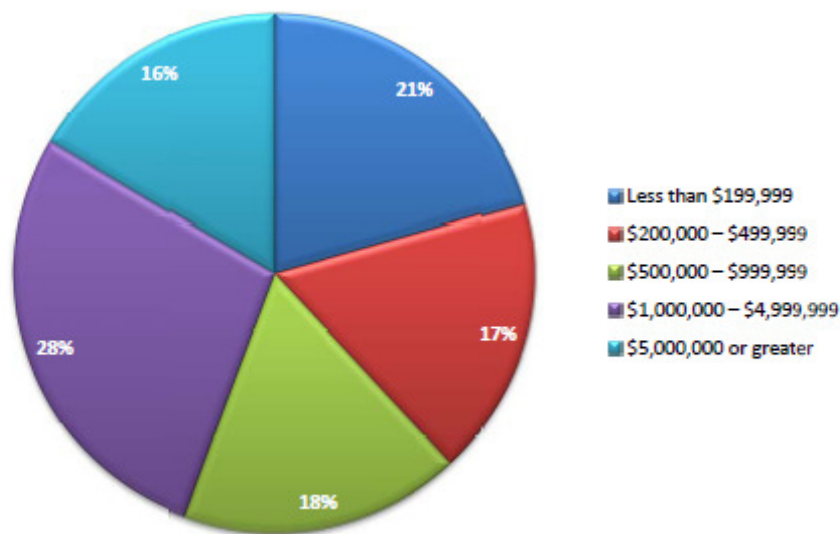


Executive Summary

The Center for Nonprofit Resources is pleased to present the 2011 Compensation and Benefits Survey Report. One of the most requested resources of The Center is salary information for staff and leadership of local nonprofit organizations. This report is a free resource for our community to use in budget planning as well as compensation and benefit reviews.

We estimate that there are approximately 400 nonprofit organizations in the Greater Toledo Area. Of those organizations, 97 completed the survey. It can be noted in the results that there are several areas where insufficient data was reported. It is our hope that in future years, we will receive a higher response rate which will provide more substantial data and the opportunity for deeper analysis. Respondents were broken down into seven service group areas: social services, health care, education, arts/culture, environmental (includes animal welfare), economic/community development, and other. A pie chart detailing the response rate in each budget category is below:



Key Observations

- Of the 97 participating tax exempt organizations, the median operating budget was \$727,000
- Base pay level for the CEO (Executive Director) correlates positively with budget size
- There is no significant difference in pay mix or structure between management and staff level employees at participating organizations
- 70% of reporting organizations provide health care coverage to full time employees, with 84% of these organizations sharing the premium cost with employees
- 20% of reporting organizations provide access to health care coverage for part time employees
- 37% of the reporting organizations provide retirement benefits to eligible employees; most often in the form of a defined contribution plan with matching employer contributions
- 65% of reporting organizations deliver paid-time-off in the form of a traditional structure (i.e., separate policies for each form of paid time off) and 21% report having no formal paid time off policy structure

Thank you to Findley Davies, Inc. for their efforts in preparation of the 2011 Compensation and Benefits Survey. All questions and concerns about the survey should be directed to Kate Smith, Director of Programming at The Center for Nonprofit Resources, kate@c4npr.org or 419.241.9513.