



**GUNNISON
VALLEY
NONPROFIT
SALARIES &
BENEFITS
REPORT**

20

24

TABLE OF CONTENTS

01

Introduction

08

Contractors

02

Respondent Breakdown

09

Salary Increases

03

Annual Payroll

10

Insurance Benefits

04

Staffing

11

Other Benefits

06

Earnings by Role

13

Challenges

INTRODUCTION

In November of 2023, The Community Foundation of the Gunnison Valley (CFGV) distributed a Salary Survey to nonprofit organizations in Gunnison County. Responses were accepted until February 1, 2024. Previous iterations of Nonprofit Salary Surveys have been collected by CFGV in the past, most recently in 2019.

In total, thirty 501(c)(3) nonprofit organizations in Gunnison County completed the survey. While the total number of nonprofit organizations in the county fluctuates, it is safe to say there are at least 80-85 501(c)(3)s operating here that CFGV has identified. Data included in this report accounts for over 35% of nonprofits in the county, providing a representative sample set for our nonprofit ecosystem.

The following pages provide insight into organizational payrolls and staffing practices, individual earnings for nonprofit professionals by role, salary increases, and the use of contractors. Additionally, insurance benefits, work schedules, and ongoing challenges are explored.

Incorporated data helps to illuminate the overall economic impacts directly related to the nonprofit sector:

- 440 community members employed at these organizations (160 full-time)
- \$10,765,662 distributed through organizational annual payroll

It also helps to display that the nonprofit sector is facing persistent challenges:

- The vast majority of nonprofit employees don't receive insurance benefits of any kind
- Organizations continue to struggle with things like budget constraints, talent retention, leadership development, and local housing opportunities for staff

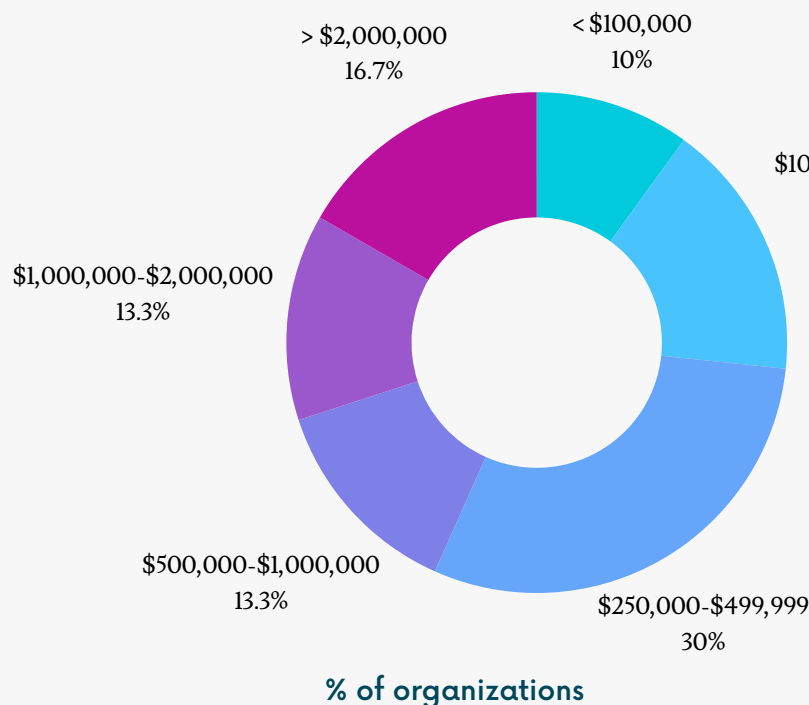
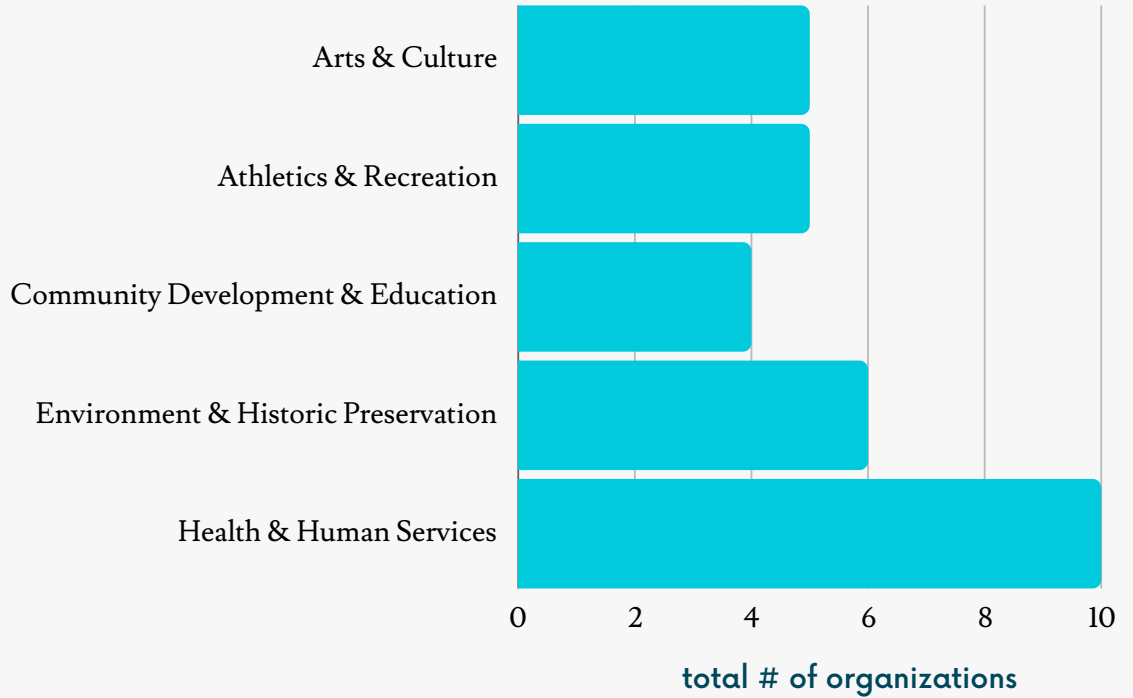
All individual responses to this survey are and will remain confidential.

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RESPONDENT BREAKDOWN

Thirty nonprofit organizations in Gunnison County are represented in this report. Respondent organizations are based both up-and-down-Valley, spanning across various mission areas and operating budget sizes.

Respondent Organization Mission Areas



Respondent Organization Operating Budgets

ANNUAL PAYROLL

Respondents provided their organization’s annual payroll, accounting only for wages. Responses are categorized by overall organizations, by budget size, and by mission area. The average annual payroll for all organizations totaled \$368,126, and the cumulative payroll amount across organizations totaled \$10,765,662.

Organization's Annual Payroll (wages only)			
	<i>Lowest</i>	<i>Highest</i>	<i>Average</i>
Overall	\$19,680	\$1,772,595	\$368,126
By Budget			
less than \$100,000	\$19,680	\$91,000	\$50,893
\$100,000-\$249,999	\$71,000	\$216,000	\$144,250
\$250,000-\$499,999	\$47,135	\$250,000	\$142,762
\$500,000-\$999,999	\$85,000	\$425,000	\$293,337
\$1,000,000-\$1,999,999	\$275,000	\$860,000	\$590,155
more than \$2 million	\$1,300,000	\$1,772,595	\$1,473,000
By Mission Area			
Arts & Culture	\$71,000	\$1,300,000	\$383,354
Athletics & Recreation	\$80,000	\$729,700	\$305,140
Community Development & Education	\$42,000	\$169,195	\$94,455
Environment & Historic Preservation	\$19,680	\$1,346,405	\$416,022
Health & Human Services	\$85,000	\$1,772,595	\$489,682

STAFFING: FULL-TIME

Total staff counts are broken down over the next two pages, displaying full-time and part-time employees both year-round and seasonally. Aggregated results display that a total of 440 community members are employed at these organizations, with 160 of them being full-time.

Full-Time Employees (Year-Round)			
	<i>Lowest</i>	<i>Highest</i>	<i>Average</i>
Overall	0	17	4
By Budget			
less than \$100,000	0	1	0
\$100,000-\$249,999	0	3	2
\$250,000-\$499,999	0	4	2
\$500,000-\$999,999	1	8	3
\$1,000,000-\$1,999,999	2	13	7
more than \$2 million	8	17	12
By Mission Area			
Arts & Culture	1	8	3
Athletics & Recreation	0	4	2
Community Development & Education	1	1	1
Environment & Historic Preservation	0	11	4
Health & Human Services	0	17	6

Full-Time Employees (Seasonally)			
	<i>Lowest</i>	<i>Highest</i>	<i>Average</i>
Overall	0	20	2
By Budget			
less than \$100,000	0	1	0
\$100,000-\$249,999	0	0	0
\$250,000-\$499,999	0	5	1
\$500,000-\$999,999	0	9	2
\$1,000,000-\$1,999,999	0	3	1
more than \$2 million	0	20	9
By Mission Area			
Arts & Culture	0	0	0
Athletics & Recreation	0	9	3
Community Development & Education	0	2	1
Environment & Historic Preservation	0	15	3
Health & Human Services	0	20	2

STAFFING: PART-TIME

Part-Time Employees (Year-Round)			
	<i>Lowest</i>	<i>Highest</i>	<i>Average</i>
Overall	0	27	3
By Budget			
less than \$100,000	0	2	1
\$100,000-\$249,999	0	3	1
\$250,000-\$499,999	0	4	2
\$500,000-\$999,999	1	7	4
\$1,000,000-\$1,999,999	1	27	8
more than \$2 million	3	12	6
By Mission Area			
Arts & Culture	0	12	3
Athletics & Recreation	0	2	1
Community Development & Education	0	4	1
Environment & Historic Preservation	0	4	2
Health & Human Services	1	27	6

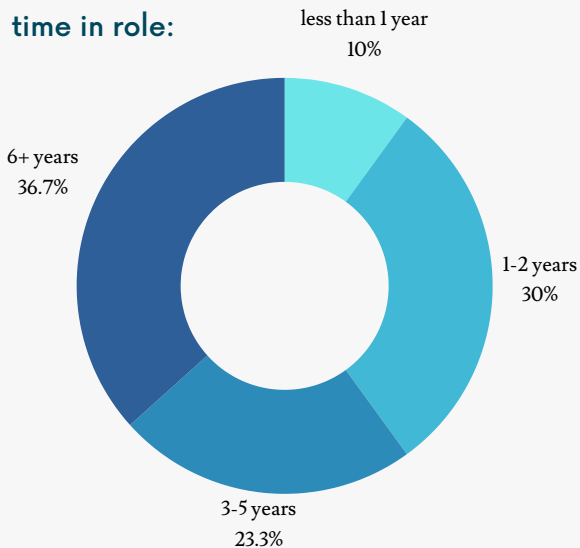
Part-Time Employees (Seasonally)			
	<i>Lowest</i>	<i>Highest</i>	<i>Average</i>
Overall	0	60	7
By Budget			
less than \$100,000	0	15	5
\$100,000-\$249,999	0	6	3
\$250,000-\$499,999	0	12	2
\$500,000-\$999,999	0	1	0
\$1,000,000-\$1,999,999	0	60	16
more than \$2 million	0	50	20
By Mission Area			
Arts & Culture	0	0	10
Athletics & Recreation	0	60	15
Community Development & Education	0	12	4
Environment & Historic Preservation	0	18	6
Health & Human Services	0	12	2

EARNINGS BY ROLE

Individual earnings for common nonprofit positions are listed over the next two pages, alongside the average time the current staff member has spent in the role. When applicable, hourly wages that were provided have been accounted for. Note that not all respondent organizations employ these specific roles, so for some, the aggregated data set represents fewer total organizations.

EXECUTIVE DIRECTOR

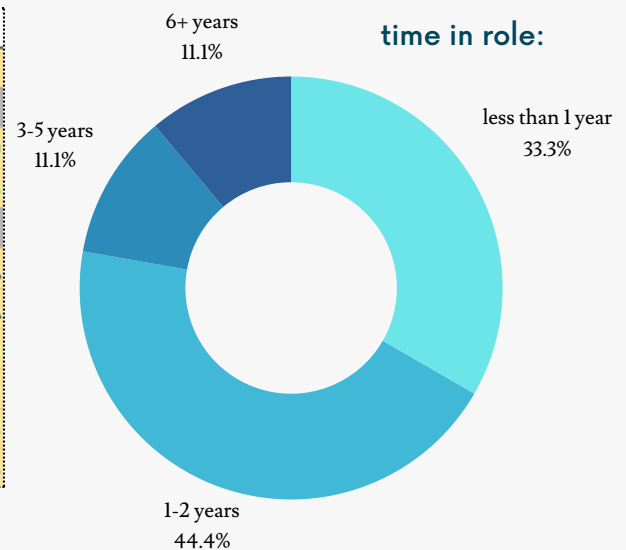
time in role:



	Lowest	Highest	Average
Overall			
Full-Time (Salary)	\$41,000	\$164,600	\$78,096
Part-Time (Salary)	\$19,680	\$52,000	\$42,136
Part-Time (Hourly)	\$60/hour	\$65/hour	\$62.5/hour
By Budget			
less than \$100,000			\$37,227
\$100,000-\$249,999			\$52,500
\$250,000-\$499,999			\$61,871
\$500,000-\$999,999			\$72,659
\$1,000,000-\$1,999,999			\$72,633
more than \$2 million			\$140,868

DEVELOPMENT DIRECTOR/MANAGER

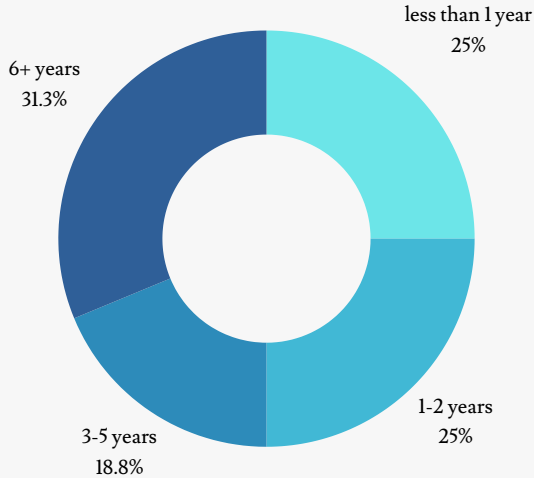
	Lowest	Highest	Average
Overall			
Full-Time (Salary)	\$50,000	\$120,000	\$84,329
Part-Time (Salary)	\$25,000	\$47,250	\$36,125
By Budget			
less than \$100,000			N/A
\$100,000-\$249,999			N/A
\$250,000-\$499,999			\$25,000 (part-time)
\$500,000-\$999,999			\$47,250 (part-time)
\$1,000,000-\$1,999,999			\$73,333
more than \$2 million			\$95,325



EARNINGS BY ROLE

OPERATIONS DIRECTOR/MANAGER

time in role:

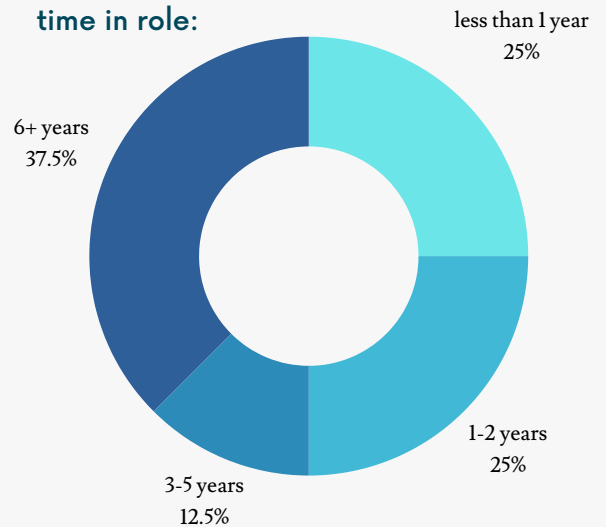


Operations Director/Manager Earnings			
	Lowest	Highest	Average
Overall			
Full-Time (Salary)	\$41,600	\$107,000	\$74,033
Part-Time (Salary)	\$36,000	\$65,000	\$44,838
Part-Time (Hourly)	\$22/hour	\$31/hour	\$26.5/hour
By Budget			
less than \$100,000			\$45,000 (part-time)
\$100,000-\$249,999			\$40,000 (part-time)
\$250,000-\$499,999			\$43,866
\$500,000-\$999,999			\$54,329
\$1,000,000-\$1,999,999			\$53,000
more than \$2 million			\$96,200

PROGRAM DIRECTOR/MANAGER

Program Director/Manager Earnings			
	Lowest	Highest	Average
Overall			
Full-Time (Salary)	\$41,600	\$134,000	\$66,629
Part-Time (Salary)	\$21,000	\$42,000	\$32,267
Part-Time (Hourly)	\$22/hour	\$27.5/hour	\$25/hour
By Budget			
less than \$100,000			N/A
\$100,000-\$249,999			\$39,000
\$250,000-\$499,999			\$44,150
\$500,000-\$999,999			\$57,500
\$1,000,000-\$1,999,999			\$46,000
more than \$2 million			\$86,354

time in role:



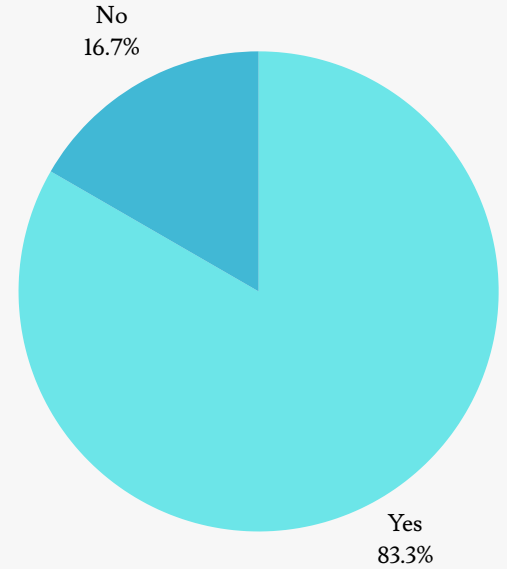
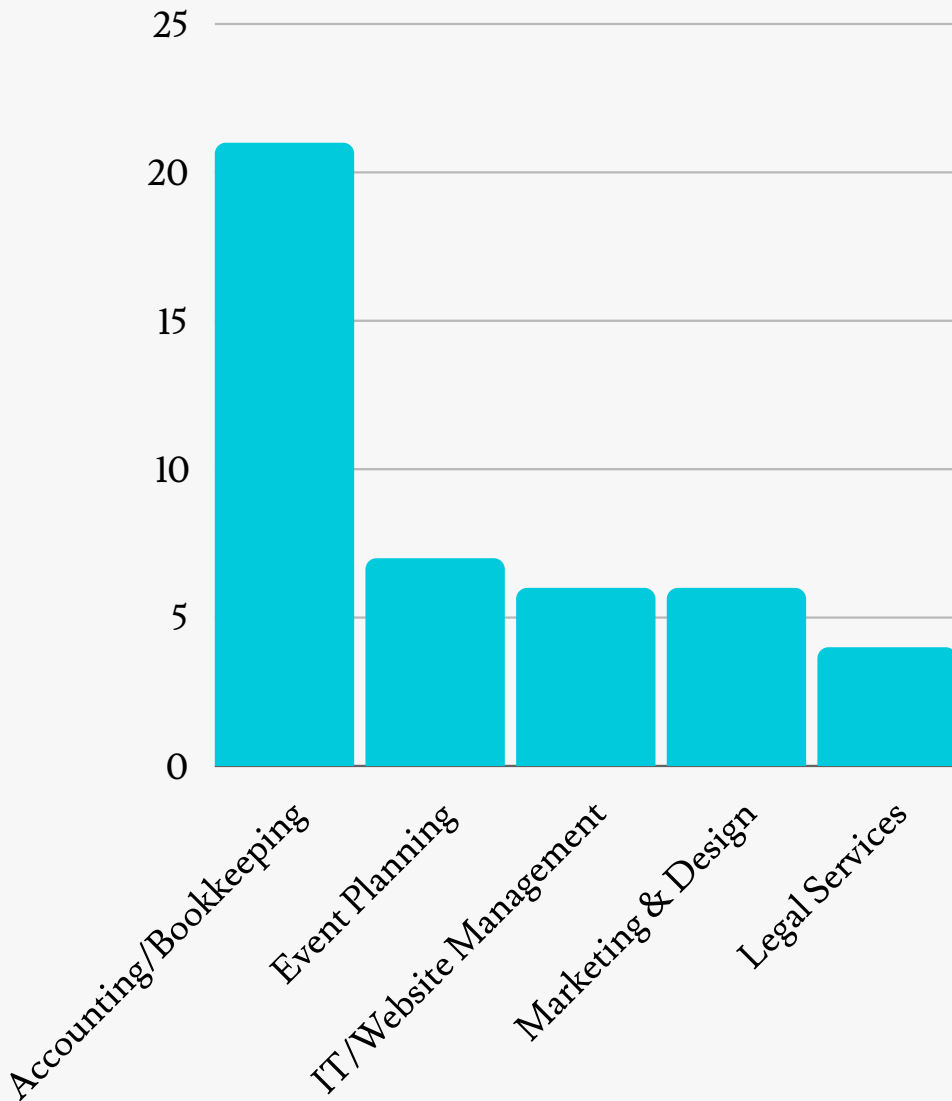
ADMINISTRATIVE ASSISTANT/ OFFICE MANAGER

Administrative Assistant/Office Manager Earnings			
	Lowest	Highest	Average
Overall			
Full & Part-Time (Hourly)	\$18/hour	\$40/hour	\$26/hour

CONTRACTORS

Respondent organizations ranged from not utilizing contractors for any of their work, to exclusively using contractors for all of their positions. Data below displays the most common roles for which organizations hire contractors.

Most Common Roles for Contractors



Does your organization hire contractors?

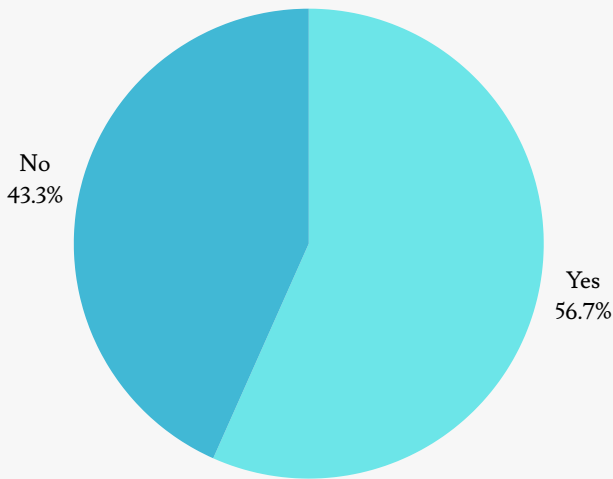
Other roles for which contractors are utilized:

Auditors, HR, Security, Artists, Photographers, Administrative Assistants, Grant Writers, Construction Supervision, Research Assistants

SALARY INCREASES

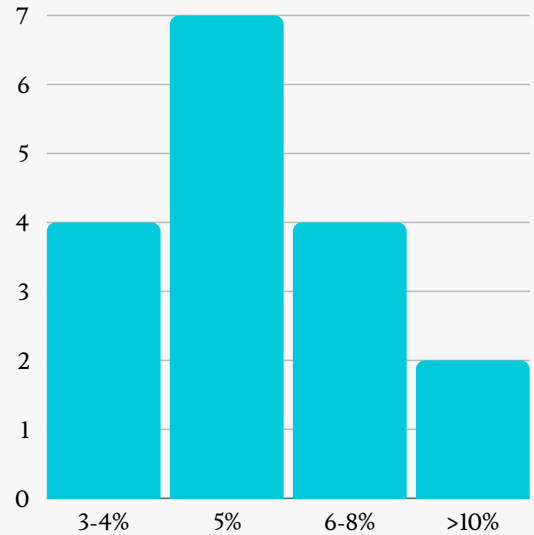
Statewide, 86% of nonprofits provided or were expecting to provide salary increases in 2023. Most of those increases averaged 4% or less (Colorado Nonprofit Association). A lower percentage of Gunnison County respondents provided salary increases in 2023, but the majority of those averaged 5% or higher. In 2024, 16% more Gunnison County nonprofits anticipate increasing salaries than in 2023.

Increase Salaries in 2023?



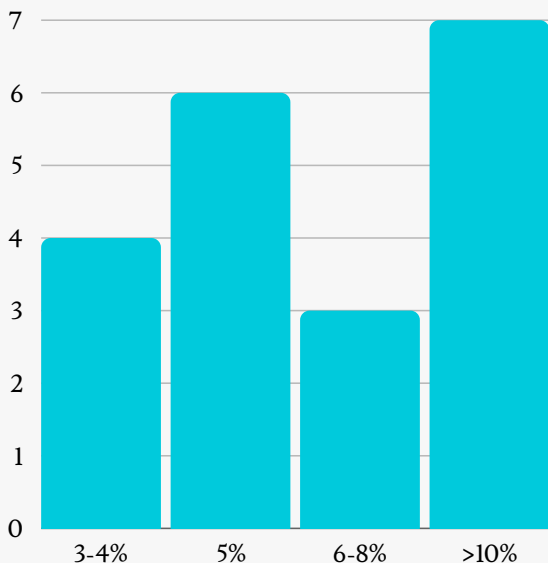
% of organizations in Gunnison County

Average Salary Increases in 2023



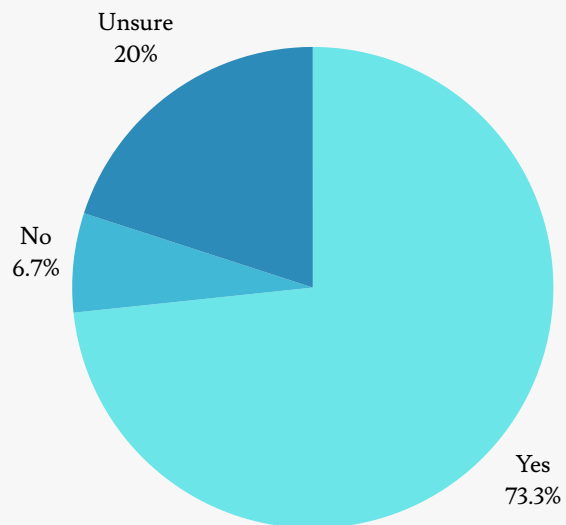
% of organizations in Gunnison County

Average Anticipated Salary Increases in 2024



% of organizations in Gunnison County

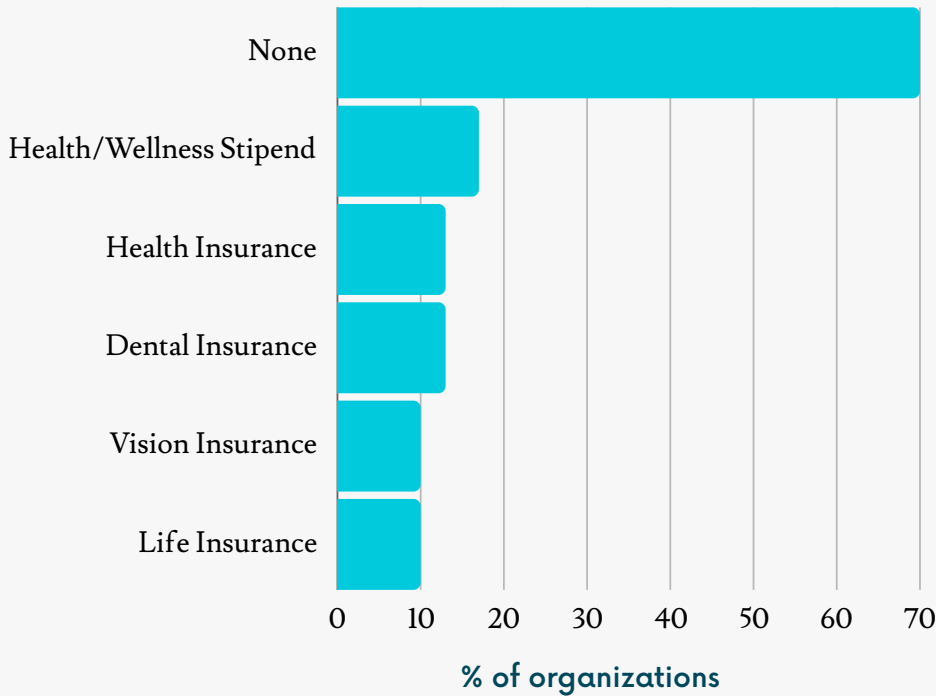
Anticipated Salary Increases in 2024?



% of organizations in Gunnison County

INSURANCE BENEFITS

The vast majority of nonprofit organizations don't offer insurance benefits of any kind. While there are a few organizations who are able to provide a range of insurance options, the most common offerings are health/wellness stipends.



Benefits Offered to Full-Time Employees

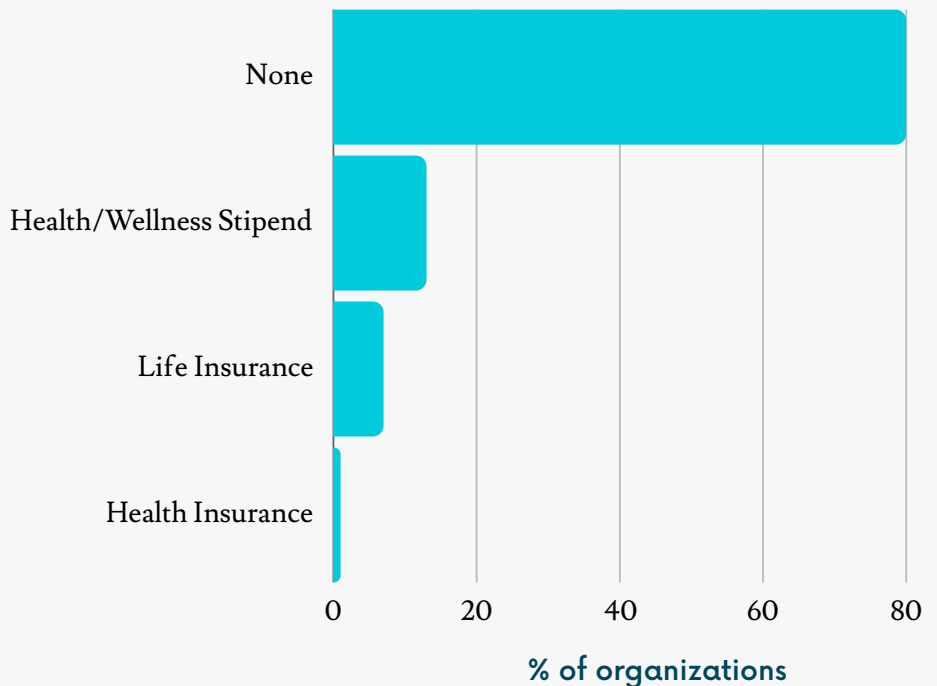
Zooming in further:

Three respondent organizations all provide health, dental, vision, and life insurance. One respondent organization offers health insurance and a dental stipend, and one offers life insurance and wellness stipend. Some provide wellness stipends only.

Benefits Offered to Part-Time Employees

Zooming in further:

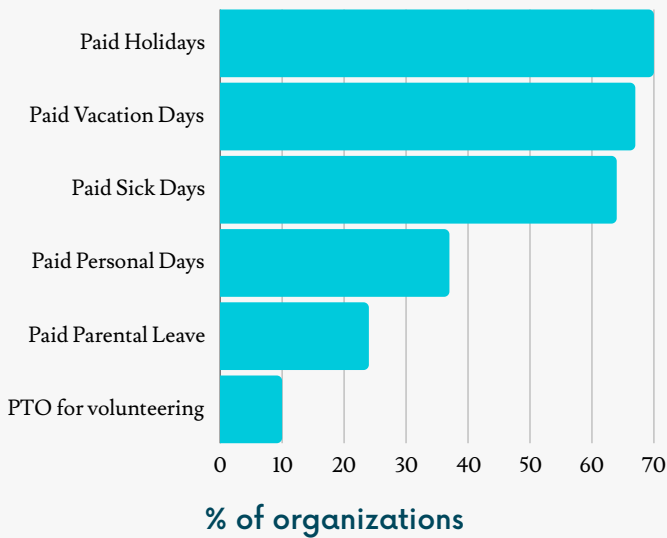
One respondent organization provides health, dental, vision, and life insurance. One organization offers life insurance and a wellness stipend, and one offers mental health funds and a ski pass. A few provide wellness stipends only.



OTHER BENEFITS

Other benefits assessed over the next two pages include various paid time off opportunities and processes for full-time and part-time employees. Also included is a view into organizational approaches to remote/flexible schedules, as well as the most common additional benefits offered to employees.

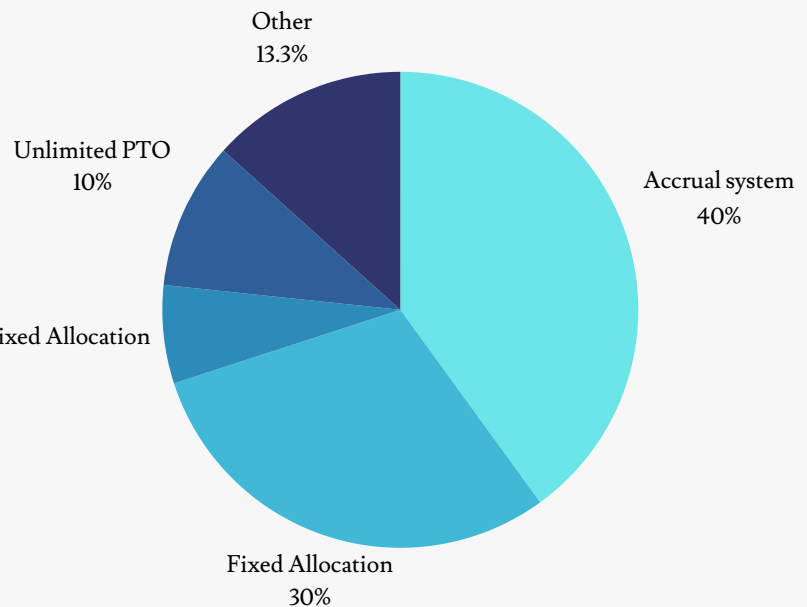
PTO Benefits for Full-Time Employees



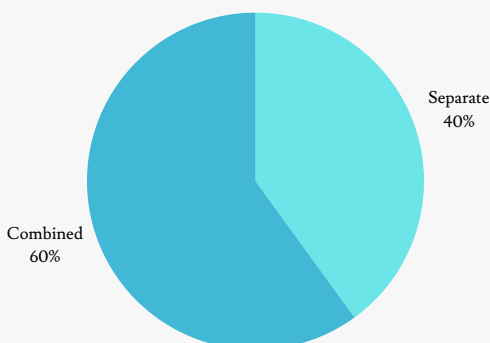
PTO Benefits for Part-Time Employees



How Does Your Organization Allocate PTO?

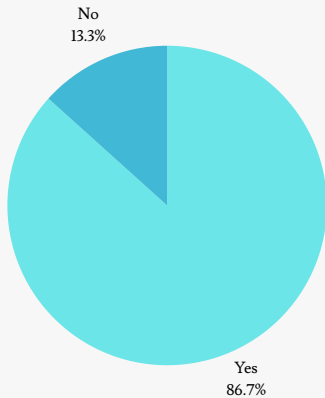


Separate or Combined Time Off?

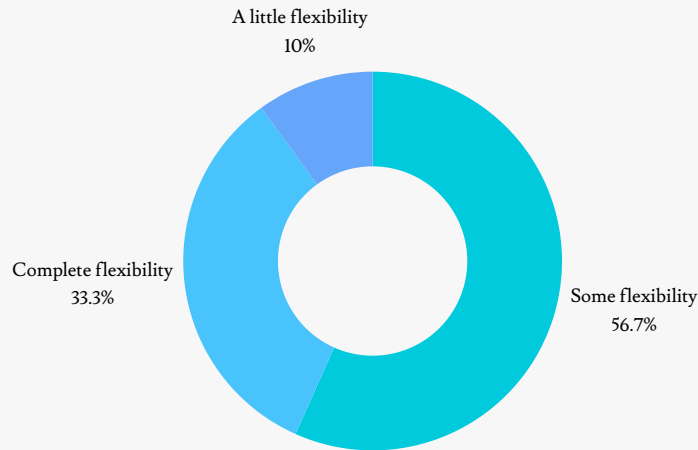


OTHER BENEFITS

Offer Hybrid or Remote Working Options?



Approach to Flexible Schedule

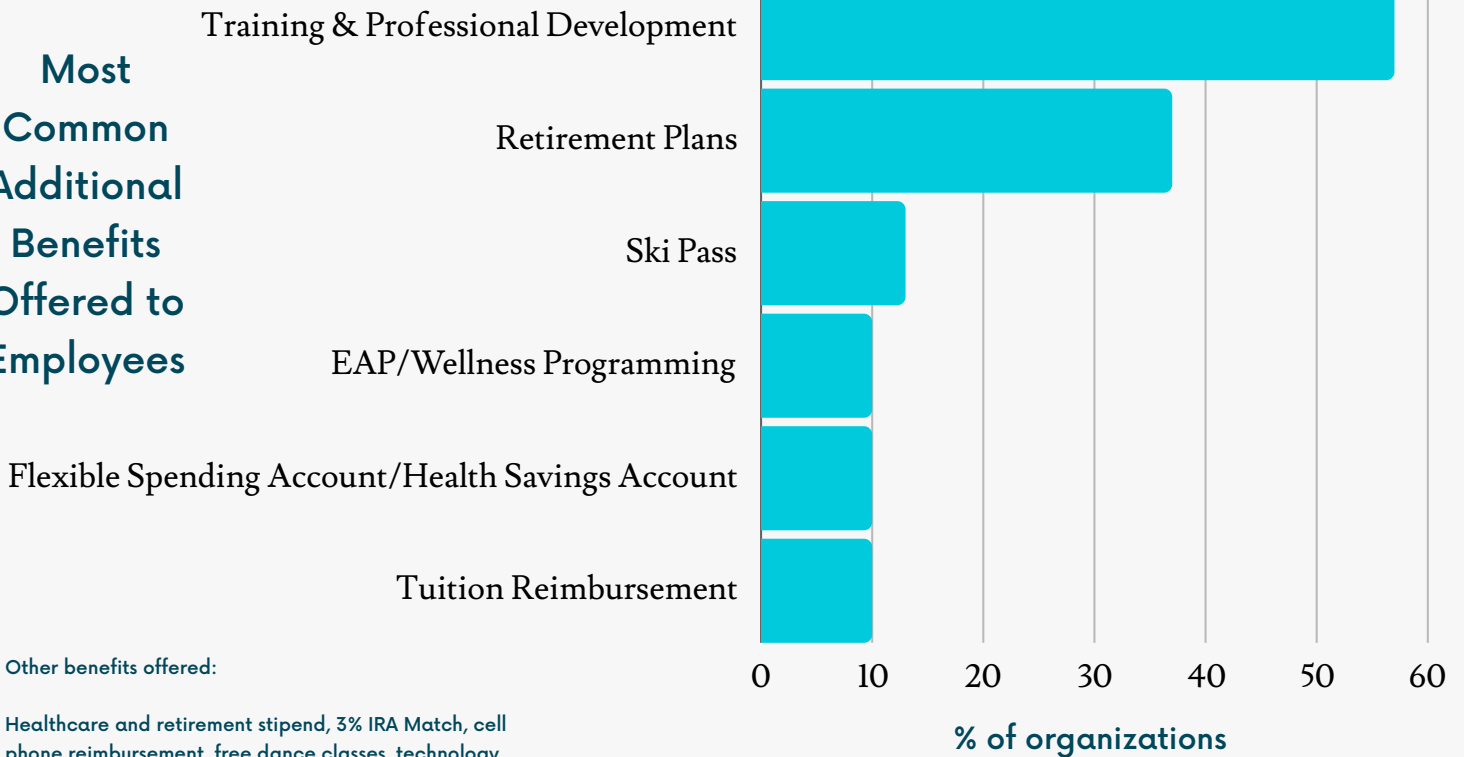


A little flexibility = employees expected to work set hours with some exceptions

Some flexibility = we have set working hours but accommodate each employee as needed

Complete flexibility = each employee can set their own schedule

Most Common Additional Benefits Offered to Employees



Other benefits offered:

Healthcare and retirement stipend, 3% IRA Match, cell phone reimbursement, free dance classes, technology stipend, fresh food, dogs at work, dependent care

CHALLENGES

Respondent organizations listed both the greatest staffing challenges and greatest overall challenges that they are currently facing. 57% of organizations are facing staffing budget constraints, and half of all respondents listed board governance and leadership as one of their greatest overall challenges.



Most Common Overall Challenges

Other overall challenges listed:

Staff recruitment & development, available facilities, volunteer recruitment, "no new trails"

