; these positions ranged from IT to development.**

With limited budgets for full-time staff, **nonprofits often utilize contract workers** for various activities based on their needs, **with the most frequently cited need being for administrative functions.**

Thank you to the 266 respondents and their respective organizations who helped bring this important and useful information to Oregon's nonprofit sector! Your commitment and support of Oregon's nonprofit sector and all those who work for the sector is much appreciated.

How to obtain NAO's Full 2020 Oregon Nonprofit Compensation and Benefits Report

This Executive Summary provided a snapshot of NAO's 2020 Oregon Nonprofit Compensation and Benefits Report. The full report includes: detailed compensation and benefits data from 266 Oregon 501(c)(3) charitable benefit nonprofits who participated in the survey; a list of roles and titles and job positions and corresponding wages; and access to an online interactive Tableau dashboard that provides a more detailed look at the survey data. Tableau is a data visualization tool that presents data in an interactive and dynamic form providing the opportunity to compare a variety of data across different selected types simultaneously. With the Tableau dashboard, users will be able to filter and compare data based on the organization's annual operating budget, number of full-time employees, primary focus, and Oregon region.

For details on how to obtain your full copy of NAO's 2020 Oregon Nonprofit Compensation and Benefits Report, please visit www.nonprofitoregon.org/comp-and-benefit.

Thank you project sponsor — Country Financial



The Nonprofit Association of Oregon is the statewide nonprofit membership organization representing and supporting charitable nonprofits of all sizes, geographic locations and missions across Oregon.

NAO's mission is to serve public benefit nonprofits by strengthening the collective voice, leadership, and capacity of nonprofits to enrich the lives of all Oregonians. NAO's vision is that Oregon's nonprofits are visible and valued as essential contributors to society. We are deeply invested in our core values: Collaboration, Equity and Inclusion, Excellence, Impact, Learning, Service and Stewardship. Become members today at www.nonprofitoregon.org.