

New Mexico Nonprofit Compensation Report

Executive Summary



Sponsored by the Center of Southwest Culture
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Report Team

Pivot Evaluation and **Sky Valley Comm** have been key partners in producing this report. Their expertise combined with our goals created a great team to bring this important project to completion.



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Sponsors & Donors

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Hello Partners and Colleagues,

August 2024

We are pleased to present the 2024 New Mexico Nonprofit Compensation Report. All employers need timely, reliable comparative compensation information to establish and justify appropriate salaries and benefits for their employees. Virtually every industry in the United States has long had access to current, comprehensive and specific information about compensation in their field — with the exception of nonprofit organizations. This is New Mexico's first compensation report in several years. Though there are national compensation reports, they do not provide information beyond management and administrative positions, nor do they cover geographical or cultural concerns. To address this, New Mexico Thrives has followed the example of other state nonprofit associations to conduct a state salary and benefits survey and created a compensation report for New Mexico's nonprofit sector.

Many organizations would like to increase compensation to be more competitive, but there are many factors that influence how nonprofits compensate their staff. For example, existing funding arrangements and various other complexities prevent nonprofit employers from providing the salaries and benefits that they would like. This report will provide some context to help you understand where your organization is with respect to other nonprofit employers.

We wish to thank all the participating nonprofit organizations that took the time to complete the survey. Know that the information you shared will benefit nonprofits throughout New Mexico.

And finally, we are grateful to the National Council of Nonprofits network. Other state associations generously shared their compensation reports and survey questions. In particular, we borrowed and modified—with permission—the job descriptions created by The Foraker Group of Alaska and the Hawai'i Alliance of Nonprofit Organizations, and questions developed by the Nonprofit Association of Oregon.

We hope you will encourage your peers to use this report and to participate next time. The more participation we have, the better our data will be to inform action that moves our organizations forward.

Tsiporah Nephesh
New Mexico Thrives, Executive Director

A handwritten signature in black ink that reads "Tsiporah Nephesh". The script is fluid and cursive, with the first name and last name clearly distinguishable.

New Mexico Nonprofit Compensation Report Executive Summary

The 2024 New Mexico Nonprofit Compensation report features:

- Salary data for executive level positions, managers, direct service, and program staff
- Benefit data on medical insurances; life insurance; holidays and paid time off; retirement plans
- Demographic information on gender of executive level positions
- Demographic information on race / ethnic diversity of executive level positions

Demographics

Participating organizations for this report represent employees from 71 community-based organizations.

- 53.8% of organization headquarters are located in Bernalillo County
- 90% of organizations have between one and fifty-five employees
- 67.1% have between one and 15 employees
 - 17.1% have 16 – 30 employees
 - 8.6% have 31 – 100 or more employees
 - 7.1% have 101 or more employees
- 47% have annual budgets ranging from \$0 – \$749,999
 - 29% – \$750,000 to 2 million
 - 14.5% – \$2 million to \$6 million
 - 8.7% – over \$6 million

Data and Confidentiality

The report does not suggest what wages and benefits should be. The data is intended to provide New Mexico specific, and where possible, region specific, information.

Of the 78 survey participants, 71 organizations provided salary and benefits data while another 7 provided data on volunteers and interns.

In order to protect the privacy of respondents, each cell size had to exceed a minimum of 5. This common standard in statistical reporting follows many legal precedents including those associated with fair trade and the Federal Trade Commission.

Salary and Benefits

66.7% of 66 organizations responded that they provided wage increases in 2023.

Benefits are a key element in an employee’s total compensation agreement. A good benefits package recognizes that in addition to pay, employees seek quality of life and appreciation for their work. Benefits also provide support to an employee’s family, health, and financial future which can help attract and retain top talent in a competitive market.

Benefit	Organizations with Coverage
Retirement	32.4%
Health Insurance	39.4%
Paid Time Off	42.3%
Holiday	45.1 %
Life & Disability Insurance	19.7%
Paid Sick Leave	45.1%
Dental Insurance	29.6%
Vision Insurance	29.6%

Vacancies and Working Conditions

69% of organizations indicated that they had no open positions. 19.7% of respondents reported entry level and mid-level vacancies. Only 8.5% reported executive level vacancies.

In 2020, nonprofits had to adapt working conditions keep employees, volunteers, and community members safe. One of the biggest changes what the adoption of remote work, when feasible. Many employees continue to work remotely. **94.2% of respondents allow remote work.**

Factoring Diversity and Equity into Compensation

Across the country, a persistent gender pay gap exists in every sector. Data shows the pay gap is exacerbated when race and ethnicity are factored in. This report seeks to encourage conversations in every workplace in an effort to undo unconscious bias and ensure that tools like this one do not inadvertently reinforce the pay gap. To attract and retain the best workforce, we need to create and sustaining a diverse, equitable, and inclusive environment.

Turning Data into Action

The information in this report can help you:

- Compare salaries
- Review individual and collective benefit offerings to determine how your organization aligns
- Review the most prevalent practices in each benefit area to inspire a conversation
- Determine the organization's compensation strategy based on the data and decide if your workplace will be below, at, or above market value
- Determine if there is a gender pay gap within your organization
- Determine if there is a pay gap based on race or ethnicity
- Raise or expand the organization's efforts to create a more diverse and equity-centered workplace structure and environment