

2023

New Jersey Philanthropy Benefits & Salary Summary Report

Prepared by

CNJG

COUNCIL OF NEW JERSEY GRANTMAKERS

Includes salary data from the Council on Foundations' 2023 Grantmaker Salary Survey

The *2023 New Jersey Philanthropy Benefits & Salary Summary Report* is a labor of love for the Council of New Jersey Grantmakers. We surveyed, researched, analyzed, and summarized data from our member organizations. This valuable benchmarking report presents comprehensive benefits data specific to New Jersey's philanthropic community alongside data from the Council on Foundations' annual nationwide salary survey.

For the second time, this report includes board and staff demographic information. As CNJG promotes racial and intersectional identity equality, this information shows the diversity within some philanthropic institutions.

The first section: *2023 CNJG Benefits Summary Report* was prepared by CNJG with detailed input from New Jersey philanthropic organizations participating in our 2023 Benefits Survey. The report details the wide range of benefits offered by philanthropy. We are grateful to the participating organizations whose survey responses enabled CNJG to provide this meaningful analysis.

The second section: *2023 Grantmaker Salary Tables: National, Mid-Atlantic, and New Jersey Data* uses data collected by the Council on Foundations' *2023 Grantmakers Salary and Benefits Report*. CNJG and other Philanthropy-supporting organizations throughout the country encouraged our members to complete this annual survey this past spring. The salary tables present compensation data across a wide range of positions within philanthropy and are intended to serve as an indicator of general salary levels. We thank the Council on Foundations, the United Philanthropy Forum and its Philanthropy-supporting organization members, and all the organizations that participated in and contributed to the survey.

I want to thank CNJG's Director of Member Services, Craig Weinrich, who, for both the 2020 and 2023 versions of this report, updated the survey, encouraged members to take the survey, analyzed and summarized the data, then wrote and redesigned this report. I very much appreciate the time and effort it took him to put this report together.

Again, thank you to all who completed the benefits survey. We trust the information presented in this report is valuable in your ongoing work.

Sincerely,



Theresa Jacks
President & CEO

Breakdown by Geography and Staff Size

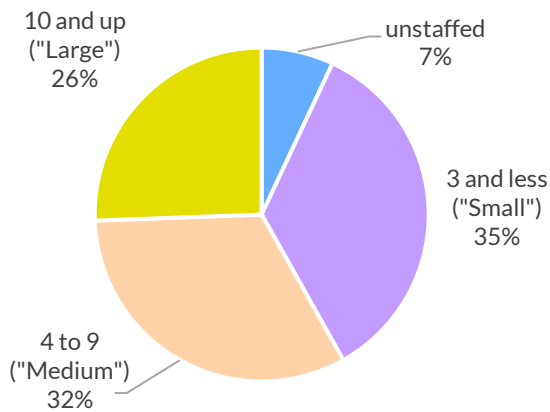
CNJG members over the past several years have asked for further breakdown of some data we collect in this survey.

Geographic Region: For the purposes of this report, we are dividing up New Jersey into three regions: North (blue), Central (green), and South (yellow) as pictured on left. We realize the dividing lines between the three parts are subject to interpretation. Although the recent announcement of the New Jersey Division of Travel and Tourism designates different counties into Central Jersey, CNJG is dividing New Jersey into these three regions, starting with the Community Foundation of South Jersey's designation of the southernmost eight counties as South Jersey.



Of the 49 organizations that responded to our survey, 27 are located in the north; 15 in central, and 7 in the south. Three organizations responded that they are now remote without a location. We looked at their mailing address and placed them in the corresponding region. A few respondents are located out of state, and they were placed in the region that is closest to them, for example, a foundation located in New York was placed in the north, and a foundation located in Philadelphia, was placed in the south.

Respondent's Staff Size



Staff Size: For select responses to our survey, we separated answers by small, medium, and large staff sizes. We looked at the total number of reported staff sizes, divided by three (not including unstaffed), and grouped staff sizes into these different staff size groups. Unstaffed philanthropies are not included in the benefits and insurance sections, since they did not need to answer those questions.

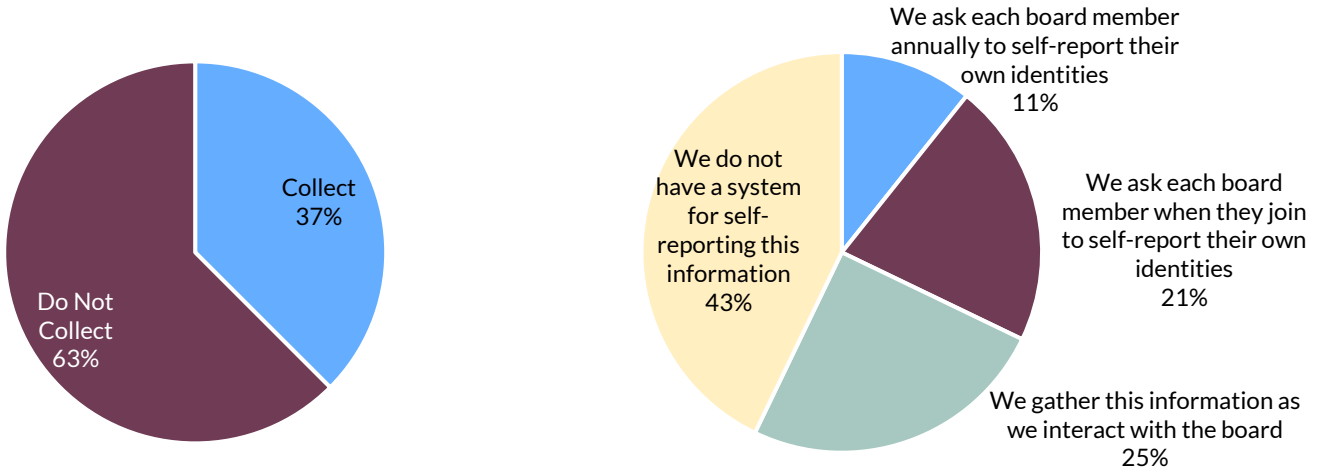
Both of these categorizations and divisions are representative of CNJG's broader membership.

Board Demographics

In our recent *2020 New Jersey Philanthropy Benefits & Salary Summary Report*, we asked board and staff demographic questions for the first time. For this report, several new questions were added based on feedback we received from the previous survey.

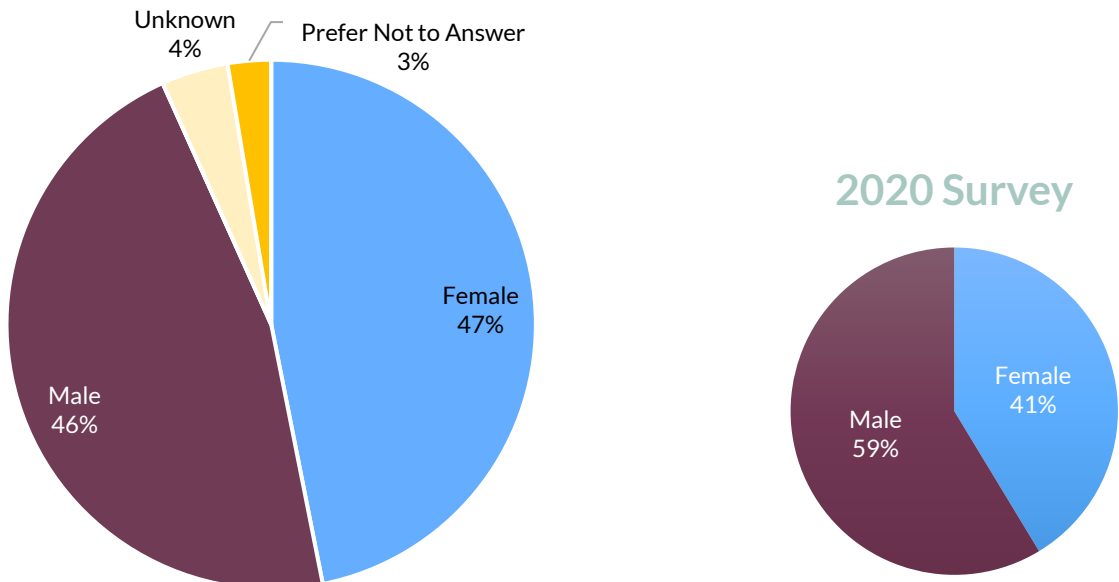
Collection of Board Demographic Information

The charts below show how many organizations collect demographic of their board members (n=40), and when they collect that data (n=26).



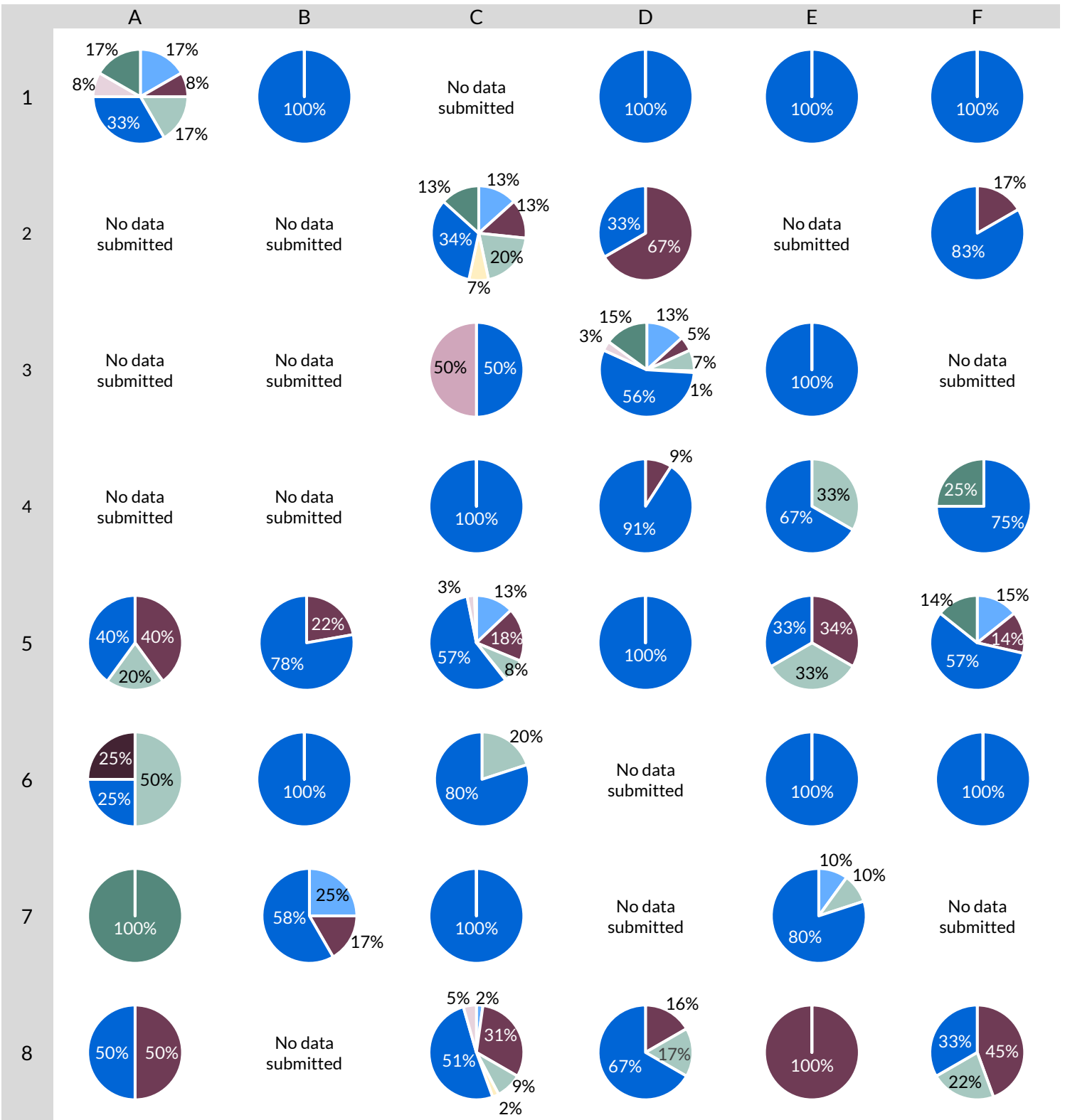
Aggregate Identities of Board Members

The chart below shows the gender diversity of respondents' board members (organizations n=40; individuals n=493) alongside the results of the same question from the 2020 survey.



Staff Ethnicity Identities

Pie Chart Color Key:



Consolidated Leave (PTO)

Consolidated Leave – also known as Paid Time Off or a Time Bank – provides employees with a group of paid days off, any of which can be used in place of, or in addition to, paid vacation, sick leave, personal days, and/or holidays.

Over half (55%) of respondents offer consolidated leave (n=40).

Within those that offer consolidated leave:

- 68% report that the number of PTO offered varies depending on an employee’s years of service. The table below shows the average number of PTO days offered to employees according to years of service, split by: 1) those that offer days based on years of service (variable); 2) those that offer the same number of days regardless of years (static); and 3) the overall average of days offered by all respondents.

Years of Service	Average Number of PTO days offered		
	Variable Days Based on Years of Service n=13	Static Number of Days Offered n=4	Overall Average n=17
< 1	10.8	17.8	12.7
1-2	14.6	17.8	15.4
3-4	15.8	17.8	16.3
5-9	19.2	17.8	18.8
10-14	21.3	17.8	20.4
15-19	23.1	17.8	21.8
20+	23.6	17.8	22.1

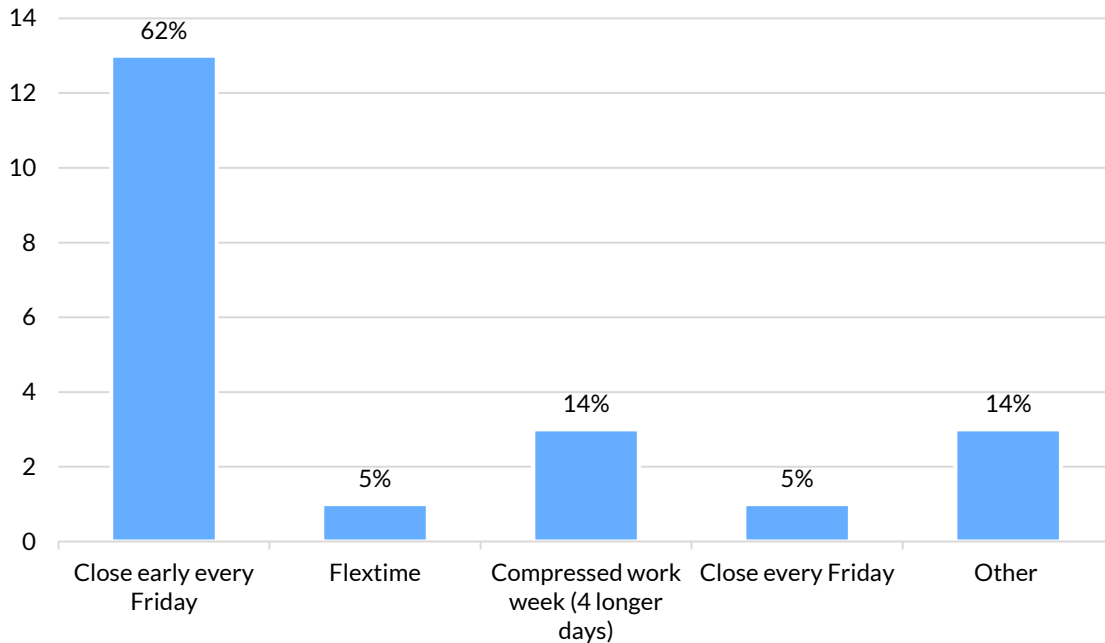
- 71% report that they allow some unused PTO days to be carried over from one year to the next. Of those, the average amount of days an employee can carry over is 4.6.
- The table below breaks down the overall average number of days by geography and staff size.

Years of Service	Overall Average Number of PTO Days Offered						
	Geographic Breakdown			Staff Size Breakdown			
	North n=8	Central n=4	South n=4		Small n=4	Med n=8	Large n=4
< 1	14.3	7.7	13.3		12.2	15.2	9.5
1-2	17.7	11.8	13.8		13.2	17.1	14.5
3-4	19.3	12.3	14.5		15.3	17.6	14.8
5-9	21.6	14.8	17.3		15.3	21.9	16.3
10-14	22.9	18.3	17.8		16.5	23.8	17.8
15-19	24.1	19.5	19.3		17.8	25.6	18.0
20+	24.8	19.5	19.5		19.0	25.6	18.3

Summer Hours

Just over half (54%) of respondents offer summer hours (n=39).

The chart below shows various summer hours offerings and the percentage of respondents that offer each.



Additional comments and clarifications on summer hours:

- Remote work every Friday.
- Work an extra hour Monday through Thursday to leave early on Friday.
- Employees can leave early at their discretion on Fridays, based on their workload.
- Close at 1 pm.
- We get Fridays off from July 4th through Labor Day. Employees make up those hours throughout the year.

Four-Day Work Week

Organizations were asked if they were considering a four-day work week throughout the year, not just in summer. Just over 80% of respondents are not considering this practice. Two organizations responded that they are considering it, and one wrote “No, but would love to.” Anecdotally, CNJG knows a member who did not respond to this survey that does offer a four-day work week on a regular basis and have been doing so for a couple of years.

Research Director

Other Professional Staff

	Salary				Number in Position	Number of Foundations
	Average	Median	Minimum	Maximum		
National	154,164	145,128	61,800	426,720	72	60
Mid-Atlantic	172,177	164,648	108,404	280,500	20	15
New Jersey					3	1

Research Associate

Other Professional Staff

	Salary				Number in Position	Number of Foundations
	Average	Median	Minimum	Maximum		
National	88,375	76,591	49,059	163,629	116	61
Mid-Atlantic	100,269	88,502	53,813	163,629	33	17
New Jersey					1	1

Director of Human Resources

Other Professional Staff

	Salary				Number in Position	Number of Foundations
	Average	Median	Minimum	Maximum		
National	180,385	158,853	49,000	449,093	82	74
Mid-Atlantic	256,037	212,100	75,000	449,093	13	12
New Jersey						

Human Resources Professional

Other Professional Staff

	Salary				Number in Position	Number of Foundations
	Average	Median	Minimum	Maximum		
National	109,060	92,753	44,200	281,248	132	79
Mid-Atlantic	142,163	132,000	50,000	281,248	27	18
New Jersey					2	1

CNJG again thanks the philanthropic organizations that completed this year's Council on Foundations' Grantmaker Salary and Benefits survey giving us this data set. The Council on Foundations' Grantmaker Salary and Benefits Survey is conducted annually in the early spring, while CNJG's Benefits Survey is conducted every three years. CNJG encourages every member and every philanthropic institution to complete these surveys each time they are offered. For more information, please visit <https://www.cnjg.org/foundation-benefits-and-salary-survey>.