

## Nonprofit Organizations Salary Report



Bluewater  
Nonprofit Solutions



# 2025 Nonprofit Organizations Salary Report

Based on a Salary and Benefits Survey of Nonprofit Organizations in the U.S.A.,  
Authored and Administered by



**Bluewater**  
Nonprofit Solutions

**© 2025 Bluewater Nonprofit Solutions**

All rights reserved. No part of this publication may be reproduced, distributed, or transmitted in any form or by any means, or stored in a database or retrieval system, except as permitted under the U.S. Copyright Act of 1976, without the prior written permission of both the copyright owner and the publisher of this report.

The scanning, uploading and distribution of this report via the Internet or via any other means without the written permission of both the copyright owner and the publisher is illegal and punishable by law. Please purchase only authorized electronic editions, and do not participate in or encourage electronic piracy of copyrighted materials. Your support of the author's rights is appreciated.

Limit of Liability/Disclaimer of Warranty: While the publisher and the author have used their best efforts in preparing this report, they make no representation or warranties with respect to the accuracy or completeness of the contents of this report and specifically disclaim any implied warranties of merchantability or fitness for a particular purpose. No warranty may be created or extended by sales representatives or written sales materials. You should consult with a professional where appropriate. Neither the publisher nor the author shall be liable for any loss of profit or any other commercial damages, including but not limited to special, incidental, consequential, or other damages.

The information contained in this report is not intended to serve as a replacement for professional compensation and benefits advice. Any use of the information in this report is at the reader's discretion. The author and the publisher specifically disclaim any and all liability arising directly or indirectly from the use or application of any information contained in this report. A human resources professional should be consulted regarding your specific situation.

Published by NPT Publishing Group and The NonProfit Times  
201 Littleton Road -2nd Floor  
Morris Plains, NJ 07950  
Tel: (973) 401-0202  
Fax: (973) 401-0404

SAMPLE

## **About The NonProfit Times Publishing Group**

NPT Publishing Group, Inc. is structured for success in an increasingly more engaged, more connected media environment. Since 1987, NPT Publishing has been the leading information provider for the nonprofit sector delivering the most comprehensive, nonpartisan news and analysis to global audiences across many platforms. NPT's publishing platforms include: The NonProfit Times, Exempt Magazine, NPT-TV, nonprofit jobs, special reports, educational webinars, and informational E-Newsletters. For additional information please visit [www.thenonproffitimes.com](http://www.thenonproffitimes.com)

## **About Bluewater Nonprofit Solutions**

Bluewater Nonprofit Solutions is a leading provider of salary and benefits surveys and credit card processing to nonprofit organizations. Their leading-edge survey tools offer unlimited customization and flexible reporting options that allow quick, affordable tailoring of a survey to meet the needs of any associations, industry groups, professional societies, or chambers of commerce. Bluewater was founded by former nonprofit executives and was created out of their deep knowledge and experiences providing day-to-day leadership within charitable organizations for more than 30 years. To learn more, visit [www.bwnps.com](http://www.bwnps.com)

## **Contact Information:**

Bluewater Nonprofit Solutions  
11285 Elkins Road, Suite D4  
Roswell, GA 30076  
Office Phone: 770-777-4828  
Email: [info@bwnps.com](mailto:info@bwnps.com)



# Table of Contents

<b>I. Introduction</b>	16
1. Developing the Survey	16
2. Data Effective Date	16
3. Data Sources	16
4. Data Confidentiality	16
5. Survey Data Collection	17
6. Survey Participation	17
7. Survey Completion	17
a. Organizational Data	17
b. Position Matching and Entering Composition Data	17
8. Understanding What Survey Responses Are Displayed	18
a. Position Data Titles Removed for Insufficient Data	18
b. Survey Responses Not Displayed	18
c. Displaying Statistical Data (AVG, MIN, 25 <sup>th</sup> PCTL, Median, 75 <sup>th</sup> PCTL, MAX)	18
<b>II. Overview of Survey Participants</b>	19
1. Characteristics of Participating Organizations	19
2. Survey Participants	20
<b>III. Guide to Locating and Using the Report Data</b>	30
1. Changes in the Data from 2021 to 2023	30
2. Finding and Using the Compensation Data	31
a. Individual Job Title Reports	31
b. Job Family Reports	32
c. Operating Unit Compensation Costs & Practice Report	32
d. Employee Turnover & Salary Increases Report	33
3. Report Presentation Views	34
4. Explanation of Data Fields Used	36
a. Data Field Abbreviations	36

5. Compensation Data Field Definitions	37
6. Navigating the Report Using Bookmarks	38
<b>IV. Compensation Section</b>	<b>39</b>
1. Operating Unit Compensation Costs & Practices	40
2. Employee Turnover & Salary Increases	42
3. Administrative/General Office Job Family	44
a. Administrative Director Position	46
b. Administrative Assistant, Intermediate Level Position	48
c. Administrative Assistant, Junior Level Position	50
d. Administrative Assistant, Senior Level Position	52
e. Data Entry Operator Position	54
f. Data Entry Supervisor Position	56
g. Executive Assistant Position	58
h. File Clerk Position	60
i. Mail Clerk Position	62
j. Meetings & Events Manager/Planner Position	64
k. Office Manager Position	66
l. Receptionist Position	68
4. Advocacy/Government Affairs Job Family	70
a. Government Relations Director/Manager Position	72
b. Grassroots Advocacy/Campaign Manager Position	74
c. Lobbyist Position	76
d. Policy Advisor Position	78
e. Policy Analyst Position	80
5. Animal Care Job Family	82
a. Animal Adoption Counselor Position	84
b. Animal Care Worker Position	86
c. Animal Shelter Manager Position	88

d. Humane Officer Position _____	90
e. Veterinarian Position _____	92
f. Veterinary Clinic Manager Position _____	94
g. Veterinarian Technician Position _____	96
6. Athletics/Recreation Job Family _____	98
a. Aquatics Director Position _____	100
b. Recreation/Activity Leader Position__102	
7. Call Center Job Family _____	104
a. Inbound Call Center Associate Position _____	106
b. Inbound Call Center Manager Position _____	108
c. Inbound Call Center Supervisor Position _____	110
8. Communications/Marketing Job Family _____	112
a. Communications/Marketing/Public Relations Assistant Position _____	114
b. Communications/Public Relations Director Position _____	116
c. Communications/Public Relations Manager Position _____	118
d. Editor Position _____	120
e. Editorial Services Manager Position _____	122
f. Marketing Coordinator Position _____	124
g. Marketing Director Position _____	126
h. Photographer Position _____	128
i. Social Media Coordinator Position _____	130
j. Videographer/Video Producer Position _____	132
k. Writer Position _____	134
9. Conservation/Environment Programs Job Family _____	136
a. Conservation Coordinator Position _____	138
b. Conservation Practitioner Position _____	140
c. Conservation/Environmental Program Manager Position _____	142
d. Environmental Program Director Position _____	144

e.	Environmental/Sustainability Educator Position	146
f.	Land Protection Specialist/Coordinator Position	148
g.	Land/Easement Steward Specialist/Coordinator Position	150
h.	Partnership Manager Position	152
<b>10.</b>	<b>Culture/Performing Arts/Media Job Family</b>	<b>154</b>
a.	Artistic Director Position	156
b.	Box Office/Sales Manager Position	158
c.	Curator Position	160
d.	Exhibits Manager Position	162
e.	Exhibits Technician Position	164
f.	Production Manager/Coordinator Position	166
g.	Technical Staff Position	168
<b>11.</b>	<b>Education Job Family</b>	<b>170</b>
a.	Admissions Representative Position	172
b.	Adult Education Teacher Position	174
c.	Assistant Principal Position	176
d.	Department Chair Position	178
e.	Instructor Position	180
f.	Librarian Position	182
g.	Library Assistant Position	184
h.	Placement & Career Services Director Position	186
i.	Placement Counselor Position	188
j.	Registrar Position	190
k.	School Principal/Headmaster Position	192
l.	Student Affairs Director Position	194
m.	Teacher, K-12 Position	196
n.	Teacher, Pre-School/Kindergarten Position	198
o.	Teaching Assistant, K-12 Position	200



p. Teacher Assistant, Pre-School/Kindergarten Position _____	202
<b>12. Executive Job Family</b> _____	204
a. Chancellor/President Position _____	206
b. Chief Administrative Officer Position _____	208
c. Chief Advocacy Officer Position _____	210
d. Chief Development Officer Position _____	212
e. CEO/President/Executive Director Position _____	214
f. Chief Financial Officer Position _____	216
g. Chief Human Resources Officer Position _____	218
h. Chief Information Officer Position _____	220
i. Chief Marketing Officer Position _____	222
j. Chief Medical Officer Position _____	224
k. Chief of Staff Position _____	226
l. Chief Operating Officer/Associate Executive Director Position _____	228
m. Chief Program Officer Position _____	230
n. Chief Scientific Officer Position _____	232
o. Executive Vice President Position _____	234
<b>13. Facilities/Maintenance Job Family</b> _____	236
a. Building Manager Position _____	238
b. Driver Position _____	240
c. Facilities Manager Position _____	242
d. Groundskeeper Position _____	244
e. Janitor or Custodian Position _____	246
f. Maintenance Supervisor Position _____	248
g. Maintenance Technician/Specialist Position _____	250
h. Security Guard/Officer Position _____	252
i. Security Manager Position _____	254
<b>14. Finance Job Family</b> _____	256

a.	Accounting Clerk Position _____	258
b.	Accounting Manager Position _____	260
c.	Accounts Payable Manager/Supervisor Position _____	262
d.	Accounts Receivable Manager/Supervisor Position _____	264
e.	Assistant Controller/Assistant Director of Accounting Position _____	266
f.	Bookkeeper Position _____	268
g.	Budget Analyst Position _____	270
h.	Director of Accounting/Controller Position _____	272
i.	Director of Finance Position _____	274
j.	Finance Administrator Position _____	276
k.	Financial Analyst Position _____	278
l.	Senior Accountant Position _____	280
m.	Staff Accountant Position _____	282
<b>15.</b>	<b>Food Services Job Family _____</b>	<b>284</b>
a.	Cafeteria Manager Position _____	286
b.	Cook Position _____	288
c.	Food Bank Assistant/Clerk Position _____	290
d.	Food Bank Manager Position _____	292
e.	Food Service Assistant/Worker Position _____	294
f.	Food Service Manager or Supervisor Position _____	296
<b>16.</b>	<b>Grant Making Job Family _____</b>	<b>298</b>
a.	Foundation Program Assistant Position _____	300
b.	Foundation Program Associate Position _____	302
c.	Foundation Program Officer Position _____	304
<b>17.</b>	<b>Graphics/Printing Job Family _____</b>	<b>306</b>
a.	Creative Services Director/Manager Position _____	308
b.	Graphic Artist Position _____	310
<b>18.</b>	<b>Housing Job Family _____</b>	<b>312</b>

a.	Construction Manager Position _____	314
b.	Desk Clerk Position _____	316
c.	Director of Property Management Position _____	318
d.	Director of Resident Services Position _____	320
e.	Resident Services Coordinator Position _____	322
f.	Shelter Supervisor Position _____	324
<b>19.</b>	<b>Human Resources Job Family _____</b>	<b>326</b>
a.	Compensation and Benefits Specialist Position _____	328
b.	Employee Benefits Administrator Position _____	330
c.	Employee Training Manager/Specialist Position _____	332
d.	Human Resources Assistant Position _____	334
e.	Human Resources Director/Manager Position _____	336
f.	Human Resources Generalist Position _____	338
g.	Payroll Clerk Position _____	340
h.	Payroll Manager Position _____	342
i.	Recruiter Position _____	344
j.	Recruiting Manager Position _____	346
<b>20.</b>	<b>Income Development/Fundraising Job Family _____</b>	<b>348</b>
a.	Annual Giving Director/Officer Position _____	350
b.	Capital Campaign Manager Position _____	352
c.	Corporate & Foundation Relations Director Position _____	354
d.	Development Associate (Generalist) Position _____	356
e.	Development Director Position _____	358
f.	Donor Information & Gift Processing Manager Position _____	360
g.	Grant Proposal Writer Position _____	362
h.	Grants Administration Position _____	364
i.	Grants Manager Position _____	366
j.	Major Gifts Director/Officer Position _____	368

<b>k.</b> Membership Assistant Position _____	370
<b>l.</b> Membership Director/Manager Position _____	372
<b>m.</b> Online Giving Manager Position _____	374
<b>n.</b> Planned Giving Director/Officer Position _____	376
<b>o.</b> Prospect Researcher Position _____	378
<b>p.</b> Regional Area Income Development VP/Director Position _____	380
<b>q.</b> Sales Clerk Position _____	382
<b>r.</b> Shop Manager Position _____	384
<b>s.</b> Special Events Manager/Specialist Position _____	386
<b>21.</b> Information Technology Job Family _____	388
<b>a.</b> Applications Developer Position _____	390
<b>b.</b> Business Systems Analyst Position _____	392
<b>c.</b> Database Administrator Position _____	394
<b>d.</b> Database Analyst Position _____	396
<b>e.</b> Database Architect Position _____	398
<b>f.</b> Desktop Support Manager Position _____	400
<b>g.</b> Desktop Support Specialist Position _____	402
<b>h.</b> Information Technology Manager Position _____	404
<b>i.</b> IT Systems Security Position _____	406
<b>j.</b> LAN Administrator Position _____	408
<b>k.</b> Network Engineer Position _____	410
<b>l.</b> Network Manager Position _____	412
<b>m.</b> Software Engineer Position _____	414
<b>n.</b> Systems Analyst Position _____	416
<b>o.</b> Systems Engineer Position _____	418
<b>p.</b> Technical Project Manager Position _____	420
<b>q.</b> Technical Support Analyst Position _____	422
<b>r.</b> Technical Support Manager Position _____	424

s. Web Administrator Position_____	426
t. Web Developer Position__428	
u. Webmaster Position_____	430
<b>22. Legal Job Family_____</b>	<b>432</b>
a. Attorney/Lawyer Position_____	434
b. General Counsel/Lawyer Position_____	436
c. Legal Assistant Position_____	438
d. Paralegal Position_____	440
e. Senior Attorney/Lawyer Position_____	442
<b>23. Medical Services Job Family_____</b>	<b>444</b>
a. Care Coordinator/Patient Navigator Position_____	446
b. Clinic Director Position_____	448
c. Community Health Worker Position_____	450
d. Director of Nursing Position_____	452
e. Medical Assistant Position_____	454
f. Medical Billing/Coding Clerk Position_____	456
g. Medical Receptionist Position_____	458
h. Medical Services Director Position_____	460
i. Nurse Practitioner Position_____	462
j. Nutritionist/Dietician Position_____	464
k. Occupational Therapist Position_____	466
l. Patient Accounts Representative Position_____	468
m. Patient Financial Services Manager Position_____	470
n. Personal Attendant/Home Health Care Worker Position_____	472
o. Physical Therapist Position_____	474
p. Registered Nurse Position_____	476
q. Speech Pathologist Position_____	478
<b>24. Program Administration Job Family_____</b>	<b>480</b>

<b>a.</b> Partnership & Collaboration Manager Position	482
<b>b.</b> Program Analyst Position	484
<b>c.</b> Program Assistant Position	486
<b>d.</b> Program Coordinator Position	488
<b>e.</b> Program Director/Manager Position	490
<b>f.</b> Project Manager (Non-Technical) Position	492
<b>g.</b> Regional Area Program Coordinator Position	494
<b>h.</b> Regional Area Program Director or Manager Position	496
<b>25.</b> Program Delivery Job Family	498
<b>a.</b> Case Manager, Entry-Level Position	500
<b>b.</b> Case Manager, Mid-Level Position	502
<b>c.</b> Case Manager, Senior-Level Position	504
<b>d.</b> Chaplain/Clergy Position	506
<b>e.</b> Child Care Assistant/Babysitter Position	508
<b>f.</b> Counselor, Entry-Level Position	510
<b>g.</b> Counselor, Mid-Level Position	512
<b>h.</b> Counselor, Senior-Level Position	514
<b>i.</b> Direct Care Counselor Position	516
<b>j.</b> Driver Position	518
<b>k.</b> Eligibility Specialist Position	520
<b>l.</b> Job Coach Position	522
<b>m.</b> Job Placement Coordinator Position	524
<b>n.</b> Licensed Psychologist Position	526
<b>o.</b> Senior/Adult Program Assistant Position	528
<b>p.</b> Social Worker, Entry-Level Position	530
<b>q.</b> Social Worker, Mid-Level Position	532
<b>r.</b> Social Worker, Senior-Level Position	534
<b>s.</b> Vocational or Placement Counselor Position	536



<b>26. Purchasing Job Family</b>	538
<b>a. Buyer Position</b>	540
<b>b. Purchasing Coordinator/Specialist Position</b>	542
<b>c. Purchasing Manager Position</b>	544
<b>27. Regional General Management Job Family</b>	546
<b>a. Area Director/Manager Position</b>	548
<b>b. Regional Vice President Position</b>	550
<b>28. Science Job Family</b>	552
<b>a. Research Analyst Position</b>	554
<b>b. Research Assistant Position</b>	556
<b>c. Research Director Position</b>	558
<b>d. Research Manager Position</b>	560
<b>e. Scientific Program Manager Position</b>	562
<b>f. Scientist Position</b>	564
<b>29. Volunteerism Job Family</b>	566
<b>a. Community Organizer Position</b>	568
<b>b. Volunteer Coordinator Position</b>	570
<b>c. Volunteer Director Position</b>	572
<b>30. Warehousing Job Family</b>	574
<b>a. Distribution Supervisor Position</b>	576
<b>b. Forklift Operator Position</b>	578
<b>c. Inventory Control Clerk Position</b>	580
<b>d. Inventory Control Manager Position</b>	582
<b>e. Order Picker Position</b>	584
<b>f. Shipping/Receiving Clerk Position</b>	586
<b>g. Warehouse Manager Position</b>	588
<b>V. Wage Conversion Tables</b>	590

# Introduction

## Developing the Survey

The 2025 Nonprofit Organizations Salary and Benefits Survey was designed to address the unique compensation and benefit practices of nonprofits in the U.S.A. Prior to developing the survey, extensive research was completed to ensure the survey reports would satisfy the needs of the nonprofit sector. The survey used a state-of-the-art online questionnaire to collect total cash compensation data on 330 nonprofit specific positions from entry-level to executive directors. Where possible, detailed benefits information was collected to cover plan costs, participation rates and eligibility for medical, dental, vision, life, disability, and retirement plans. More than 34 general benefit offerings from employee leave to telecommuting are covered as well. An executive benefits section provides additional information on these benefits and on employment agreements.

## Data Effective Date

Survey participants were asked to provide responses to all survey questions with data that was valid for their organization as of September 1st, 2024.

## Data Sources

Participation in the survey was open to all U.S. based nonprofit organizations with at least 1 full time employee working 30 or more hours per week. All Data within the 2025 Nonprofit Organizations Salary and Benefits Reports were 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 for their organization. No third-party data was used in this report.

## Data Confidentiality

All questionnaire data have been handled in the strictest confidence by Bluewater Nonprofit Solutions. The data within this report is presented in aggregate to protect the confidentiality of participating organizations. In the case where data specific to a particular organization 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 Data Collection

Data was collected through an online questionnaire on the Bluewater Nonprofit Solutions' website. Nonprofits were invited to complete the survey from September 9th through December 6th, 2024. Prior to completing the questionnaire, participants were asked to register and verify that they were authorized by their organizations to complete the survey.

## Survey Participation

Participation in the survey was promoted through a variety of channels. The NonProfit Times invited its subscribers to participate in the survey through a series of vehicles including email communications, social media, advertisements on its website, and print and electronic advertisements in its magazines, newsletters and publications. Bluewater Nonprofit Solutions promoted participation in the survey to its customers and other nonprofit organizations through emails, social media, 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 field of work (based on the classifications in the National Taxonomy of Exempt Organizations). These data are 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 28 job families. Job families are used to group relevant jobs together by functional area of responsibility (e.g., all jobs related to income development). The survey questionnaire made use of benchmark jobs during the - Position Code: matching process to accommodate the many differences between the size, field, and programs offered by various 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. They were instructed to enter data for full-time employees only and to match each employee 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 Code: entry page were mandatory to ensure data completeness. Participants were given the option to enter the - Position Code: title used by their organization.

Organizations that completed the survey by the deadline were provided a complimentary 2025 Nonprofit Organizations Salary and Benefits Report.

## **Understanding What Survey Responses Are Displayed**

The online survey questionnaire was designed with functionality and tools that helped survey participants provide accurate data. A series of business rules were 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 these survey participants' data as necessary.

Salary data was not collected for part-time positions. However, the data can be used as a starting point for determining part-time pay by calculating a percentage of the base salary amount reported in the data.

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 fewer than 5 organizations have provided a response. In cases where fewer than 5 responses are available, the data is still used for the aggregated data reporting in the Job Family and Operating Unit Compensation Costs & Practices reports.

### **Survey Responses Not Displayed**

Survey responses are displayed as a hyphen (-) in cases where data is not available or where an insufficient number of organizations provided a response to the survey question. In the case where a zero is displayed, this data should be considered valid and the response accurate.

### **Displaying Statistical Data (AVG, MIN, 25<sup>th</sup> PCTL, Median, 75<sup>th</sup> PCTL, MAX)**

The key statistical measures of Average (AVG), Minimum (MIN), 25<sup>th</sup> Percentile (25<sup>th</sup> PCTL), Median (50<sup>th</sup> PCTL), 75<sup>th</sup> Percentile (75<sup>th</sup> PCTL), and Maximum (MAX) are used to display data throughout the report. In cases where fewer 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.

Throughout the report, survey responses will be displayed as numbers unless otherwise indicated by the use of a percentage (%) or dollar (\$) sign.

## Overview of Survey Participants

### Characteristics of Participating Organizations

This section provides information about the 856 nonprofit organizations that completed the 2025 Nonprofit Organizations Salary and Benefits Survey. These organizations provided detailed information on benefit practices and compensation data on 243 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.

Full-Time Employees	Number of Organizations
1-10	392
11-25	200
26-50	114
51-100	67
101-200	38
201 or more	45

Field of Work	Number of Organizations
Human Services	358
Public, Societal Benefit	149
Arts, Culture, and Humanities	93
Health	72
Environment and Animals	68
Education	49
Religion Related	28
Mutual, Membership Benefit	20
International, Foreign Affairs	10
Unknown, Unclassified	9

Operating Budget	Number of Organizations
Less than \$499,999	119
\$500,000 - \$999,999	112
\$1,000,000 - \$2,499,999	212
\$2,500,000 - \$4,999,999	144
\$5,000,000 - \$9,999,999	122
\$10,000,000 - \$24,999,999	92
\$25,000,000 - \$49,999,999	32
\$50,000,000 or more	22

Geographic Region	Number of Organizations
Northeast U.S.	261
Southeast U.S.	176
North Central U.S.	146
Northwest U.S.	141
South Central U.S.	82
Southwest U.S.	50

## Survey Participants

4KIDS of South Florida, Inc.  
5p- Society  
8th Amendment Project  
AAP  
Ability Beyond  
Ability Now Bay Area  
Achieva  
Adaptive Sports Center  
Adeodatus  
Adirondack Land Trust, Inc.  
AdkAction  
Administer Justice  
AdoptAClassroom.org  
Adult Learning Alliance Inc  
AERDF  
Affirming Texas Families Services  
Aha Childcare  
AIDSNET INC  
Alabama Network of Family Resource Centers  
Alaska Conservation Foundation  
Alcoholism Center For Women, Inc.  
All God's Children, Inc.  
Alleghenies Unlimited Care Providers  
Alliance for Affordable Energy  
ALPHA CHI RHO FRATERNITY  
Alpha Grand Rapids  
Alzheimer & Parkinson Association of IRC  
Alzheimer's Association  
Alzheimer's San Diego  
Amberly's Place  
American Academy of Diplomacy  
American Association of Birth Centers  
American Booksellers Association  
American Cancer Fund  
American College of Emergency Physicians  
American Foundation for Children with AIDS  
American Friends of Statens Museum for Kunst  
American Geosciences Institute  
American Horse Council  
American Institute of Building Design  
American Kidney Fund  
American Society for the Prevention of Cruelty to Animals (ASPCA)  
American Swedish Historical Museum  
Anchor Point  
Animal Humane Society  
Animal Shelter Inc  
AOBA Educational Foundation  
ARI of Connecticut, Inc.  
Arizona Bar Foundation  
Armstrong County Community Foundation  
Arnold and Mabel Beckman Foundation  
Arrupe Neighborhood Partnership  
Art Reach of Mid Michigan  
Arts Fifth Avenue  
Ascend - Leadership Through Athletics  
Asheville Poverty Initiative  
Asian Immigrant Women Advocates  
Aspire Institute, Inc  
Association for Contextual Behavioral Science  
Association of Florida Colleges  
Association of Schools and Colleges of Optometry (ASCO)  
Audubon International  
Autism Society of North Carolina  
Axess Family Services, Inc.  
Baylor Oral Health Foundation  
BBBS  
Beaches Fine Arts Series, Inc.  
Beaver Creek Wetlands Association  
Bell Socialization Services, Inc.  
Benedict Center, Inc.  
Bergen Volunteer Medical Initiative, Inc  
Best Christian Workplaces (BCW)  
Beyond Hunger  
Bhutanese Community Association of Pittsburgh (BCAP)  
Big Brothers Big Sisters of SLO County  
Big Brothers Big Sisters of the Lehigh Valley  
Big Brothers Big Sisters Twin Cities  
Big Reuse  
Birmingham Bloomfield Art Center  
Blaine County Hunger Coalition  
Bluff Strokes Art Center  
Bluum, Inc.  
BookSpring  
Bosma Enterprises  
Boys & Girls Clubs of Hartford  
Boys & Girls Clubs of Southeast Arkansas  
BRAC USA  
Bradford House Historical Association  
Brain Injury Center of Ventura County  
Branch Brook Park Alliance  
Brantwood Children's Home  
Breakthrough Urban Ministries  
Breckenridge Outdoor Education Center  
Bridge Youth Center  
Brighton Center  
Britt Music & Arts Festival  
Broadscope Disability Services  
Brooklyn Boatworks



Brooklyn Bridge Park Conservancy  
 Bucks County Association for the Blind and  
 Visually Impaired  
 Building One Community  
 Bundled Arrows Inc  
 Burlesque Hall of Fame  
 Business Outreach Center Network  
 Button Hole  
 BVU: The Center for Nonprofit Excellence  
 C5 Youth Foundation of Southern California  
 California Agricultural Aircraft Association  
 California Lutheran University, Center for  
 Nonprofit Leadership  
 California State Parks Foundation  
 CalNonprofits  
 Camp Fire Patuxent Area Council  
 Camp Holiday Trails  
 Camp Stella Maris  
 Cancer Support Community-SFBA  
 Carefree Cave Creek Chamber of Commerce  
 CareLink  
 Caring People Alliance  
 CaringWorks, Inc.  
 Carolinas Cornerstone  
 Carrie Estelle Doheny Foundation  
 CASA for Children  
 CASA of Baltimore County, Inc.  
 CASA of Kosciusko County, Inc.  
 CASA of Northwest Arkansas  
 Cascade Employers Association  
 Catholic Charities of Dallas  
 Cats Haven, Ltd  
 CCAHT  
 Celiac Disease Foundation

Centennial Park Conservancy  
 Center for Addiction Treatment  
 Center for Climate and Energy Solutions  
 Center for Climate Integrity  
 Center for Health and Learning  
 Center for Rural Strategies  
 Center for World Music  
 Central Adirondack Partnership for the 21st  
 Century Inc.  
 Central Association of the Miraculous Medal  
 Central India Christian Mission  
 Centro Multicultural La Familia, Inc.  
 Cerebral Palsy Association of Chester County  
 CFK Africa  
 Challenge America  
 Challenge Detroit  
 Challenged Athletes Foundation  
 Charles and Helen Schwab Foundation  
 Charles County Charitable Trust  
 Charles Settlement House  
 Charles Simeon Trust  
 Chattanooga-Hamilton County Medical  
 Society and Medical Foundation of  
 Chattanooga  
 Chef Ann Foundation  
 Chicago Humanities  
 Chicagoland Construction Safety Council  
 Child Advocates of Fort Bend  
 Child CarePartners  
 Child Crisis Arizona  
 Childcare Resources of Indian River, Inc.  
 Childkind Inc  
 Children and Family Services Center  
 Children's Home Society of Florida

Children's Hospitals Neonatal Consortium  
 Children's Meeting House Montessori School  
 Children's Rights  
 ChildSafe Colorado, Inc.  
 Chinese-American Planning Council, Inc.  
 Chosen People Ministries, Inc.  
 Christ House  
 Christian Life Resources  
 Christian Missions in Many Lands Inc.  
 Christina Cultural Arts Center  
 ChristWay Community Church  
 Church Housing Corp.  
 Cincinnati Landmark Productions  
 Cinematique of Daytona  
 City of Wildwood, Florida  
 City Union Mission  
 Cleveland Manor  
 Cleveland Mediation Center  
 Coalition for National Trauma Research  
 Collat Jewish Family Services  
 College Settlement  
 Colorado Judicial Institute  
 Columbus House Inc.  
 Comic Book Legal Defense Fund  
 Communities In Schools of Brunswick County  
 Communities In Schools of Eastern PA  
 Community Action Partnership for Dutchess  
 County, Inc.  
 Community Council Health Systems  
 Community First Solutions  
 Community Foundation of the Eastern Shore,  
 Inc.  
 Community Fund Ohio  
 Community Guidance Center

Community Involved in Sustaining Agriculture  
 Community Service Programs of West  
     Alabama  
 Como Park Lutheran Church  
 COMPASS Science Communication, Inc.  
 Concentric Development Inc.  
 Concern America  
 Connecticut Foodshare, Inc  
 Connecticut Junior Republic  
 Connecting Champions  
 Conservation Colorado  
 Consumer Attorneys of San Diego  
 Cookson Hills Christian School, Inc.  
 Cornerstone Renter Equity  
 Corporation for a Skilled Workforce  
 Cottage Theatre  
 Council on Families in Crisis, Inc  
 Court Appointed Special Advocates of New  
     Hampshire, Inc.  
 Creative Capital Foundation  
 CREW Land & Water Trust  
 Crossroads4Hope  
 CultureSource  
 Curry Public Transit Inc  
 Dallas Children's Advocacy Center  
 Danbury Animal Welfare Society  
 Deaf Hearing Communication Center  
 Delta Health Alliance  
 Democracy 21 Education Fund  
 Dental Assisting National Board  
 Detention Watch Network  
 Detroit Institute of Arts  
 Developmental and Disability Services  
 Donkey Mill Art Center

Double Helix Corporation dba KDHX  
     Community Media  
 Douglas-Hart Foundation  
 Dougy Center  
 Driftless Area Land Conservancy  
 Eagle Ranch, Inc  
 East Bay Center for the Performing Arts  
 Eastern Nebraska Community Action  
     Partnership-Sarpy County Office  
 Easterseals Florida, Inc  
 Easterseals Redwood  
 Ebenezer Child Care Centers  
 EBR Council on Aging  
 EcoAdapt  
 Education Law Center-PA  
 Edward Street  
 Elim Christian Services  
 Elizabeth's New Life Center  
 Embassy Theatre Foundation, Inc.  
 Emily Krzyzewski Center, Inc  
 Emily Whitehead Foundation  
 Emma Bowen Foundation  
 Endangered Languages Project  
 Endeavor Foundation, Inc.  
 Enterprise Wireless Alliance  
 Environmental and Energy Study Institute  
 Epilepsy Foundation of NENY, Inc.  
 Esperanza Ministries dba Casa del Lago  
 Everybody Matters  
 Executive Service Corps of New England, Inc.  
     dba Empower Success Corps  
 Eye Thrive  
 Fairfax County Park Foundation  
 Families First

Families First in Essex County, Inc.  
 Families Rising  
 Family Abuse Center, Inc  
 Family Guidance Centers  
 Family Promise of Morris County  
 Family Promise, Inc.  
 Family Service of the Piedmont, Inc.  
 FamilyForward  
 Fargo-Moorhead Area Foundation  
 Fayette County Community Action Agency  
 Federal Employee Education & Assistance  
     Fund  
 Feed the Hunger, Inc.  
 Fifth Avenue Committee  
 Fines and Fees Justice Center  
 Firewall Centers, Inc.  
 Fisherman's Mark  
 Florida Catholic Conference, Inc.  
 Food Bank of the Rockies  
 Food Share  
 Footsteps Inc  
 Forget Me Not Children's Services  
 Foundation of Shalom Park  
 Four Diamonds  
 Free Press  
 Friends and Foundation, St. Helena Public  
     Library  
 Friends of Fondation de France  
 Friends of Scotchman Peaks Wilderness  
 Friends of the Animal Center Foundation  
 Friends of the Future  
 Frisco Family Services  
 FSRC  
 Future Forward, Inc.

Garden of Prayer Youth Center  
 Gastineau Human Services Corporation  
 Gathering Ground  
 GCT  
 Georgia Mountain Women's Center, Inc.  
 Girl Scouts of the Green and White Mountains  
 Girls Inc. of Tarrant County  
 Girls on the Run Greater Houston  
 Gleaners Food Bank of Indiana  
 Global Arts Live  
 Global Glimpse  
 Global Impact Investing Network, Inc.  
 Gloucester Mathews Care Clinic  
 God's Pantry Food Bank  
 Golden Crescent Habitat for Humanity  
 Goodwill of North Georgia  
 Grand Rapids Community Foundation  
 Grand Staircase Escalante Partners  
 Grand Street Settlement, Inc.  
 Grapevine Relief and Community Exchange  
 (GRACE)  
 Great Marriages for Sheboygan County  
 Greater Wasilla Chamber of Commerce  
 greater:SATX  
 Green Empowerment  
 Greer Relief & Resources Agency, Inc.  
 Groundwork USA  
 Growing Hope  
 Gulf Coast Teaching Family Services, Inc.  
 Habitat for Humanity of Ventura County, Inc.  
 Habitat for Humanity South Carolina  
 HACE  
 Hale Opio Kauai Inc  
 Hampton Roads Refugee Relief

HandsOn New Orleans  
 HandsOn River Region  
 HARC, Inc.  
 Have Justice Will Travel  
 Hawaii State Golf Association  
 Hawaii Youth Services Network  
 Healing to Action  
 Health Partners Free Clinic  
 Health Volunteers Overseas  
 HealthHIV  
 Healthy Chesapeake, Inc.  
 Heart for Africa, Inc.  
 Hearts & Minds Activity Center  
 Helpingnonprofitsthive  
 HFUW  
 Hidden Halos Kingdom Assets, Inc.  
 Hire Heroes USA  
 Homer-Cortland Community Agency dba CNY  
 Living History Center  
 HomeSafe  
 Hope Floats Foundation  
 Horizons National  
 Housing For Communities, Inc  
 Housing On Merit  
 Houston's Capital Investing in the  
 Development and Employment of Adults,  
 Inc.  
 HudsonAlpha Institute for Biotechnology  
 Hudson-Webber Foundation  
 Human Services Center  
 Human Services Coalition of Tompkins  
 County  
 Human Services Council of New York  
 Human Services Network of Colorado

Humane Society of Manatee County  
 Huntington Arts Council  
 Idealist.org  
 I-LEAD  
 Illinois Chapter American Academy Pediatrics  
 Indian Lake Theater  
 Indianapolis Shakespeare Company  
 Indigenous Education, Inc.  
 inewsource  
 Innovation Portal  
 Innovative Solutions for Disadvantage and  
 Disability Inc  
 Institute for Free Speech  
 Integrate Autism Employment Advisors Inc.  
 Interfaith Action of Greater Saint Paul  
 Interfaith Food Center  
 International Campaign for Tibet  
 International Christian Embassy Jerusalem  
 USA Inc  
 International Festivals & Events Association  
 International Studio & Curatorial Program  
 Iowa FFA Foundation  
 IVCAN DO  
 J Walter Cameron Center  
 Jackson County CASA  
 Jane Addams Resource Corp  
 Jewish Community Foundation of San Diego  
 Jewish Foundation for Group Homes dba  
 Makom  
 Johnston Lee Harnett Community Action, Inc.  
 Jones Center  
 Joshua M Freeman Foundation  
 Journal of Bone & Joint Surgery, Inc.  
 Just Neighbors Ministry

Kansas City Indian Center  
Katy Christian Ministries  
KCEOC Community Action Partnership  
Keep Manatee Beautiful  
Ken's Krew Inc  
Keshet Dance Company and Center for the  
Arts  
KickStart International Inc  
Kidney Foundation of Ohio  
KIDS Center  
Kinexus Group  
Kinfolk Tech Foundation  
Kootenai Health Foundation Inc  
Kurt Weill Foundation for Music  
Lake Erie Nature & Science Center  
Land Trust Alliance of British Columbia  
Laurel Hill Center  
Lawyers Concerned for Lawyers  
Lazarus House  
Le Jardin Community Center, Inc.  
Lead For America  
LEAD with Horses  
Leadership Council for Nonprofits  
LeadingAge, Inc.  
Learning Grove  
Learning Is For Tomorrow, Inc  
Leave No Trace Center for Outdoor Ethics  
Lebanon Opera House  
Legacy 166  
Legacy Endowment  
Legacy International  
Legal Services of the Hudson Valley  
LeMay-America's Car Museum  
Let Grow, Inc

Liberty Center of Sandusky County  
Liberty Resources, Inc.  
Life Choices Rowan  
Life Link III  
LifeSong, Inc.  
Link Global  
Linn Benton Lincoln Health Equity Alliance  
Lollypop Farm Humane Society of Greater  
Rochester  
Lone Star Legal Aid  
Long Island Coalition for the Homeless  
Lorelei Ensemble, Inc  
Loudoun Volunteer Caregivers  
Maddie's Fund  
Madison Area CLT Corp  
Makom Community  
Mandolin Foundation  
Many Hands for Haiti  
Margaret P. Muscarelle CDC  
Marin Shakespeare Company  
MarineLab/Marine Resources Development  
Foundation  
Mark Morris Dance Group  
MarriageTeam  
Martin De Porres  
Maryknoll Mission Association of the Faithful,  
Inc  
Mass Water Works Association  
Massachusetts Education and Career  
Opportunities Inc.  
Massachusetts Public Health Association  
Maternal and Child Health Access  
Maui Cancer Resources  
McDonald Agape Foundation

McKinley Presidential Library & Museum  
Meadowlands Transportation Brokerage  
Corporation dba EZ Ride  
Meal on Wheels People  
Meals on Wheels for Fort Collins  
Meals on Wheels of Chester County  
Mechanicville Area Community Services  
Center (MACSC)  
Mental Health America in Montgomery  
Merola Opera Program  
Metropolitan Organization to Counter Sexual  
Assault (MOCSA)  
Metrowest Legal Services, Inc.  
Michigan Biosciences Industry Association  
Michigan Federation for Children and Families  
Middle East Children's Alliance  
Millicent Rogers Museum  
Milwaukee Youth Symphony Orchestra  
Minnesota Alliance With Youth  
Minnesota Justice Foundation  
Miriam School and Learning Center  
Mission Blue  
Mission Increase Foundation  
MissionSAFE: A New Beginning, Inc.  
Mixon-Clayton BridgeBuilders Memorial  
Foundation  
Model T Ford Club of America  
Modern Language Association  
Mohonk Preserve  
MOKA Corporation  
Moncus Park  
Monroe Harding Inc  
Montana Coalition Against Domestic & Sexual  
Violence

Montford Park Players  
Morristown Partnership  
Mount St. Joseph Convent  
Mountain West Mothers' Milk Bank  
Museum of Glass  
Music Forward Foundation  
Mychals Learning Place  
Myhre Syndrome Foundation  
Mystic River Watershed Association  
NAF  
NAPNAP  
Nashville Diaper Connection  
National Assembly of State Arts Agencies  
National Association of Free & Charitable Clinics  
National Ataxia Foundation  
National CAPACD  
National Children's Advocacy Center  
National Committee on US-China Relations  
National Math Stars  
National Park Trust, Inc.  
Native Governance Center  
National Association Counsel Children  
Natural Communities Coalition  
Navy League of the United States - Philadelphia Council  
NC League of Conservation Voters Foundation  
NE FL Women Veterans  
Nebraska Firefighters Foundation  
Neighborhood Concepts, Inc.  
NeighborWorks Toledo Region  
Nest

NET Institute - Center for Addiction and Recovery Education  
New England Foundation for the Arts  
New Hampshire Coalition Against Domestic and Sexual Violence  
New Jersey Future, Inc.  
New Life Center  
New York Foundation  
New York Lawyers for the Public Interest  
New York Wine and Grape Foundation  
Newport Beach Public Library Foundation  
Nicholas Center LTD  
Nocona Chamber of Commerce  
Nomi Network  
Nonprofit Finance Fund  
Nonprofit Leadership Alliance  
North American Land Trust  
North American Quitline Consortium  
North Central Sight Services, Inc.  
North Penn YMCA  
Northern Illinois Center for Nonprofit Excellence (NICNE)  
Northern Regional Center for Independent Living, Inc.  
Northwest Maritime  
NoticeAbility  
Nourishing Hope  
Nurses for Newborns  
NxtStep Network  
NYC Bird Alliance  
Oasis A Haven for Women and Children, Administration  
Oasis for Girls  
Odyssey Writing Workshops Charitable Trust

Ohio County Family Resource Network  
Ohio Museums Association  
OK Center for Nonprofits  
Oklahomans for Criminal Justice Reform, Inc.  
Omni Youth Programs  
One Acre Fund  
One Heart Project  
One Roof  
Onslow Community Outreach  
Open Books  
Open Door Mission  
Open Hands Legal Services  
OPEN HEARTH, INC.  
Open Minds Align Foundation  
Open Table Ministry, Inc.  
OpenAQ  
Operation HOPE  
Oregon Humane Society  
Oregon Resource Association  
Organic Farming Research Foundation  
Organization for Autism Research  
Origin SC  
Orphan Relief and Rescue  
Orpheus Chamber Singers, Inc.  
Our House  
Our Minds Matter  
Outrigger Duke Kahanamoku Foundation  
Oxford Area Historical Association  
PA Breast Cancer Coalition  
Palm Springs Opera Guild  
Parasol Tahoe Community Foundation  
ParentChild+ Inc.  
Parks & People  
Partners for Potential, Inc.

PathwaysPA  
Paws4ever  
Peace Gospel International, Inc.  
PediPlace  
Peer Power Foundation  
Pennsylvania Assistive Technology  
Foundation  
Person to Person  
Petra Community Housing  
Pets on Wheels  
Phoenixville Community Health Foundation  
Physicians for a National Health Program  
Piano Cleveland  
Pickup Soccer Inc  
Pieces Peaces  
Pike School of Art — Mississippi  
Pine Castle, Inc.  
Pinson Hospital Hospitality House  
Pioneer Valley Habitat for Humanity  
Plant Based Foods Association  
Plant Chicago  
Playback Memphis  
Playhouse on the Square  
Pollinator Partnership  
Ponce Inlet Lighthouse Preservation Assoc.  
Inc.  
Poor Handmaids of Jesus Christ  
Poweshiek Iowa Development (Pow I80)  
PPR  
Pratham USA  
Presbyterian Children's Homes and Services  
Preservation of Egyptian Theatre, Inc.  
Pretend City Children's Museum

Prevention and Resiliency Services, Inc.  
(PARS)  
Pride Northwest Inc  
Prodisee Pantry, Inc  
Project Apis m.  
Project Open Hand  
Project: VISION, Inc  
ProLiteracy Worldwide  
Prosperity Unlimited, Inc.  
Public Education Foundation  
Pui Tak Center  
Ragamala Dance Company  
Read to a Child, Inc  
Read to Them  
Reality Changers  
RECOVER HOPE INC  
Reimagine Justice Illinois  
Remote Area Medical Organization  
Renew Theaters, Inc.  
Rescue America  
Resilience Education  
Resilient Retreat, Inc.  
Responsibility.org  
Ridgway Chautauqua Society  
Right To Be  
Right to Life of Michigan  
Rising Light Arts  
Riverkeeper, Inc.  
Riverside Art Museum  
Roaring Fork Outdoor Volunteers  
Rockland Conservatory of Music  
Rocky Mountain Youth Corps  
Ronald McDonald House Charities of Norfolk  
Rosedale Bible College

Rosemary Farm Sanctuary, inc.  
Row New York, Inc.  
RUPCO, Inc  
Rye YMCA  
Sacred Heart School  
Safe Passage  
Saint Joseph High School  
Salem Art Association  
Samaritan Counseling Center Hawaii  
Samaritan Counseling Center of the Fox  
Valley Inc.  
San Diego Children's Discovery Museum  
San Francisco Jazz Organization  
Sana Healing Collective  
Save the Chimps  
Save The Music Foundation  
Schoolhouse of Wonder  
SDM Foundation Inc  
Senior Adult Activity Center of the Phoenixville  
Area  
Senior Center of Boulder City, Inc  
Senior Center of South Pearl River County  
Senior Resources of Freeborn County  
Senior Services for South Sound  
Seven Valleys Health Coalition  
Severson Dells Education Foundation  
Share Fund, Inc.  
Shelter Care Ministries  
Shelterhouse  
Shepherd's Center of Greater Winston-Salem  
Shine Global Inc  
Shippensburg Area Chamber of Commerce  
Short Term Emergency Aid Committee  
Sikh Research Institute



Silver Lining Mentoring  
 Sisters of St. Dominic  
 Sisters of St. Joseph  
 Sisters Place, Inc.  
 Social Current  
 sojourn collegiate ministry  
 Sojourner House  
 Somebody Cares America  
 South Buffalo Community Association  
 South Carolina Appleseed Legal Justice  
 Center  
 Southern Exposure  
 Special Olympics Maryland, Inc.  
 Special Olympics PA  
 SPOON  
 SST Nonprofit Services  
 St Joseph's Academy  
 Stand with Trans  
 STARS Nashville  
 Staten Island Board of Realtors, Inc.  
 STOP THE ADDICTION FATALITY EPIDEMIC  
 (SAFE) Project  
 Strong Like AK  
 Stupid Cancer, Inc.  
 Sudbury Valley Trustees  
 Summerhouse Houston  
 Sunflower House, Inc.  
 Sunriver Music Festival  
 Surplus Line Association of Illinois  
 SVARA  
 Tanglewood Community Nature Center, Inc  
 Teatown Lake Reservation Inc.  
 Teen Lifeline, Inc  
 Tennessee Baptist Mission Board

TennGreen Land Conservancy  
 Texas Interscholastic League Foundation  
 The Albin Polasek Museum & Sculpture  
 Gardens  
 The Alliance for Community Solutions  
 The American Morgan Horse Association  
 The Arizona Humane Society  
 The Ashokan Center  
 The Association for Frontotemporal  
 Degeneration  
 The Baby Fold  
 The Berkshire Bach Society  
 The Bridge Family Center Inc.  
 The Centurions  
 The Changemaker Initiative  
 The Charles C. Matthews Foundation  
 The Children's Center  
 The Children's Inn at NIH  
 The Chromosome 18 Registry & Research  
 Society  
 The Delores Project  
 The Elizabeth River Project  
 The Episcopal Actors' Guild of America, Inc.  
 The Eudists - Congregation of Jesus and Mary  
 The Goodell Project dba Goodell Gardens &  
 Homestead  
 The Grace Message  
 The Hope Center KC  
 The Icla da Silva Foundation  
 The International Council on Clean  
 Transportation  
 The Jesse Helms Center Foundation  
 The Korea Society  
 The Last Mile

The Lockman Foundation  
 The Mardan Foundation of Educational  
 Therapy, Inc.  
 The Mental Health Association in NJ  
 The Michael O'Neal Singers  
 The Neurodiversity Alliance  
 The Oxalosis and Hyperoxaluria Foundation  
 The Protein Society  
 The Red Shoes  
 The Rescue Mission  
 The Rosendin Foundation  
 The Rotary Foundation  
 The Sailors' Snug Harbor  
 The Salvation Army of Wisconsin & Upper  
 Michigan  
 The Society of Saint Andrew, Inc.  
 The Spirit Horse Ranch Inc  
 The Synergos Institute  
 The Utility Reform Network  
 The Vegetarian Resource Group  
 The Village Legal and Community Project  
 The Water Project, Inc.  
 The Wellhouse  
 The Welman Project  
 The Word For The World USA  
 The WOW Center  
 Third Sector New England, Inc. (dba TSNE)  
 Thrive  
 Thrive Alabama  
 Thrive Alliance  
 THRIVE Peninsula, Inc.  
 Tiger Athletic Foundation  
 Tohono Chul Park  
 Trailnet Inc

Transition Services, Inc.  
Transportation Riders United  
Travis Manion Foundation  
Treasure Coast Food Bank  
Trees Atlanta  
Trees, Water & People  
Trees, Water and People  
Trellis for Tomorrow  
Trinity Kids  
Turner Syndrome Society of the United States  
Tuscaloosa SAFE Center  
Twende Solar  
Twin Lakes Bible Camp  
UCP Central PA  
Undiagnosed Diseases Network Foundation  
United Military Care  
United to Learn  
United Way Massachusetts Bay  
United Way of Broome County, Inc.  
United Way of Central and Southern Utah  
United Way of Greater Baytown Area &  
Chambers County  
United Way of Greater Chattanooga  
United Way of Hunterdon County  
United Way of Kaw Valley  
United Way of Stanislaus County  
United Way of the Columbia-Willamette  
United Way Quad Cities  
Unyeway, Inc.  
Upper Ohio Valley Sexual Assault Help  
Center, Inc.  
UrbanLife  
US Capitol Historical Society

Utah Valley Family Support Center, Inc. dba  
Family Haven  
Valley Art Center, Inc.  
Vehicles for Change  
Verified Voting Foundation  
Veterinarians without Borders USA  
Via of the Lehigh Valley  
Village Preservation  
Virginia War Memorial Foundation  
Volunteers Improving Neighborhood  
Environments, Inc.  
Volunteers of America, Inc.  
Volunteers of America, Utah  
Waikiki Business Improvement District  
Association  
Wake County Bar Association/Tenth Judicial  
District Bar  
Walker Area Community Foundation  
Warren Village, Inc.  
Warrior-Scholar Project  
Washington Area Humane Society  
Washington County Bar Association  
Washington County Community Foundation  
Waypoint  
WCHS  
Wellroot Family Services  
Wellspring Living  
West TN Healthcare Hope and Healing  
Foundation  
Western Catskills Community Revitalization  
Council, Inc.  
Westmoreland County Historical Society  
Whatcom Community Foundation  
Whatcom Dispute Resolution Center

Whatcom Million Trees Project  
Whidbey Island Center for the Arts  
Whidbey-Camano Land Trust  
Wildcoast  
Wilderness Awareness School  
Will Geer Theatricum Botanicum  
Winnetka Community House  
Wisconsin Early Childhood Association  
Wisconsin Evangelical Lutheran Synod  
Kingdom Workers, Inc.  
Wisdom Financial Ministries  
Wissahickon Trails  
Women and Girls Fund of Waukesha County  
Inc  
Women In Need  
Women of the World  
Women's Cancer Resource Center  
Women's Fund of Rhode Island  
Women's Independence Scholarship Program  
Inc.  
Women's Information Service, Inc. (WISE)  
Women's Way  
Woodstock School of Art  
Work Activity Center dba Ability Inclusion  
Services  
Workforce Investment Board Herkimer  
Madison Oneida  
Workforce Professionals Training Institute  
WorkLife Partnership  
World Neighbors, Inc.  
Wrethinking, the Foundation  
Write the World  
Young Audiences of Virginia, Inc.  
Youth Action Programs and Homes, Inc.

Youth Evangelism Association  
Youth Haven  
YWCA Central Massachusetts  
YWCA Columbus  
YWCA Hamilton  
YWCA Hanover  
YWCA Hartford Region  
YWCA of Niagara, New York, Inc  
YWCA White Plains and Central Westchester  
Zonta International  
Zora's House Inc

SAMPLE

# Guide to Locating and Using the Report Data

## Changes in Data from 2023 to 2025

Each section within the report contains a table that shows changes in the data for each field from 2023 to 2025. This table gives the user a quick snapshot of the changes and possible future data trends for each area of information. Each positive or negative number shows the percentage change in the data from 2023 to 2025. A hyphen (-) is displayed when comparable data is not available from the previous year. All results presented in this table represent the nationwide average for the data (shown as, All Organizations). Below is a sample report section showing what the table looks like, and how the results will be displayed.

### Foundation Program Officer -- Position Code: 14002

#### Detailed Analysis

Scope		Base Salary					Bonus				Total Cash Compensation								
Geographic Region	# of Full Time EMPs	# of Years	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	
				02	32	32	39	00	13	00	00	00	00	00	00	00	00	00	00
All Organizations	39	1	6.5	\$101,370	\$60,000	\$73,656	\$97,000	\$112,502	\$182,950	35.90%									\$193,450

This section of each report shows how the data has changed from 2023 to 2025.

Each field in this report will display the positive or negative percentage change in the data from 2023 to 2025.

### Changes in Data from 2023 to 2025

The report below shows how the data has changed in each field from 2023 to 2025. A positive percentage represents a number that has increased in value from 2023 to 2025. A negative sign represents a number that has decreased in value from 2023 to 2025. This symbol ">" will be used whenever a positive percentage change is greater than 100 percent. A hyphen (-) is displayed when comparable data is not available.

Scope		Base Salary					Bonus				Total Cash Compensation							
# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	
			All Organizations	-27.14%	64.76%	39.73%	> 100%	36.40%	49.23%	22.27%	30.68%	-7.26%	14.29%	> 100%	78.58%	41.34%	> 100%	34.53%

## Finding and Using the Compensation Data

This section will help you understand what information is available within the compensation reports and where to find it. Each report section presents unique information that can be used to quickly assess market competitiveness and benchmark compensation practices. The compensation data is organized and displayed through four different reports. When used in combination, the report sections provide a comprehensive view of compensation practices throughout all levels of an organization.

### Quick Guide to the Compensation Report Sections

Type of Information Needed	Where to Find the Information
✓ Salary and bonus information for a single position	<ul style="list-style-type: none"> <li>• Individual Job Title Reports</li> </ul>
✓ Compensation data for a department or group of related positions	<ul style="list-style-type: none"> <li>• Job Family Reports</li> </ul>
✓ Compensation data for all positions within the organization	<ul style="list-style-type: none"> <li>• Operating Unit Compensation Costs &amp; Practices Report</li> </ul>
✓ Employee data and compensation practices for the whole organization	<ul style="list-style-type: none"> <li>• Employee Turnover &amp; Salary Increases Report</li> </ul>

The information available within each report section is presented by multiple views to allow for easy comparisons against relevant peer organizations by geographic location, operating budget, or field of work. Each compensation segment below contains a brief description of the information available within the report section. Look for the [Suggested Uses for the Data](#) component for recommendations and guidance on how the data might be used for comparison purposes.

### Individual Job Title Reports

Individual Job Title reports provide base salary, bonus information, and total cash compensation data for a specific position title. Each report includes:

- Benchmark Job Description Used for the Position
- Total Number of Organizations Reporting Data for the Position
- Average Number of Full-Time Employees within the Position
- Average Number of Years Employed with the Organization
- Base Salary Compensation Statistics
- Percentage of Organizations Offering Bonus Pay
- Percentage of Employees Receiving Bonus Pay
- Maximum Bonus Offered
- Average Bonus Pay Received
- Total Cash Compensation Statistics

### ***Suggested Uses for the Data:***

- ✓ Benchmark your organization's base salary or total cash compensation practices for a specific job title.
- ✓ Compare employee length of service for a specific position within your organization.
- ✓ Evaluate your organization's bonus or incentive pay practices for a particular position.
- ✓ Find comparable data to satisfy IRS Intermediate Sanctions documentation requirements for your organization's top executives.

## **Job Family Reports**

Job Family reports provide a department level view of compensation data for a group of related jobs. 26 unique Job Family Reports are displayed within the compensation section of the report. Each Job Family report includes:

- Listing of the Individual Position Titles Included within the Job Family
- Number of Organizations Reporting Data for the Job Family
- Number of Full-Time Employees within the Job Family
- Number of Years Job Family Employees have been with the Organization
- Total Cash Compensation Cost for each Employee within the Job Family
- Total Cash Compensation Cost Statistics for the Job Family
- Percentage of Job Family Total Cash Compensation Costs Comprised of Bonus Pay
- Percentage of Organizations Offering Bonus Pay to Job Family Positions
- Percentage of Employees within the Job Family Receiving Bonus Pay

### ***Suggested Uses for the Data:***

- ✓ Benchmark your organization's compensation costs for a department or group of related positions.
- ✓ Compare employee tenure within your organization at a department level.
- ✓ Evaluate your organization's incentive or bonus pay practices for a particular department.

## **Operating Unit Compensation Costs & Practices Report**

The Operating Unit report provides aggregated compensation data for all positions within an organization. Each report includes:

- Number of Organizations Reporting Data
- Number of Full-Time Employees within the Organization
- Number of Years Employees have been with the Organization
- Total Cash Compensation Costs for each Employee within the Organization
- Total Cash Compensation Cost Statistics for the Organization
- Percentage of Total Cash Compensation Comprised of Bonus Pay
- Percentage of Organizations Offering Bonus Pay
- Percentage of Employees Receiving Bonus Pay

### ***Suggested Uses for the Data:***

- ✓ Benchmark your organization's total compensation costs.
- ✓ Compare the organization's overall employee tenure and retention practices.
- ✓ Evaluate your organization's incentive or bonus pay practices.

## **Employee Turnover & Salary Increases Report**

This report section provides aggregated employee turnover & salary increase data at the organization level. Each report includes:

- Number of Organizations Reporting Data
- Number of Full-Time Employees within the Organization
- Number of Independent Contractors working for the Organization
- Percentage of Full-Time Exempt Level Staff
- Number of Part-Time Employees within the Organization
- Number of Years Employees have been with the Organization
- Full-Time Employee Turnover Statistics
- Annual Salary Increases for Prior Year
- Projected Salary Increases for Current Year

### ***Suggested Uses for the Data:***

- ✓ Benchmark your organization's full-time employee turnover.
- ✓ Analyze the organization's mix of exempt versus non-exempt employees.
- ✓ Compare the organization's projected and prior year annual salary increase practices.
- ✓ Evaluate the competitiveness of the organization's staffing model.

SAMPLE

## Report Presentation Views

The information within the report is presented by multiple reporting views to allow the user to quickly identify the most relevant data set for comparison. The following four distinct reporting views are used throughout the report to display the data: 1) Operating Budget, 2) Geographic Region, 3) Field of Work, and 4) Number of Employees. Each section within the report utilizes three of the available reporting views to present the data. The reporting views utilized are dependent upon the content and the relevance to the data being displayed. Each of the four reporting views contains predefined “bands” or subcategories that organize the display of the data. One additional aspect of each reporting view is the All Organizations row. The All Organizations row provides a summary of the data being displayed within each band of the reporting view. See the charts below for definitions of the bands displayed within the reporting views.

Geographic Region	States within the Region
<b>Northeast U.S.</b>	Connecticut, Delaware, Maine, Maryland, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, Vermont
<b>Southeast U.S.</b>	Alabama, District of Columbia, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Virginia, West Virginia
<b>North Central U.S.</b>	Illinois, Indiana, Iowa, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, Wisconsin
<b>South Central U.S.</b>	Arkansas, Louisiana, Missouri, Oklahoma, Texas, Kansas
<b>Northwest U.S.</b>	Alaska, California, Hawaii, Idaho, Montana, Oregon, Washington, Wyoming
<b>Southwest U.S.</b>	Arizona, Colorado, Nevada, New Mexico, Utah



<b>Operating Budget</b> (Organization Fiscal-Year Operating Expenses)
<b>Less than \$499,999</b>
<b>\$500,000 - \$999,999</b>
<b>\$1,000,000 - \$2,499,999</b>
<b>\$2,500,000 - \$4,999,999</b>
<b>\$5,000,000 - \$9,999,999</b>
<b>\$10,000,000 - \$24,999,999</b>
<b>\$25,000,000 - \$49,999,999</b>
<b>\$50,000,000 or more</b>

<b>Number of Employees</b> (Full Time Staff)
<b>1-10</b>
<b>11-25</b>
<b>26-50</b>
<b>51-100</b>
<b>101-200</b>
<b>201 or more</b>

<b>Field of Work</b>	<b>Sub-Categories</b>
Arts, Culture, and Humanities	Arts, Culture, and Humanities
Education	Educational Institutions
Environment and Animal	Environmental Quality Protection, Beautification Animal Related
Health	Health - General & Rehabilitative Mental Health, Crisis Intervention Disease, Disorders, Medical Disciplines Medical Research
Human Services	Crime, Legal Related Employment, Job Related Agriculture, Food, Nutrition Housing, Shelter Public Safety, Disaster Preparedness and Relief Recreation, Sports, Leisure, Athletics Youth Development Human Services
International, Foreign Affairs	International, Foreign Affairs, and National Security
Public, Societal Benefit	Civil Rights, Social Actions, Advocacy Community Improvement, Capacity Building Philanthropy, Voluntarism, and Grantmaking Science and Technology Research Institutes Social Science Research Institute Public, Society Benefit
Religion Related	Religion, Spiritual Development
Mutual/Membership Benefit	Mutual/Membership Benefit Organizations, Other
Unknown, Unclassified	Unknown

## Explanation of Data Fields Used

The sections within this report are laid out in a similar fashion throughout. The rows within each report segment the data by “bands” to allow the user to quickly identify the appropriate data point. The bands are a subset of each Reporting View (e.g., Geographic Region, Operating Budget, Field of Work, and Number of Employees). The Reporting View and related bands remain consistent and repeat throughout this report. The columns within the report are used to display the key report findings. Each data field column heading used within a report section has a precise definition that explains what information is being presented. Throughout the report, information will be displayed as numbers unless otherwise indicated by the use of a percentage (%) or dollar (\$) sign. Standard abbreviations are also used within the column data field headings. See the section below for more information about the abbreviations and data fields definitions used throughout this report.

## Data Field Abbreviations

In order to simplify the table headers used in this report, certain words were abbreviated throughout the report. Below is a list of the abbreviations used along with the definition of each.

- AVG (Average) - The result of dividing two or more values by the total number of values.
- COMP (Compensation) – Salary paid an employee for work performed.
- CTRB (Contribution) – Dollar amount employee or organization pays toward a specific employees benefit plan.
- CTRs (Contractor) – Independent contractors working for an organization.
- EMPs (Employees) – Persons working for an organization.
- EXEC (Executive) – Typically the senior most staff working for an organization.
- MAX (Maximum) – The highest value within the data set.
- MIN (Minimum) – The lowest value within the data set.
- ORGs (Organizations) – Individual nonprofit organizations.
- PCTL (Percentile) - A value on a scale of one hundred.
- % (Percentage) - A rate or proportion per hundred.
- # (Number) – The count of organizations.
- RCVNG (Receiving) – Employees who receive the benefit noted.

## Compensation Data Field Definitions

Data Field Name	Data Field Definition
<b># of Full-Time EMPs</b>	The average number of full-time employees being reported for the specific data set.
<b># of Independent CTRs</b>	The total number of independent contractors working for the organization.
<b># of ORGs</b>	The total number of organizations that provided a response for the data being reported.
<b># of Part-Time EMPs</b>	The average number of part-time employees being reported for the specific data set.
<b># of Years with ORG</b>	The average number of years an employee (s) has worked for the organization.
<b>% of Eligible EMPs RCVNG</b>	The average percentage of bonus eligible employees that have received a bonus or incentive payment within organizations that offer bonus/incentive pay.
<b>% of Exempt EMPs</b>	The average percentage of employees within an organization that are classified as being exempt from the Fair Labor Standard Act (FLSA).
<b>% of ORGs Paying</b>	The percentage of organizations paying a bonus or incentive in addition to base salary.
<b>% of TOTAL CASH COMP</b>	The average percentage of total cash compensation that is comprised of bonus or incentive pay.
<b>25th PCTL</b>	Represents the data value at the 25th percentile. In this case, 25 percent of all reported values are lower than this point and 75 percent of all reported values are higher than this point.
<b>75th PCTL</b>	Represents the data value at the 75th percentile. In this case, 75 percent of all reported values are lower than this point and 25 percent of all reported values are higher than this point.
<b>AVG</b>	Represents the statistical average for the reported data.
<b>AVG % Paid</b>	Of those organizations paying bonus or incentive pay, this field identifies the average percentage of base pay being given to employees within the position.
<b>Cost Per EMP</b>	The average total cash compensation cost of a full-time employee for the data being reported.
<b>Current Year Projection All Staff</b>	The current year projected average salary percentage increase for all staff within an organization.
<b>MAX</b>	Represents the highest value for the reported data.
<b>MAX % Payout</b>	For those organizations paying bonus or incentive pay, this field shows the maximum percentage of base salary that is offered to employees within the position.
<b>Median</b>	The exact middle point of the data. It is also referred to as the 50th percentile (the point at which 50 percent of the reported values are lower and 50 percent of the reported value reports are higher).
<b>MIN</b>	Represents the lowest value for the reported data.
<b>Prior Year All Staff</b>	The prior year average salary percentage increase for all staff within an organization.
<b>Prior Year EXEC Staff</b>	The prior year average salary percentage increase for executive level staff within an organization.
<b>Total Cash Compensation</b>	The combination of base salary and all bonuses or incentive payments made to an employee on an annual basis that would be considered W2 income to the employee.
<b>Total Cash Compensation Costs as a Percentage of the Operating Budget</b>	The percentage of an organization's operating budget that is comprised of total cash compensation expenses.

## Navigating the Report Using Bookmarks

This report utilizes the Adobe bookmark process. The bookmark hierarchy displayed in the navigation pane on the left-hand side of the page works like other graphical "trees." If there are bookmarks nested inside, the branch will be marked with a plus sign (+). Click on the plus sign to expand the branch and show the bookmarks at that level. If the branch is already expanded, it will be marked with a minus sign (-). Click on the minus sign to collapse the branch and hide the bookmarks from view.

When you select (click on) a specific bookmark, Adobe® Reader closes the navigation pane and automatically scrolls to that specific page within the document. You can then easily re-display the navigation pane by clicking on the "Show Navigation Pane" button in the toolbar.

SAMPLE

SAMPLE

## Compensation Section

# Administrative Assistant, Intermediate Level -- Position Code: 2001

## Detailed Analysis

Performs routine clerical and administrative functions such as drafting correspondence, scheduling appointments and travel, organizing and maintaining paper and electronic files, updating databases, or providing information to callers. Prepares and formats reports, presentations, program materials, and other documents as necessary using the full suite of office productivity software.

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 Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
\$500,000 to \$999,999	7	1	6.7	\$40,191	\$18,000	\$29,000	\$42,619	\$45,670	\$71,380	28.57%	100.00%	5.00%	3.71%	\$40,620	\$18,000	\$30,250	\$43,119	\$45,670	\$71,380
\$1,000,000 to \$2,499,999	29	1	4.9	\$50,367	\$16,000	\$45,000	\$50,000	\$58,000	\$89,000	20.69%	50.00%	10.00%	0.57%	\$50,436	\$16,000	\$45,000	\$50,000	\$58,000	\$89,000
\$2,500,000 to \$4,999,999	24	1	6.3	\$53,423	\$36,000	\$44,875	\$50,000	\$56,953	\$92,000	37.50%	66.67%	11.30%	2.32%	\$53,898	\$36,000	\$45,100	\$50,333	\$57,243	\$95,000
\$5,000,000 to \$9,999,999	14	1	5.9	\$50,664	\$37,440	\$43,848	\$45,650	\$53,000	\$74,160	14.29%	66.67%	5.00%	1.80%	\$50,731	\$37,440	\$44,293	\$45,817	\$53,000	\$74,160
\$10,000,000 to \$24,999,999	30	4	5.2	\$48,026	\$25,000	\$39,523	\$49,100	\$54,880	\$88,750	36.67%	81.82%	10.00%	1.31%	\$48,215	\$25,200	\$40,268	\$49,100	\$54,880	\$89,000
\$25,000,000 to \$49,999,999	13	3	4.9	\$41,942	\$20,000	\$35,860	\$42,000	\$45,400	\$71,500	38.46%	100.00%	10.00%	7.44%	\$42,997	\$20,000	\$36,600	\$42,000	\$47,400	\$71,500
\$50,000,000 or More	10	5	7.5	\$45,319	\$33,988	\$39,454	\$43,217	\$50,521	\$63,512	10.00%	100.00%	5.00%	2.72%	\$45,491	\$33,988	\$39,454	\$43,217	\$50,521	\$65,237
All Organizations	134	2	5.5	\$47,893	\$16,000	\$40,000	\$45,942	\$53,875	\$92,000	29.85%	73.33%	11.30%	2.38%	\$48,188	\$16,000	\$40,268	\$46,113	\$54,150	\$95,000

Scope				Base Salary						Bonus				Total Cash Compensation					
Field of Work	# of ORGs	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Education	7	3	11.1	\$54,296	\$38,900	\$44,587	\$55,700	\$60,650	\$75,000	42.86%	33.33%	3.00%	0.33%	\$54,382	\$38,900	\$44,587	\$55,700	\$60,950	\$75,000
Environment and Animals	9	1	3.7	\$49,782	\$20,800	\$43,680	\$51,000	\$55,000	\$74,160	22.22%	100.00%	5.00%	0.77%	\$49,854	\$20,950	\$43,680	\$51,000	\$55,000	\$74,160
Health	13	2	3.5	\$53,682	\$35,000	\$43,434	\$51,500	\$63,512	\$89,000	30.77%	75.00%	5.00%	2.62%	\$54,065	\$35,000	\$43,434	\$51,500	\$65,237	\$89,000
Human Services	58	3	5.9	\$43,556	\$22,000	\$37,625	\$43,000	\$50,000	\$71,500	27.59%	75.00%	10.00%	1.99%	\$43,769	\$22,000	\$37,625	\$43,478	\$50,000	\$71,500
International, Foreign Affairs	0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Public, Societal Benefit	28	2	3.7	\$51,252	\$16,000	\$43,968	\$49,800	\$57,153	\$88,750	32.14%	70.37%	11.30%	3.86%	\$51,734	\$16,000	\$43,968	\$51,645	\$57,528	\$89,000
Religion Related	7	1	5.2	\$44,275	\$18,000	\$32,063	\$50,000	\$53,900	\$70,000	28.57%	50.00%	2.00%	0.99%	\$44,418	\$18,000	\$32,063	\$50,000	\$54,400	\$70,000
Mutual, Membership Benefit	3	6	10.5	\$66,636	-	-	-	-	-	33.33%	100.00%	5.00%	3.26%	\$67,636	-	-	-	-	-
Unknown, Unclassified	2	2	8.0	\$44,200	-	-	-	-	-	50.00%	100.00%	4.41%	4.41%	\$45,200	-	-	-	-	-
All Organizations	134	2	5.5	\$47,893	\$16,000	\$40,000	\$45,942	\$53,875	\$92,000	29.85%	73.33%	11.30%	2.38%	\$48,188	\$16,000	\$40,268	\$46,113	\$54,150	\$95,000

# 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 Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
Northeast U.S.	45	2	5.4	\$48,217	\$16,000	\$42,619	\$50,000	\$55,173	\$92,000	35.56%	77.08%	11.30%	2.77%	\$48,666	\$16,000	\$42,999	\$50,000	\$55,173	\$95,000
Southeast U.S.	35	2	6.4	\$46,370	\$18,000	\$38,000	\$45,000	\$50,300	\$88,750	40.00%	64.29%	3.50%	1.95%	\$46,655	\$18,000	\$38,250	\$45,000	\$50,333	\$89,000
North Central U.S.	24	2	5.8	\$47,750	\$32,100	\$42,218	\$44,845	\$52,375	\$71,380	8.33%	100.00%	10.00%	6.44%	\$47,984	\$32,100	\$42,218	\$45,930	\$52,375	\$71,380
South Central U.S.	10	4	5.8	\$42,448	\$18,000	\$34,100	\$39,095	\$52,118	\$70,000	30.00%	100.00%	10.00%	1.32%	\$42,618	\$18,000	\$34,475	\$39,095	\$52,118	\$70,000
Northwest U.S.	17	1	4.0	\$53,697	\$20,000	\$45,000	\$50,000	\$58,000	\$89,000	23.53%	50.00%	5.00%	1.47%	\$53,786	\$21,000	\$45,000	\$50,000	\$58,000	\$89,000
Southwest U.S.	3	2	2.3	\$47,173	-	-	-	-	-	33.33%	100.00%	3.00%	1.00%	\$47,373	-	-	-	-	-
All Organizations	134	2	5.5	\$47,893	\$16,000	\$40,000	\$45,942	\$53,875	\$92,000	29.85%	73.33%	11.30%	2.38%	\$48,188	\$16,000	\$40,268	\$46,113	\$54,150	\$95,000

## Changes in Data from 2023 to 2025

The report below shows how the data has changed in each field from 2023 to 2025. A positive percentage represents a number that has increased in value from 2023 to 2025, and a percentage with a negative sign represents a number that has decreased in value from 2023 to 2025. This symbol ">" will be used whenever a positive percentage change is greater than 100 percent. A hyphen (-) is displayed when comparable data is not available.

Scope			Base Salary						Bonus				Total Cash Compensation					
	# of Full Time EMPs	# of Years With ORG	AVG	MIN	25th PCTL	Median	75th PCTL	MAX	% of ORGs Paying	% of Eligible EMPs RCVNG	MAX % Payout	AVG % Paid	AVG	MIN	25th PCTL	Median	75th PCTL	MAX
All Organizations	-11.84%	12.44%	10.45%	6.10%	7.53%	9.38%	15.12%	-3.16%	-13.69%	-8.00%	-5.83%	-16.53%	10.11%	1.72%	8.25%	9.79%	14.00%	0.00%