



Compensation Survey



In the spring of 2022, The Alliance for Human Services and the Boys and Girls Club of Lake County surveyed diverse Lake County organizations on their compensation structures and hiring challenges. Thirty-two organizations responded.

Key Findings

1. Creating opportunities for staff to grow their skills and increase their wages is challenging. Many of the nonprofits providing services in Lake County are small organizations with few leadership opportunities. Over sixty percent of organizations participating in the study have ten staff members or less. Due to their size, almost half rely on volunteers for service delivery.
2. The Great transition is affecting entry and mid-level staff rather than organization leadership. Almost seventy percent of organization's Executive Director has been in their positions for over three years and twenty-eight percent for over ten. Fifty-three percent make over \$100,000 with average wage of \$138,000. For those under \$100 the average was \$70,000 with three not drawing a salary.

3. Respondents reported significant challenges to reaching full staffing:

Lake of qualified applicants	68.8%
Hard to find applicants from the community served	65.6%
Unable to pay market wages	59.4%
Needing individuals with certain language, education, and/or clinical credentials	40.6%
Uncertainty with funding for positions	37.5%
Unable to provide benefits	31.3%



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Under \$500,000 Annual Budget Size	
Number of Respondents	4
Staff Size	100% Less than 5 staff
Do they rely heavily on volunteers	100% Yes
Average CEO Compensation	\$34,000
Range of CEO Compensation	\$0-\$50,000
CEO Education	66% Bachelor's Degrees
CEO Tenure at Organization	Broad Range 0-10+ years
Leadership Staff Salary Average Range	\$20,000-\$48,000
Full-time Staff Salary Average Range	\$24,000-\$48,000
Part-time Staff Wage Average Range	\$15.50-\$19.00/hour

\$1,000,000-\$3,000,000 Annual Budget Size	
Number of Respondents	9
Staff Size	44% 15-30 staff members
Do they rely heavily on volunteers	78% no
Average CEO Compensation	\$145,000
Range of CEO Compensation	\$100,000-\$194,000
CEO Education	78% Master's Degrees
CEO Tenure at Organization	77% 3 years or more
Leadership Staff Salary Average Range	\$66,750-\$92,125
Full-time Staff Salary Average Range	\$36,139-\$52,573
Part-time Staff Wage Average Range	\$16.00-\$28.25/hour

\$500,000-\$1,000,000 Annual Budget Size	
Number of Respondents	11
Staff Size	55% 6-15 staff members
Do they rely heavily on volunteers	64% yes
Average CEO Compensation	\$94,111
Range of CEO Compensation	\$55,000-\$150,000
CEO Education	64% Master's Degrees
CEO Tenure at Organization	81% 2 years or more
Leadership Staff Salary Average Range	\$53,700-\$71,350
Full-time Staff Salary Average Range	\$40,353-\$49,788
Part-time Staff Wage Average Range	\$16.00-\$17.50/hour

More than \$3,000,000 Annual Budget Size	
Number of Respondents	8
Staff Size	38% 15-30 & 38% 30 or more
Do they rely heavily on volunteers	100% no
Average CEO Compensation	\$143,625
Range of CEO Compensation	\$91,000-\$238,000
CEO Education	50% Bachelor's Degrees 50% Master's Degrees
CEO Tenure at Organization	50% 10 years or more
Leadership Staff Salary Average Range	\$63,571-\$107,375
Full-time Staff Salary Average Range	\$37,082-\$57,440
Part-time Staff Wage Average Range	\$17.25-\$23.40/hour