

2021 Compensation Survey for Christian Organizations

Participant Information

II. Organization Information

First Name *

Last Name *

Title

Organization Name *

Street Address

Apt/Suite/Office

City

State

Postal Code

Email Address *

Phone Number *

Fax Number

URL

Entity Type

*

- Broadcast / Media
- Mission Agency / Outreach
- Professional Service
- Rescue Mission
- Social Service
- Other

Revenue

*

- Less than \$4.0 million
- \$4.0 million - \$9.9 million
- \$10.0 million - \$39.9 million
- \$40.0 million and above

Size

*

- Less than 50 employees
- 51 - 99 employees
- 100 - 249 employees
- 250 - 499 employees
- More than 500 employees

Ownership

*

- Publicly-Traded
- Privately-Held
- Not-for-Profit

Compensation Data

III. LEADERSHIP COMPENSATION

[Click here to download the job descriptions](#)

Please Tab when entering data. Selecting Enter, brings you to the next page.

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
CEO / Executive Director / Managing Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Chief Operating Officer / President	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Chief Financial Officer	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Top Fundraising Executive	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Top Human Resources Executive	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Top Marketing Executive	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Top Programs Executive	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Top Information Executive	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Top Development Executive	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Director of International Services	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

IV. STAFF COMPENSATION

ADMINISTRATIVE MANAGEMENT AND SUPPORT

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
Administrative Assistant	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Clerk	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Cook	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Donor Relations Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Donor Relations Specialist	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Executive Assistant	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Food Service Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Mail Clerk	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Office Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Receptionist	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

FINANCE

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
Accountant	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Accounting Clerk	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Accounting Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Accounts Payable / Receivable Clerk	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Auditor	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Auditing Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Controller	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Finance Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Payroll Clerk	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Payroll Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Senior Accountant	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

HEALTH

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
Director of Case Management	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Psychiatrist	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Registered Nurse	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
RN Utilization Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

HUMAN RESOURCES

	Annualized Salary as of 4/1/2018	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
HR Coordinator	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Human Resources Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Human Resources Generalist	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Human Resources Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

Compensation Data

INFORMATION SYSTEMS

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
Database Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Help Desk Coordinator	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Help Desk Supervisor	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Information Systems Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Information Technology Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Network Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Programmer / Analyst	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Systems Analyst	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Web Developer	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

MAINTENANCE

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
Facilities Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Facilities Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Housekeeper	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Maintenance Electrician	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Maintenance Worker	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

MARKETING / PUBLIC RELATIONS / MEDIA

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
Communications Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Communications Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Communications Specialist	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Copy Writer	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Creative Services Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Editor	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Event Coordinator	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Graphic Designer / Artist	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Marketing Associate	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Marketing Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Marketing Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
On Air Talent	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

MEMBERSHIP SERVICES

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
Director of Member Care	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

MINISTRY

	Annualized Salary as of 4/1/2021	Is this job eligible for bonus pay?		Bonus Amount Paid Last Fiscal Year
		Yes	No	
Director - Ministry	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Director of Field Ministries / Mobilization	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Major Gifts Director	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Program Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Program Staff	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
Stewardship Manager	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

Compensation and Benefits Practices

1. Your organization has a documented compensation philosophy for your:

	Yes	No
Leadership Team	<input type="radio"/>	<input type="radio"/>
Entire Organization	<input type="radio"/>	<input type="radio"/>

If yes, at what percentile (%) of the market do you target?

	Base Salary	Total Cash Comp (Salary & Bonus)
Leadership Team	<input type="text"/>	<input type="text"/>
Entire Organization	<input type="text"/>	<input type="text"/>

2. Compensation levels and adjustments for the Leadership Team are decided primarily by:

- Full Board of Directors
- Committee of the Board (Compensation, Human Resources, Executive, Other)
- CEO / Executive Director / Managing Director
- Other

3. Compensation levels and adjustments for the entire organization are decided primarily by:

- Full Board of Directors
- CEO / Executive Director / Managing Director
- COO
- CFO
- HR Director
- Other

4. Your organization

- Has a bonus / incentive plan in place
- Does not have a bonus / incentive plan

If a bonus / incentive plan is in place, is it:

	Discretionary	Formula based	Combination	Other
Leadership Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Entire Organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

If other, please explain?

Explain

Leadership Team:

Entire Organization:

5. In the table below, indicate which prerequisites are provided. Check all that apply.

	CEO/Executive Director/Managing Director	Other Leadership Team Members	Other Staff
Automobile or Allowance Provided	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Club Membership (Health, Country, Golf)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Professional Dues Paid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial / Tax Counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sabbatical Leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supplemental Life Insurance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Supplemental Retirement Benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Investment or Retirement Planning Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Legal Counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Free Medical Exams	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mileage Reimbursement	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Indicate in the table below your organization's actual 2020 and budgeted 2021 salary increase percentages for the indicated position groups:

	2020 Actual Increase % (e.g., 3.0%)	2021 Budgeted Increase % (e.g., 3.0%)
CEO / Executive Director / Managing Director	<input type="text"/>	<input type="text"/>
Other Leadership Positions	<input type="text"/>	<input type="text"/>
Directors	<input type="text"/>	<input type="text"/>
Manager / Supervisory Exempt	<input type="text"/>	<input type="text"/>
Non-Supervisory Exempt	<input type="text"/>	<input type="text"/>
Non-Exempt	<input type="text"/>	<input type="text"/>

7. 2020 salary increases were based primarily on:

	Merit (Performance-based)	Cost of Living	Length of Service	General Across the Board Increases
Leadership Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Entire Organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Does your organization have documented performance evaluation plans?

	Yes	No
Leadership Team	<input type="radio"/>	<input type="radio"/>
Entire Organization	<input type="radio"/>	<input type="radio"/>

9. Your performance evaluation plan is:

	Goal Based	Skill Based	Combination
Leadership Team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Entire Organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Compensation and Benefits Practices

10. Group Life Insurance coverage is provided for:

	Yes	No
Leadership Team	<input type="radio"/>	<input type="radio"/>
Entire Organization	<input type="radio"/>	<input type="radio"/>

If Group Life Insurance is provided, what percentage of the premiums is paid by your organization?

- 100%
- Less than 100%

11. What type of basic health insurance is provided to your employees? (Check all that apply)

- HMO
- PPO
- POS
- HSA
- Other

12. Indicate the type of coverage and the percentage of the premiums that are paid by your organization for the employee and their family.

	Benefit Provided		Employee % Premium Paid by Organization	Employee & Spouse % Premium Paid by Organization	Family % Premium Paid by Organization
	Yes	No			
Basic medical coverage	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription drug coverage	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental insurance	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision insurance	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

13. Does your organization provide any of the following benefits? (Check all that apply)

- Psychological or mental health coverage
- Short-term disability
- Long-term disability
- FSA/HRA/HSA
- Long Term Care
- Supplemental Insurance (e.g. AFLAC)
- Other

14. Holidays with pay (Check all that apply)

- New Year's Day
- Martin Luther King Jr. Day
- President's Day
- Good Friday
- Easter
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Day After Thanksgiving
- Christmas Eve
- Christmas
- Floating Holiday
- Employee's Birthday
- Other

15. Does your organization have a Bereavement Policy?

- Yes
- No

How many bereavement days does your organization offer?

Does the policy extend beyond immediate family?

- Yes
- No

If yes, who outside the immediate family does bereavement cover? (Check all that apply)

- Grandparents
- In-laws
- Close friends
- Other

16. Sick Days and Vacation Days granted each completed year of service for the majority of your employees. **Please report as number of days, regardless of your average work day hours. Do not report total number of hours.**

Exempt

	# Sick Days/Year	Are carryover days allowed?		# carryover SICK days allowed	# Vacation Days/Year	Are carryover days allowed?		# carryover VACATION days allowed
		Yes	No			Yes	No	
1 Year of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
2-4 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
5-9 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
10-14 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
15-19 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
20-24 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
25-29 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
30+ Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

17. Non-Exempt

	# Sick Days/Year	Are carryover days allowed?		# carryover SICK days allowed	# Vacation Days/Year	Are carryover days allowed?		# carryover VACATION days allowed
		Yes	No			Yes	No	
1 Year of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
2-4 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
5-9 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
10-14 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
15-19 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
20-24 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
25-29 Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>
30+ Years of Service	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>

18. Which employer-sponsored retirement plans do you provide to your employees?

- 403(b)
- 401(k)
- SEP
- Section 457
- Profit Sharing
- Other (Specify)

19. For 401(k), 403(b), Profit Sharing: Employer contribution to the plan last year as a % of payroll (including matching, discretionary, and non-discretionary contributions):

401(k)/403(b) %

Profit Planning %

20. Is there a waiting period?

- Yes
- No

21. How long?

- Less than 1 year
- 1 - 2 years
- 2 - 3 years
- Other

22. Which of the following do you offer to employees? (Check all that apply)

- Flextime year round
- Flextime in summer
- Childcare on site
- Scholarship fund for students of employees
- Continuing Education - Tuition Reimbursement

23. What is your organization's average voluntary and overall turnover rates for the 12-month period ending April 2021? (Exclude involuntary termination by organization, death, total disability, and retirement.)

Voluntary Turnover %

Overall Turnover %

24. How has overall turnover changed from the prior 12-month period?

- Higher
- Lower
- Same

25. Did you experience the following staffing actions in 2020? Do you anticipate them in 2021? (Check all that apply)

	2020	Projected 2021	COVID Related?
Hiring Freezes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Staffing Increases	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary Freezes	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Cutbacks in pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Salary reinstatements	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

26. Did your organization experience any layoffs in 2020? Do you anticipate it in 2021?

	2020 Layoffs		% of Workforce	COVID Related?		Projected 2021 Layoffs		% of Workforce	COVID Related?	
	Yes	No		Yes	No	Yes	No		Yes	No
Layoffs	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="text"/>	<input type="radio"/>	<input type="radio"/>

27. As compared to last year, describe the staffing levels at your organization for 2021:

- We will not be hiring any new employees in 2021
- We will be adding employees to staff in 2021
- We will generally maintain the same number of employees in 2021

Comments

28. Comments