

THE NONPROFIT TIMES
The Leading Business Publication For Nonprofit Management

2009 | Nonprofit Organizations Compensation & Benefits Survey



Providing Compensation and Benefit Reports for the Nonprofit Sector

Nationwide Compensation and Benefits Participant Report

Reports provided by
BLUEWATER
NONPROFIT SOLUTIONS

2009 Nonprofit Organizations Nationwide Compensation and Benefits Participant Report

We would like to thank our 2009 steering committee for their support and assistance in developing this survey.

American Heart Association
Boys and Girls Clubs of America
Community Health Charities of America
Habitat for Humanity International
Juvenile Diabetes Research Foundation International

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To learn how you can create your own customized survey or to participate in the 2010 Nonprofit Organizations Compensation and Benefits Survey, please send an email to us at info@bwnps.com.

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Introduction

Developing the Survey

The 2009 Nonprofit Organizations Compensation and Benefits Survey was designed to address the unique compensation and benefit practices of nonprofit organizations. Prior to developing the survey, extensive research was completed to ensure the survey reports would address the needs of the nonprofit sector. A steering committee comprised of human resource professionals from leading nonprofit organizations provided guidance and direction throughout the survey development process. The 2009 Nonprofit Organizations Compensation and Benefits Survey uses a state-of-the-art online questionnaire to collect total cash compensation data on 324 nonprofit specific positions from entry level to the executive office. Detailed benefits information covering plan costs, participation rates and eligibility are collected for medical, dental, vision, life, disability, and retirement plans. More than 35 general benefit offerings from employee leave to telecommuting are covered as well. An executive benefits section provides additional information regarding executive perks and employment agreements.

Data Effective Date

Survey participants were asked to provide data effective as of October 1st, 2008.

Data Sources

Participation in the survey was open to all U.S. based nonprofit organizations. All Data within the 2009 Nonprofit Organizations Compensation and Benefits Survey was obtained directly from nonprofit organizations. As a condition to participating in the survey, each participant was asked to verify that they were an employee that had been authorized by their organization to provide the information requested in the survey. Additionally, they acknowledged that they would provide accurate survey information regarding the organization. No third party data was used in this report.

Data Confidentiality

The data within this report is presented in aggregate to protect the confidentiality of those organizations that participated in the 2009 Nonprofit Organizations Salary and Benefits Survey. In the case where organization specific data could possibly be identified, the results have not been published or the presentation of the data has been changed to protect the identity of the organization.

Survey Participant Custom Reports

Organizations that participated in the 2009 Nonprofit Organizations Salary and Benefit Survey had the option to purchase a detailed survey report customized for their organization. Each report includes the organization's specific data to allow for quick and easy comparisons with relevant organizations. All other data used within the report for comparison purposes is presented in aggregate to protect the confidentiality of those organizations that participated in Survey.

Survey Data Collection

Data for the 2009 Nonprofit Organizations Compensation and Benefits Survey was collected through an online questionnaire on the Bluewater Nonprofit Organizations Surveys website. The survey completion process ran from November 24, 2008 through February 2009. Prior to completing the questionnaire, participants were asked to register and verify they were authorized by their organizations to complete the survey. Participation in the survey was promoted through a variety of channels.

Survey Participation

The NonProfit Times invited its subscribers to participate in the survey through a series of vehicles including email communications, advertisements on its website and print and electronic advertisements in its magazines, newsletters and publications. Bluewater Nonprofit Solutions promoted participation in the survey through emails to its customers and by advertising on its website.

Survey Completion

Organizational Data

Survey participants were asked to provide information about their nonprofit organization to make it possible for the survey results to be displayed by operating budget size, number of full time employees, geographic region and organizational focus (National Taxonomy of Exempt Organizations classification). This data is used extensively throughout the report.

Position Matching and Entering Compensation Data

Prior to completing the compensation section of the questionnaire, participants were asked to match the organization's positions to benchmark jobs found in one of 30 job families. Job families are used to group relevant jobs together by functional area of responsibility (e.g. all income development jobs). The survey questionnaire makes use of benchmark jobs during the position matching process to accommodate for the many differences between the size, focus, and programs offered by nonprofit organizations. Because of these differences, similar job titles used across multiple organizations are likely to have differing levels of responsibility and scope associated with them. The use of benchmark jobs helps level the playing field by asking survey participants to match their organization's positions to a predefined list of positions using job descriptions, not job titles.

Once the appropriate benchmark jobs were selected, participants were asked to enter compensation data for each position. Participants were instructed to enter data for full time employees only and to match employees to only one benchmark job description. If more than one employee was being reported for a position, participants were asked to provide average annual compensation data for the group. The majority of the fields on the Position Entry page were mandatory to ensure data completeness. Participants were given the option to enter the position title used by their organization.

Organizations that completed the survey by the deadline were provided a complimentary summary report of the survey results.

Data Quality Control

The online survey questionnaire was designed with functionality and tools that help survey participants provide accurate data. A series of business rules are used during the data entry process. These business rules help improve the quality of the survey data by providing data validation in real time. Once participation in the survey was closed, a series of additional data quality checks are made. Survey participants were contacted directly to verify suspect responses, and changes were made to the survey participant's data as necessary.

As part of the quality control process, data display rules are used to determine what information is presented throughout the report. The following data display guidelines are utilized throughout the report.

Position Data Titles Removed For Insufficient Data

Individual job Title reports are not displayed where less than 5 organizations have provided a response. In cases where less than 5 responses are available, the data is still used for the aggregated data reporting in the Job Family and Operating Unit Compensation Cost & Practices reports.

Survey Responses Not Displayed

Survey responses are displayed as a hyphen (-) in cases where the data is considered invalid or an insufficient number of organizations provided a response to the survey questions. In the case where a zero is displayed, this data should be considered valid and the response accurate.

Displaying Statistical Data (AVG, MIN, 25th PCTL, Median, 75th PCTL, MAX)

The key statistical measures of Average (AVG), Minimum (MIN) value, 25th Percentile (25th PCTL), Median, 75th Percentile (75th PCTL), and Maximum (MAX) value are used to display data throughout the report. In cases where less than 4 organizations have provided valid data, only the AVG field will display data. All other statistical fields will display a hyphen (-) when data is not available.

Custom Report -- Survey Participant Data Responses Not Displayed

The Survey Participant Data row will not display any responses (will be left blank) in cases where the data is considered invalid or the organization did not provide a response to the survey question.

Overview of Survey Participants

Characteristics of Participating Organizations

This section provides information about the 550 nonprofit organizations that completed the 2009 Nonprofit Organizations Compensation and Benefits Survey. These organizations provided detailed information on benefit practices and compensation data on 324 different nonprofit positions. The tables in this section provide an overview of the participants based upon where they are located, their operating budget size, field of services and the number of full time staff they employ.

Number of Full Time Employees	Number of Organizations
1-10	266
11-25	98
26-50	67
51-100	49
101-200	31
201 or more	39

Operating Budget	Number of Organizations
Less than \$499,999	137
\$500,000 - \$999,999	85
\$1,000,000 - \$2,499,999	121
\$2,500,000 - \$4,999,999	70
\$5,000,000 - \$9,999,999	53
\$10,000,000 - \$24,999,999	35
\$25,000,000 - \$49,999,999	19
\$50,000,000 or more	30

Organization Focus	Number of Organizations
Arts, Culture, and Humanities	47
Education	37
Environment and Animals	29
Health	75
Human Services	234
International, Foreign Affairs	4
Public, Societal Benefit	84
Religion Related	19
Mutual/Membership Benefit	11
Unknown, Unclassified	10

Geographic Region	Number of Organizations
Northeast U.S.	112
Southeast U.S.	119
North Central U.S.	110
South Central U.S.	58
Northwest U.S.	82
Southwest U.S.	69

Survey Participants

"I Have a Dream" Foundation - Los Angeles
15 Place, Loaves and Fish Community Ministries
3 Rivers Wet Weather Inc
A Friend's House
A2LA
Ability Housing of Northeast Florida
Abuse & Rape Crisis Center
AchieveMpls
Adaptive Sports Center, Inc
Adolescent's Attitude Above Average
Agora Partnerships
AHM Youth & Family Services, Inc.
AIDS Arms Inc.
AIDS Project Quad Cities
Alabama Coalition Against Domestic Violence
Alabama Head Injury Foundation
Alaska Junior Theater
Alliance for Lupus Research
Alliance for Telecommunications Industry Solutions
Alliance Francaise de Denver
Almost Home, Inc.
Alpha Omicron Pi Foundation
ALSAC - St. Jude Children's Research Hospital
AltaMed Health Services Corporation
Alternative Homes for Youth, Inc
Alternatives to Violence, Inc
Alzheimer's Association, S E WI Chapter
Alzheimer's Services of the Capital Area
American Academy of Pediatrics
American Charities For Reasonable Fundraising Regulation
American College of Rheumatology
American Diabetes Association
American Indian College Fund
American Lung Association
American Majority Inc.
American Red Cross Chippewa Valley Chapter
American Red Cross Gaston County Chapter
American Red Cross Mountain Valley Chapter
American Red Cross of Alaska

American Red Cross Southeast Louisiana
American School Health Association
American Syringomyelia Alliance Project
America's Junior Miss
Anawim Housing
And Justice For All
Antioch University
Appalachia Service Project, Inc.
Arise Ministries
Arizona Aerospace Foundation
Arsht Center for the Performing Arts
Arts & Scraps
Associated Industries of Florida
At Home in Greenwich
Atlanta Children's Shelter
Atlanta Young Singers of Callanwolde
Austin Child Guidance Center
Avadhuta Foundation
Avondale House
Bailey House, Inc.
Barbershop Harmony Society
Barney Neighborhood House
Barrel of Monkeys Productions
Basic Needs Inc. of South Washington County
Bay Area Food Bank
Best Friends of Neenah-Menasha
Bible League
Big Brothers Big Sisters of Central California
Big Brothers Big Sisters of Puget Sound
Big Brothers Big Sisters of SELA
Birmingham Pledge Foundation
Bladder Cancer Advocacy Network
Boston Community Capital Inc.
Boston Latin School Association
Boys & Girls Clubs of Benton & Franklin Counties
Boys & Girls Clubs of Metro Denver
Breathe California, Golden Gate Public Health Partnership
Brooklyn Academy of Music
Broome County Arts Council, Inc.

Building A Generation
Business Professionals of America
C.K. Blandin Foundation
Camp Git-Along
CARE
Career Transition For Dancers
Caring Connection
Catholic Foundation for the Diocese of Tucson
Cat's Cradle of the Shenandoah Valley
Cedarcrest Center for Children with Disabilities
Center for Children
Center for Independent Living of Broward
Center for Nonprofit Excellence
Center for People With Disabilities
Center for SCREEN-TIME Awareness
Center for the Visually Impaired
Central Pennsylvania Food Bank
Centre County Youth Service Bureau
Chamber Music Northwest
Chamber of Schenectady County
CHARG Resource Center
Chicago Sunday Evening Club
Child and Family Services of NH
Child Saving Institute
Children International
Children's Trust Foundation
Chinatown Community Children's Center
CJE SeniorLife
ClearView Center Inc
Clinton County Women's Center
Coalition For Kids, Inc.
College Houses, Inc.
Colonial Williamsburg Foundation
Colorado Alliance for Environmental Education (CAEE)
Colorado Cattlemen's Agricultural Land Trust
Colorado Dragon Boat Festival
Colorado Nonprofit Association
Colorado Renewable Energy Society
Columbus Speech & Hearing Center

Communities In Schools of Atlanta
Community Food Bank, Inc.
Community Foundation of South Alabama
Community Foundation of Wabash County
Community Harvest Food Bank
Community Health Charities of America
Community Housing Initiatives, Inc.
Community Legal Services
Community Services Agency of Mountain View and Los Altos
Community Support Programs, Inc.
Congress for the New Urbanism
Connemara Conservancy Foundation
Cornerstones of Care
Coulee Catholic Schools
Council of Michigan Foundations
Council of Social Concern
Council On Accreditation
Council on Aging of Elkhart County, Inc.
Covenant House International
Covenant to Care for Children, Inc.
Crawford House, Inc.
Crisis Nursery
Crosspoint, Inc.
Crossroads Rhode Island
Crossroads Urban Center
Daily Living Centers
DakotAbilities
Dakotas UM Foundation
DataCenter
Davenport University
Dearborn YMCA
Denver Public Schools Foundation
Developmental Services Center
di Rosa Preserve
Direct Relief International
disAbility Resource Center
Disabled American Veterans
DLC Nurse & Learn, Inc.
Donaldsonville Area Association for Retarded Citizens
Dynamic Dimensions, Inc.

Eagle Valley Alliance for Sustainability
Earle Baum Center of the Blind
East Central Opportunities, Inc.
Easter Seals, Inc.
Edsel & Eleanor Ford House
Education for Parish Service
Educational Council for Hope & Opportunity, Inc.
EduGuide
Emerge! Center Against Domestic Abuse
Emmaus Homes
EngenderHealth
Environmental and Energy Study Institute
Environmental Law Institute
Epilepsy Foundation of Arizona
Epilepsy Foundation of Texas
EQUI-KIDS Therapeutic Riding Program
Executive Service Corps Affiliate Network
Executive Service Corps of Chicago
Fairfax Library Foundation
Family Care Network, Inc.
Family Connection
Family Service of Burlington County
Family Services Center of Coffee County
Family Support Organization of Bergen County
Family Tree, Inc.
Far East Broadcasting Company
Fieldstone Farm TRC
Fine Line Creative Arts Center
Firstlink, Inc
Florence Immigrant & Refugee Rights Project
FOCUS of Charlottesville-Albemarle
Fontenelle Nature Association
Food Bank of Alaska
Food for Others
Food for the Hungry
Foothills Equestrian Nature Center, Inc.
Foundation for Foster Children
Frank Lloyd Wright Preservation Trust
Freedom Service Dogs, Inc.
Fresno Police Chief's Foundation

Friends of Guadalupe River Park & Gardens
Friends of Scotchman Peaks Wilderness
Friends of the Children's Justice Center of Maui
Friends of the Family, Inc
Fruit & Flower Day Care
Funding Partners
FutureHeights
Gateway Center of Monterey County, Inc.
Gateway Technical College Foundation
GENEVA Camp & Retreat Center
Girl Scouts of Gulfcoast Florida
Girl Scouts of River Bluffs Council
Girls in the Game
Girls on the Run Denver
Golden Gate Regional Center
Grand County Rural Health Network
Grand Junction Symphony
Grand Rapids Public Library Foundation
Greater Austin Performing Arts Center, Inc.
Greater Milwaukee Foundation
Greater New Orleans Foundation
Greater Philadelphia Urban Affairs Coalition
Green Isle Children's Ranch
Ground Zero, Inc
GroundWork group
Guild for the Blind
Habitat for Humanity Central Arizona
Habitat for Humanity Greater Fox Cities Area
Habitat for Humanity Greater Muncie, Indiana
Habitat for Humanity International
Habitat for Humanity of Benton County
Habitat for Humanity of Champaign County, Inc.
Habitat for Humanity of Greater Lowell
Habitat for Humanity of Southeastern cT
Habitat for Humanity of Talbot and Dorchester Counties
Hand-In-Paw, Inc.
Harbor Health Services, Inc.
Harlem RBI
Harmony Education Center
Harold W. McMillen Center for Health Education

Hartford Courant Foundation
HAVEN
HAWC Inc.
Haystack Mountain School of Crafts
HazingPrevention.Org
Health Care of Southeastern Massachusetts Inc.
Helping Hand Rehabilitation Center
Helping Our Women
HFH Goldsboro-Wayne
High Desert Museum
Holland Hospital Foundation
Hollywood Entertainment Museum
Home Builders Foundation of Metropolitan Portland
Home Development Resouces, Inc.
Home Solutions Institute
Homework Hotline
HOPE Center of Edmond
Hope Gospel Mission
Hope Haven Children's Clinic and Family Center
Horizons Hampton Roads
Hospital Hospitality House of Nashville
Housing Families Inc.
Houston Computer Museum
Human Life Alliance
Huntingdon House
iCAST
Idaho Conservation League
Idaho Dance Theatre
Idaho Women's Network
Indian River Land Trust
Indiana University Foundation
Indianapolis Neighborhood Resource Center (INRC)
Intercultural Communication Institute
Interfaith Ministries for Greater Houston
International Children's Heart Foundation
International Fellowship of Christians & Jews, Inc
International Physicians for the Prevention of Nuclear War
International Student Conferences
Jacksonville Urban League
James Randi Educational Foundation

Jeff Davis Communities Against Domestic Abuse
Jewish National Fund
John C. Campbell Folk School
Joseph E. Enright Foundation
JR Coleman Outreach Services Inc.
Junior Achievement of Maine, Inc
Juvenile Diabetes Research Foundation, Int'l
KenCrest Services
Kendrick Fincher Memorial Foundation
Kids In Distress
Kohl Children's Museum of Greater Chicago Inc.
Lake Avenue Community Foundation
Lakeland Regional Medical Center Foundation
Land of Lakes Choirboys
Lawrence Hall Youth Services
Learn to Read, Inc.
Legal Aid Society of San Mateo County
Legal Services of North Dakota
Libertae, Inc.
Lifetrack Resources
LightHawk
Linda Creed Breast Cancer Foundation
Literacy Volunteers of Tucson
Long Island Housing Services Inc
Louisiana CASA Association
Love Heals Inc.
Loveland Racing Club
Low Birth Weight Development Center
Lower Cape Fear Hospice & Life Care Center
Lupus Foundation of America, North Texas Chapter
Lutheran Chaplaincy Service
Lutheran Metropolitan Ministry
Lutheran Settlement House
Lyric Opera of Chicago
Massachusetts Museum of Contemporary Art
Matthew 25 AIDS Services, Inc.
MBL Group
MD Coalition for Inclusive Education
Memphis Child Advocacy Center
Memphis Zoo

Mercy Health Services, Inc
Methodist Health Foundation
Metro Chicago Information Center
Metro Council St. Vincent de Paul Society
Metrocrest Medical Foundation
Metropolitan Family Service
Mid America Nutrition Program
Mid-America Arts Alliance
Middlesex County College Foundation
Mid-Ohio Foodbank
Minnesota Teen Challenge
Mirror Inc.
Missionary TECH Team
Mobilize.org
Mohonk Preserve
Monroe County United Ministries, Inc
Montgomery County Youth Services
Morgan County Early Childhood Council
Mount Angel Abbey
Mujeres Latinas en Accion
Municipal Homes Inc
Murch HSA
Museum of Discovery & Science
NAMI Colorado
National Audubon Society
National Children's Alliance
National Council of Jewish Women, Essex County
National Federation of Community Broadcasters
National Ground Water Association
National Health Care for the Homeless Council
National Kidney Foundation
National Law Center on Homelessness & Poverty
National Multicultural Western Heritage Museum
National Multiple Sclerosis Society, Greater Delaware Valley Chapter
National Multiple Sclerosis Society, Indiana Chapter
National Multiple Sclerosis Society, Wisconsin Chapter
National Professional Science Master's Association
Natural Resources Defense Council
Navigator
Navneet

Needham Historical Society
Neighbor to Neighbor, Inc.
Neighborhood Centers Inc.
NeighborWorks Anchorage
Nemadji Community Resource Center
New Hampshire Association for the Blind
New Hampshire Legal Assistance
New Hampshire Soccer Association
New Jersey Association on Correction
New Land Samaritan Inns, Inc.
Nonprofit Coordinating Committee of New York
Nonprofit Enterprise Center
Nonprofit Management Center of the Permian Basin
Nonprofit Resource Center of Sacramento
Nonprofit Resource Center of Texas
North Country Children's Clinic
North Florida Land Trust, Inc.
North Light Community Center
Northwest Area Foundation
Northwest Parks Foundation
Northwestern University Settlement Association
Ohio State Bar Foundation
Old Colony Y
Old Pueblo Community Services
On MY Way, Inc.
Operation Kindness
Oregon Food Bank
Pacific Hills School
Palm Beach Community College Foundation
Palo Alto Medical Foundation
Pearl S. Buck International
Peer Assistance Services
People Reaching Out, Inc.
Please Touch Museum
PolicyLink
Polycystic Kidney Disease Foundation
Poudre Valley Health System Foundation
Preservation of Egyptian Theatre, Inc.
Professional Recyclers of Pennsylvania
Progressive Agriculture Foundation

Project GRAD Los Angeles
Project Pericles
Promise House, Inc.
Public Health Foundation
Puerto Rican Family Institute Inc.
Pui Tak Center
Raphael House of San Francisco
Rebuilding Together Tulsa
Red Eye Collaboration
Research Foundation of CUNY
Residence XII
Riverside Educational Center
Rocketown
Rocky Mountain Cancer Centers Foundation
Ronald McDonald House Charities of Alabama
Ronald McDonald House Charities of Idaho
Rose Foundation for Communities and the Environment
SABRA Sanctuary, Inc.
Sacramento Association of Realtors
Sacramento Opera Company
SafeHaven of Tarrant County
Safehouse Progressive Alliance for Nonviolence
San Antonio Education Partnership
San Francisco Museum of Modern Art
Sawtooth Botanical Garden
Second Harvest Food Bank of Northeast Tennessee
Second Harvest Food Bank of Southwest Virginia
ServeWyoming
Services to Enhance Potential
Shelter Resources, Inc.
Siloam
Sisters of the Holy Cross, Inc.
SME Education Foundation
Society for American Baseball Research
Society for Maintenance and Reliability Professional
Society for Women's Health Research
Solutions at Work
South Florida Asthma Consortium
Southeastern Family Violence Center
Southern Good Faith Fund/Southern Bancorp

Southern Poverty Law Center
SouthLight, Inc.
Southwest Florida Community Foundation, Inc.
Southwestern Pennsylvania Human Services, Inc
Special Olympics Wyoming
Sponsors for Educational Opportunity
Spotlighters Theatre
Spring Institute for Intercultural Learning
SST Productions
St. Anne's Home, Inc.
St. Francis Foundation
St. Vincent Pallotti Center for Apostolic Development
Stonington Community Center
STRIDES
Suffolk Community Council, Inc.
Sundance Institute
Sunday Breakfast Rescue Mission
Susan G. Komen for the Cure, OR & SW WA Affiliate
Sustainable Conservation
Technical Assistance for Community Services
Tel Hai Camp & Retreat
Temporary Emergency Service
Ten Chimneys Foundation
Tennessee FFA Foundation
Tennessee PTA
Texas Baptist Missions Foundation
The Center for Whitley County Youth
The Children's Dental Center of Greater Los Angeles
The Clinic
The Counseling and Education Center
The Empty Stocking Fund, Inc.
The Field Museum
The First Tee of Idaho
The Gift of Swimming
The Heuga Center for Multiple Sclerosis
The Mentoring Network, Inc.
The National Action Council for Minorities In Engineering
The Nature Conservancy
The Nonprofit Center
The Oklahoma Center for Community and Justice

The Opportunity Network
The Oregon Community Foundation
The Outdoor Foundation
The Salvation Army - Syracuse Area Services
The Salvation Army - Wauwatosa
The Valerie Fund
The Vegetarian Resource Group
The Volunteer Center of Greensboro, Inc.
Therapy Partners, Inc.
Third Sector New England
Tigers Go
Timothy and Bernadette Marquez Foundation
Timothy Smith Network
Touro Law Center
Town of Littleton Cares, Inc. - Meals on Wheels
Training, Inc.
Transitions Mental Health Association
Triangle Education Foundation
Trillium Family Services
Trinity Missions
Turning Point Center
Twin Rivers Center for the Arts
United Cerebral Palsy of Mobile
United Community & Family Services
United Way - Heart of Florida
United Way - Heartland
United Way - Mile High
United Way - Triangle Morrisville
United Way -Metro Louisville
United Way of Chittenden County
United Way of Greater Houston
United Way of Madison County
United Way of Mesa
United Way of North Central Florida
United Way of Pasco county
United Way of Pierce County
United Way of Salt Lake
United Way of Southwest Wyoming
United Way of the Quad Cities Area
United Way of Ventuta County

Unity House of Troy, Inc
University St. Thomas
Urban Ecology Center
Utica Zoological Society, Inc.
Valencia Community College Foundation
Valley Points Family YMCA
Vermont Public Interest Research Group
VISIONS/Services for the Blind and Visually Impaired
VisionServe Alliance
Visiting Homemaker Home Health Aide Service of Bergen County
Volunteer Legal Services Hawaii
Volunteers of America of Wisconsin
Volunteers of America Texas
Voyager Youth Program
Weehawken Creative Arts
Weller Health Education Center
West Point Association of Graduates
WFH - All Saints Foundation
Willapa Behavioral Halth
Windham Child Care Association
Window To The World Communications
WINGS Foundation, Inc.
Wiregrass Museum of Art, Inc.
Wisconsin Historical Foundation
Wisdom Publications
WITF, Inc.
Wolf Haven International
Women's Foundation of Southern Arizona
Woods Charitable Fund, Inc.
World Neighbors
YMCA of Central Kentucky
YMCA of Michiana
Youthville

Guide to Locating and Using the Report Data

Understanding Your Organization's Custom Report

The top row of each section within this report will display your organization's specific data that was entered during the 2009 Nonprofit Organizations Compensation and Benefits Survey completion process. The Survey Participant Data row within each report section will include percentile rankings, where available, that show your organization's standing as compared to all other organizations by geographic region, operating budget, number of employees and organization focus. Additionally, the data row within each report that displays information for your organization's relevant peer group has been highlighted to allow for quick and easy comparisons. Custom Reports containing the Survey Participant Data row and highlighted peer group rows are only available to organizations that participate in the Survey. This data is confidential and will not be published or shared with any other organization. Below is a sample report section showing where you can view your organization's specific data and the highlighted peer group data available for comparison.

Executive Director -- Position Code: 10015

Detailed Analysis

Responsible to the Board of Directors for management of the entire nonprofit organization including fundraising/development, human resources, strategic planning, programs, agencies, community and the public. (Position is similar to the Chief Executive Officer/President position)

Scope				Base Salary						Bonus			
Operating Budget	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th	Median	75th	MAX	% of ORGs Paying	% of EMPs RCVNG	MAX % Payout	AVG % Paid
						PCTL	PCTL	PCTL					
Survey Participant Data		1	4.0	\$110,000							100.00%	10.00%	9.09%
\$0 to \$499,999	94	1	4.7	\$59,384	\$12,000	\$40,000	\$48,000	\$63,000	\$540,000	32.98%	74.19%	100.00%	3.04%
\$500,000 to \$999,999	13	1	10.2	\$99,417	\$35,000	\$55,700	\$63,300	\$75,000	\$135,200	40.00%	68.18%	20.00%	2.60%
\$1,000,000 to \$2,499,999	13	1	10.2	\$179,967	\$45,000	\$66,500	\$80,000	\$102,372	\$305,000	27.85%	72.73%	20.00%	3.82%
\$2,500,000 to \$4,999,999	13	1	10.2	\$200,296	\$56,766	\$91,000	\$98,000	\$116,500	\$242,100	24.00%	100.00%	40.00%	14.42%
\$5,000,000 to \$9,999,999	13	1	10.2	\$124,230	\$50,250	\$98,450	\$120,000	\$139,941	\$200,000	36.84%	100.00%	15.00%	5.05%
\$10,000,000 to \$24,999,999	13	1	14.5	\$125,053	\$58,500	\$105,881	\$130,900	\$140,000	\$167,500	15.38%	100.00%	3.00%	2.21%
\$25,000,000 to \$49,999,999	5	17	9.0	\$209,740	\$80,000	\$110,000	\$135,000	\$173,700	\$550,000	20.00%	100.00%	10.00%	9.09%
\$50,000,000 or More	7	1	21.8	\$216,686	\$92,500	\$153,350	\$194,605	\$231,500	\$460,000	28.57%	100.00%	40.00%	44.69%
All Organizations	297	1	9.5	\$86,392	\$12,000	\$52,500	\$72,000	\$100,000	\$550,000	31.31%	77.42%	100.00%	4.95%

This row shows your organization's percentile ranking compared to all organizations by Operating Budget.

Your organization's relevant peer group is highlighted in each report section for quick and easy comparisons.

Compensation Section

SAMPLE

Administrative/General Office Job Family

Detailed Analysis

Administration Director; Administrative Assistant, Intermediate Level; Administrative Assistant, Junior Level; Administrative Assistant, Senior Level; Data Entry Operator; Data Entry Supervisor; Executive Assistant; File Clerk; Mail Clerk; Meetings and Events Manager; Meetings and Events Planner; Office Manager; Receptionist

Scope			Operating Metrics		Total Cash Compensation as a % of the Operating Budget						Bonus Practices		
Operating Budget	# of ORGs	# of Full Time EMPs	# of Years With ORG	Cost Per EMP	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of TOTAL CASH COMP	% of ORGs Paying	% of EMPs RCVNG
											90th Percentile		
Survey Participant Data		7	1.6	\$43,714	9.58%						0.00%		0.00%
\$0 to \$499,999	49	1	4.1	\$29,425	13.78%	2.93%	7.56%	10.33%	14.35%	52.44%	0.75%	28.57%	95.00%
\$500,000 to \$999,999	55	1	5.3	\$32,864	7.07%	1.93%	4.06%	5.35%	7.60%	56.57%	0.59%	38.18%	93.75%
\$1,000,000 to \$2,499,999	73	2	5.4	\$35,229	4.49%	0.87%	2.55%	3.98%	5.65%	14.07%	0.17%	17.81%	88.33%
\$2,500,000 to \$4,999,999	44	5	5.1	\$33,749	4.51%	0.67%	1.85%	3.14%	5.42%	23.95%	0.32%	20.45%	61.15%
\$5,000,000 to \$9,999,999	25	5	6.0	\$39,729	2.75%	0.59%	1.08%	2.38%	3.39%	10.15%	0.64%	32.00%	81.58%
\$10,000,000 to \$24,999,999	17	8	6.0	\$36,603	2.53%	0.40%	0.95%	1.68%	3.12%	14.15%	0.84%	29.41%	89.50%
\$25,000,000 to \$49,999,999	3	27	6.7	\$29,509	2.25%	-	-	-	-	-	0.00%	0.00%	0.00%
\$50,000,000 or More	4	42	6.4	\$32,933	1.87%	0.76%	1.19%	1.63%	2.31%	3.45%	0.00%	0.00%	0.00%
All Organizations	270	4	5.2	\$33,858	6.35%	0.40%	2.55%	4.34%	8.04%	56.57%	0.47%	25.93%	86.45%

Scope			Operating Metrics		Total Cash Compensation as a % of the Operating Budget						Bonus Practices		
Organization Focus	# of ORGs	# of Full Time EMPs	# of Years With ORG	Cost Per EMP	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of TOTAL CASH COMP	% of ORGs Paying	% of EMPs RCVNG
											90th Percentile		
Survey Participant Data		7	1.6	\$43,714	9.58%						0.00%		0.00%
Arts, Culture, and Humanities	15	2	4.0	\$29,328	8.18%	1.58%	3.88%	5.33%	8.46%	40.00%	0.12%	20.00%	50.00%
Education	14	2	5.7	\$38,203	4.77%	0.40%	2.40%	4.14%	7.25%	9.72%	0.55%	28.57%	91.67%
Environment and Animals	14	1	2.2	\$32,262	5.29%	1.20%	2.52%	3.56%	5.70%	18.10%	0.38%	14.29%	91.67%
Health	39	5	5.3	\$35,969	5.99%	0.81%	3.02%	4.33%	8.55%	14.07%	0.46%	30.77%	82.29%
Human Services	123	4	5.0	\$32,199	5.60%	0.45%	2.28%	4.18%	6.55%	46.67%	0.35%	25.20%	88.20%
International, Foreign Affairs	1	4	5.5	\$34,148	1.33%	-	-	-	-	-	0.00%	0.00%	0.00%
Public, Societal Benefit	42	4	5.4	\$34,942	6.70%	0.70%	2.31%	4.36%	8.20%	50.27%	0.40%	23.81%	94.29%
Religion Related	12	5	12.2	\$38,165	16.62%	2.78%	7.70%	10.77%	12.50%	56.57%	2.27%	33.33%	70.00%
Mutual, Membership Benefit	5	3	2.8	\$41,581	4.98%	1.94%	3.88%	5.13%	5.75%	8.22%	0.32%	20.00%	66.67%
Unknown, Unclassified	5	2	4.5	\$36,904	4.53%	0.64%	3.14%	5.06%	5.96%	7.84%	1.07%	60.00%	100.00%
All Organizations	270	4	5.2	\$33,858	6.35%	0.40%	2.55%	4.34%	8.04%	56.57%	0.47%	25.93%	86.45%

Administrative/General Office Job Family

Detailed Analysis

Scope			Operating Metrics		Total Cash Compensation as a % of the Operating Budget						Bonus Practices		
Geographic Region	# of ORGs	# of Full Time EMPs	# of Years With ORG	Cost Per EMP	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of TOTAL CASH COMP	% of ORGs Paying	% of EMPs RCVNG
Survey Participant Data		7	1.6	\$43,714	9.58%						0.00%		0.00%
Northeast U.S.	50	6	6.4	\$36,847	5.25%	0.45%	2.63%	3.65%	6.82%	33.62%	0.55%	26.00%	85.93%
Southeast U.S.	57	3	5.3	\$30,690	5.95%	1.07%	2.87%	4.56%	8.07%	20.44%	0.51%	33.33%	83.84%
North Central U.S.	50	4	5.4	\$32,511	6.85%	0.59%	2.48%	4.35%	9.04%	56.57%	0.28%	18.00%	83.33%
South Central U.S.	30	5	6.2	\$32,475	6.43%	1.30%	2.55%	5.51%	8.38%	21.79%	0.19%	13.33%	87.50%
Northwest U.S.	41	2	3.4	\$37,419	6.72%	0.64%	2.46%	4.34%	6.59%	46.67%	0.30%	24.39%	83.81%
Southwest U.S.	42	2	4.6	\$33,718	7.23%	0.40%	2.32%	4.39%	6.56%	52.44%	0.89%	35.71%	95.00%
All Organizations	270	4	5.2	\$33,858	6.35%	0.40%	2.55%	4.34%	8.04%	56.57%	0.47%	25.93%	86.45%

Administrative Assistant, Intermediate Level -- Position Code: 2001

Detailed Analysis

Performs clerical duties including answering telephones, screening calls, taking messages and acting as receptionist; sets up and maintains files of information; uses computer skills to enter and maintain data; prepare correspondence and develop other routine documents; may make appointments and travel arrangements, coordinate activities relative to department functions.

Scope				Base Salary						Bonus				Total Cash Compensation						
Operating Budget	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	
Survey Participant Data		1	1.0	\$36,000			73rd Percentile			0.00%	0.00%	0.00%		\$36,000			68th Percentile			
\$0 to \$499,999	12	1	3.0	\$25,677	\$12,000	\$18,855	\$26,000	\$32,825	\$37,000	33.33%	75.00%	1.00%	0.43%	\$25,710	\$12,000	\$19,005	\$26,000	\$32,900	\$37,000	
\$500,000 to \$999,999	11	1	3.2	\$27,046	\$20,000	\$22,150	\$27,300	\$31,280	\$37,000	45.45%	80.00%	5.30%	2.38%	\$27,329	\$20,000	\$22,800	\$27,300	\$31,606	\$37,000	
\$1,000,000 to \$2,499,999	20	1	4.8	\$30,975	\$19,000	\$26,750	\$30,000	\$32,950	\$53,400	5.00%	0.00%	0.00%	0.00%	\$30,975	\$19,000	\$26,750	\$30,000	\$32,950	\$53,400	
\$2,500,000 to \$4,999,999	20	2	4.2	\$32,608	\$23,300	\$28,200	\$33,640	\$36,000	\$49,885	15.00%	55.56%	10.00%	2.02%	\$32,683	\$23,300	\$28,375	\$33,640	\$36,200	\$49,885	
\$5,000,000 to \$9,999,999	15	3	3.3	\$31,180	\$23,000	\$28,800	\$32,400	\$33,800	\$37,000	6.67%	100.00%	0.00%	0.16%	\$31,183	\$23,000	\$28,800	\$32,400	\$33,800	\$37,000	
\$10,000,000 to \$24,999,999	14	4	4.9	\$29,039	\$23,200	\$26,112	\$28,100	\$32,350	\$35,000	21.43%	83.33%	3.00%	2.43%	\$29,178	\$23,200	\$26,112	\$28,100	\$32,725	\$35,700	
\$25,000,000 to \$49,999,999	9	12	4.3	\$29,843	\$20,000	\$27,889	\$28,700	\$31,300	\$40,000	0.00%	0.00%	0.00%	0.00%	\$29,843	\$20,000	\$27,889	\$28,700	\$31,300	\$40,000	
\$50,000,000 or More	23	15	5.2	\$35,782	\$20,400	\$32,751	\$33,500	\$39,250	\$55,000	8.70%	69.69%	20.00%	2.76%	\$35,840	\$20,400	\$32,751	\$33,500	\$39,250	\$55,000	
All Organizations	124	5	4.2	\$30,993	\$12,000	\$26,300	\$31,510	\$35,000	\$55,000	15.32%	71.37%	20.00%	1.72%	\$31,060	\$12,000	\$26,475	\$31,535	\$35,000	\$55,000	

Scope				Base Salary						Bonus				Total Cash Compensation						
Organization Focus	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	
Survey Participant Data		1	1.0	\$36,000			73rd Percentile			0.00%	0.00%	0.00%		\$36,000			68th Percentile			
Arts, Culture, and Humanities	11	5	3.1	\$30,636	\$12,000	\$26,500	\$33,470	\$36,500	\$40,500	9.09%	0.00%	0.05%	0.00%	\$30,636	\$12,000	\$26,500	\$33,470	\$36,500	\$40,500	
Education	5	4	3.7	\$35,560	\$28,500	\$31,300	\$35,000	\$38,000	\$45,000	0.00%	0.00%	0.00%	0.00%	\$35,560	\$28,500	\$31,300	\$35,000	\$38,000	\$45,000	
Environment and Animals	3	10	5.2	\$35,400	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	\$35,400	-	-	-	-	-	
Health	21	8	4.8	\$31,866	\$27,039	\$28,200	\$32,400	\$34,000	\$43,600	19.05%	83.55%	4.00%	2.33%	\$31,980	\$27,039	\$28,200	\$32,400	\$34,200	\$43,600	
Human Services	51	4	4.5	\$30,205	\$18,900	\$24,574	\$29,200	\$33,240	\$55,000	19.61%	72.18%	20.00%	1.83%	\$30,292	\$19,000	\$24,574	\$29,200	\$33,294	\$55,000	
International, Foreign Affairs	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Public, Societal Benefit	22	6	3.6	\$30,427	\$18,000	\$26,038	\$33,050	\$35,000	\$38,500	18.18%	75.00%	4.00%	1.26%	\$30,496	\$18,000	\$26,562	\$33,100	\$35,136	\$38,500	
Religion Related	8	4	4.5	\$31,026	\$20,200	\$30,744	\$31,976	\$32,845	\$37,000	0.00%	0.00%	0.00%	0.00%	\$31,026	\$20,200	\$30,744	\$31,976	\$32,845	\$37,000	
Mutual, Membership Benefit	2	2	1.8	\$34,442	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	\$34,442	-	-	-	-	-	
Unknown, Unclassified	1	1	10.0	\$26,000	-	-	-	-	-	0.00%	0.00%	0.00%	0.00%	\$26,000	-	-	-	-	-	
All Organizations	124	5	4.2	\$30,993	\$12,000	\$26,300	\$31,510	\$35,000	\$55,000	15.32%	71.37%	20.00%	1.72%	\$31,060	\$12,000	\$26,475	\$31,535	\$35,000	\$55,000	

Administrative Assistant, Intermediate Level -- Position Code: 2001

Detailed Analysis

Scope				Base Salary						Bonus				Total Cash Compensation						
Geographic Region	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	
Survey Participant Data		1	1.0	\$36,000			73rd Percentile				0.00%	0.00%	0.00%	\$36,000			68th Percentile			
Northeast U.S.	32	8	4.9	\$33,018	\$20,000	\$27,972	\$32,750	\$35,045	\$52,000	15.63%	57.88%	20.00%	2.57%	\$33,116	\$20,000	\$27,972	\$33,140	\$35,085	\$52,000	
Southeast U.S.	28	6	4.0	\$30,545	\$19,000	\$24,824	\$32,622	\$35,325	\$45,000	17.86%	93.33%	5.30%	2.57%	\$30,663	\$19,000	\$24,824	\$32,622	\$35,325	\$45,000	
North Central U.S.	26	3	3.4	\$32,216	\$20,200	\$27,250	\$30,650	\$33,304	\$55,000	3.85%	0.00%	10.00%	0.00%	\$32,216	\$20,200	\$27,250	\$30,650	\$33,304	\$55,000	
South Central U.S.	20	5	5.1	\$26,972	\$12,000	\$22,000	\$25,692	\$32,772	\$38,000	15.00%	100.00%	4.00%	1.41%	\$27,022	\$12,000	\$22,075	\$26,042	\$32,772	\$38,000	
Northwest U.S.	13	3	3.4	\$31,929	\$27,039	\$30,560	\$31,900	\$34,000	\$37,000	15.38%	50.00%	1.00%	0.16%	\$31,936	\$27,039	\$30,560	\$31,900	\$34,000	\$37,000	
Southwest U.S.	5	1	4.5	\$27,834	\$18,720	\$24,648	\$27,400	\$33,400	\$35,000	60.00%	66.67%	2.00%	0.79%	\$27,994	\$18,720	\$24,648	\$27,500	\$33,400	\$35,700	
All Organizations	124	5	4.2	\$30,993	\$12,000	\$26,300	\$31,510	\$35,000	\$55,000	15.32%	71.37%	20.00%	1.72%	\$31,060	\$12,000	\$26,475	\$31,535	\$35,000	\$55,000	

Employee Benefits Section

SAMPLE

Flexible Spending Accounts

Detailed Analysis

Scope			Maximum Employee Flexible Spending Account Contributions											
Operating Budget	# of ORGs	% of ORGs Offering	Healthcare						Dependant Care					
			AVG	MIN	25th PCTL	Median	75th PCTL	MAX	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Survey Participant Data			92nd Percentile						87th Percentile					
\$0 to \$499,999	134	9.70%	\$4,185	\$500	\$2,000	\$4,200	\$5,000	\$10,000	\$4,625	\$2,000	\$5,000	\$5,000	\$5,000	\$5,000
\$500,000 to \$999,999	85	17.65%	\$3,218	\$300	\$1,937	\$3,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
\$1,000,000 to \$2,499,999	121	41.32%	\$3,469	\$500	\$2,000	\$3,000	\$5,000	\$15,000	\$3,957	\$500	\$2,500	\$5,000	\$5,000	\$5,000
\$2,500,000 to \$4,999,999	70	60.00%	\$2,776	\$500	\$2,000	\$2,500	\$3,125	\$5,000	\$4,432	\$1,000	\$5,000	\$5,000	\$5,000	\$5,000
\$5,000,000 to \$9,999,999	51	76.47%	\$3,288	\$125	\$2,200	\$3,000	\$5,000	\$10,000	\$4,497	\$416	\$5,000	\$5,000	\$5,000	\$5,000
\$10,000,000 to \$24,999,999	38	78.95%	\$4,341	\$1,000	\$2,500	\$4,000	\$5,000	\$15,000	\$4,839	\$2,500	\$5,000	\$5,000	\$5,000	\$5,000
\$25,000,000 to \$49,999,999	19	63.16%	\$3,917	\$2,500	\$3,000	\$4,000	\$5,000	\$5,000	\$4,400	\$1,500	\$5,000	\$5,000	\$5,000	\$5,000
\$50,000,000 or More	31	87.10%	\$4,635	\$2,500	\$3,500	\$5,000	\$5,000	\$10,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
All Organizations	549	41.53%	\$3,619	\$125	\$2,400	\$3,000	\$5,000	\$15,000	\$4,523	\$416	\$5,000	\$5,000	\$5,000	\$5,000

Scope			Maximum Employee Flexible Spending Account Contributions											
Organization Focus	# of ORGs	% of ORGs Offering	Healthcare						Dependant Care					
			AVG	MIN	25th PCTL	Median	75th PCTL	MAX	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Survey Participant Data			60th Percentile						80th Percentile					
Arts, Culture, and Humanities	45	31.11%	\$3,962	\$1,000	\$2,500	\$3,000	\$5,000	\$10,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Education	37	43.24%	\$3,581	\$500	\$2,000	\$3,000	\$4,250	\$15,000	\$3,900	\$1,000	\$2,450	\$5,000	\$5,000	\$5,000
Environment and Animals	29	31.03%	\$3,017	\$1,500	\$2,000	\$2,500	\$3,000	\$6,000	\$4,300	\$1,500	\$5,000	\$5,000	\$5,000	\$5,000
Health	74	50.00%	\$3,975	\$800	\$2,475	\$3,250	\$5,000	\$10,000	\$4,345	\$1,000	\$5,000	\$5,000	\$5,000	\$5,000
Human Services	237	38.82%	\$3,391	\$125	\$2,000	\$3,000	\$5,000	\$15,000	\$4,570	\$416	\$5,000	\$5,000	\$5,000	\$5,000
International, Foreign Affairs	4	50.00%	\$3,750	\$2,500	\$3,125	\$3,750	\$4,375	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Public, Societal Benefit	83	46.99%	\$3,681	\$500	\$2,575	\$3,000	\$5,000	\$10,000	\$4,532	\$2,000	\$5,000	\$5,000	\$5,000	\$5,000
Religion Related	19	52.63%	\$3,800	\$2,000	\$2,750	\$3,800	\$5,000	\$5,000	\$4,389	\$2,000	\$5,000	\$5,000	\$5,000	\$5,000
Mutual, Membership Benefit	11	54.55%	\$4,083	\$2,000	\$3,125	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
Unknown, Unclassified	10	30.00%	\$4,133	\$2,400	\$3,700	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000	\$5,000
All Organizations	549	41.53%	\$3,619	\$125	\$2,400	\$3,000	\$5,000	\$15,000	\$4,523	\$416	\$5,000	\$5,000	\$5,000	\$5,000

Flexible Spending Accounts

Detailed Analysis

Scope			Maximum Employee Flexible Spending Account Contributions													
Geographic Region	# of ORGs	% of ORGs Offering	Healthcare						Dependant Care							
			AVG	MIN	25th PCTL	Median	75th PCTL	MAX	AVG	MIN	25th PCTL	Median	75th PCTL	MAX		
Survey Participant Data			\$5,000	62nd Percentile						\$5,000	80th Percentile					
Northeast U.S.	112	45.54%	\$3,681	\$250	\$2,000	\$3,000	\$5,000	\$15,000	\$4,425	\$1,500	\$5,000	\$5,000	\$5,000	\$5,000		
Southeast U.S.	118	33.90%	\$3,951	\$300	\$2,500	\$3,500	\$5,000	\$15,000	\$4,480	\$2,000	\$5,000	\$5,000	\$5,000	\$5,000		
North Central U.S.	110	51.82%	\$3,477	\$500	\$2,000	\$3,000	\$5,000	\$10,000	\$4,600	\$500	\$5,000	\$5,000	\$5,000	\$5,000		
South Central U.S.	59	33.90%	\$3,586	\$125	\$2,750	\$3,600	\$5,000	\$6,000	\$4,694	\$416	\$5,000	\$5,000	\$5,000	\$5,000		
Northwest U.S.	81	43.21%	\$3,259	\$900	\$2,300	\$2,800	\$5,000	\$8,000	\$4,499	\$1,000	\$5,000	\$5,000	\$5,000	\$5,000		
Southwest U.S.	69	36.23%	\$3,780	\$1,000	\$3,000	\$4,800	\$5,000	\$5,000	\$4,518	\$1,500	\$5,000	\$5,000	\$5,000	\$5,000		
All Organizations	549	41.53%	\$3,619	\$125	\$2,400	\$3,000	\$5,000	\$15,000	\$4,523	\$416	\$5,000	\$5,000	\$5,000	\$5,000		