

Community Foundation
OF JACKSON HOLE

2024
Nonprofit
Compensation Report

The 2024 Jackson Hole Nonprofit Compensation Survey was conducted by The Consulting Statistician on behalf of the Community Foundation of Jackson Hole. Questions and comments should be directed to Hannah Sell at the Community Foundation of Jackson Hole:
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2024 Nonprofit Compensation Report

I. Executive Summary

A. Introduction

For 35 years, the Community Foundation of Jackson Hole (cfjacksonhole.org) has leveraged local philanthropy to make nonprofits more effective and our community stronger. The Foundation manages over 250 philanthropic funds, helps donors leave a lasting legacy, and produces Old Bill's Fun Run, which has raised over \$256 million for local nonprofits since 1997.

The Community Foundation awards grants to local organizations through its Competitive Grants, Youth Philanthropy and Micro-Grants programs, hosts professional development workshops and community conversations, and provides other resources for nonprofits and the community, including the following report.

Since 1998, the Foundation has conducted a biennial survey to compile data about compensation for nonprofit professionals in our community. This year, 87 nonprofits with paid staff and seven without paid staff in Teton County, Wyoming responded to the survey. The following document reports the aggregate results of questions asked about employees' salaries and benefits.

To ensure anonymity and enhance data integrity and analysis, this survey was conducted by The Consulting Statistician on behalf of the Foundation. The Foundation would like to thank Karen Taves, Principal Consultant at William E. Wecker Associates, Inc. and Laurentius Marais, Executive Vice President of Compass Lexecon, for their insights and support of this project.

B. Background

In February-March 2024, The Consulting Statistician administered the biennial Nonprofit Compensation Survey on behalf of the Community Foundation. This survey is designed primarily to collect data on staff compensation at area nonprofit organizations.

"Compensation" consists of all forms of taxable money-equivalent emolument from the nonprofits—including, but not limited to, base salary as well as any bonuses, incentive payments, housing allowances, or vehicle allowances. The Community Foundation advised nonprofits that a staff or board member familiar with the organization's finances and compensation practices (e.g., executive director, CFO, board chair, board treasurer, or equivalent) complete the survey. Respondent data was then aggregated into the *2024 Jackson Hole Nonprofit Compensation Report*

The Community Foundation of Jackson Hole asked the executive leadership of approximately 160 nonprofits with paid staff in Jackson Hole, Wyoming to complete the survey. 87 of these nonprofits responded to the survey, for a response rate of approximately 54%. All reported data in the executive summary excludes missing and *don't know* responses.

Nonprofits fell into one of seven categories based on their annual operating budgets (see Table 1).

Table 1: Responses by Budget Categories

<i>Category</i>	Annual Revenue	Number of Responses	Percentage of Responses
<i>A</i>	\$0-\$49,999	2	2%
<i>B</i>	\$50,000-\$99,999	2	2%
<i>C</i>	\$100,000-\$299,999	19	22%
<i>D</i>	\$300,000-\$499,999	9	10%
<i>E</i>	\$500,000-\$999,999	18	21%
<i>F</i>	\$1,000,000-\$2,999,999	24	28%
<i>G</i>	\$3,000,000+	13	15%
	Total	87	100%

Among responding nonprofits, 61% (53 agencies) reported spending between 30% and 70% of their budgets on staff salaries and benefits (see Table 7 below).

C. Staffing

The 87 responding agencies identified 222 full-time and 24 part-time year-round staff among their top eight highest paid employees (see Table 2).

Table 2: Overview of Staffing by Budget Categories

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total
Total Respondents	2	2	19	9	18	24	13	87
Total Reported Employees in Top Eight Paid Positions	<i>Full-Time Year-Round</i>		11	7	49	97	58	222
	<i>Part-Time Year-Round</i>	1	1	10	8	4		24
Executive Director	<i>Full-Time Year-Round</i>		10	4	18	24	13	69
	<i>Part-Time Year-Round</i>	1	1	7	5			14
Other Staff	<i>Full-Time Year-Round</i>		1	3	31	73	45	153
	<i>Part-Time Year-Round</i>		3	3	4			10

The number of full-time employees increases as budget categories increase. For example, 42% of nonprofits with budgets of between \$1,000,000 and \$2,999,999 have 10-19 full-time employees while 62% of nonprofits with budgets greater than \$3,000,000 have 20 or more employees (see Table 14 below). All nonprofits operating on more than \$500,000 annually (n=55) have full-time executive directors as do 44% (n=14) of nonprofits with annual budgets less than \$500,000. The second most common position among the top eight highest paid employees is program director (see Table 3).

D. Annual Compensation

In general, annual compensation increases with the size of a nonprofit's annual budget. Annual compensation for full-time year-round executive directors ranges from an average of \$77,500 (with budgets from \$100,000 to \$299,999) to an average of \$179,091 (with budgets of \$3 million or more), with an overall average of \$125,833 (see Table 3). Similarly, annual compensation for full-time program directors ranges from an average of \$75,000 (with budgets from \$100,000 to \$299,999) to an average of \$119,615 (with budgets of \$3 million or more) with an overall average of \$88,083.

Table 3: Overview of Staffing and Average Compensation for Full-Time Year-Round Staff by Budget Category

Position	Number of Full-Time Employees	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Executive Director	66			\$77,500	\$97,500	\$115,833	\$134,130	\$179,091	\$125,833
Financial Director/Chief Financial Officer	10					\$65,000	\$110,000	\$125,625	\$118,000
Bookkeeper/Accountant	2						\$102,500		\$102,500
Operations Director/Chief Operating Officer	22				\$85,000	\$78,333	\$91,818	\$130,000	\$101,818
Program or Project Director	60			\$75,000	\$82,500	\$70,333	\$83,966	\$119,615	\$88,083
Marketing Director	12					\$58,333	\$83,000	\$122,500	\$90,000
Development Director	20					\$95,000	\$100,417	\$117,857	\$106,250
Support Staff	9					\$58,333	\$70,000		\$66,111
Specialized Staff	13					\$58,333	\$82,500	\$100,000	\$82,308
Volunteer Coordinator	2					\$55,000			\$55,000
Other Staff	3						\$150,000	\$150,000	\$150,000

In general, nonprofits with higher annual budgets have more staff with different titles (see Table 4). For example, 62% of organizations with budgets of \$3 million or more have financial directors but only 6% of organizations with budgets of \$500,000 to \$1 million have financial directors.

Table 4: Percentage of Organizations with Year-Round Staff by Different Positions (among top eight highest paid employees)

	Responses	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
<i>Total Respondents</i>	87	2	2	19	9	18	24	13	
Executive Director	83	50%	50%	89%	100%	100%	100%	100%	95%
Financial Director/Chief Financial Officer	10					6%	4%	62%	11%
Bookkeeper/Accountant	4					11%	8%		5%
Operations Director/Chief Operating Officer	22			5%	11%	17%	46%	46%	26%
Program or Project Director	36			5%	33%	50%	63%	62%	71%
Marketing Director	13				11%	17%	21%	31%	15%
Development Director	20				11%	6%	46%	54%	24%
Support Staff	8			5%		11%	21%		11%
Specialized Staff	14			5%		22%	25%	23%	17%
Volunteer Coordinator	2					11%			2%
Other Staff	3						4%	15%	3%

E. Benefits

For the most part, organizations with higher budgets offer more benefits. For example, only 13% of organizations with budgets (from \$100,000 to \$299,999) cover 50% or more of health insurance while about 80% of organizations with the highest budgets (\$1 million or more) cover 50% or more of health insurance (see Table 5). This pattern is generally similar for other health insurance and financial benefits.

Table 5: Overview of Benefits by Budget Category

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Total Respondents	2	2	19	9	18	24	13	87
Health Insurance (covered at 50% or more)								
Health	0%	50%	13%	53%	74%	80%	81%	70%
Dental	0%	0%	0%	27%	33%	78%	84%	58%
Vision	0%	0%	0%	40%	6%	72%	74%	48%
Prescription	0%	0%	4%	20%	11%	49%	72%	40%
Financial Benefits								
403(b)/401(k)	0%	0%	8%	53%	45%	59%	93%	58%
Matching Retirement	0%	0%	8%	47%	59%	70%	91%	64%
Flexiible Work Schedule	0%	100%	92%	60%	86%	92%	91%	88%

Overall 88% of all employees, can work flexible hours and from home (see Table 5). Overall 41% of organizations (n=35) offer family / maternity / paternity benefits (see Table 21 below).

Among the eight highest paid staff, only 10% receive a pension plan, 22% receive housing assistance, and 12% receive child care support (see Table 18 below).

Jackson Hole nonprofits reported losing 171 employees over the last five fiscal years because of lack of affordable housing, and 31 employees over the last five fiscal years because of affordable childcare issues (see Table 36 below).

II. Methodology

The 2024 Nonprofit Compensation Survey was conducted in February-March 2024 via the SurveyMonkey cloud-based online survey platform. Subscribers to the Foundation’s Nonprofit List Serve¹ were invited to participate, as were Old Bill’s nonprofit participants, and 2022 survey respondents. We estimate there are 239+ nonprofits in the area, including approximately 160 with paid staff.

Table 6: Biennial Compensation Survey Participation

	2010	2012	2014	2016	2018	2020	2022	2024
Number of Organizations Queried	-	128	134	206	207*	221*	232*	239*
Respondents with Paid Staff	75	80	75	73	110	90	80	87

*Estimated

Respondents were asked detailed questions about matters including compensation, education, and benefits for the Executive Director / President / Chief Executive Officer and the next *seven* highest-paid staff (or fewer for nonprofits with fewer than eight paid employees). The Survey defines “compensation” as all forms of taxable money-equivalent emolument from the organization—including, but not limited to, base salary as well as any bonuses, incentive payments, housing allowances, or vehicle allowances, but NOT including reimbursements for expenses incurred on behalf of the organization. Our 2024 survey questionnaire is attached to this report in Appendix A.

Several of the tables in this report include the *Mean*, *Low*, first quartile (“*Q25*”), *Median*, third quartile (“*Q75*”), and *High* values of the responses to selected survey questions.

The *Mean*, also known as the *average*, is the *sum* of all included responses divided by the *number* of responses included in the sum. The mean is a familiar way of summarizing a set of responses but is sometimes not typical of the included response data because of the distorting effect of a cluster of unusually high or low values.

The *Median* is obtained by sorting all included responses from high to low and then picking the *middle* value from the sorted list. The median is guaranteed to be typical of the response data in the sense that it is less than approximately half of the responses and greater than approximately half of the responses. The first and third quartiles (*Q25* and *Q75*) are calculated similarly, by going one quarter of the way instead of halfway into the sorted list of responses. Quartile values of small groups of responses are interpolated (when there are at least 5 responses).

Low is the smallest value reported by any respondent, and *High* is the largest value.

The respondents to this survey represent organizations with a wide range of operating budgets. It is important to consider this when reviewing these tabulations. Most tabulations are reported by operating budget-size categories to facilitate meaningful comparisons.

Where applicable graphical representations of the responses are included following the tabulations.

¹ <https://www.cfjacksonhole.org/listserve>

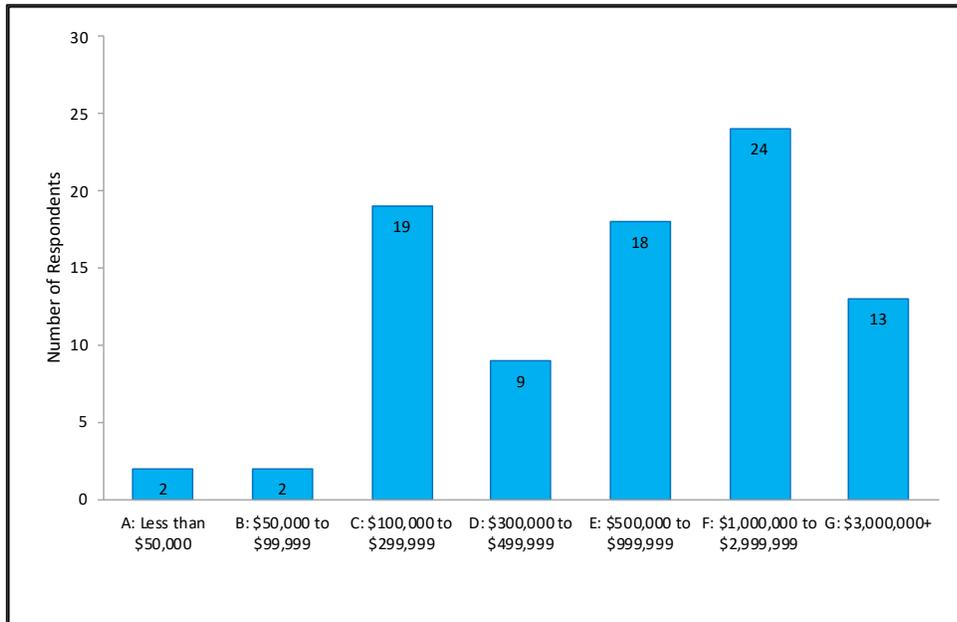
III. Summary

To facilitate peer-to-peer comparisons, we grouped responses into the following operating-budget categories. 10 of the responding organizations are granting organizations.

Table 7: Annual Operating Budget-Size Categories²

Category	Annual Revenue	Percent of Budget Spent on Salaries and Benefits					Total Responses	Percentage of Responses	Granting Organizations
		<=30%	30%-70%	70%-90%	>90%	Don't know			
A	\$0-\$49,999	2					2	2%	
B	\$50,000-\$99,999	1	1				2	2%	
C	\$100,000-\$299,999	7	10	2			19	22%	2
D	\$300,000-\$499,999	4	5				9	10%	1
E	\$500,000-\$999,999	1	15	1		1	18	21%	2
F	\$1,000,000-\$2,999,999	4	16	4			24	28%	2
G	\$3,000,000+	3	6	4			13	15%	3
	Total	22	53	11	0	1	87	100%	10

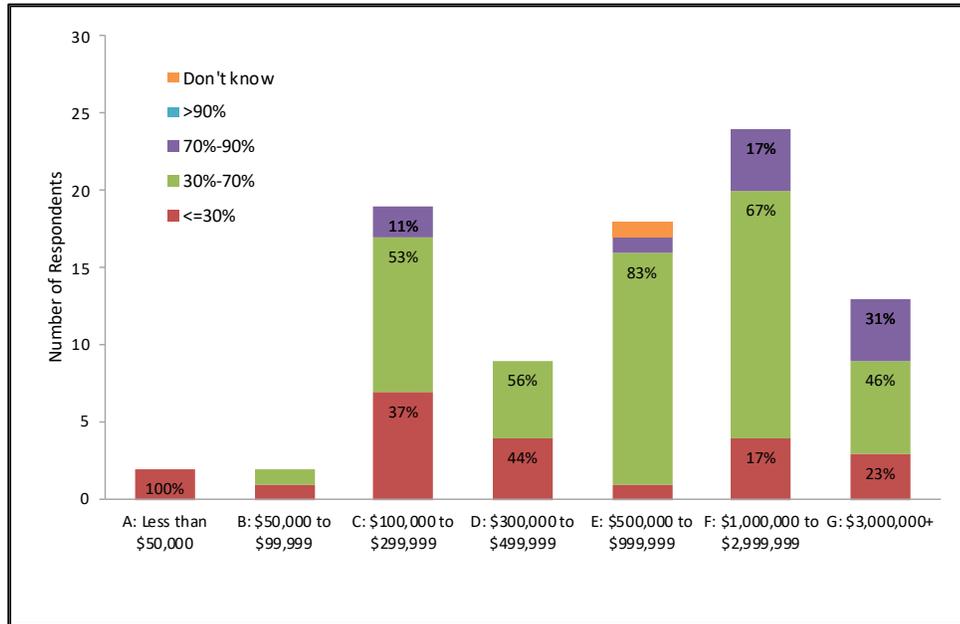
Figure 1: Respondents by Budget-Size Categories



Respondents were asked what percentage of their operating budget is spent on salaries and benefits and over half are spending between 30% and 70% of their operating budget on salaries and benefits.

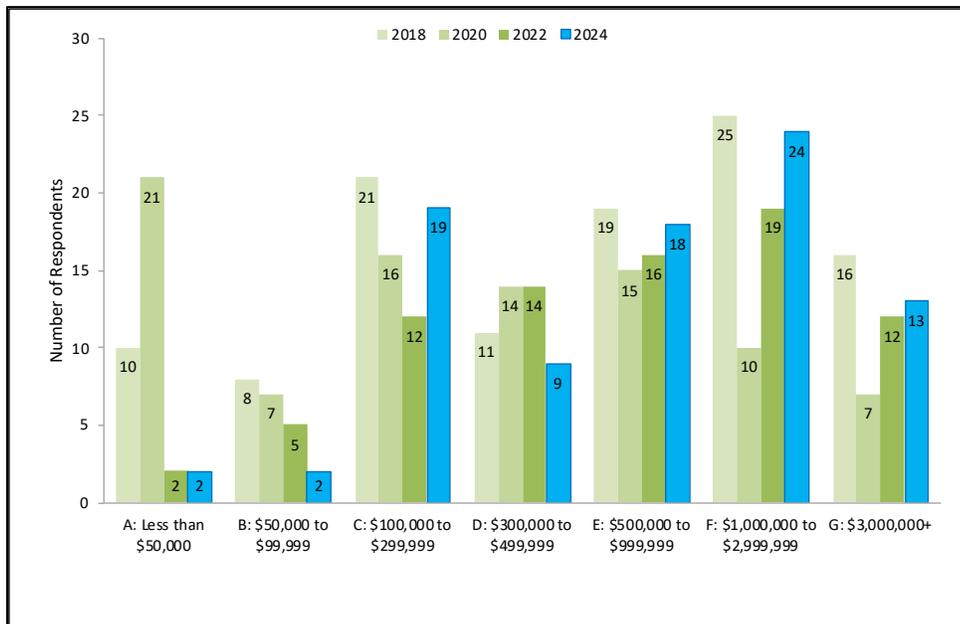
² Survey Questions 7 and 8.

Figure 2: Percent of Budget Spent on Salaries and Benefits³



The number and distribution of respondents by budget-size has changed over time. Notably, the number of respondents in the smallest budget-sizes (less than \$99,999) continues to decrease (see Figure 3).

Figure 3: Comparison of Respondents 2018, 2020, 2022, and 2024



³ The percent of respondents is displayed when there are 2 or more respondents, and the percentage is 10% or higher.

A. 2024 Compensation by Position for the Eight Highest-Paid Employees

Respondents were asked detailed questions about the Executive Director/President/Chief Executive Officer and the next *seven* highest-paid staff. These summary statistics are shown in Table 8 and displayed graphically in a box and whisker plot in Figure 4.

Table 8: Annualized Compensation^{4,5} of Full-Time Year-Round Employees^{6,7,8}

<i>Full-Time Employees</i>	Responses	Mean	Low	Q25	Median	Q75	High
Executive Director / President / Chief Executive Officer	66	\$125,833	\$15,000	\$95,000	\$130,000	\$150,000	\$275,000
Financial Director/Chief Financial Officer	10	\$118,000	\$65,000	\$102,500	\$110,000	\$120,000	\$190,000
Accountant/Bookkeeper	2	\$102,500	\$75,000				\$130,000
Operations Director/Chief Operating Officer	22	\$101,818	\$55,000	\$80,000	\$95,000	\$110,000	\$170,000
Program Director	60	\$88,083	\$45,000	\$65,000	\$85,000	\$110,000	\$150,000
Marketing Director	12	\$90,000	\$55,000	\$65,000	\$85,000	\$95,000	\$170,000
Development Director	20	\$106,250	\$65,000	\$85,000	\$95,000	\$110,000	\$190,000
Support Staff (programs, assistants, office manager, secretary, etc.)	9	\$66,111	\$45,000	\$55,000	\$65,000	\$75,000	\$85,000
Specialized Staff (teacher, clinical, scientific, counselor, etc.)	13	\$82,308	\$55,000	\$55,000	\$75,000	\$92,500	\$150,000
Volunteer Coordinator	2	\$55,000	\$55,000				\$55,000
Other Staff	3	\$150,000	\$130,000				\$170,000

⁴ The Survey defines “compensation” as all forms of taxable money-equivalent emolument from the organization—including, but not limited to, base salary as well as any bonuses, incentive payments, housing allowances, or vehicle allowances, but NOT including reimbursements for expenses incurred on behalf of the organization.

⁵ The Survey defines “annualized compensation” as what a part-time or part-year employee’s annual compensation would have been if they had in fact worked full-time for the full year. For employees who did work full-time for the full year, this is simply their actual annual compensation. For employees who did not work full-time for the full year, this is their compensation for the time they did work, scaled up to what it would have been if they had worked full-time at the same periodic (i.e., hourly, daily, or monthly) rate.

⁶ Respondents were asked detailed questions about matters including compensation, education, work pattern, and benefits for the Executive Director/President/Chief Executive Officer and the next *seven* highest-paid staff (or fewer for nonprofits with fewer than eight paid employees).

⁷ Survey Questions 29, 31, 35-36, 39, 42-43, 46, 49-50, 53, 56-57, 60, 63-64, 67, 70-71, 74, 77-78, and 81.

⁸ There is at least one low reported value for executive director “annualized compensation” which we accepted at face value rather than attempt to second-guess the survey response.

Figure 4: Compensation of Full-Time Year-Round Employees⁹

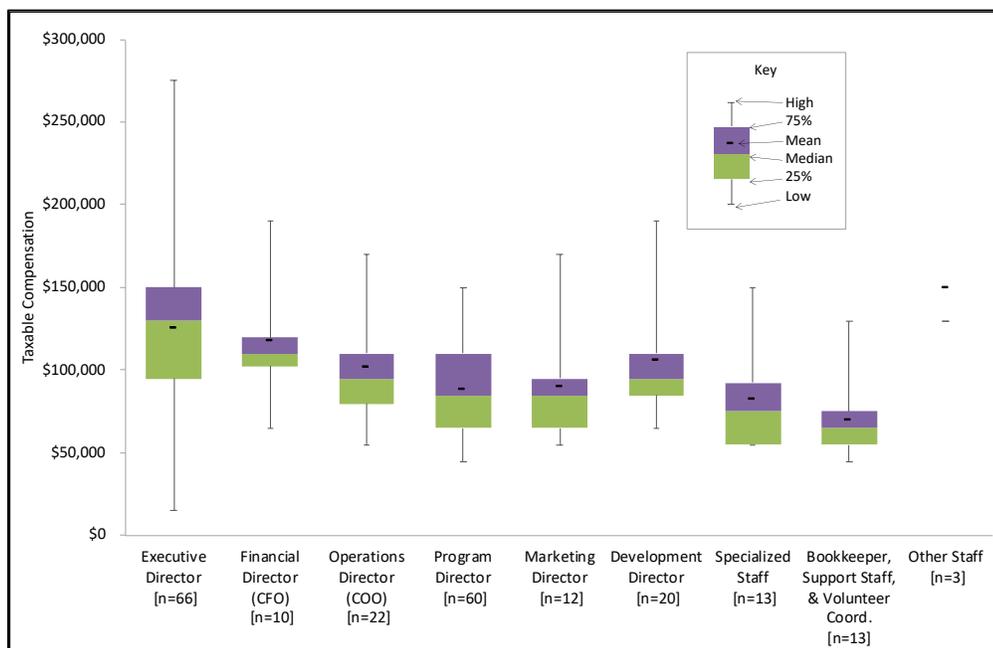


Table 9: Annualized Compensation¹⁰ for Part-Time Year-Round Employees^{11,12,13}

<i>Part-Time Employees</i>	Responses	Mean	Low	Q25	Median	Q75	High
Executive Director/President/Chief Executive Officer	13	\$51,154	\$5,000	\$37,500	\$50,000	\$62,500	\$95,000
Financial Director/Chief Financial Officer							
Accountant/Bookkeeper	2	\$45,000	\$45,000		\$45,000		\$45,000
Chief Operating Officer	1	\$25,000	\$25,000		\$25,000		\$25,000
Program Director	2	\$65,000	\$55,000		\$55,000		\$75,000
Marketing Director	1	\$45,000	\$45,000		\$45,000		\$45,000
Development Director	1	\$15,000	\$15,000		\$15,000		\$15,000
Support Staff (programs, assistants, office manager, secretary, etc.)	1	\$25,000	\$25,000		\$25,000		\$25,000
Specialized Staff (teacher, clinical, scientific, counselor, etc.)	2	\$40,000	\$15,000		\$15,000		\$65,000
Volunteer Coordinator							
Other Staff							

⁹ Note: Bookkeeper/ Accountant, Support Staff, and Volunteer Coordinator have been combined due to sparse numbers of respondents (<10).

¹⁰ See footnotes 4 and 5.

¹¹ See footnote 6.

¹² The low reported values of some part-time employees' "annualized compensation" suggest that some respondents reported actual part-time compensation rather than fully annualized compensation. Nevertheless, for purposes of the summary tables in this report, we accepted such responses at face value rather than attempt to second-guess the survey responses.

¹³ See footnote 7.

B. 2024 Compared to Prior Years

Previous compensation surveys defined job categories differently from the 2018–2024 surveys and defined compensation less comprehensively than “annualized compensation” as defined in the 2018–2024 surveys. Accordingly, the “mean” compensation values summarized in Table 10 below represent only those positions that correspond more or less directly to positions included in prior surveys and may not be directly comparable to values from earlier surveys.

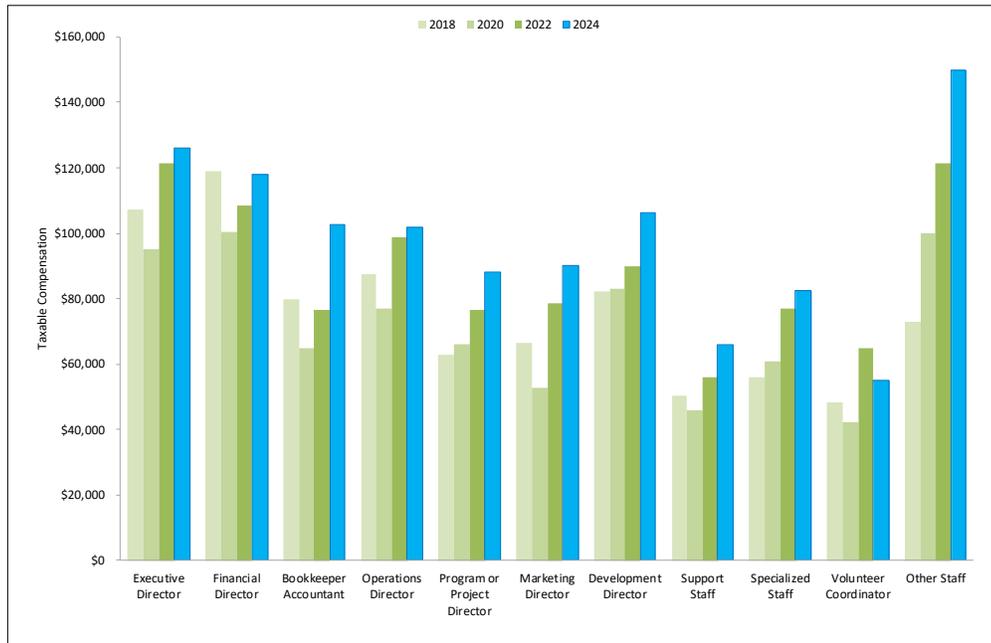
Table 10: Annualized Compensation for 2024 Compared to Mean Salaries in Prior Years^{14,15}

	Mean Salary/Compensation							% Change from					
	2012	2014	2016	2018	2020	2022	2024	2012	2014	2016	2018	2020	2022
<i>Full-Time Employees</i>													
Executive Director/President/Chief Executive Officer	\$75,352	\$86,597	\$94,027	\$107,436	\$95,328	\$121,212	\$125,833	67%	45%	34%	17%	32%	4%
Financial Director/Chief Financial Officer	\$62,286	\$81,379	\$103,925	\$119,000	\$100,455	\$108,462	\$118,000	89%	45%	14%	-1%	17%	9%
Accountant/Bookkeeper	\$45,283	\$50,934	\$50,265	\$80,000	\$65,000	\$76,667	\$102,500	126%	101%	104%	28%	58%	34%
Operations Director/Chief Operating Officer				\$87,500	\$77,000	\$98,913	\$101,818				16%	32%	3%
Marketing Director	\$49,000	\$54,495	\$68,454	\$66,667	\$52,692	\$78,500	\$90,000	84%	65%	31%	35%	71%	15%
Development Director	\$58,091	\$80,646	\$87,792	\$82,250	\$83,214	\$90,000	\$106,250	83%	32%	21%	29%	28%	18%
Additional Support Staff	\$43,634	\$45,657	\$54,856	\$68,301	\$69,065	\$84,038	\$89,450	105%	96%	63%	31%	30%	6%
<i>Part-Time Employees</i>													
Executive Director/President/Chief Executive Officer	\$50,747	\$61,007	\$79,514	\$32,000	\$23,333	\$60,000	\$51,154	1%	-16%	-36%	60%	119%	-15%
Accountant/Bookkeeper	\$38,375	\$47,813	\$52,400	\$40,000	\$35,000		\$45,000	17%	-6%	-14%	13%	29%	
Marketing Director	\$32,000	\$60,000	\$53,133	\$35,000	\$27,500		\$45,000	41%	-25%	-15%	29%	64%	
Development Director		\$52,500	\$62,287	\$35,000	\$20,000		\$15,000		-71%	-76%	-57%	-25%	
Additional Support Staff	\$61,872	\$53,134		\$27,708	\$34,444	\$61,667	\$43,333	-30%	-18%		56%	26%	-30%

¹⁴ See footnote 12.

¹⁵ Not all job categories are displayed in Table 10. See Table 8 in this report and prior reports.

**Figure 5: Comparison of Compensation for Full-Time Employees
2018, 2020, 2022, and 2024**



C. Cost of Living Adjustments and Rewarding Performance

In 2024, the survey included questions about the cost of living adjustments and rewarding performance. 48% of organizations provide cost of living adjustments (see Table 11). Over half (60%) used the Federal Consumer Price Index (CPI). The respondents who offer cost of living adjustments were also asked about how they reward performance and over half (64%) provide both bonuses and raises.

Table 11: Cost of Living Adjustments and Rewarding Performance¹⁶

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall	Percent	
Total Respondents										
Provided Cost of Living Adjustments		2	2	19	9	18	24	13	87	
	Yes			2	2	13	16	9	42	48%
	No/Don't Know	2	2	17	7	5	8	4	45	52%
	Total	2	2	19	9	18	24	13	87	100%
Type of Cost of Living Adjustment	Federal Consumer Price Index (CPI)			1	2	10	11	1	25	60%
	CPI + Local Inflation Statistics							2	2	5%
	Local Inflation						1		1	2%
	Other			1		3	4	6	14	33%
	Total	0	0	2	2	13	16	9	42	100%
Rewarding Performance	Bonus			1		2		3	6	14%
	Bonus and Raise				1	8	13	5	27	64%
	Raise			1	1	3	3		8	19%
	Neither							1	1	2%
	Total	0	0	2	2	13	16	9	42	100%

¹⁶ Survey Questions 9-11.

Table 12: Cost of Living Adjustments¹⁷

Adjustments each year based on employee feedback of their needs.
Combination of CPI and local metrics
Combination of Fed CPI, WY Cost of Living Index Statewide, and County
Combination of Social Security COLA and local metrics
Determined by grant requirements and what the organization can sustain
Federal COLA rates
Head Start COLA and what the budget allows
Incremental increase every year
Industry compensation surveys
Inflation statistics, board discussion, and budget constraints
Salary adjustment of \$5,000 every year knowing that cost of living is always rising and with the goal of increasing compensation for our staff
Typically a 3% raise each year
Wyoming Cost of Living Index
Wyoming Economic Analysis dept semi-annual state and county inflation metrics

In 2024 the survey included questions about the amount of taxable compensation that were bonuses. Of the 219 highest paid full-time year-round employees, 105 (48%) received bonuses as part of their compensation and this percentage was fairly consistent across position (see Table 13).

Table 13: Percent of Full-Time Year-Round Employees with Bonuses¹⁸

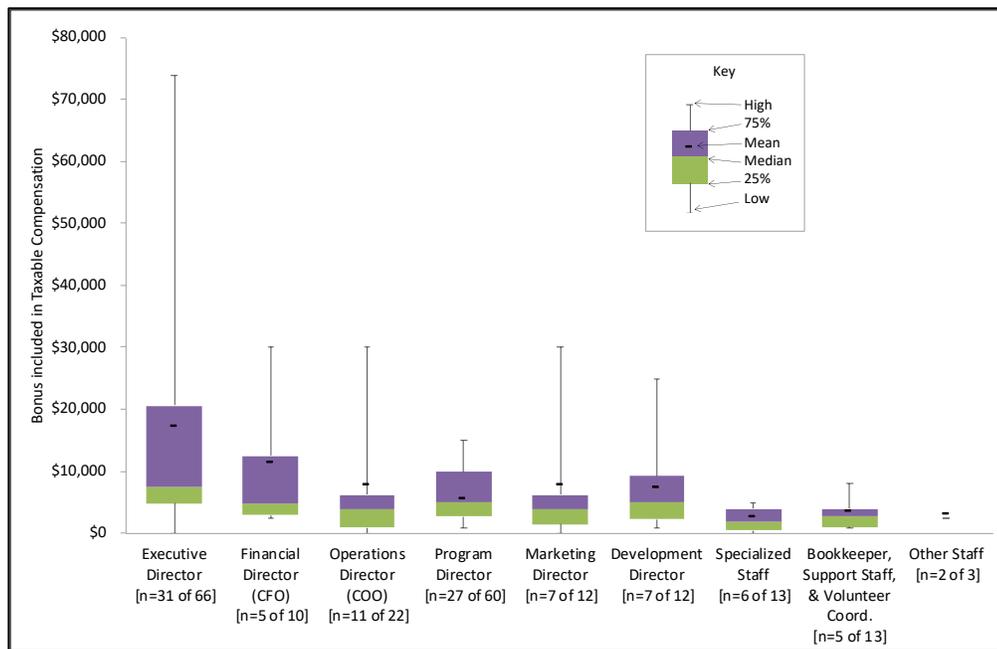
	Responses	With Bonuses	Percent with Bonuses
Executive Director/President/Chief Executive Officer	66	31	47%
Financial Director/Chief Financial Officer	10	5	50%
Operations Director/Chief Operating Officer	22	11	50%
Program Director	60	27	45%
Marketing Director	12	7	58%
Development Director	20	11	55%
Specialized Staff (teacher, clinical, scientific, counselor, etc.)	13	6	46%
Bookkeeper/Support Staff/Volunteer Coordinator	13	5	38%
Other Staff	3	2	67%
Total	219	105	48%

¹⁷ The cost of living adjustment responses are as reported and have not been edited to standardize responses. Survey Question 10.

¹⁸ See footnote 7 and Survey Questions 32, 40, 47, 54, 61, 68, 75, and 82.

For those who received bonuses, the bonus amount is displayed graphically in a box and whisker plot in Figure 6.

Figure 6: Bonus Amounts for Full-Time Year-Round Employees Who Received Bonuses¹⁹



¹⁹ Note: Bookkeeper / Accountant, Support Staff, and Volunteer Coordinator have been combined due to sparse numbers of respondents (<10).

IV. Staff Composition, Compensation, and Benefits

A. Number of Staff

Table 14: Reported Numbers of Paid Employee and Volunteer Positions within Employee-Type Categories (Groups of Rows) and Budget-Size Categories (Columns)^{20,21,22}

Type of Position	Number of Positions	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	
Full-Time Employees	1		2	10	3	4	1		20	
	2			1	3				4	
	3-5					8	4	1	13	
	6-9					6	8	1	15	
	10-19						10	3	13	
	20-49						1	5	6	
	50-99							1	1	
	100+							2	2	
	<i>Don't know</i>									0
	<i>Total</i>		0	2	11	6	18	24	13	74
Part-Time Employees	1	1		8	4	3	4	2	22	
	2			1	1	2	3		7	
	3-5			4	3	4	4	5	20	
	6-9	1		1		2	3	1	8	
	10-19			1		1	1	2	5	
	20-49					1	3	2	6	
	50-99						2		2	
	100+						1		1	
	<i>Don't know</i>									0
	<i>Total</i>		2	0	15	8	13	21	12	71
Full-Time Volunteers	1			2		1	1		4	
	2								0	
	3-5								0	
	6-9								0	
	10-19							1	1	
	20-49								0	
	50-99								0	
	100+								0	
	<i>Don't know</i>						1		1	
	<i>Total</i>		0	0	2	0	1	2	1	6
Part-Time Volunteer	1			4	1		2		7	
	2	1		2	1		2	1	7	
	3-5				2	3	1	1	7	
	6-9	1		3	1	1	1	2	9	
	10-19			3			1	1	5	
	20-49		1		1	3	2		7	
	50-99					1	2		3	
	100+								0	
	<i>Don't know</i>				1		1		2	
	<i>Total</i>		2	1	12	7	8	12	5	47

²⁰ See Table 7 for budget-size categories for this and subsequent tables.

²¹ Survey Questions 13-14.

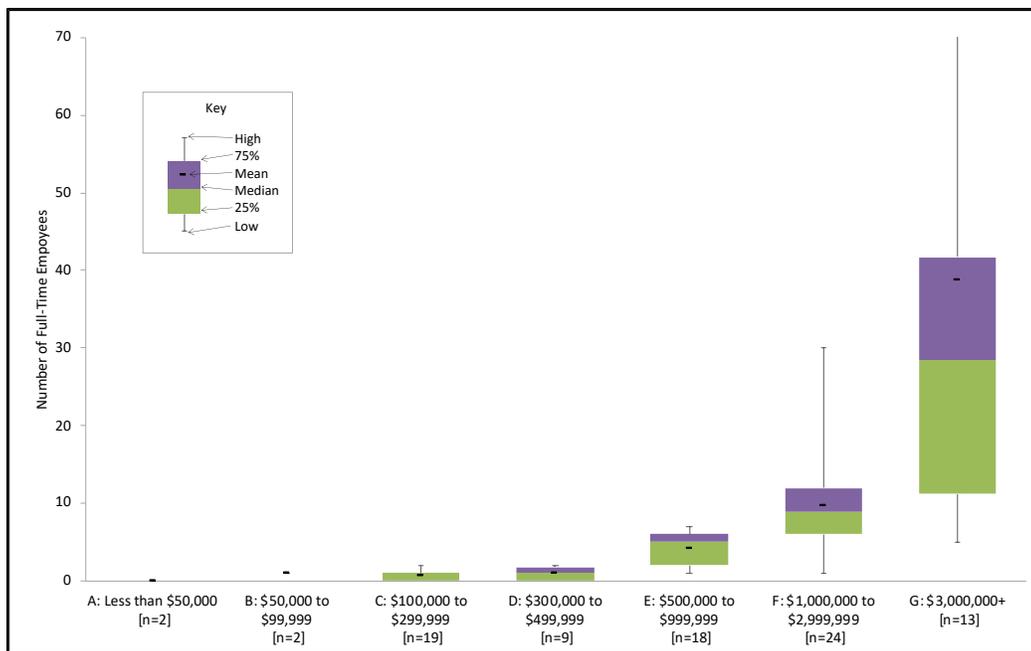
²² Each panel includes only respondents who had paid employee positions (or volunteer positions) of that type.

B. A Closer Look at Full-Time Employees

Table 15: Reported Numbers of Full-Time Employees within Budget-Size Categories^{23,24}

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Number of Full-Time Employees	<i>Respondents*</i>	2	2	19	9	18	24	13	87
	<i>Mean</i>	0	1	1	1	4	10	39	10
	<i>Low</i>	0	1	0	0	1	1	5	0
	<i>Q25 (if n ≥5)</i>			0	0	2	6	11	1
	<i>Median</i>	0	1	1	1	5	9	29	5
	<i>Q75 (if n ≥5)</i>			1	2	6	12	42	9
	<i>High</i>	0	1	2	2	7	30	123	123

Figure 7: Reported Number of Full-Time Employees²⁵



²³ Survey Question 13.

²⁴ Includes respondents who had no full-time employee positions.

²⁵ Note: the y-axis is limited to 70 and thus the high value of 123 for budget-size G: 3,000,000+ is not displayed.

C. Number of Volunteers, Volunteer Hours, and Volunteer Training

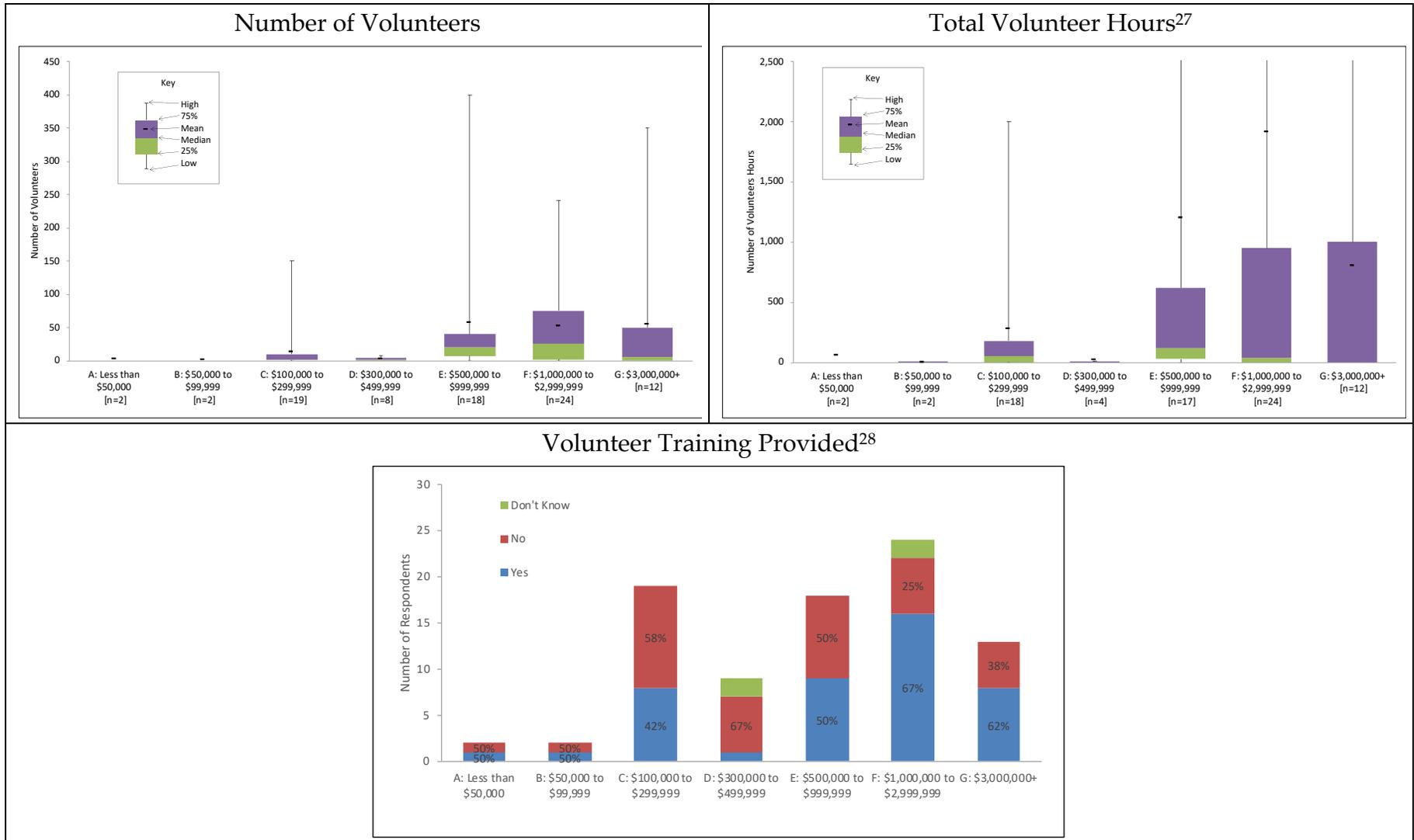
Table 16: Reported Numbers of Volunteers, Volunteer Hours, and Volunteer Training within Budget-Size Categories²⁶

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Number of Volunteers	<i>Respondents*</i>	2	2	19	8	18	24	12	85
	<i>Mean</i>	3	1	13	3	57	52	54	37
	<i>Low</i>	2	0	0	0	0	0	0	0
	<i>Q25 (if n ≥5)</i>			1.0	0.0	7.0	2.0	0.0	1
	<i>Median</i>	2	0	2	1	20	25	6	9
	<i>Q75 (if n ≥5)</i>			10	4	40	75	50	38
	<i>High</i>	3	1	150	8	400	241	350	400
Number of Volunteer Hours	<i>Respondents*</i>	2	2	18	4	17	24	12	79
	<i>Mean</i>	60	1	275	18	1,201	1,911	799	1,025
	<i>Low</i>	40	0	0	1	0	0	0	0
	<i>Q25 (if n ≥5)</i>			3.0		28.8	1.0	0.0	1
	<i>Median</i>	40	0	50	15	120	40	1	50
	<i>Q75 (if n ≥5)</i>		1	180	24	623	955	1,000	535
	<i>High</i>	80	1	2,000	30	6,884	15,000	3,401	15,000
Provide Volunteer Training	<i>Yes</i>	1	1	8	1	9	16	8	44
	<i>No</i>	1	1	11	6	9	6	5	39
	<i>Don't Know</i>	0	0	0	2	0	2	0	4
	<i>Total</i>	2	2	19	9	18	24	13	87

*Number of survey respondents providing a numerical response value.

²⁶ Survey Questions 15-17.

Figure 8: Reported Numbers of Volunteers, Total Volunteer Hours, and Provision of Volunteer Training



²⁷ Note: the y-axis is limited to 2,500 and thus the high values for budget-sizes E through G are not displayed.

²⁸ The percent of respondents is displayed when the percentage is 20% or higher.

D. Annualized Compensation by Position and Budget-Size Category

Table 17: Annualized Compensation²⁹ by Position within Budget-Size Categories^{30,31}

<i>Position</i>		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Executive Director / President / Chief Executive Officer	<i>Respondents*</i>	2	2	18	9	18	23	11	83
	<i>Mean</i>	5,000	40,000	65,833	78,333	115,833	134,130	179,091	109,880
	<i>Low</i>	5,000	15,000	5,000	45,000	75,000	85,000	150,000	5,000
	<i>Q25 (if n ≥5)</i>			45,000	55,000	90,000	110,000	150,000	75,000
	<i>Median (if n ≥5)</i>			55,000	65,000	110,000	130,000	160,000	110,000
	<i>Q75 (if n ≥5)</i>			85,000	92,500	130,000	135,000	190,000	135,000
	<i>High</i>	5,000	65,000	110,000	130,000	170,000	225,000	275,000	275,000
Financial Director / Chief Financial Officer	<i>Respondents*</i>					1	1	8	10
	<i>Mean</i>					65,000	110,000	125,625	118,000
	<i>Low</i>							95,000	65,000
	<i>Q25 (if n ≥5)</i>							110,000	102,500
	<i>Median (if n ≥5)</i>							110,000	110,000
	<i>Q75 (if n ≥5)</i>							130,000	120,000
	<i>High</i>							190,000	190,000
Accountant / Bookkeeper	<i>Respondents*</i>					2	2		4
	<i>Mean</i>					45,000	102,500		73,750
	<i>Low</i>					45,000	75,000		45,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>					45,000	130,000		130,000
Operations Director/ Chief Operating Officer	<i>Respondents*</i>			1	1	3	11	7	23
	<i>Mean</i>			25,000	85,000	78,333	91,818	130,000	98,478
	<i>Low</i>					75,000	55,000	85,000	25,000
	<i>Q25 (if n ≥5)</i>						75,000	92,500	75,000
	<i>Median (if n ≥5)</i>						90,000	130,000	90,000
	<i>Q75 (if n ≥5)</i>						98,750	150,000	110,000
	<i>High</i>					85,000	130,000	170,000	170,000
Program Director	<i>Respondents*</i>			1	3	16	30	13	63
	<i>Mean</i>			75,000	73,333	70,625	83,000	119,615	86,825
	<i>Low</i>				55,000	45,000	55,000	95,000	45,000
	<i>Q25 (if n ≥5)</i>					55,000	70,000	110,000	65,000
	<i>Median (if n ≥5)</i>					65,000	85,000	110,000	85,000
	<i>Q75 (if n ≥5)</i>					85,000	95,000	130,000	110,000
	<i>High</i>				110,000	95,000	130,000	150,000	150,000

²⁹ See footnotes 4 and 5.

³⁰ See footnote 7.

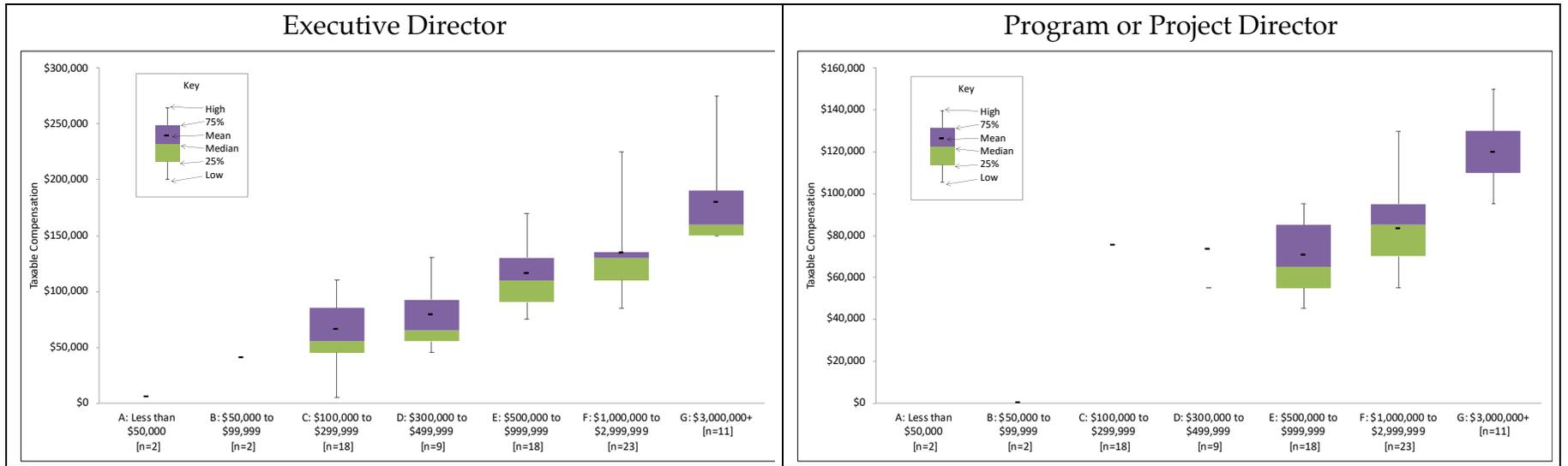
³¹ Includes full-time, part-time, year-round, seasonal, and unknown work patterns.

**Table 17: Annualized Compensation by Position within Budget-Size Categories
(continued)**

<i>Position</i>		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Marketing Director	<i>Respondents*</i>				1	3	5	4	13
	<i>Mean</i>				45,000	58,333	83,000	122,500	86,538
	<i>Low</i>					55,000	75,000	95,000	45,000
	<i>Q25 (if n ≥5)</i>						75,000		57,500
	<i>Median (if n ≥5)</i>						80,000		80,000
	<i>Q75 (if n ≥5)</i>						85,000		95,000
	<i>High</i>					65,000	95,000	170,000	170,000
Development Director	<i>Respondents*</i>				1	1	12	7	21
	<i>Mean</i>				15,000	95,000	100,417	117,857	101,905
	<i>Low</i>						65,000	85,000	15,000
	<i>Q25 (if n ≥5)</i>						75,000	103,750	77,500
	<i>Median (if n ≥5)</i>						85,000	110,000	95,000
	<i>Q75 (if n ≥5)</i>						95,000	120,000	110,000
	<i>High</i>						190,000	150,000	190,000
Support Staff (programs, assistants, office manager, secretary, etc.)	<i>Respondents*</i>			1		3	7		11
	<i>Mean</i>			25,000		58,333	66,429		60,455
	<i>Low</i>					45,000	45,000		25,000
	<i>Q25 (if n ≥5)</i>						52,500		45,000
	<i>Median (if n ≥5)</i>						65,000		60,000
	<i>Q75 (if n ≥5)</i>						75,000		75,000
	<i>High</i>					75,000	85,000		85,000
Specialized Staff (teacher, clinical, scientific, counselor, etc.)	<i>Respondents*</i>			2		4	6	4	16
	<i>Mean</i>			10,000		60,000	82,500	100,000	72,188
	<i>Low</i>			5,000		55,000	55,000	85,000	5,000
	<i>Q25 (if n ≥5)</i>						55,000		55,000
	<i>Median (if n ≥5)</i>						75,000		65,000
	<i>Q75 (if n ≥5)</i>						80,000		85,000
	<i>High</i>			15,000		65,000	150,000	110,000	150,000
Volunteer Coordinator	<i>Respondents*</i>					3			3
	<i>Mean</i>					55,000			55,000
	<i>Low</i>					55,000			55,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>					55,000			55,000
Other Staff	<i>Respondents*</i>								0
	<i>Mean</i>								
	<i>Low</i>								
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								

* Number of survey responses reporting a numerical compensation amount for the corresponding position.

Figure 9: Annualized Compensation by Position³²



³² Other positions are not displayed graphically due to sparse data.

E. Benefits by Employee Type and Budget-Size Category

Table 18: Benefits for All Paid Employees^{33,34}

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Total Respondents		2	2	19	9	18	24	13	87	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>			11	7	49	97	58	222	87%
	<i>Year-Round Part-Time</i>	1	1	10	8	4			24	9%
	<i>Seasonal Full-Time</i>		1	1		1	2		5	2%
	<i>Seasonal Part-Time</i>	1		2					3	1%
	<i>Don't Know</i>								0	0%
	<i>Total</i>	2	2	24	15	54	99	58	254	100%
Health Insurance (% Paid by Employer)	<i>0%</i>	2	1	21	7	12	7	10	60	24%
	<i>≤ 50%</i>					1	13	1	15	6%
	<i>> 50%</i>		1	1	4	14	22	24	66	26%
	<i>100%</i>			2	4	26	57	23	112	44%
	<i>Don't Know</i>					1			1	0%
	<i>Total</i>	2	2	24	15	54	99	58	254	100%
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>0%</i>	2	2	22	12	47	78	30	193	76%
	<i>≤ 50%</i>			1					1	0%
	<i>> 50%</i>				2	1	5	8	16	6%
	<i>100%</i>			1	1	5	5	20	32	13%
	<i>Don't Know</i>					1	11		12	5%
	<i>Total</i>	2	2	24	15	54	99	58	254	100%
Dental Insurance (% Paid by Employer)	<i>0%</i>	2	2	24	11	35	11	2	87	34%
	<i>≤ 50%</i>						11	7	18	7%
	<i>> 50%</i>					9	22	15	46	18%
	<i>100%</i>				4	9	55	34	102	40%
	<i>Don't Know</i>					1			1	0%
	<i>Total</i>	2	2	24	15	54	99	58	254	100%
Vision Insurance (% Paid by Employer)	<i>0%</i>	2	2	24	9	51	17	9	114	45%
	<i>≤ 50%</i>						11	6	17	7%
	<i>> 50%</i>				2		16	15	33	13%
	<i>100%</i>				4	3	55	28	90	35%
	<i>Don't Know</i>								0	0%
	<i>Total</i>	2	2	24	15	54	99	58	254	100%
Prescription Insurance (% Paid by Employer)	<i>0%</i>	2	2	23	12	42	39	7	127	50%
	<i>≤ 50%</i>							1	1	0%
	<i>> 50%</i>				2	4	11	24	41	16%
	<i>100%</i>			1	1	2	38	18	60	24%
	<i>Don't Know</i>					6	11	8	25	10%
	<i>Total</i>	2	2	24	15	54	99	58	254	100%

³³ See footnote 6.

³⁴ Survey Questions 83-149.

Table 18: Benefits for All Paid Employees (continued)

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Provide 403(b)/401(k) Retirement Plan	Yes			2	8	22	55	54	141	58%
	No	2	2	22	7	27	39	4	103	42%
	Don't Know								0	0%
	Total	4	2	24	15	49	94	58	244	100%
Provide Retirement Plan Matching Employee Contribution	Yes			2	7	29	69	53	160	64%
	No	2	2	22	8	20	30	5	89	36%
	Don't Know								0	0%
	Total	6	2	24	15	49	99	58	249	100%
Provide Pension Plan	Yes			1		1	16	5	23	9%
	No	2	2	23	15	48	82	53	225	90%
	Don't Know						1		1	0%
	Total	8	2	24	15	49	99	58	249	100%
Behavioral Health (mental health and/or substance use) stipend or financial assistance	Yes			4		9	32	15	60	24%
	No	2	2	20	15	39	59	42	179	72%
	Don't Know					1	8	1	10	4%
	Total	10	2	24	15	49	99	58	249	100%
Allow Flexible Work Schedule	Yes		2	22	9	42	91	53	219	88%
	No	2		2	6	7	8	5	30	12%
	Don't Know								0	0%
	Total	12	2	24	15	49	99	58	249	100%
Provide Housing Assistance	Yes			1	3	3	27	19	53	21%
	No	2	2	23	12	46	72	39	196	79%
	Don't Know								0	0%
	Total	14	2	24	15	49	99	58	249	100%
Provide Ski Pass	Yes				1	1	22		24	10%
	No	2	2	24	14	48	77	58	225	90%
	Don't Know								0	0%
	Total	16	2	24	15	49	99	58	249	100%
Provide Childcare Services or Stipend	Yes					8	7	12	27	11%
	No	2	2	24	15	41	92	45	221	89%
	Don't Know							1	1	0%
	Total	18	2	24	15	49	99	58	249	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes	2		3	2	9	29	5	50	20%
	No		2	21	13	39	70	52	197	79%
	Don't Know					1		1	2	1%
	Total	20	2	24	15	49	99	58	249	100%
Provide Option to Work from Home	Yes	1	2	23	13	45	94	55	233	94%
	No	1		1	1	4	5	3	15	6%
	Don't Know				1				1	0%
	Total	22	2	24	15	49	99	58	249	100%
Paid Holidays (number of days)	Respondents*	2	2	22	14	48	99	58	245	
	Mean	0	4	6	8	10	11	13	11	
	Low	0	0	0	0	0	6	0	0	
	Q25 (if n ≥5)			0.0	0.0	7.0	9.0	11.0	7	
	Median	0.0	0.0	5.0	8.0	9.0	10.0	12.0	10	
	Q75 (if n ≥5)			10.0	15.0	10.0	12.0	15.0	12	
	High	0	8	30	16	41+	41+	30	41+	
Paid Time Off (number of days)	Respondents*	2	2	22	14	48	92	58	238	
	Mean	0	10	7	13	19	23	22	19	
	Low	0	0	0	0	0	0	10	0	
	Q25 (if n ≥5)			0.0	0.0	15.0	15.0	15.0	14	
	Median	0.0	0.0	0.0	14.0	20.0	20.0	20.0	20	
	Q75 (if n ≥5)			7.0	18.0	24.0	25.0	27.0	24	
	High	0	20	41+	41+	30	41+	41+	41+	

*Number of survey respondents providing a numerical response value.

Figure 10: Paid Employee Benefits³⁵



³⁵ The percent of respondents is displayed when there are 20 or more respondents, and the percentage is 20% or higher.

Figure 10: Paid Employee Benefits (cont.)



Figure 10: Paid Employee Benefits (cont.)



Figure 10: Paid Employee Benefits (cont.)

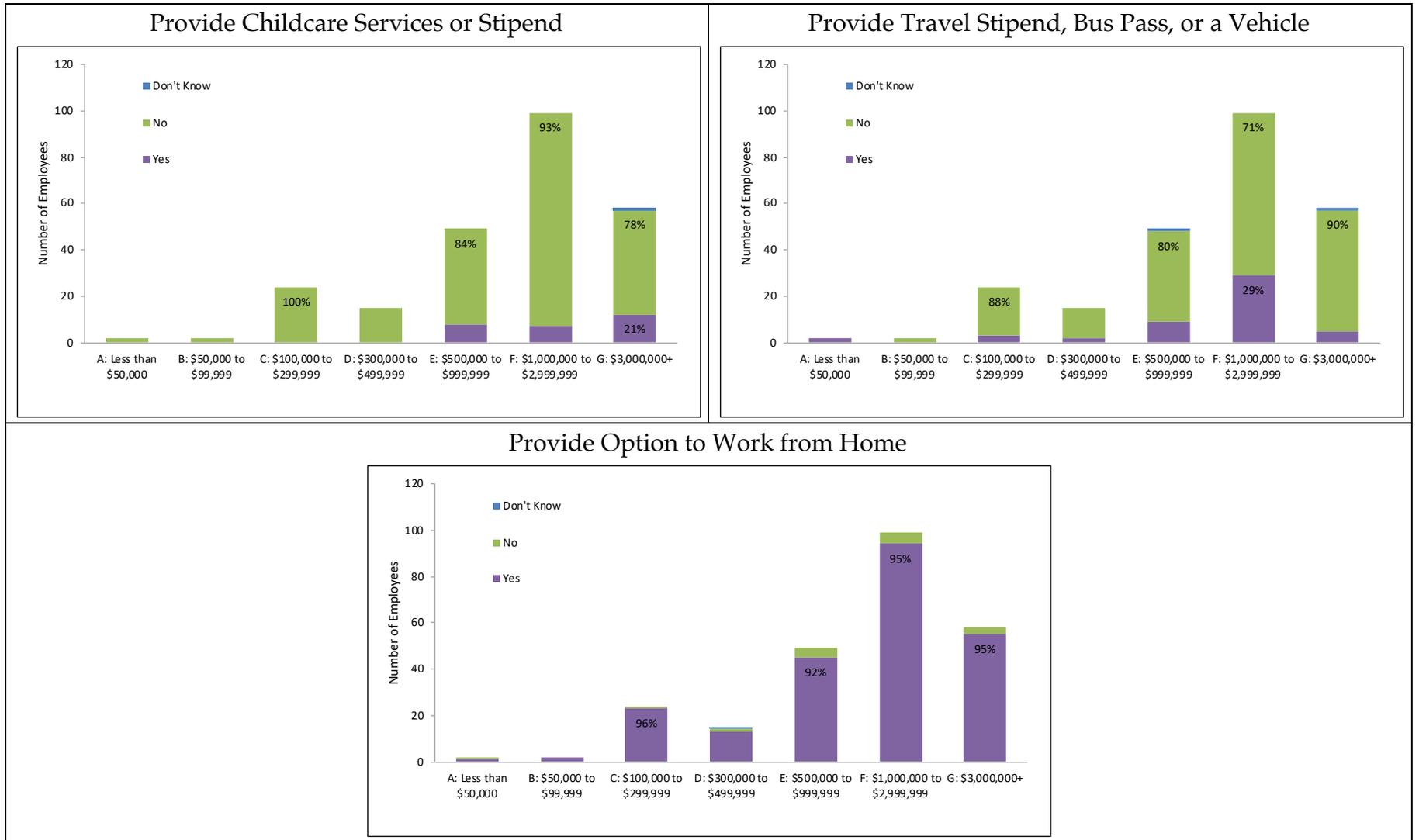


Table 19: Benefits for Year-Round Full-Time Employees^{36,37}

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Total Respondents		2	2	19	9	18	24	13	87	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>			11	7	49	97	58	222	87%
	<i>Year-Round Part-Time</i>	1	1	10	8	4			24	9%
	<i>Seasonal Full-Time</i>		1	1		1	2		5	2%
	<i>Seasonal Part-Time</i>	1		2					3	1%
	<i>Don't Know</i>								0	0%
	<i>Total</i>	2	2	24	15	54	99	58	254	100%
Health Insurance (% Paid by Employer)	<i>0%</i>			8	2	8	7	10	35	16%
	<i>≤ 50%</i>					1	11	1	13	6%
	<i>> 50%</i>			1	3	14	22	24	64	29%
	<i>100%</i>			2	2	25	57	23	109	49%
	<i>Don't Know</i>					1			1	0%
	<i>Total</i>		0	11	7	49	97	58	222	100%
High Deductible / HSA Eligible Plan (% Paid by Employer)	<i>0%</i>			10	5	43	76	30	164	74%
	<i>≤ 50%</i>			1					1	0%
	<i>> 50%</i>				2	1	5	8	16	7%
	<i>100%</i>					4	5	20	29	13%
	<i>Don't Know</i>					1	11		12	5%
	<i>Total</i>		0	11	7	49	97	58	222	100%
Dental Insurance (% Paid by Employer)	<i>0%</i>			11	5	30	11	2	59	27%
	<i>≤ 50%</i>						9	7	16	7%
	<i>> 50%</i>					9	22	15	46	21%
	<i>100%</i>				2	9	55	34	100	45%
	<i>Don't Know</i>					1			1	0%
	<i>Total</i>		0	11	7	49	97	58	222	100%
Vision Insurance (% Paid by Employer)	<i>0%</i>			11	4	46	17	9	87	39%
	<i>≤ 50%</i>						9	6	15	7%
	<i>> 50%</i>				1		16	15	32	14%
	<i>100%</i>				2	3	55	28	88	40%
	<i>Don't Know</i>								0	0%
	<i>Total</i>		0	11	7	49	97	58	222	100%
Prescription Insurance (% Paid by Employer)	<i>0%</i>			10	6	37	37	7	97	44%
	<i>≤ 50%</i>							1	1	0%
	<i>> 50%</i>				1	4	11	24	40	18%
	<i>100%</i>			1		2	38	18	59	27%
	<i>Don't Know</i>					6	11	8	25	11%
	<i>Total</i>		0	11	7	49	97	58	222	100%

³⁶ See footnote 6.

³⁷ See footnote 34.

Table 19: Benefits for Year-Round Full-Time Employees (continued)

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Provide 403(b)/401(k) Retirement Plan	Yes			1	5	21	55	54	136	64%
	No			10	2	23	39	4	78	36%
	Don't Know								0	0%
	Total		0	11	7	44	94	58	214	100%
Provide Retirement Plan Matching Employee Contribution	Yes			1	5	27	67	53	153	71%
	No			10	2	17	30	5	64	29%
	Don't Know								0	0%
	Total		0	11	7	44	97	58	217	100%
Provide Pension Plan	Yes					1	16	5	22	10%
	No			11	7	43	80	53	194	89%
	Don't Know						1		1	0%
	Total		0	11	7	44	97	58	217	100%
Behavioral Health (mental health and/or substance use) stipend or financial assistance	Yes					9	32	15	56	26%
	No			11	7	34	59	42	153	71%
	Don't Know					1	6	1	8	4%
	Total		0	11	7	44	97	58	217	100%
Allow Flexible Work Schedule	Yes			10	3	38	91	53	195	90%
	No			1	4	6	6	5	22	10%
	Don't Know								0	0%
	Total		0	11	7	44	97	58	217	100%
Provide Housing Assistance	Yes				2	2	25	19	48	22%
	No			11	5	42	72	39	169	78%
	Don't Know								0	0%
	Total		0	11	7	44	97	58	217	100%
Provide Ski Pass	Yes					1	20		21	10%
	No			11	7	43	77	58	196	90%
	Don't Know								0	0%
	Total		0	11	7	44	97	58	217	100%
Provide Childcare Services or Stipend	Yes					8	7	12	27	12%
	No			11	7	36	90	45	189	87%
	Don't Know							1	1	0%
	Total		0	11	7	44	97	58	217	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes			2	2	8	29	5	46	21%
	No			9	5	35	68	52	169	78%
	Don't Know					1		1	2	1%
	Total		0	11	7	44	97	58	217	100%
Provide Option to Work from Home	Yes			11	6	42	94	55	208	96%
	No					2	3	3	8	4%
	Don't Know				1				1	0%
	Total		0	11	7	44	97	58	217	100%
Paid Holidays (number of days)	Respondents*			10	7	43	97	58	215	
	Mean			10	11	10	11	13	11	
	Low			0	4	0	6	0	0	
	Q25 (if n ≥5)			5.0	4.0	7.0	9.0	11.0	9	
	Median			6.0	10.0	9.0	10.0	12.0	11	
	Q75 (if n ≥5)			11.0	15.0	10.0	12.0	15.0	12	
	High			30	16	41+	41+	30	41+	
Paid Time Off (number of days)	Respondents*			10	7	43	92	58	210	
	Mean			10	20	20	23	22	21	
	Low			0	10	0	0	10	0	
	Q25 (if n ≥5)			2.5	13.0	19.0	15.0	15.0	15	
	Median			7.0	15.0	20.0	20.0	20.0	20	
	Q75 (if n ≥5)			17.0	20.0	24.0	25.0	27.0	25	
	High			25	41+	30	41+	41+	41+	

*Number of survey respondents providing a numerical response value.

Table 20: Benefits for Year-Round *Part-Time* Employees^{38,39}

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Total Respondents	2	2	19	9	18	24	13	87	
Total Reported Employees in Top Eight Paid Positions	<i>Year-Round Full-Time</i>		11	7	49	97	58	222	87%
	<i>Year-Round Part-Time</i>	1	1	10	8	4		24	9%
	<i>Seasonal Full-Time</i>		1	1		1	2	5	2%
	<i>Seasonal Part-Time</i>	1		2				3	1%
	<i>Don't Know</i>							0	0%
	<i>Total</i>	2	2	24	15	54	99	58	254
Health Insurance (% Paid by Employer)	0%	1		10	5	3		19	79%
	≤ 50%							0	0%
	> 50%		1		1			2	8%
	100%				2	1		3	13%
	<i>Don't Know</i>							0	0%
	<i>Total</i>	1	1	10	8	4	0	0	24
High Deductible / HSA Eligible Plan (% Paid by Employer)	0%	1	1	10	7	4		23	96%
	≤ 50%							0	0%
	> 50%							0	0%
	100%				1			1	4%
	<i>Don't Know</i>							0	0%
	<i>Total</i>	1	1	10	8	4	0	0	24
Dental Insurance (% Paid by Employer)	0%	1	1	10	6	4		22	92%
	≤ 50%							0	0%
	> 50%							0	0%
	100%				2			2	8%
	<i>Don't Know</i>							0	0%
	<i>Total</i>	1	1	10	8	4	0	0	24
Vision Insurance (% Paid by Employer)	0%	1	1	10	5	4		21	88%
	≤ 50%							0	0%
	> 50%				1			1	4%
	100%				2			2	8%
	<i>Don't Know</i>							0	0%
	<i>Total</i>	1	1	10	8	4	0	0	24
Prescription Insurance (% Paid by Employer)	0%	1	1	10	6	4		22	92%
	≤ 50%							0	0%
	> 50%				1			1	4%
	100%				1			1	4%
	<i>Don't Know</i>							0	0%
	<i>Total</i>	1	1	10	8	4	0	0	24

³⁸ See footnote 6.

³⁹ See footnote 34.

Table 20: Benefits for Year-Round *Part-Time* Employees (continued)

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total	Percent
Provide 403(b)/401(k) Retirement Plan	Yes		1	3	1			5	21%
	No	1	1	9	5	3		19	79%
	Don't Know							0	0%
	Total	2	1	10	8	4	0	24	100%
Provide Retirement Plan Matching Employee Contribution	Yes		1	2	1			4	17%
	No	1	1	9	6	3		20	83%
	Don't Know							0	0%
	Total	3	1	10	8	4	0	24	100%
Provide Pension Plan	Yes		1					1	4%
	No	1	1	9	8	4		23	96%
	Don't Know							0	0%
	Total	4	1	10	8	4	0	24	100%
Behavioral Health (mental health and/or substance use) stipend or financial assistance	Yes		3					3	13%
	No	1	1	7	8	4		21	88%
	Don't Know							0	0%
	Total	5	1	10	8	4	0	24	100%
Allow Flexible Work Schedule	Yes		1	9	6	3		19	79%
	No	1		1	2	1		5	21%
	Don't Know							0	0%
	Total	6	1	10	8	4	0	24	100%
Provide Housing Assistance	Yes		1	1	1			3	13%
	No	1	1	9	7	3		21	88%
	Don't Know							0	0%
	Total	7	1	10	8	4	0	24	100%
Provide Ski Pass	Yes			1				1	4%
	No	1	1	10	7	4		23	96%
	Don't Know							0	0%
	Total	8	1	10	8	4	0	24	100%
Provide Childcare Services or Stipend	Yes							0	0%
	No	1	1	10	8	4		24	100%
	Don't Know							0	0%
	Total	9	1	10	8	4	0	24	100%
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes	1				1		2	8%
	No		1	10	8	3		22	92%
	Don't Know							0	0%
	Total	10	1	10	8	4	0	24	100%
Provide Option to Work from Home	Yes	1	1	9	7	2		20	83%
	No			1	1	2		4	17%
	Don't Know							0	0%
	Total	11	1	10	8	4	0	24	100%
Paid Holidays (number of days)	Respondents*	1	1	9	7	4		22	
	Mean	0	8	2	6	5		4	
	Low	0	8	0	0	0		0	
	Q25 (if n ≥5)			0.0	0.0			0	
	Median	0.0	8.0	0.0	0.0	2.0		0	
	Q75 (if n ≥5)			0.0	12.0			8	
	High	0	8	14	16	9		16	
Paid Time Off (number of days)	Respondents*	1	1	9	7	4		22	
	Mean	0	20	6	6	10		7	
	Low	0	20	0	0	0		0	
	Q25 (if n ≥5)			0.0	0.0			0	
	Median	0.0	20.0	0.0	0.0	5.0		0	
	Q75 (if n ≥5)			0.0	7.5			10	
	High	0	20	41+	20	20		41+	

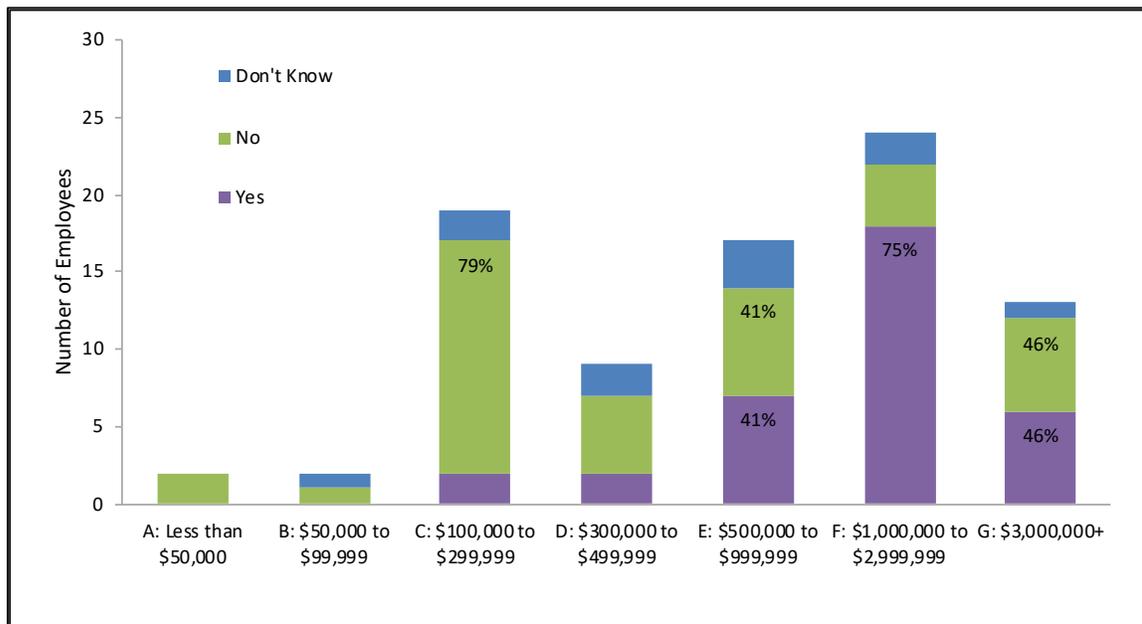
*Number of survey respondents providing a numerical response value.

Table 21: Family / Maternity / Paternity Benefits within Budget-Size Categories⁴⁰

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall	Percent
Number of Respondents Offering Paid Family /Maternity /Paternity Leave	<i>Yes</i>			2	2	7	18	6	35	41%
	<i>No</i>	2	1	15	5	7	4	6	40	47%
	<i>Don't Know</i>		1	2	2	3	2	1	11	13%
	<i>Total</i>	2	2	19	9	17	24	13	86	100%
Weeks of Paid Family /Maternity /Paternity Leave Offered	<i>Respondents*</i>			2	2	7	18	6	35	
	<i>Mean</i>			7	7	7	7	7	7	
	<i>Low</i>			2	2	2	2	5	2	
	<i>Q25 (if n ≥5)</i>					2.0	3.5	5.0	4	
	<i>Median (if n ≥5)</i>					6.0	6.0	6.0	6	
	<i>Q75 (if n ≥5)</i>					9.0	12.0	7.0	12	
	<i>High</i>			12	12	12	12	12	12	
Number of Employees That Have Utilized Paid Family /Maternity /Paternity Leave in Past 3 Fiscal Years	<i>Respondents*</i>			2	2	7	18	6	35	
	<i>Number of Employees</i>			2	1	4	18	15	40	

*Number of survey respondents providing a numerical response value.

Figure 11: Benefits Include Paid Family / Maternity / Paternity Leave⁴¹



⁴⁰ Survey Questions 150–151.

⁴¹ The percent of respondents is displayed when there are 20 or more respondents, and the percentage is 20% or higher.

Table 22: Additional Benefits⁴²

<p>Insurance Options and Stipends: Accident insurance Life Insurance Long-term disability paid 100% by employer MASA Air Ambulance</p> <p>Discounts: Discount in Art Supply Store Discount for music classes/lessons Discount at restaurant Discount at shop Pro deal discounts and relationships</p> <p>Food: 3 Meals/day all staff Cafeteria plan Free food benefits</p> <p>Miscellaneous Benefits: United and Delta Sky Club membership (for president) Shooting Star membership (for president)</p> <p>Program Registration and Fees: Art Classes Comp tickets to events Free access to use unscheduled program / music studio space Hot Springs Soaking for employees and families Mental Health Support Wellness Classes National Park Pass Off-season use of ranch/facility Open Studio Pass Training opportunities, including personal development</p> <p>Technology: Cell phone reimbursement iPhone, iPad and personal computer (for president)</p> <p>Time off: 4-day work week Comp time Court & immigration process leave Gender-based violence leave Sabbatical Unlimited PTO</p> <p>Wellness/Gear Stipends: Gear Lending Personal Gear Stipend - \$500 per employee per year Wellness Reimbursement</p>
--

⁴² The additional benefits are as reported and have not been edited to standardize responses. Survey Question 149.

V. Compensation and Benefits by Position

Data were collected from each respondent for the Executive Director/President/Chief Executive Officer as well as other highest-paid employees (up to a total of eight).

Table 23: Executive Director / President / Chief Executive Officer⁴³

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall	
Total Respondents	2	2	19	9	18	24	13	87	
Paid Executive Director / President / Chief Executive Officer Positions	<i>Full-Time Yearly</i>		10	4	18	24	13	69	
	<i>Part-Time Yearly</i>	1	1	7	5			14	
	<i>Full-Time Seasonal</i>		1	1				2	
	<i>Part-Time Seasonal</i>	1		1				2	
	<i>Don't Know</i>								
	<i>Total</i>	2	2	19	9	18	24	13	87
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>		10	4	18	23	11	66	
	<i>Mean</i>		\$77,500	\$97,500	\$115,833	\$134,130	\$179,091	\$125,833	
	<i>Low</i>		\$15,000	\$65,000	\$75,000	\$85,000	\$150,000	\$15,000	
	<i>Q25 (if n ≥5)</i>		\$55,000		\$90,000	\$110,000	\$150,000	\$95,000	
	<i>Median (if n ≥5)</i>		\$75,000		\$110,000	\$130,000	\$160,000	\$130,000	
	<i>Q75 (if n ≥5)</i>		\$97,500		\$130,000	\$135,000	\$190,000	\$150,000	
	<i>High</i>		\$110,000	\$130,000	\$170,000	\$225,000	\$275,000	\$275,000	
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>	1	1	6	5			13	
	<i>Mean</i>	\$5,000	\$65,000	\$46,667	\$63,000			\$51,154	
	<i>Low</i>		\$5,000	\$45,000				\$5,000	
	<i>Q25 (if n ≥5)</i>		\$20,000	\$47,500				\$37,500	
	<i>Median (if n ≥5)</i>		\$45,000	\$55,000				\$50,000	
	<i>Q75 (if n ≥5)</i>		\$50,000	\$62,500				\$62,500	
	<i>High</i>		\$95,000	\$95,000				\$95,000	
Bonuses Included in Compensation	<i>Respondents*</i>		4	1	10	12	6	33	
	<i>Mean</i>		\$15,750	\$7,500	\$12,150	\$16,112	\$25,833	\$16,374	
	<i>Low</i>		\$2,000		\$1,000	\$20	\$2,500	\$20	
	<i>Q25 (if n ≥5)</i>				\$4,000	\$3,000	\$6,250	\$4,207	
	<i>Median (if n ≥5)</i>				\$6,500	\$6,000	\$22,500	\$7,250	
	<i>Q75 (if n ≥5)</i>				\$12,500	\$11,600	\$25,000	\$19,750	
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>								
	<i>Four-year college degree</i>			10	5	11	13	7	46
	<i>Postgraduate degree</i>	1	2	9	4	7	11	6	40
	<i>Don't Know</i>	1							1
	<i>Total</i>	2	2	19	9	18	24	13	87
Home Location	<i>Teton County, WY</i>	2	2	14	7	12	15	8	60
	<i>Teton County, ID</i>			3	1	4	3	1	12
	<i>Sublette County</i>						1		1
	<i>Lincoln County</i>			1			1	1	3
	<i>Elsewhere</i>			1	1	2	4	3	11
	<i>Don't know</i>								
<i>Total</i>	2	2	19	9	18	24	13	87	

⁴³ Survey Questions 7, 26-32, and 83-149.

Table 23: Executive Director / President / Chief Executive Officer (continued)

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total
Health Insurance (% Paid by Employer)	0%	2	1	16	5	5	2	2	33
	≤ 50%					1	3	1	5
	> 50%		1	1	2	4	6	5	19
	100%			2	2	7	13	5	29
	<i>Don't Know</i>					1			1
<i>Total</i>		2	2	19	9	18	24	13	87
High Deductible / HSA Eligible Plan (% Paid by Employer)	0%	2	2	17	7	14	19	8	69
	≤ 50%			1					1
	> 50%				1	1	2	1	5
	100%			1	1	2	1	4	9
	<i>Don't Know</i>					1	2		3
<i>Total</i>		2	2	19	9	18	24	13	87
Dental Insurance (% Paid by Employer)	0%	2	2	19	7	12	4	1	47
	≤ 50%						2	2	4
	> 50%					2	6	3	11
	100%				2	3	12	7	24
	<i>Don't Know</i>					1			1
<i>Total</i>		2	2	19	9	18	24	13	87
Vision Insurance (% Paid by Employer)	0%	2	2	19	6	15	5	3	52
	≤ 50%						2	1	3
	> 50%				1		5	3	9
	100%				2	3	12	6	23
	<i>Don't Know</i>								0
<i>Total</i>		2	2	19	9	18	24	13	87
Prescription Insurance (% Paid by Employer)	0%	2	2	18	7	13	11	2	55
	≤ 50%							1	1
	> 50%				1	1	3	5	10
	100%			1	1	2	8	4	16
	<i>Don't Know</i>					2	2	1	5
<i>Total</i>		2	2	19	9	18	24	13	87

Table 23: Executive Director / President / Chief Executive Officer (continued)

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall	
Provide 403(b)/401(k) Retirement Plan	Yes		2	4	8	15	12	41	
	No	2	2	17	5	9	9	45	
	Don't Know							0	
	Total	2	2	19	9	17	24	13	86
Provide Retirement Plan Matching Employee Contribution	Yes		2	3	9	16	11	41	
	No	2	2	17	6	8	8	45	
	Don't Know							0	
	Total	2	2	19	9	17	24	13	86
Provide Pension Plan	Yes		1		1	6	2	10	
	No	2	2	18	9	16	17	75	
	Don't Know					1		1	
	Total	2	2	19	9	17	24	13	86
Behavioral Health (mental health and/or substance use) stipend or financial assistance	Yes		1		2	9	3	15	
	No	2	2	18	9	14	13	67	
	Don't Know					1	2	4	
	Total	2	2	19	9	17	24	13	86
Allow Flexible Work Schedule	Yes		2	17	5	15	23	74	
	No	2		2	4	2	1	12	
	Don't Know							0	
	Total	2	2	19	9	17	24	13	86
Provide Housing Assistance	Yes		1	1	1	6	4	13	
	No	2	2	18	8	16	18	73	
	Don't Know							0	
	Total	2	2	19	9	17	24	13	86
Provide Ski Pass	Yes			1	1	4		6	
	No	2	2	19	8	16	20	80	
	Don't Know							0	
	Total	2	2	19	9	17	24	13	86
Provide Childcare Services or Stipend	Yes				2	2	2	6	
	No	2	2	19	9	15	22	79	
	Don't Know							1	
	Total	2	2	19	9	17	24	13	86
Provide Travel Stipend, Bus Pass, or a Vehicle	Yes	2		3	1	2	8	17	
	No		2	16	8	14	16	67	
	Don't Know					1		2	
	Total	2	2	19	9	17	24	13	86
Provide Option to Work from Home	Yes	1	2	18	7	16	24	80	
	No	1		1	1	1	1	5	
	Don't Know				1			1	
	Total	2	2	19	9	17	24	13	86
Paid Holidays (number of days)	Respondents*	2	2	17	8	16	24	13	82
	Mean	0	4	7	8	11	14	14	11
	Low	0	0	0	0	0	6	0	0
	Q25 (if n ≥5)			0.0	0.0	7.0	9.0	11.0	6
	Median	0.0	0.0	5.0	8.0	9.0	11.0	12.0	10
	Q75 (if n ≥5)			10.0	12.0	11.0	12.0	15.0	12
Paid Time Off (number of days)	Respondents*	2	2	17	8	16	23	13	81
	Mean	0	10	8	14	20	22	24	17
	Low	0	0	0	0	0	0	10	0
	Q25 (if n ≥5)			0.0	0.0	14.0	14.0	16.0	5
	Median	0.0	0.0	0.0	10.0	20.0	20.0	21.0	20
	Q75 (if n ≥5)			7.0	15.0	25.0	25.0	30.0	24
	High	0	20	41+	41+	30	41+	41+	

*Number of survey respondents providing a numerical response value.

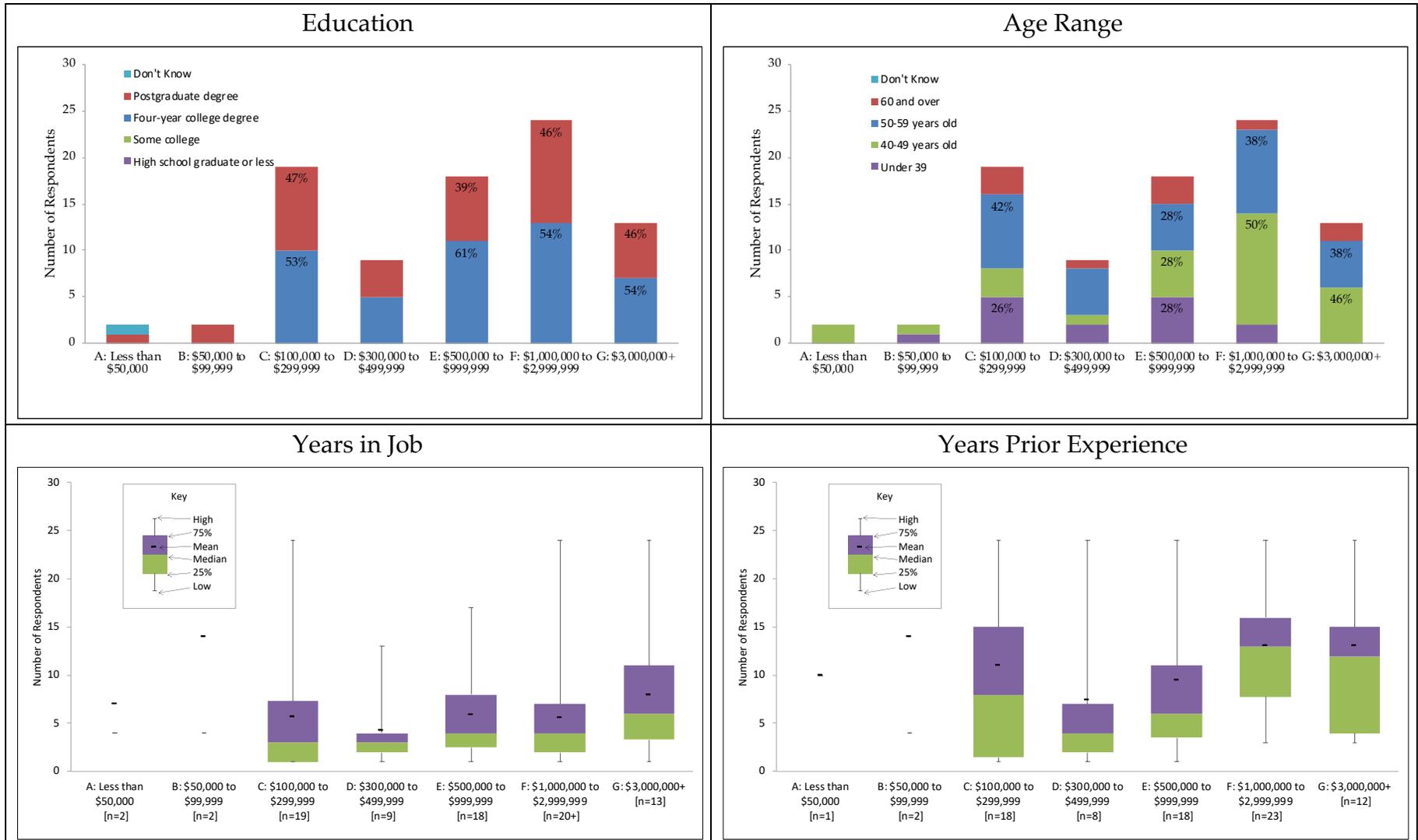
Table 24: Supplemental Data on Executive Director/President/Chief Executive Officer⁴⁴

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall	
Succession Plan in Place	<i>Yes</i>	1		4	2	3	6	7	23
	<i>No</i>	1	2	11	6	14	17	5	56
	<i>Don't Know</i>			4	1	1	1	1	8
	<i>Total</i>	2	2	19	9	18	24	13	87
Years in Job	<i>Respondents*</i>	2	2	19	9	18	20+	13	63
	<i>Mean</i>	7	14	6	4	6	6	8	6
	<i>Low</i>	4	4	1	1	1	1	1	1
	<i>Q25 (if n ≥5)</i>			1.0	2.0	2.5	2.0	3.3	2
	<i>Median</i>	4.0	4.0	3.0	3.0	4.0	4.0	6.0	4
	<i>Q75 (if n ≥5)</i>			7.3	4.0	8.0	7.0	11.0	8
	<i>High</i>	10	20+	20+	13	17	20+	20+	20+
Years Prior Experience	<i>Respondents*</i>	1	2	18	8	18	23	12	82
	<i>Mean</i>	10	14	11	7	9	13	13	11
	<i>Low</i>	10	4	1	1	1	3	3	1
	<i>Q25 (if n ≥5)</i>			1.5	2.0	3.5	7.8	4.0	4
	<i>Median</i>	10.0	4.0	8.0	4.0	6.0	13.0	12.0	10
	<i>Q75 (if n ≥5)</i>			15.0	7.0	11.0	16.0	15.0	15
	<i>High</i>	10	20+	20+	20+	20+	20+	20+	20+
Age Range	<i>Under 39</i>		1	5	2	5	2		15
	<i>40-49 years old</i>	2	1	3	1	5	12	6	30
	<i>50-59 years old</i>			8	5	5	9	5	32
	<i>60 and over</i>			3	1	3	1	2	10
	<i>Don't Know</i>								0
	<i>Total</i>	2	2	19	9	18	24	13	87
Owns Home	<i>Yes</i>	2	1	11	5	12	22	11	64
	<i>No</i>		1	7	4	6	2	1	21
	<i>Don't Know</i>								0
	<i>Total</i>	2	2	18	9	18	24	12	85

*Number of survey respondents providing a numerical response value.

⁴⁴ Survey Questions 7, 24, 25, 27, 28, and 33.

Figure 12: Executive Director / President / Chief Executive Officer Characteristics⁴⁵



⁴⁵ The percent of respondents is displayed when there are 10 or more respondents, and the percentage is 20% or higher. For the questions “Years on Job” and “Years Prior Experience,” 24 years was used to calculate the metrics when the response was “20+ years.”

Figure 12: Executive Director / President / Chief Executive Officer Characteristics (cont.)

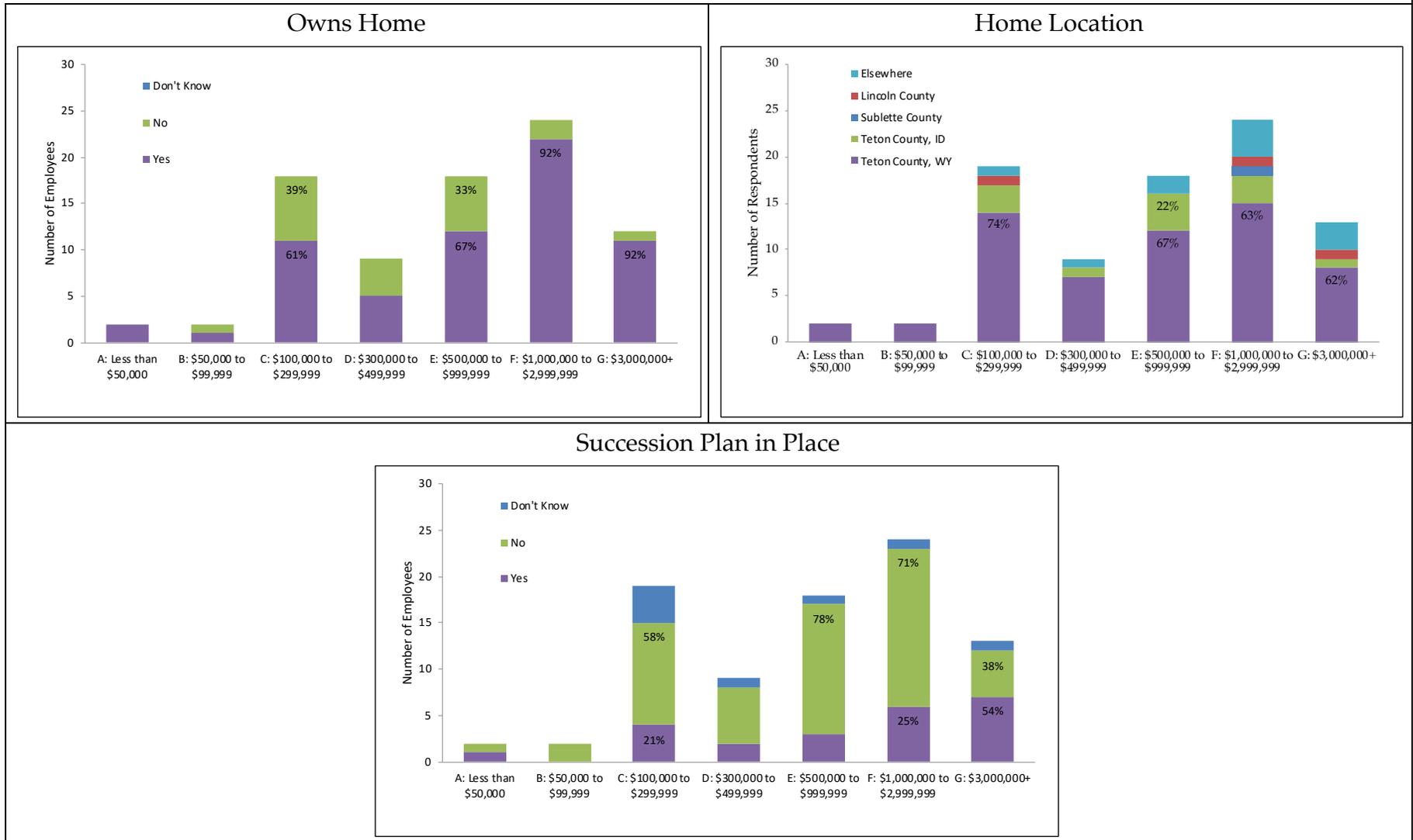


Table 25: Financial Director / Chief Financial Officer⁴⁶

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	2	19	9	18	24	13	87
Paid Financial Director / Chief Financial Officer Positions	<i>Full-Time Yearly</i>					1	1	8	10
	<i>Part-Time Yearly</i>								
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
	<i>Total</i>					1	1	8	10
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>					1	1	8	10
	<i>Mean</i>					\$65,000	\$110,000	\$125,625	\$118,000
	<i>Low</i>							\$95,000	\$65,000
	<i>Q25 (if n ≥5)</i>							\$110,000	\$102,500
	<i>Median (if n ≥5)</i>							\$110,000	\$110,000
	<i>Q75 (if n ≥5)</i>							\$130,000	\$120,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>								
	<i>Mean</i>								
	<i>Low</i>								
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
Bonuses Included in Compensation	<i>Respondents*</i>							5	5
	<i>Mean</i>							\$11,428	\$11,428
	<i>Low</i>							\$2,500	\$2,500
	<i>Q25 (if n ≥5)</i>							\$3,035	\$3,035
	<i>Median (if n ≥5)</i>							\$4,820	\$4,820
	<i>Q75 (if n ≥5)</i>							\$12,500	\$12,500
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>								
	<i>Four-year college degree</i>							5	5
	<i>Postgraduate degree</i>					1	1	3	5
	<i>Don't Know</i>								
	<i>Total</i>					1	1	8	10
Home Location	<i>Teton County, WY</i>							5	5
	<i>Teton County, ID</i>								
	<i>Sublette County</i>							1	1
	<i>Lincoln County</i>							1	1
	<i>Elsewhere</i>					1	1	1	3
	<i>Don't know</i>								
<i>Total</i>					1	1	8	10	

⁴⁶ Survey Questions 7, 26-32, 35-82.

Table 26: Accountant / Bookkeeper⁴⁷

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	2	19	9	18	24	13	87
Paid Accountant / Bookkeeper Positions	<i>Full-Time Yearly</i>						2		2
	<i>Part-Time Yearly</i>					2			2
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
	<i>Total</i>					2	2		4
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>						2		2
	<i>Mean</i>						\$102,500		\$102,500
	<i>Low</i>						\$75,000		\$75,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>						\$130,000		\$130,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>					2			2
	<i>Mean</i>					\$45,000			\$45,000
	<i>Low</i>					\$45,000			\$45,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>					\$45,000		\$45,000	
Bonuses Included in Compensation	<i>Respondents*</i>						2		2
	<i>Mean</i>						\$4,500		\$4,500
	<i>Low</i>						\$1,000		\$1,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>						\$8,000		\$8,000
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>								
	<i>Four-year college degree</i>					2	1		3
	<i>Postgraduate degree</i>						1		1
	<i>Don't Know</i>								
	<i>Total</i>					2	2		4
Home Location	<i>Teton County, WY</i>						2		2
	<i>Teton County, ID</i>					1			1
	<i>Sublette County</i>								
	<i>Lincoln County</i>								
	<i>Elsewhere</i>					1			1
	<i>Don't know</i>								
	<i>Total</i>					2	2		4

⁴⁷ See footnote 46.

Table 27: Operations Director / Chief Operating Officer⁴⁸

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents	2	2	19	9	18	24	13	87
Paid Operations Director/Chief Operating Officer Positions	<i>Full-Time Yearly</i>			1	3	11	7	22
	<i>Part-Time Yearly</i>		1					1
	<i>Full-Time Seasonal</i>							
	<i>Part-Time Seasonal</i>							
	<i>Don't Know</i>							
	<i>Total</i>			1	1	3	11	7
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>			1	3	11	7	22
	<i>Mean</i>			\$85,000	\$78,333	\$91,818	\$130,000	\$101,818
	<i>Low</i>				\$75,000	\$55,000	\$85,000	\$55,000
	<i>Q25 (if n ≥5)</i>					\$75,000	\$92,500	\$80,000
	<i>Median (if n ≥5)</i>					\$90,000	\$130,000	\$95,000
	<i>Q75 (if n ≥5)</i>					\$98,750	\$150,000	\$110,000
	<i>High</i>				\$85,000	\$130,000	\$170,000	\$170,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>		1					1
	<i>Mean</i>		\$25,000					\$25,000
	<i>Low</i>							
	<i>Q25 (if n ≥5)</i>							
	<i>Median (if n ≥5)</i>							
	<i>Q75 (if n ≥5)</i>							
	<i>High</i>							
Bonuses Included in Compensation	<i>Respondents*</i>				2	6	3	11
	<i>Mean</i>				\$2,500	\$7,483	\$12,500	\$7,945
	<i>Low</i>				\$1,000	\$15	\$2,500	\$15
	<i>Q25 (if n ≥5)</i>					\$508		\$1,000
	<i>Median (if n ≥5)</i>					\$3,883		\$3,942
	<i>Q75 (if n ≥5)</i>					\$7,500		\$6,250
	<i>High</i>				\$4,000	\$25,000	\$30,000	\$30,000
Highest Degree Held	<i>High school graduate or less</i>							
	<i>Some college</i>				1		1	3
	<i>Four-year college degree</i>			1		1	6	11
	<i>Postgraduate degree</i>					1	4	8
	<i>Don't Know</i>							
	<i>Total</i>			1	1	2	11	22
Home Location	<i>Teton County, WY</i>		1		3	7	3	14
	<i>Teton County, ID</i>					1	1	2
	<i>Sublette County</i>							
	<i>Lincoln County</i>					1	1	2
	<i>Elsewhere</i>				1	2	2	5
	<i>Don't know</i>							
	<i>Total</i>		1	1	3	11	7	23

⁴⁸ See footnote 46.

Table 28: Program or Project Director⁴⁹

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall	
Total Respondents	2	2	19	9	18	24	13	87	
Paid Program or Project Director Positions	<i>Full-Time Yearly</i>		1	2	15	29	13	60	
	<i>Part-Time Yearly</i>			1	1			2	
	<i>Full-Time Seasonal</i>					1		1	
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
	<i>Total</i>			1	3	16	30	13	63
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>		1	2	15	29	13	60	
	<i>Mean</i>		\$75,000	\$82,500	\$70,333	\$83,966	\$119,615	\$88,083	
	<i>Low</i>			\$55,000	\$45,000	\$55,000	\$95,000	\$45,000	
	<i>Q25 (if n ≥5)</i>				\$55,000	\$75,000	\$110,000	\$65,000	
	<i>Median (if n ≥5)</i>				\$65,000	\$85,000	\$110,000	\$85,000	
	<i>Q75 (if n ≥5)</i>				\$85,000	\$95,000	\$130,000	\$110,000	
	<i>High</i>				\$110,000	\$95,000	\$130,000	\$150,000	
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>			1	1			2	
	<i>Mean</i>			\$55,000	\$75,000			\$65,000	
	<i>Low</i>							\$55,000	
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>							\$75,000	
Bonuses Included in Compensation	<i>Respondents*</i>			1	6	12	9	28	
	<i>Mean</i>			\$5,000	\$3,167	\$4,458	\$9,000	\$5,661	
	<i>Low</i>				\$1,000	\$1,000	\$5,000	\$1,000	
	<i>Q25 (if n ≥5)</i>				\$1,000	\$2,000	\$5,250	\$3,000	
	<i>Median (if n ≥5)</i>				\$3,000	\$3,000	\$10,000	\$5,000	
	<i>Q75 (if n ≥5)</i>				\$4,500	\$5,000	\$10,000	\$10,000	
	<i>High</i>				\$5,000	\$12,500	\$15,000	\$15,000	
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>				1	2		3	
	<i>Four-year college degree</i>			1	2	11	20	7	41
	<i>Postgraduate degree</i>				1	4	8	6	19
	<i>Don't Know</i>								
	<i>Total</i>			1	3	16	30	13	63
Home Location	<i>Teton County, WY</i>		1	2	10	23	9	45	
	<i>Teton County, ID</i>			1	1	4	3	9	
	<i>Sublette County</i>								
	<i>Lincoln County</i>				1			1	
	<i>Elsewhere</i>				4	3	1	8	
	<i>Don't know</i>								
	<i>Total</i>			1	3	16	30	13	63

⁴⁹ See footnote 46.

Table 29: Marketing Director⁵⁰

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents	2	2	19	9	18	24	13	87
Paid Marketing Director Positions	<i>Full-Time Yearly</i>				3	5	4	12
	<i>Part-Time Yearly</i>			1				1
	<i>Full-Time Seasonal</i>							
	<i>Part-Time Seasonal</i>							
	<i>Don't Know</i>							
	<i>Total</i>			1	3	5	4	13
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>				3	5	4	12
	<i>Mean</i>				\$58,333	\$83,000	\$122,500	\$90,000
	<i>Low</i>				\$55,000	\$75,000	\$95,000	\$55,000
	<i>Q25 (if n ≥5)</i>					\$75,000		\$65,000
	<i>Median (if n ≥5)</i>					\$80,000		\$85,000
	<i>Q75 (if n ≥5)</i>					\$85,000		\$95,000
	<i>High</i>				\$65,000	\$95,000	\$170,000	\$170,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>			1				1
	<i>Mean</i>			\$45,000				\$45,000
	<i>Low</i>							
	<i>Q25 (if n ≥5)</i>							
	<i>Median (if n ≥5)</i>							
	<i>Q75 (if n ≥5)</i>							
	<i>High</i>							
Bonuses Included in Compensation	<i>Respondents*</i>			1		5	2	8
	<i>Mean</i>			\$3,500		\$3,974	\$17,500	\$7,296
	<i>Low</i>					\$15	\$5,000	\$15
	<i>Q25 (if n ≥5)</i>					\$511		\$2,000
	<i>Median (if n ≥5)</i>					\$2,428		\$3,500
	<i>Q75 (if n ≥5)</i>					\$4,464		\$5,000
	<i>High</i>					\$10,000	\$30,000	\$30,000
Highest Degree Held	<i>High school graduate or less</i>							
	<i>Some college</i>							
	<i>Four-year college degree</i>					3	3	3
	<i>Postgraduate degree</i>				1		2	1
	<i>Don't Know</i>							
	<i>Total</i>			1	3	5	4	13
Home Location	<i>Teton County, WY</i>					2	3	4
	<i>Teton County, ID</i>				1		2	3
	<i>Sublette County</i>							
	<i>Lincoln County</i>							
	<i>Elsewhere</i>					1		1
	<i>Don't know</i>							
	<i>Total</i>			1	3	5	4	13

⁵⁰ See footnote 46.

Table 30: Development Director⁵¹

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall	
Total Respondents	2	2	19	9	18	24	13	87	
Paid Development Director Positions	<i>Full-Time Yearly</i>				1	12	7	20	
	<i>Part-Time Yearly</i>			1				1	
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
<i>Total</i>				1	1	12	7	21	
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>				1	12	7	20	
	<i>Mean</i>				\$95,000	\$100,417	\$117,857	\$106,250	
	<i>Low</i>					\$65,000	\$85,000	\$65,000	
	<i>Q25 (if n ≥5)</i>					\$75,000	\$103,750	\$85,000	
	<i>Median (if n ≥5)</i>					\$85,000	\$110,000	\$95,000	
	<i>Q75 (if n ≥5)</i>					\$95,000	\$120,000	\$110,000	
<i>High</i>					\$190,000	\$150,000	\$190,000		
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>			1				1	
	<i>Mean</i>			\$15,000				\$15,000	
	<i>Low</i>								
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
<i>High</i>									
Bonuses Included in Compensation	<i>Respondents*</i>				1	8	2	11	
	<i>Mean</i>				\$5,000	\$7,794	\$7,500	\$7,487	
	<i>Low</i>					\$1,000	\$5,000	\$1,000	
	<i>Q25 (if n ≥5)</i>					\$2,000		\$2,375	
	<i>Median (if n ≥5)</i>					\$5,355		\$5,178	
	<i>Q75 (if n ≥5)</i>					\$9,000		\$9,250	
<i>High</i>					\$25,000	\$10,000	\$25,000		
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>								
	<i>Four-year college degree</i>				1	1	9	3	14
	<i>Postgraduate degree</i>						3	4	7
	<i>Don't Know</i>								
<i>Total</i>				1	1	12	7	21	
Home Location	<i>Teton County, WY</i>				1	1	5	5	12
	<i>Teton County, ID</i>						2	2	4
	<i>Sublette County</i>								
	<i>Lincoln County</i>						1		1
	<i>Elsewhere</i>						4		4
	<i>Don't know</i>								
<i>Total</i>				1	1	12	7	21	

⁵¹ See footnote 46.

Table 31: Support Staff⁵²

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	2	19	9	18	24	13	87
Paid Support Staff (programs, assistants, office manager, secretary, etc.) Positions	<i>Full-Time Yearly</i>					3	6		9
	<i>Part-Time Yearly</i>			1					1
	<i>Full-Time Seasonal</i>						1		1
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
	<i>Total</i>			1		3	7		11
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>					3	6		9
	<i>Mean</i>					\$58,333	\$70,000		\$66,111
	<i>Low</i>					\$45,000	\$55,000		\$45,000
	<i>Q25 (if n ≥5)</i>						\$60,000		\$55,000
	<i>Median (if n ≥5)</i>						\$65,000		\$65,000
	<i>Q75 (if n ≥5)</i>						\$75,000		\$75,000
	<i>High</i>					\$75,000	\$85,000		\$85,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>			1					1
	<i>Mean</i>			\$25,000					\$25,000
	<i>Low</i>								
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								
Bonuses Included in Compensation	<i>Respondents*</i>			1			3		4
	<i>Mean</i>			\$500			\$3,167		\$2,500
	<i>Low</i>						\$1,500		\$500
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>						\$4,000		\$4,000
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>								
	<i>Four-year college degree</i>			1			7		8
	<i>Postgraduate degree</i>					2			2
	<i>Don't Know</i>								
	<i>Total</i>			1		2	7		10
Home Location	<i>Teton County, WY</i>			1		2	7		10
	<i>Teton County, ID</i>								
	<i>Sublette County</i>					1			1
	<i>Lincoln County</i>								
	<i>Elsewhere</i>								
	<i>Don't know</i>								
<i>Total</i>			1		3	7		11	

⁵² See footnote 46.

Table 32: Specialized Staff⁵³

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	2	19	9	18	24	13	87
Paid Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse etc.) Positions	<i>Full-Time Yearly</i>					3	6	4	13
	<i>Part-Time Yearly</i>			1		1			2
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>			1					1
	<i>Don't Know</i>								
	<i>Total</i>			2			4	6	4
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>					3	6	4	13
	<i>Mean</i>					\$58,333	\$82,500	\$100,000	\$82,308
	<i>Low</i>					\$55,000	\$55,000	\$85,000	\$55,000
	<i>Q25 (if n ≥5)</i>						\$55,000		\$55,000
	<i>Median (if n ≥5)</i>						\$75,000		\$75,000
	<i>Q75 (if n ≥5)</i>						\$80,000		\$92,500
	<i>High</i>					\$65,000	\$150,000	\$110,000	\$150,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>			1		1			2
	<i>Mean</i>			\$15,000		\$65,000			\$40,000
	<i>Low</i>								\$15,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								\$65,000
Bonuses Included in Compensation	<i>Respondents*</i>			1		2	3	1	7
	<i>Mean</i>			\$500		\$2,500	\$2,003	\$5,000	\$2,359
	<i>Low</i>					\$2,000	\$10		\$10
	<i>Q25 (if n ≥5)</i>								\$378
	<i>Median (if n ≥5)</i>								\$1,500
	<i>Q75 (if n ≥5)</i>								\$3,500
	<i>High</i>					\$3,000	\$5,000		\$5,000
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>					1	1		2
	<i>Four-year college degree</i>			1		2	3	3	9
	<i>Postgraduate degree</i>			1		1	2	1	5
	<i>Don't Know</i>								
	<i>Total</i>			2		4	6	4	16
Home Location	<i>Teton County, WY</i>			2		3	4	2	11
	<i>Teton County, ID</i>					1		1	2
	<i>Sublette County</i>								
	<i>Lincoln County</i>						1		1
	<i>Elsewhere</i>						1	1	2
	<i>Don't know</i>								
	<i>Total</i>			2		4	6	4	16

⁵³ See footnote 46.

Table 33: Volunteer Coordinator⁵⁴

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents	2	2	19	9	18	24	13	87
Paid Volunteer Coordinator Positions	<i>Full-Time Yearly</i>				2			2
	<i>Part-Time Yearly</i>							
	<i>Full-Time Seasonal</i>				1			1
	<i>Part-Time Seasonal</i>							
	<i>Don't Know</i>							
	<i>Total</i>				3			3
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>				2			2
	<i>Mean</i>				\$55,000			\$55,000
	<i>Low</i>				\$55,000			\$55,000
	<i>Q25 (if n ≥5)</i>							
	<i>Median (if n ≥5)</i>							
	<i>Q75 (if n ≥5)</i>							
	<i>High</i>				\$55,000			\$55,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>							
	<i>Mean</i>							
	<i>Low</i>							
	<i>Q25 (if n ≥5)</i>							
	<i>Median (if n ≥5)</i>							
	<i>Q75 (if n ≥5)</i>							
	<i>High</i>							
Bonuses Included in Compensation	<i>Respondents*</i>				1			1
	<i>Mean</i>				\$2,000			\$2,000
	<i>Low</i>							
	<i>Q25 (if n ≥5)</i>							
	<i>Median (if n ≥5)</i>							
	<i>Q75 (if n ≥5)</i>							
	<i>High</i>							
Highest Degree Held	<i>High school graduate or less</i>							
	<i>Some college</i>							
	<i>Four-year college degree</i>				3			3
	<i>Postgraduate degree</i>							
	<i>Don't Know</i>							
	<i>Total</i>				3			3
Home Location	<i>Teton County, WY</i>				2			2
	<i>Teton County, ID</i>				1			1
	<i>Sublette County</i>							
	<i>Lincoln County</i>							
	<i>Elsewhere</i>							
	<i>Don't know</i>							
	<i>Total</i>				3			3

⁵⁴ See footnote 46.

Table 34: Other Staff⁵⁵

		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Total Respondents		2	2	19	9	18	24	13	87
Paid Other Staff Positions	<i>Full-Time Yearly</i>						1	2	3
	<i>Part-Time Yearly</i>								
	<i>Full-Time Seasonal</i>								
	<i>Part-Time Seasonal</i>								
	<i>Don't Know</i>								
	<i>Total</i>						1	2	3
Year-Round Full-Time Annualized Compensation	<i>Respondents*</i>						1	2	3
	<i>Mean</i>						\$150,000	\$150,000	\$150,000
	<i>Low</i>							\$130,000	\$130,000
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>							\$170,000	\$170,000
Year-Round Part-Time Annualized Compensation	<i>Respondents*</i>								
	<i>Mean</i>								
	<i>Low</i>								
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								
Bonuses Included in Compensation	<i>Respondents*</i>						1	1	2
	<i>Mean</i>						\$3,855	\$2,500	\$3,178
	<i>Low</i>								\$2,500
	<i>Q25 (if n ≥5)</i>								
	<i>Median (if n ≥5)</i>								
	<i>Q75 (if n ≥5)</i>								
	<i>High</i>								\$3,855
Highest Degree Held	<i>High school graduate or less</i>								
	<i>Some college</i>								
	<i>Four-year college degree</i>							1	1
	<i>Postgraduate degree</i>						1		1
	<i>Don't Know</i>								
	<i>Total</i>						1	1	2
Home Location	<i>Teton County, WY</i>						1	1	2
	<i>Teton County, ID</i>							1	1
	<i>Sublette County</i>								
	<i>Lincoln County</i>								
	<i>Elsewhere</i>								
	<i>Don't know</i>								
	<i>Total</i>						1	2	3

⁵⁵ See footnote 46.

VI. Governance

Participating nonprofits were asked about the composition of their boards, the training board members receive, the terms of board members' service, and type of office space.

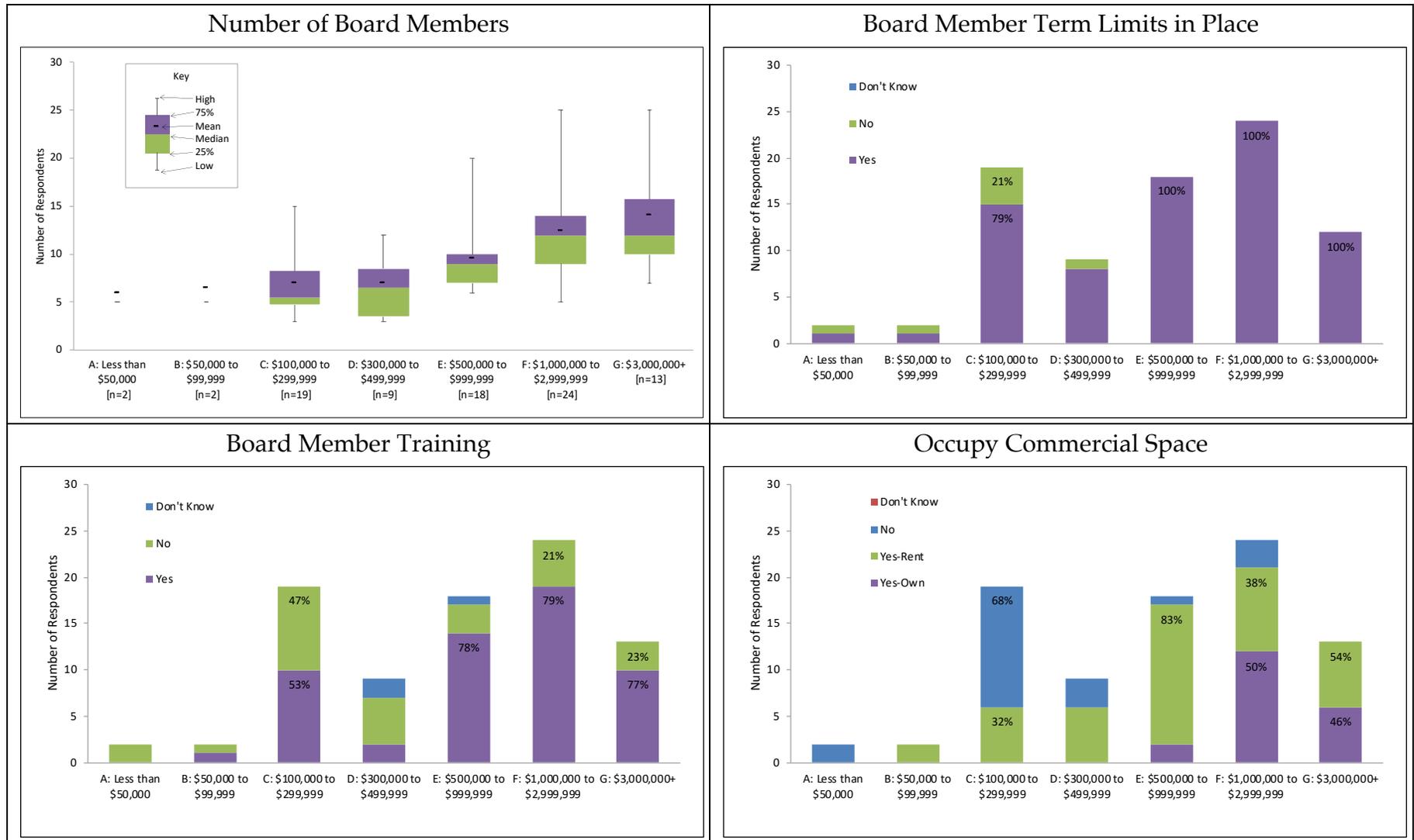
Table 35: Board Characteristics within Budget-Size Categories⁵⁶

		<i>Budget Size Categories</i>							
		A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Overall
Total Respondents		2	2	19	9	18	24	13	87
Number of Board Members	<i>Respondents*</i>	2	2	19	9	18	24	13	87
	<i>Mean</i>	6	7	7	7	10	12	14	10
	<i>Low</i>	5	5	3	3	6	5	7	3
	<i>Q25 (if n ≥5)</i>			4.8	3.5	7.0	9.0	10.0	7
	<i>Median (if n ≥5)</i>			5.5	6.5	9.0	12.0	12.0	9
	<i>Q75 (if n ≥5)</i>			8.3	8.5	10.0	14.0	15.8	12
	<i>High</i>	7	8	15	12	20	25	25	25
Board Member Term Limits in Place	<i>Yes</i>	1	1	15	8	18	24	12	79
	<i>No</i>	1	1	4	1				7
	<i>Don't Know</i>								0
	<i>Total</i>	2	2	19	9	18	24	12	86
Board Member Term Limits (# of years)	<i>Respondents*</i>	1	1	15	8	18	24	12	79
	<i>Mean</i>	2	3	3	4	3	3	3	3
	<i>Low</i>	2	3	2	2	2	2	3	2
	<i>Q25 (if n ≥5)</i>			2.0	3.0	3.0	3.0	3.0	3
	<i>Median (if n ≥5)</i>			3.0	3.0	3.0	3.0	3.0	3
	<i>Q75 (if n ≥5)</i>			3.0	4.0	3.0	3.0	3.0	3
	<i>High</i>	2	3	4	6	5	5	4	6
Board Members Number of Consecutive Terms	<i>Respondents*</i>	1	1	13	7	16	24	12	74
	<i>Mean</i>	4	2	3	3	3	3	2	3
	<i>Low</i>	4	2	2	2	2	2	1	1
	<i>Q25 (if n ≥5)</i>			2.0	2.0	2.0	2.0	2.0	2
	<i>Median (if n ≥5)</i>			2.0	2.0	2.0	2.0	2.0	2
	<i>Q75 (if n ≥5)</i>			3.0	2.5	3.0	3.0	3.0	3
	<i>High</i>	4	2	5	4	4	4	3	5
Board Member Training	<i>Yes</i>		1	10	2	14	19	10	56
	<i>No</i>	2	1	9	5	3	5	3	28
	<i>Don't Know</i>				2	1			3
	<i>Total</i>	2	2	19	9	18	24	13	87
Occupy Commercial Space	<i>Yes-Own</i>					2	12	6	20
	<i>Yes-Rent</i>		2	6	6	15	9	7	45
	<i>No</i>	2		13	3	1	3		22
	<i>Don't Know</i>	0	0	0	0	0	0	0	0
	<i>Total</i>	2	2	19	9	18	24	13	87

*Number of survey respondents providing a numerical response value.

⁵⁶ Survey Questions 18-23.

Figure 13: Selected Nonprofit Organization Characteristics by Budget-Size⁵⁷



⁵⁷ The percent of respondents is displayed when there are 10 or more respondents, and the percentage is 20% or higher. For the question “Number of Board Members” 25 years was used to calculate the metrics when the response was “21+ years.”

VII. Housing and Childcare Issues

Participating nonprofits were asked about the number of employees commuting 25 or more miles, the number of employees lost due to housing and childcare issues.

Table 36: Housing and Childcare Issues⁵⁸

	A: <\$50k	B: \$50k	C: \$100k	D: \$300K	E: \$500k	F: \$1m	G: \$3m+	Total / Overall
Number of Full-Time Employees	0	2	12	9	76	232	504	835
Number of Part-Time Employees (including seasonal)	8	0	43	19	97	418	107	692
Number of Employees Commuting 25+ Miles to Work	<i>Respondents*</i>		2	2	7	18	6	35
	<i>Number of Employees Commuting</i>		0	1	8	41	39	89
Number of Employees Lost Due to Affordable Housing Issues in Past 5 Fiscal Years	<i>Respondents*</i>	1	2	18	9	17	22	81
	<i>Number of Employees Lost</i>	0	11	18	1	71	26	171
Number of Employees Lost Due to Affordable Childcare Issues in Past 5 Fiscal Years	<i>Respondents*</i>	1	2	18	9	17	21	80
	<i>Number of Employees Lost</i>	0	0	2	1	14	7	31

⁵⁸ Survey Questions 136-138.

VIII. Board and Staff Training and Continuing Education

Participating nonprofits (both with and without paid staff) were asked what training or continuing education their organization has offered their board and staff in the past three years or would like to offer.

Figure 14: Board Training and Continuing Education⁵⁹

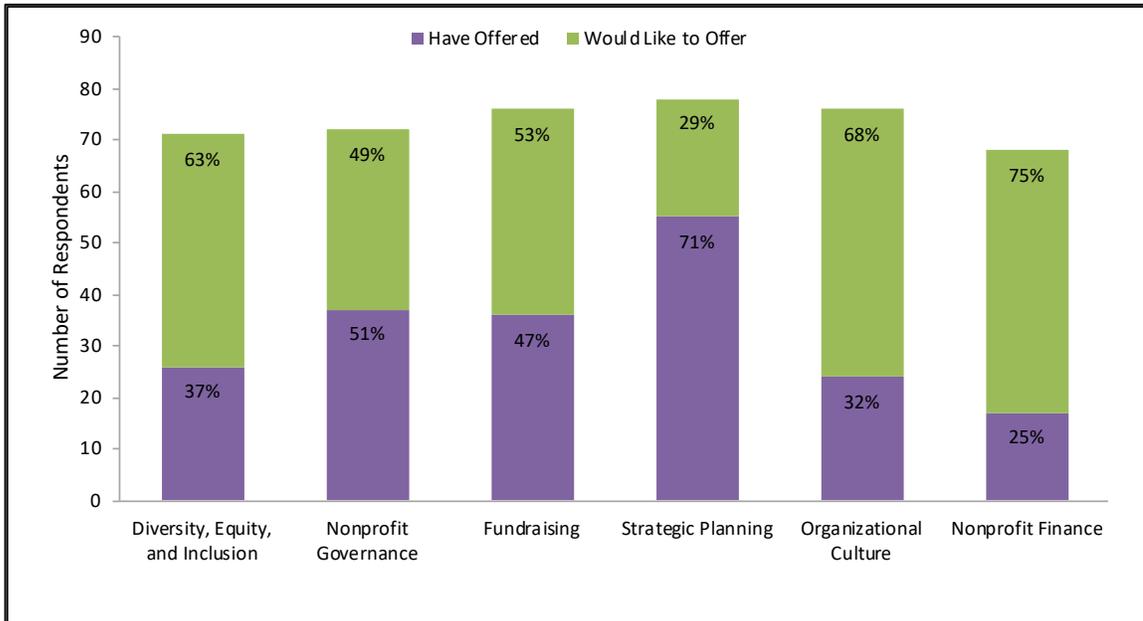
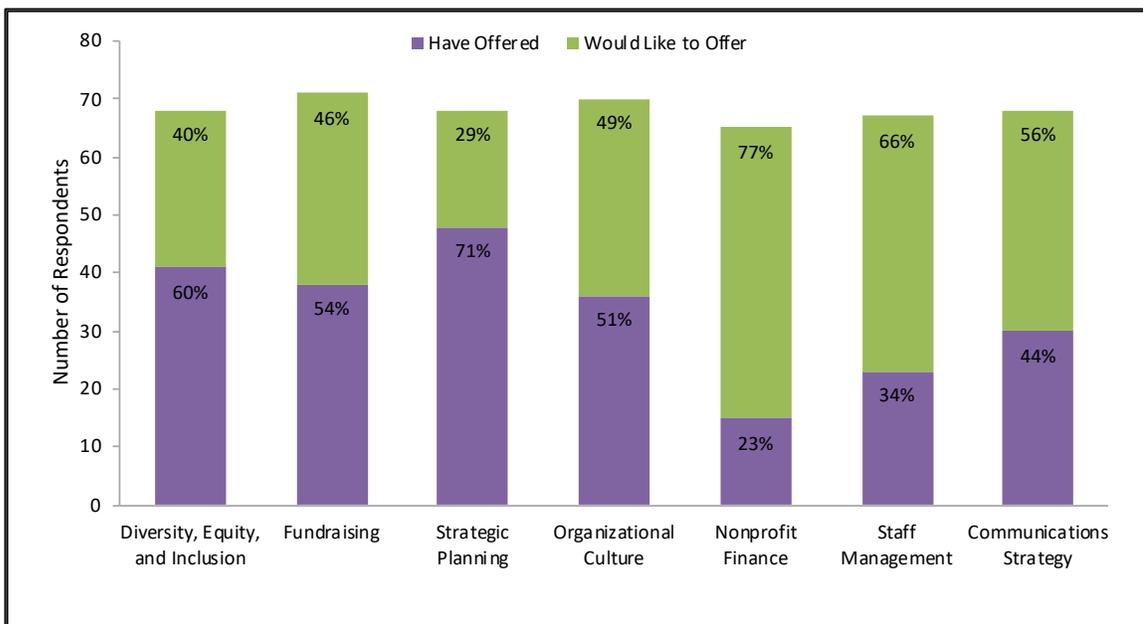


Figure 15: Staff Training and Continuing Education



⁵⁹ Survey Questions 155-156.

Table 37: Additional Training and Continuing Education⁶⁰

Capital campaigns
CFJH workshops
Continuing education stipend available for classes related to our mission statement and vision.
Educator training specific to music, classroom management, pedagogy
Getting Real About Whiteness (DEI training)
Harm reduction and self-defense
Horse care
Mindfulness training
Personal finance training
Software training
Technical (coaching) training

⁶⁰ Survey Question 157.

IX. Professional Services and Software Recommendations

Participating nonprofits (both with and without paid staff) were asked which professional service providers and software they were using successfully and could confidently recommend.

Table 38: Recommended Professional Services⁶¹

Professional Service Category	Provider	Number of Recommendations
Accountant/Bookkeeper	Anna Davis, Cumulus Accounting	7
	Charlotte Baptiste	2
	Chazin & Company	1
	Chet Heeger	1
	Dawn Webster, Brown Cat Bookkeeping	6
	HKD & Associates	1
	Ian Johnston	2
	Jones Simkins	1
	Kelly Becker	1
	Lori Bantekas	3
	NewLevel Group	3
	Nicle Morrison	1
	Pam Weiss	1
	Plante Moran (audit/tax)	1
	Rachel Stam & Associates	10
	Sorenson & Flanagan	7
	Sparky's Bookkeeping	1
	Stewart Johnson	1
	Torin Accounting	1
	Vinson, Scott	1
Wilkinson & Associates	1	
Diversity, Equity and Inclusion (DEI) Trainer	Christina Fuller	1
	Mei Ratz	2
	Rocky Mountain Consulting	5
	Sophia Bielsky	1
	Stephanie Brill	3
Facilitator	Cyndi Harris	1
	Michelle Sullivan	1
	Patrick Kearney, Eddyline Coaching	2
	John Heymann, New Level Group	2
	Frances VanHouten, Rainmaker Coaching	5

⁶¹ Survey Question 158.

Professional Service Category	Provider	Number of Recommendations
Facilitator, con't	Julie Kling	1
	Leadership at Play	1
	Zero Point Partners	1
	Rose Hendricks, River Story Coaching and Consulting	1
	Sara Flitner, Flitner Strategies	1
	Vickie Mates, Team Mates Ventures	1
	Nicole Garrett, PRESeNT LLC	1
	Esther Hayes Grossman	1
Fundraising Consultant	Andrea Somerville	1
	Becky Kimmel	1
	Benefactor	1
	Christy Fox	2
	Flying Whale Strategies	3
	John Goettler	2
	SEED	1
	Kerry Suddes	1
	Lisa Lord	1
	NewLevel Group	1
	Kari Anderson, Incite Consulting	1
	Philanthropy By Design, LLC	1
	Grant Writer	Alice Widdess
Cindy Bartz		1
Madison Kwasny		1
Oona Doherty		1
Susan Durfee		1
Peach Tree		1
Philanthropy by Design		1
Graphic Designer	Apres Ink	1
	Christine Mychaljiw	1
	Christine Wehner, Creative Curiosity	3
	Drayton Holcomb	2
	Gliffen Designs	1
	Heather DeVine	2
	Ingrid Obee, Big Invisible	1
	Jen Reddy	1
	Jenny Graham	4
	New Thought Digital Agency	2
	Julie Dery	1
	Kia Mosenthal	2
	Kristen Joy Design	2
Drayton Holcomb, Notyard Creative	2	

Professional Service Category	Provider	Number of Recommendations	
Graphic Designer, con't	Open Creative	1	
	Orijin Media	2	
	TMBR	2	
	Taylor-Ann Smith	1	
Human Resources Consultant	Gusto	1	
	Helpside	2	
	Kathleen Brown, Forward Path HR	1	
	Michele Gammer, Gammer Law	1	
	The Hayes Approach	1	
IT/Computer Services	Computer Clinic	1	
	Mike DeLange, Crystal Creek	1	
	Digital Applesauce	1	
	Factory IT	3	
	Parsons TKO (tech strategy)	1	
	Gliffen Designs	2	
	Izzy Tech	1	
	Josh Miller	1	
	Matt Balough	1	
	Pine Cove Consulting	1	
	Reid Bauer	1	
	Teton Technology	8	
	Idealist Consulting	2	
	Lawyer	Jim Coleman	2
		Colgin Law	2
Levy Coleman Brodie, LLP		3	
Ed Bushnell		1	
Elizabeth Trefonas		1	
Erika Nash		1	
Holland & Hart		3	
Hugh O'Halloran		1	
Jason Majors		1	
Katharine Lovett		1	
King & King LLC		1	
Laurie Stern		1	
Leah Corrigan		1	
Mark Sullivan		1	
Bill Schwartz		1	
Michele Gammer, Gammer Law		1	
Sarah Tollison		1	
Stephanie Milam, Nicholas & Tangeman, LLC	1		

Professional Service Category	Provider	Number of Recommendations
Strategic Planning Consultant	Alex Norton	1
	Alissa Rupp	1
	Andrea Sommerville	1
	Mission Met	2
	Christy Fox	2
	Dave Chase, DRC Consulting	1
	Fran VanHouten, RainMaker Coaching	2
	John Heymann, NewLevel Group	2
	Kari Anderson, Incite Consulting	2
	Lisa Christian	1
	Michelle Sullivan	1
	Julianne Whelan	1
	Rose Hendricks, River Story Coaching and Consulting	1
	Jeff Heilbrun	1
	Sara Flitner, Flitner Strategies	1
	Todd Hanna	1
	Vickie Mates, TeamMates Ventures	1
Skye Schell, Yellow Tree Strategy	1	
Other Service Providers	Kari Anderson, Incite Consulting (Board Culture)	1
	Cyrus Dowlatshahi (Fundraising Videography)	1
	HUB International Limited (D&O insurance)	1
	ResTech - data entry for membership/donation	1
	Sue Belish (Teambuilding facilitator)	1

Table 39: Recommended Software⁶²

Software	Provider	Number of Recommendations
CRM	Bloomerang	2
	EveryAction	1
	Kindful	2
	Little Green Light	4
	Neon	1
	Salesforce	6
Email and Marketing	Campaign Monitor	1
	Constant Contact	5
	Emma	1
	MailChimp	11
Financial Database/Program	Quickbooks (including Online Professional for Non-Profits). Remote server to share with accountant recommended.	9
	Sage Intacct	1
Forms/Surveys/Applications	Google Forms	1
	SurveyMonkey	2
	Wufoo	1
Graphic Design	Adobe	3
	Canva	12
Other	Strategic Planning Software: Causey	1

⁶² Survey Question 159.

Appendix A:
Survey Questionnaire

Introduction

The Consulting Statistician is administering this biennial nonprofit compensation survey on behalf of the Community Foundation of Jackson Hole. This spring, the organizations that respond to this survey will receive reports on nonprofit compensation based on the data collected.

The person at your organization best able to answer budget and compensation-related questions should complete this 30-minute survey. This is typically the Executive Director, Chief Financial Officer, or equivalent staff member. Alternatively, it may be your Board Chair or Treasurer. You may stop and subsequently resume the survey, but it must be from the same computer and same browser. Local chapters of regional or national nonprofits should provide local budget numbers only.

While your organization's name is required in order to facilitate distribution of the final report, your answers will be combined with those of all other respondents from your area to create a broad statistical overview of data from Jackson Hole. Your individual responses are confidential and will not be linked to your organization.

In addition to compensation-related questions, this year's survey includes a brief, optional section pertaining to local nonprofits' recommendations of professional service providers and software. Responses will benefit peer organizations and help the Community Foundation better respond to inquiries of this nature. Additionally, the Community Foundation is conducting a brief supplemental survey on nonprofit demographics that will be circulated separately and is to be completed by individual staff members. Organizations are strongly encouraged to participate in both surveys.

Submission deadline: March 8, 2024 at 5 pm.

The Community Foundation looks forward to sharing the data collected this spring. The 2024 Jackson Hole report will be available only to participating organizations.

Sincerely,
The Consulting Statistician

* 1. Full name of your organization (no acronyms, please):

* 2. Which field of interest best describes the work that your organization does?

- Animals
- Arts & Culture
- Conservation & Environment
- Civic
- Other (please specify)
- Education
- Health and Human Service
- Sports and Recreation

The following information is requested in order to facilitate report distribution. Your responses will be kept strictly confidential.

* 3. Your full name:

* 4. Your email address (please ensure no typos):

* 5. Does your organization have paid staff?

- Yes
- No

Section 1: General Information

Please answer these questions based on your organization's most recent fiscal year.

* 6. Which of the following best describes your position?

- Executive Director/Chief Executive Officer/President
- Board Chair/Board Member
- Financial Director/Chief Financial Officer
- Operations Director/Chief Operating Officer
- Bookkeeper/Accountant
- Program or Project Director
- Other (please specify)
- Marketing Director
- Development Director
- Support Staff (programs, assistants, office manager, secretary, etc.)
- Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc.)
- Volunteer Coordinator

* 7. What was your organization's most recent annual operating budget?

- Less than \$50,000
- \$50,000-\$99,999
- \$100,000-\$149,999
- \$150,000-\$199,999
- \$200,000-\$249,999
- \$250,000-\$299,999
- \$300,000-\$349,999
- \$350,000-\$399,999
- \$400,000-\$449,999
- \$450,000-\$499,999
- \$500,000-\$599,999
- \$600,000-\$699,999
- \$700,000-\$799,999
- \$800,000-\$899,999
- \$900,000-\$999,999
- \$1,000,000-\$1,249,999
- \$1,250,000-\$1,499,999
- \$1,500,000-\$1,749,999
- \$1,750,000-\$1,999,999
- \$2,000,000-\$2,249,999
- \$2,250,000-\$2,499,999
- \$2,500,000-\$2,749,999
- \$2,750,000-\$2,999,999
- \$3,000,000 +

* 8. What percentage of your operating budget is spent on salaries and benefits?

* 9. Does your organization provide annual cost of living adjustments?

- Yes
- No/Don't know

Section 1: General Information

* 10. How does your organization calculate annual cost of living adjustments?

- Federal Consumer Price Index (CPI)
- Local inflation statistics (please include your source below)
- Other (please include your source)

* 11. How does your organization reward performance?

[Please check all that apply and also provide details.]

- Bonus
- Raise
- Neither
- Other/Details

Section 1: General Information

* 12. Is your organization a granting organization?

[granting organizations will be included in the data set]

- Yes
- No
- Don't know

* 13. How many jobs in your organization are **paid positions**? [Enter -1 if you do not know.]

Full-time

Part-time (including seasonal and temporary)

In case of turnover during the year, please count the number of positions, not the number of individuals filling those positions.

* 14. How many jobs in your organization are **volunteer positions**? [Do not include board members in your count. Enter -1 if you do not know.]

Full-time

Part-time (including seasonal and temporary)

* 15. Approximately how many individual volunteers work in your organization? [Do not include board members in your count. Enter -1 if you do not know.]

* 16. Approximately how many total hours per year do volunteers work for your organization? [Do not include board members hours in your count. Enter -1 if you do not know.]

* 17. Does your organization provide formal training for new volunteers?

- Yes
- No
- Don't know

* 18. Does your organization occupy commercial (non-residential) office space?

- Yes
- No
- Don't know

* 19. Does your organization own or rent its office space?

- Own Rent Don't know

Section 2: Board

Please answer these questions based on your organization's most recent fiscal year.

* 20. How many people sit on your board?

* 21. Does your organization provide a formal orientation for new board members?

Yes No Don't know

* 22. How many years is a board term at your organization?

* 23. How many consecutive terms may a board member serve?

Section 3: Executive Director

The following questions concern your current executive director. If your organization does not have an executive director, please complete this section relative to your chief employee, regardless of that person's actual title.

* 24. How many years has your executive director served in that position in your organization?

* 25. How many years of executive level experience does your executive director have?

* 26. Where does your executive director live?

- Teton County, Wyoming
- Teton County, Idaho
- Lincoln County, Wyoming
- Sublette County, Wyoming
- Don't know
- Other (please specify)

* 27. Does your executive director own or rent the home they live in?

- Own
- Rent
- Don't know

* 28. How old is your executive director?

- 39 or under
- 40-49
- 50-59
- 60 or older
- Don't know

* 29. What is your executive director's work schedule?

- Full-time year-round
- Part-time year-round
- Full-time seasonal
- Part-time seasonal
- Don't know

* 30. What is your executive director's highest level of education?

- High school graduate or less
- Some college
- Four-year college degree
- Postgraduate degree
- Don't know

* 31. What is your executive director's approximate annualized taxable compensation?

- "Taxable compensation" includes base salary, bonuses, incentive payments, housing allowances, and vehicle allowances, etc. It excludes nontaxable benefits and reimbursements for expenses incurred on behalf of the organization.
- "Annualized taxable compensation" is what their compensation would have been if they had worked full-time for the full year (i.e. their taxable compensation for the time they did work, scaled up to what it would have been if they had worked full-time at the same hourly, daily, or monthly rate).

* 32. What amount of the annualized compensation is a bonus?

[Enter 0 if none]

Section 3: Executive Director

* 33. Does your organization have a succession plan for the executive director position?

- Yes No Don't know

Section 4: Senior Staff/Contractor Compensation

This section concerns up to seven of your organization's most senior ranking employees or contractors (other than your Executive Director). We refer to these as EMP1, EMP2, ..., and EMP7.

Please answer these questions based on your organization's most recent fiscal year.

* 34. Do you have any senior paid employees to add?

Yes No

Section 4.1: Senior Employee Number 1

* 35. Which of the following best describes the primary job function of EMP1?

- Financial Director/Chief Financial Officer
- Operations Director/Chief Operating Officer
- Bookkeeper/Accountant
- Program or Project Director
- Marketing Director
- Other (please specify)
- Development Director
- Support Staff (programs, assistants, office manager, secretary, etc.)
- Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc)
- Volunteer Coordinator

* 36. What is EMP1's work schedule?

- Full-time year-round
- Part-time year-round
- Full-time seasonal
- Part-time seasonal
- Don't know

* 37. What is EMP1's highest level of formal education?

- High school graduate or less
- Some college
- Four-year college degree
- Postgraduate degree
- Don't know

* 38. Where does EMP1 live?

- Teton County, Wyoming
- Teton County, Idaho
- Lincoln County, Wyoming
- Sublette County, Wyoming
- Don't know
- Other (please specify)

* 39. What is EMP1's approximate annualized taxable compensation?

- "Taxable compensation" includes base salary, bonuses, incentive payments, housing allowances, and vehicle allowances, etc. It excludes nontaxable benefits and reimbursements for expenses incurred on behalf of the organization.
- "Annualized taxable compensation" is what their compensation would have been if they had worked full-time for the full year (i.e. their taxable compensation for the time they did work, scaled up to what it would have been if they had worked full-time at the same hourly, daily, or monthly rate).

* 40. What amount of the annualized compensation is a bonus?

[Enter 0 if none]

Section 4.1: Senior Employee Number 1

* 41. Do you have another senior paid employee to add?

Yes No

Section 4.2: Senior Employee Number 2

* 42. Which of the following best describes the primary job function of EMP2?

- Financial Director/Chief Financial Officer
- Operations Director/Chief Operating Officer
- Bookkeeper/Accountant
- Program or Project Director
- Marketing Director
- Other (please specify)
- Development Director
- Support Staff (programs, assistants, office manager, secretary, etc.)
- Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc)
- Volunteer Coordinator

* 43. What is EMP2's work schedule?

- Full-time year-round
- Part-time year-round
- Full-time seasonal
- Part-time seasonal
- Don't know

* 44. What is EMP2's highest level of formal education?

- High school graduate or less
- Some college
- Four-year college degree
- Postgraduate degree
- Don't know

* 45. Where does EMP2 live?

- Teton County, Wyoming
- Teton County, Idaho
- Lincoln County, Wyoming
- Sublette County, Wyoming
- Don't know
- Other (please specify)

* 46. What is EMP2's approximate annualized taxable compensation?

* 47. What amount of the annualized compensation is a bonus?

[Enter 0 if none]

Section 4.2: Senior Employee Number 2

* 48. Do you have another senior paid employee to add?

Yes No

Section 4.3: Senior Employee Number 3

* 49. Which of the following best describes the primary job function of EMP3?

- Financial Director/Chief Financial Officer
- Operations Director/Chief Operating Officer
- Bookkeeper/Accountant
- Program or Project Director
- Marketing Director
- Other (please specify)
- Development Director
- Support Staff (programs, assistants, office manager, secretary, etc.)
- Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc)
- Volunteer Coordinator

* 50. What is EMP3's work schedule?

- Full-time year-round
- Part-time year-round
- Full-time seasonal
- Part-time seasonal
- Don't know

* 51. What is EMP3's highest level of formal education?

- High school graduate or less
- Some college
- Four-year college degree
- Postgraduate degree
- Don't know

* 52. Where does EMP3 live?

- Teton County, Wyoming
- Teton County, Idaho
- Lincoln County, Wyoming
- Sublette County, Wyoming
- Don't know
- Other (please specify)

* 53. What is EMP3's approximate annualized taxable compensation?

* 54. What amount of the annualized compensation is a bonus?

[Enter 0 if none]

Section 4.3: Senior Employee Number 3

* 55. Do you have another senior paid employee to add?

Yes No

Section 4.4: Senior Employee Number 4

* 56. Which of the following best describes the primary job function of EMP4?

- Financial Director/Chief Financial Officer
- Operations Director/Chief Operating Officer
- Bookkeeper/Accountant
- Program or Project Director
- Marketing Director
- Other (please specify)
- Development Director
- Support Staff (programs, assistants, office manager, secretary, etc.)
- Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc)
- Volunteer Coordinator

* 57. What is EMP4's work schedule?

- Full-time year-round
- Part-time year-round
- Full-time seasonal
- Part-time seasonal
- Don't know

* 58. What is EMP4's highest level of formal education?

- High school graduate or less
- Some college
- Four-year college degree
- Postgraduate degree
- Don't know

* 59. Where does EMP4 live?

- Teton County, Wyoming
- Teton County, Idaho
- Lincoln County, Wyoming
- Sublette County, Wyoming
- Don't know
- Other (please specify)

* 60. What is EMP4's approximate annualized taxable compensation?

* 61. What amount of the annualized compensation is a bonus?

[Enter 0 if none]

Section 4.4: Senior Employee Number 4

* 62. Do you have another senior paid employee to add?

Yes No

Section 4.5: Senior Employee Number 5

* 63. Which of the following best describes the primary job function of EMP5?

- Financial Director/Chief Financial Officer
- Operations Director/Chief Operating Officer
- Bookkeeper/Accountant
- Program or Project Director
- Marketing Director
- Other (please specify)
- Development Director
- Support Staff (programs, assistants, office manager, secretary, etc.)
- Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc)
- Volunteer Coordinator

* 64. What is EMP5's work schedule?

- Full-time year-round
- Part-time year-round
- Full-time seasonal
- Part-time seasonal
- Don't know

* 65. What is EMP5's highest level of formal education?

- High school graduate or less
- Some college
- Four-year college degree
- Postgraduate degree
- Don't know

* 66. Where does EMP5 live?

- Teton County, Wyoming
- Teton County, Idaho
- Lincoln County, Wyoming
- Sublette County, Wyoming
- Don't know
- Other (please specify)

* 67. What is EMP5's approximate annualized taxable compensation?

* 68. What amount of the annualized compensation is a bonus?

[Enter 0 if none]

Section 4.5: Senior Employee Number 5

* 69. Do you have another senior paid employee to add?

Yes No

Section 4.6: Senior Employee Number 6

* 70. Which of the following best describes the primary job function of EMP6?

- Financial Director/Chief Financial Officer
- Operations Director/Chief Operating Officer
- Bookkeeper/Accountant
- Program or Project Director
- Marketing Director
- Other (please specify)
- Development Director
- Support Staff (programs, assistants, office manager, secretary, etc.)
- Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc)
- Volunteer Coordinator

* 71. What is EMP6's work schedule?

- Full-time year-round
- Part-time year-round
- Full-time seasonal
- Part-time seasonal
- Don't know

* 72. What is EMP6's highest level of formal education?

- High school graduate or less
- Some college
- Four-year college degree
- Postgraduate degree
- Don't know

* 73. Where does EMP6 live?

- Teton County, Wyoming
- Teton County, Idaho
- Lincoln County, Wyoming
- Sublette County, Wyoming
- Don't know
- Other (please specify)

* 74. What is EMP6's approximate annualized taxable compensation?

* 75. What amount of the annualized compensation is a bonus?

[Enter 0 if none]

Section 4.6: Senior Employee Number 6

* 76. Do you have another senior paid employee to add?

Yes No

Section 4.7: Senior Employee Number 7

* 77. Which of the following best describes the primary job function of EMP7?

- Financial Director/Chief Financial Officer
- Operations Director/Chief Operating Officer
- Bookkeeper/Accountant
- Program or Project Director
- Marketing Director
- Other (please specify)
- Development Director
- Support Staff (programs, assistants, office manager, secretary, etc.)
- Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc)
- Volunteer Coordinator

* 78. What is EMP7's work schedule?

- Full-time year-round
- Part-time year-round
- Full-time seasonal
- Part-time seasonal
- Don't know

* 79. What is EMP7's highest level of formal education?

- High school graduate or less
- Some college
- Four-year college degree
- Postgraduate degree
- Don't know

* 80. Where does EMP7 live?

- Teton County, Wyoming
- Teton County, Idaho
- Lincoln County, Wyoming
- Sublette County, Wyoming
- Don't know
- Other (please specify)

* 81. What is EMP7's approximate annualized taxable compensation?

* 82. What amount of the annualized compensation is a bonus?

[Enter 0 if none]

Section 5.0: Senior Staff/Contractor Benefits

* 83. What percentage of the following benefits does your organization pay for the Executive Director?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

* 84. How many paid days off does the Executive Director receive from your organization?

Paid Holidays	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>

* 85. Which of these benefits does your organization provide to the Executive Director?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

Section 5.1.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

* 86. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

Yes No / Don't know

Section 5.1.1b: Senior Staff/Contractor Benefits

* 87. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>

Section 5.1.1c: Senior Staff/Contractor Benefits

* 88. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

Section 5.1.2a: Senior Staff/Contractor Benefits

* 89. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

- Yes No or Don't know

Section 5.1.2b: Senior Staff/Contractor Benefits

* 90. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}
Paid Holidays	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>

Section 5.1.2c: Senior Staff/Contractor Benefits

* 91. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays

Non-Holiday Paid
Time Off

Section 5.1.3a: Senior Staff/Contractor Benefits

* 92. Are the following benefits the same for the Executive Director and EMP1?

- Retirement plan matching employee contribution
- Pension Plan
- Behavioral health care services
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

Yes No or Don't know

Section 5.1.3b: Senior Staff/Contractor Benefits

* 93. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}
403(b) or 401(k) Retirement Plan	<input type="text"/>	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>	<input type="text"/>
Pension Plan	<input type="text"/>	<input type="text"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="text"/>	<input type="text"/>
Flexible Schedule	<input type="text"/>	<input type="text"/>
Housing Assistance	<input type="text"/>	<input type="text"/>
Ski Pass	<input type="text"/>	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>	<input type="text"/>
Option to Work from Home	<input type="text"/>	<input type="text"/>

Section 5.1.3c: Senior Staff/Contractor Benefits

* 94. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

Section 5.2.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

* 95. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP2?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

Yes No / Don't know

Section 5.2.1b: Senior Staff/Contractor Benefits

* 96. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>

Section 5.2.1c: Senior Staff/Contractor Benefits

* 97. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

Section 5.2.2a: Senior Staff/Contractor Benefits

* 98. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

- Yes No or Don't know

Section 5.2.2b: Senior Staff/Contractor Benefits

* 99. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}
Paid Holidays	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>	<input type="text"/>

Section 5.2.2c: Senior Staff/Contractor Benefits

* 100. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays

Non-Holiday Paid
Time Off

Section 5.2.3a: Senior Staff/Contractor Benefits

* 101. Are the following benefits the same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Behavioral health care services
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

Yes No or Don't know

Section 5.2.3b: Senior Staff/Contractor Benefits

* 102. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}
403(b) or 401(k) Retirement Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement plan matching employee contribution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pension Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible Schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing Assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ski Pass	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Childcare Services or Stipend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Option to Work from Home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 5.2.3c: Senior Staff/Contractor Benefits

* 103. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="checkbox"/>
Retirement plan matching employee contribution	<input type="checkbox"/>
Pension Plan	<input type="checkbox"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="checkbox"/>
Flexible Schedule	<input type="checkbox"/>
Housing Assistance	<input type="checkbox"/>
Ski Pass	<input type="checkbox"/>
Childcare Services or Stipend	<input type="checkbox"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="checkbox"/>
Option to Work from Home	<input type="checkbox"/>

Section 5.3.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

* 104. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP3?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

Yes No / Don't know

Section 5.3.1b: Senior Staff/Contractor Benefits

* 105. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}
Traditional Medical/Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Dental Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Vision Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Prescription Insurance	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Section 5.3.1c: Senior Staff/Contractor Benefits

* 106. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

Section 5.3.2a: Senior Staff/Contractor Benefits

* 107. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

- Yes No or Don't know

Section 5.3.2b: Senior Staff/Contractor Benefits

* 108. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}
Paid Holidays	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Non-Holiday Paid Time Off	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

Section 5.3.2c: Senior Staff/Contractor Benefits

* 109. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays

Non-Holiday Paid
Time Off

Section 5.3.3a: Senior Staff/Contractor Benefits

* 110. Are the following benefits the same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Behavioral health care services
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

Yes No or Don't know

Section 5.3.3b: Senior Staff/Contractor Benefits

* 111. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}
403(b) or 401(k) Retirement Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement plan matching employee contribution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pension Plan	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Flexible Schedule	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Housing Assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ski Pass	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Childcare Services or Stipend	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Option to Work from Home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Section 5.3.3c: Senior Staff/Contractor Benefits

* 112. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

Section 5.4.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

* 113. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP4?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

Yes No / Don't know

Section 5.4.1b: Senior Staff/Contractor Benefits

* 114. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}
Traditional Medical/Health Insurance	<input type="text"/>				
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>				
Dental Insurance	<input type="text"/>				
Vision Insurance	<input type="text"/>				
Prescription Insurance	<input type="text"/>				

Section 5.4.1c: Senior Staff/Contractor Benefits

* 115. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

Section 5.4.2a: Senior Staff/Contractor Benefits

* 116. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

- Yes No or Don't know

Section 5.4.2b: Senior Staff/Contractor Benefits

* 117. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}
Paid Holidays	<input type="text"/>				
Non-Holiday Paid Time Off	<input type="text"/>				

Section 5.4.2c: Senior Staff/Contractor Benefits

* 118. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays

Non-Holiday Paid
Time Off

Section 5.4.3a: Senior Staff/Contractor Benefits

* 119. Are the following benefits the same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Behavioral health care services
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

Yes No or Don't know

Section 5.4.3b: Senior Staff/Contractor Benefits

* 120. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}
403(b) or 401(k) Retirement Plan	<input type="checkbox"/>				
Retirement plan matching employee contribution	<input type="checkbox"/>				
Pension Plan	<input type="checkbox"/>				
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="checkbox"/>				
Flexible Schedule	<input type="checkbox"/>				
Housing Assistance	<input type="checkbox"/>				
Ski Pass	<input type="checkbox"/>				
Childcare Services or Stipend	<input type="checkbox"/>				
Travel Stipend, Bus Pass, or a Vehicle	<input type="checkbox"/>				
Option to Work from Home	<input type="checkbox"/>				

Section 5.4.3c: Senior Staff/Contractor Benefits

* 121. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

Section 5.5.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

* 122. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP5?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

Yes No / Don't know

Section 5.5.1b: Senior Staff/Contractor Benefits

* 123. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}
Traditional Medical/Health Insurance	<input type="text"/>					
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>					
Dental Insurance	<input type="text"/>					
Vision Insurance	<input type="text"/>					
Prescription Insurance	<input type="text"/>					

Section 5.5.1c: Senior Staff/Contractor Benefits

* 124. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

Section 5.5.2a: Senior Staff/Contractor Benefits

* 125. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

- Yes No or Don't know

Section 5.5.2b: Senior Staff/Contractor Benefits

* 126. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}
Paid Holidays	<input type="text"/>					
Non-Holiday Paid Time Off	<input type="text"/>					

Section 5.5.2c: Senior Staff/Contractor Benefits

* 127. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays

Non-Holiday Paid
Time Off

Section 5.5.3a: Senior Staff/Contractor Benefits

* 128. Are the following benefits the same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Behavioral health care services
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

Yes No or Don't know

Section 5.5.3b: Senior Staff/Contractor Benefits

* 129. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}
403(b) or 401(k) Retirement Plan	<input type="checkbox"/>					
Retirement plan matching employee contribution	<input type="checkbox"/>					
Pension Plan	<input type="checkbox"/>					
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="checkbox"/>					
Flexible Schedule	<input type="checkbox"/>					
Housing Assistance	<input type="checkbox"/>					
Ski Pass	<input type="checkbox"/>					
Childcare Services or Stipend	<input type="checkbox"/>					
Travel Stipend, Bus Pass, or a Vehicle	<input type="checkbox"/>					
Option to Work from Home	<input type="checkbox"/>					

Section 5.5.3c: Senior Staff/Contractor Benefits

* 130. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

Section 5.6.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

* 131. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP6?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

Yes No / Don't know

Section 5.6.1b: Senior Staff/Contractor Benefits

* 132. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}	EMP6 - {{ Q70 }}
Traditional Medical/Health Insurance	<input type="text"/>						
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>						
Dental Insurance	<input type="text"/>						
Vision Insurance	<input type="text"/>						
Prescription Insurance	<input type="text"/>						

Section 5.6.1c: Senior Staff/Contractor Benefits

* 133. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

Section 5.6.2a: Senior Staff/Contractor Benefits

* 134. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

- Yes No or Don't know

Section 5.6.2b: Senior Staff/Contractor Benefits

* 135. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}	EMP6 - {{ Q70 }}
Paid Holidays	<input type="text"/>						
Non-Holiday Paid Time Off	<input type="text"/>						

Section 5.6.2c: Senior Staff/Contractor Benefits

* 136. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays

Non-Holiday Paid
Time Off

Section 5.6.3a: Senior Staff/Contractor Benefits

* 137. Are the following benefits the same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Behavioral health care services
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

Yes No or Don't know

Section 5.6.3b: Senior Staff/Contractor Benefits

* 138. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}	EMP6 - {{ Q70 }}
403(b) or 401(k) Retirement Plan	<input type="checkbox"/>						
Retirement plan matching employee contribution	<input type="checkbox"/>						
Pension Plan	<input type="checkbox"/>						
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="checkbox"/>						
Flexible Schedule	<input type="checkbox"/>						
Housing Assistance	<input type="checkbox"/>						
Ski Pass	<input type="checkbox"/>						
Childcare Services or Stipend	<input type="checkbox"/>						
Travel Stipend, Bus Pass, or a Vehicle	<input type="checkbox"/>						
Option to Work from Home	<input type="checkbox"/>						

Section 5.6.3c: Senior Staff/Contractor Benefits

* 139. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

Section 5.7.1a: Senior Staff/Contractor Benefits

Please answer these questions based on your organization's most recent fiscal year.

* 140. Does your organization pay the same percentage of the following benefits for the Executive Director and EMP1-EMP7?

- Traditional Medical/Health Insurance
- High Deductible/HSA eligible Plan Medical Health Insurance
- Dental Insurance
- Vision Insurance
- Prescription Insurance

Yes No / Don't know

Section 5.7.1b: Senior Staff/Contractor Benefits

* 141. What percentage of the following benefits does your organization pay for the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}	EMP6 - {{ Q70 }}	EMP7 - {{ Q77 }}
Traditional Medical/Health Insurance	<input type="text"/>							
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>							
Dental Insurance	<input type="text"/>							
Vision Insurance	<input type="text"/>							
Prescription Insurance	<input type="text"/>							

Section 5.7.1c: Senior Staff/Contractor Benefits

* 142. What percentage of the following benefits does your organization pay for the Executive Director and Senior Staff/Contractors?

Traditional Medical/Health Insurance	<input type="text"/>
High Deductible/HSA Eligible Plan Medical Health Insurance	<input type="text"/>
Dental Insurance	<input type="text"/>
Vision Insurance	<input type="text"/>
Prescription Insurance	<input type="text"/>

Section 5.7.2a: Senior Staff/Contractor Benefits

* 143. Do the Executive Director and Senior Staff/Contractors receive the same number of paid holidays and paid days off?

- Yes No or Don't know

Section 5.7.2b: Senior Staff/Contractor Benefits

* 144. How many paid days off do the Executive Director and each Senior Staff/Contractor receive from your organization?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}	EMP6 - {{ Q70 }}	EMP7 - {{ Q77 }}
Paid Holidays	<input type="text"/>							
Non-Holiday Paid Time Off	<input type="text"/>							

Section 5.7.2c: Senior Staff/Contractor Benefits

* 145. How many paid days off does the Executive Director and Senior Staff/Contractors receive from your organization?

Paid Holidays

Non-Holiday Paid
Time Off

Section 5.7.3a: Senior Staff/Contractor Benefits

* 146. Are the following benefits the same for the Executive Director and Senior Staff/Contractors?

- Retirement plan matching employee contribution
- Pension Plan
- Behavioral health care services
- Flexible Schedule
- Housing Assistance
- Ski Pass
- Childcare Services or Stipend
- Travel Stipend, Bus Pass, or a Vehicle
- Option to Work from Home

Yes No or Don't know

Section 5.7.3b: Senior Staff/Contractor Benefits

* 147. Which of these benefits does your organization provide to the Executive Director and each Senior Staff/Contractor?

[A horizontal scroll bar is below the last row.]

	Exec. Director	EMP1 - {{ Q35 }}	EMP2 - {{ Q42 }}	EMP3 - {{ Q49 }}	EMP4 - {{ Q56 }}	EMP5 - {{ Q63 }}	EMP6 - {{ Q70 }}	EMP7 - {{ Q77 }}
403(b) or 401(k) Retirement Plan	<input type="checkbox"/>							
Retirement plan matching employee contribution	<input type="checkbox"/>							
Pension Plan	<input type="checkbox"/>							
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="checkbox"/>							
Flexible Schedule	<input type="checkbox"/>							
Housing Assistance	<input type="checkbox"/>							
Ski Pass	<input type="checkbox"/>							
Childcare Services or Stipend	<input type="checkbox"/>							
Travel Stipend, Bus Pass, or a Vehicle	<input type="checkbox"/>							
Option to Work from Home	<input type="checkbox"/>							

Section 5.7.3c: Senior Staff/Contractor Benefits

* 148. Which of these benefits does your organization provide to the Executive Director and Senior Staff/Contractors?

403(b) or 401(k) Retirement Plan	<input type="text"/>
Retirement plan matching employee contribution	<input type="text"/>
Pension Plan	<input type="text"/>
Behavioral health (mental health and/or substance use) stipend or financial assistance	<input type="text"/>
Flexible Schedule	<input type="text"/>
Housing Assistance	<input type="text"/>
Ski Pass	<input type="text"/>
Childcare Services or Stipend	<input type="text"/>
Travel Stipend, Bus Pass, or a Vehicle	<input type="text"/>
Option to Work from Home	<input type="text"/>

Section 5: Additional Benefits

149. Please list any additional benefits your organization provides and indicate the position of the recipient (optional).

Additional Benefit	<input type="text"/>

* 150. How many weeks of paid family/maternity/paternity leave, if any, does your organization offer?

* 151. In the past 3 fiscal years, how many employees have utilized paid family/maternity/paternity leave? *[Enter -1 if you do not know.]*

* 152. How many of your staff/contractors commute 25+ miles to work? *[Please estimate. Enter -1 if you do not know.]*

* 153. How many staff/contractors have you lost, if any, in the past 5 years in which affordable housing has been a factor? *[Enter -1 if you do not know.]*

* 154. How many staff/contractors have you lost, if any, in the past 5 years in which childcare issues have been a factor? *[Enter -1 if you do not know.]*

Section 6: Training and Continuing Education

155. Indicate any training or continuing education your organization has offered to your **board** in the past 3 years or would like to offer in the future (optional).

Diversity, Equity, and Inclusion	<input type="text"/>
Nonprofit Governance	<input type="text"/>
Fundraising	<input type="text"/>
Strategic Planning	<input type="text"/>
Organizational Culture	<input type="text"/>
Nonprofit Finance	<input type="text"/>
Other (please specify)	<input type="text"/>

156. Indicate any training or continuing education your organization has offered to your **staff** in the past 3 years or would like to offer in the future (optional).

Diversity, Equity, and Inclusion	<input type="text"/>
Fundraising	<input type="text"/>
Strategic Planning	<input type="text"/>
Organizational Culture	<input type="text"/>
Nonprofit Finance	<input type="text"/>
Staff Management	<input type="text"/>
Communications Strategy	<input type="text"/>
Other (please specify)	<input type="text"/>

157. Training/workshops your organization recommends (include program name, instructor, weblink, and any other helpful information):

1	<input type="text"/>
2	<input type="text"/>
3	<input type="text"/>
4	<input type="text"/>
5	<input type="text"/>
More	<input type="text"/>

Section 7: Professional Services and Software (optional)

Local nonprofits often ask the Community Foundation which professional service providers and software other organizations are using with success. Please specify ONLY service providers and/or software that you can confidently recommend.

158. Professional service providers your organization recommends:

Accountant/Bookkeeper	<input type="text"/>
Lawyer	<input type="text"/>
Fundraising Consultant	<input type="text"/>
Strategic Planning Consultant	<input type="text"/>
Human Resources Consultant	<input type="text"/>
Facilitator	<input type="text"/>
Diversity, Equity and Inclusion (DEI) Trainer	<input type="text"/>
Graphic Designer	<input type="text"/>
IT/Computer Services	<input type="text"/>
Grant Writer	<input type="text"/>
Other	<input type="text"/>
Other	<input type="text"/>
Other	<input type="text"/>

159. Software your organization recommends:

Customer Relationship Management (CRM)/Donor Database	<input type="text"/>
Graphic Design	<input type="text"/>
Email Marketing	<input type="text"/>
Forms/Surveys/Applications	<input type="text"/>
Financial Database/Program	<input type="text"/>
Other	<input type="text"/>
Other	<input type="text"/>
Other	<input type="text"/>

Section 8: Organizations with No Paid Staff

Please answer these questions based on your organization's most recent fiscal year.

* 160. What was your organization's most recent annual operating budget?

- | | |
|---|---|
| <input type="radio"/> Less than \$50,000 | <input type="radio"/> \$700,000-\$799,999 |
| <input type="radio"/> \$50,000-\$99,999 | <input type="radio"/> \$800,000-\$899,999 |
| <input type="radio"/> \$100,000-\$149,999 | <input type="radio"/> \$900,000-\$999,999 |
| <input type="radio"/> \$150,000-\$199,999 | <input type="radio"/> \$1,000,000-\$1,249,999 |
| <input type="radio"/> \$200,000-\$249,999 | <input type="radio"/> \$1,250,000-\$1,499,999 |
| <input type="radio"/> \$250,000-\$299,999 | <input type="radio"/> \$1,500,000-\$1,749,999 |
| <input type="radio"/> \$300,000-\$349,999 | <input type="radio"/> \$1,750,000-\$1,999,999 |
| <input type="radio"/> \$350,000-\$399,999 | <input type="radio"/> \$2,000,000-\$2,249,999 |
| <input type="radio"/> \$400,000-\$449,999 | <input type="radio"/> \$2,250,000-\$2,499,999 |
| <input type="radio"/> \$450,000-\$499,999 | <input type="radio"/> \$2,500,000-\$2,749,999 |
| <input type="radio"/> \$500,000-\$599,999 | <input type="radio"/> \$2,750,000-\$2,999,999 |
| <input type="radio"/> \$600,000-\$699,999 | <input type="radio"/> \$3,000,000 + |

* 161. How many jobs in your organization are volunteer positions? *[Do not include board members in your count. Enter -1 if you do not know.]*

Full-time

Part-time (including seasonal and temporary)

* 162. Approximately how many individual volunteers work in your organization? *[Do not include board members in your count. Enter -1 if you do not know.]*

* 163. Approximately how many total hours do volunteers work for your organization? *[Do not include board members hours in your count. Enter -1 if you do not know.]*

* 164. Does your organization provide formal training for new volunteers?

- Yes No Don't know

* 165. Does your organization occupy commercial (non-residential) office space?

- Yes No Don't know

Section 8: Organizations with No Paid Staff

* 166. Does your organization own or rent its office space?

- Own Rent Don't know

* 167. If your organization plans to hire an employee(s) within the next 3 fiscal years, indicate the role(s) you expect to hire for.

- | | |
|--|---|
| <input type="checkbox"/> Not Planning to Hire in the Next 3 Fiscal Years | <input type="checkbox"/> Marketing Director |
| <input type="checkbox"/> Executive Director | <input type="checkbox"/> Development Director |
| <input type="checkbox"/> Financial Director/Chief Financial Officer | <input type="checkbox"/> Support Staff (programs, assistants, office manager, secretary, etc.) |
| <input type="checkbox"/> Operations Director/Chief Operating Officer | <input type="checkbox"/> Specialized Staff (teacher, clinical, scientific, counselor, cook, IT, nurse, etc) |
| <input type="checkbox"/> Bookkeeper/Accountant | <input type="checkbox"/> Volunteer Coordinator |
| <input type="checkbox"/> Program or Project Director | |
| <input type="checkbox"/> Other (please specify) | |

* 168. How many people sit on your board?

* 169. How many years is a board term at your organization?

* 170. How many consecutive terms may a board member serve?

* 171. Does your organization provide a formal orientation for new board members?

- Yes No Don't know

Please click PREV to review any questions and answers or click DONE to finalize the survey.