



Execucare Salary Survey2016.....

In association with



execucare ^{NZ}
Recruitment for fundraising

Salary Survey 2016

Execucare NZ Ltd in association with The Fundraising Institute of New Zealand (FINZ) is proud to present the 2016 Fundraising Salary Survey.

Fundraisers from throughout New Zealand were invited to participate in the survey which is collated every two years.

This is the fifth salary survey that Execucare and FINZ have released, we would like to express thanks to all those individuals who have taken the time to complete the survey since it began in 2008. Participants contribute to making this the most accurate and up to date survey of its kind for fundraisers in New Zealand. We welcome your feedback on the survey so that we can continuously improve the information we provide to you.

The results of this survey are available to all FINZ members (as a member benefit) and is sent to non members by email in return for their input. Others who are interested in the results can purchase a copy for \$250 from FINZ which is the equivalent of the membership fee.

Although the survey report is released every two years, it can be completed through the Execucare website at any time (www.nz.execucare.com).

Execucare is a low-carbon company, so we supply the report digitally. If you wish to print it, for best quality reading, we recommend using a colour printer.

NB. All salary figures are on a full time equivalent basis of 40 hours per week, therefore all responses from those being paid for less than 40 hours are expressed as an annual salary based on working at their pay rate on a 40 hour per week basis.

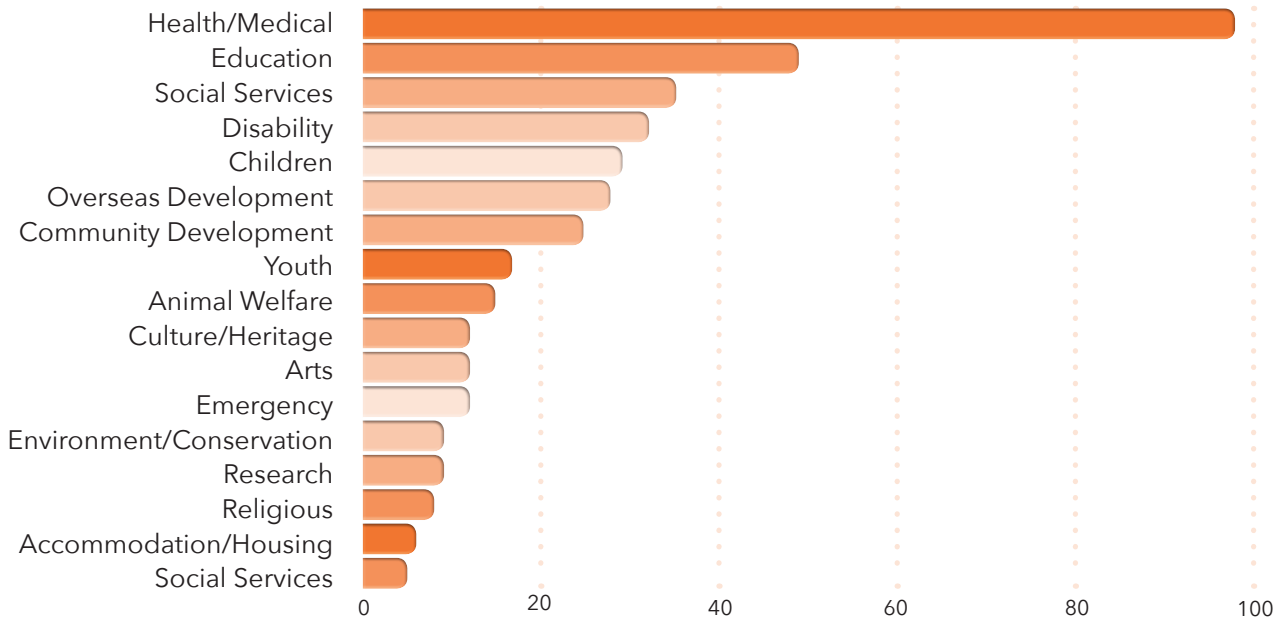
Salary Survey History Comparison

	Total Respondents	Median Salary	Mean Salary	High	Low
2016	402	\$71,467	\$77,062	\$224,000	\$32,000
2014	365	\$70,000	\$75,248	\$228,571	\$29,120
2012	188	\$70,000	\$72,525	\$160,000	\$40,000
2010	159	\$67,462	\$68,837	\$140,000	\$30,000
2008	154	\$60,000	\$66,237	\$180,000	\$36,000

Note: Median: the middle number (in a sorted list of numbers). Half the numbers in the list are less, and half the numbers are greater. Mean: the mean is the average of the numbers.

1 Characteristics of the organisation

Charities that employ professional fundraisers



Note: multiple answers allowed.

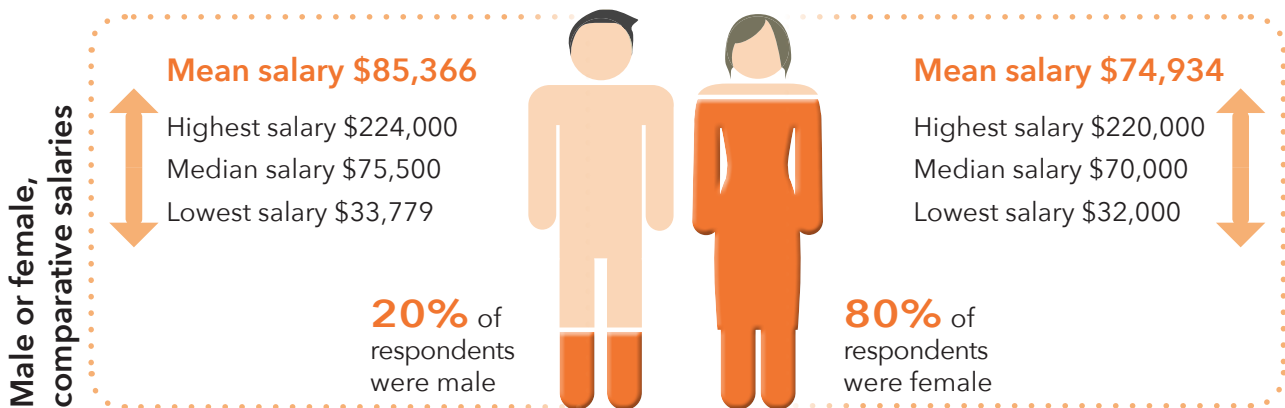
The number of fundraisers working in your organisation

	Total	Percentage	Median Salary	Mean Salary
0-2	145	36%	\$70,000	\$72,309
3-5	109	27%	\$71,500	\$78,899
6-8	45	11%	\$69,333	\$75,234
9+	103	26%	\$75,031	\$82,607
All	402		\$71,467	\$77,062

The number of people working for your organisation

	Total	Percentage	Median Salary	Mean Salary
0-5	72	18%	\$72,000	\$73,363
6-10	35	9%	\$77,778	\$81,381
11-15	33	8%	\$80,000	\$79,844
16-20	31	8%	\$62,500	\$71,409
21+	231	57%	\$70,500	\$77,922
All	402		\$71,467	\$77,062

2 Demographics



Age and income of respondents

	Total	Percentage	Median Salary	Mean Salary
18 - 25	21	5%	\$48,215	\$47,032
26 - 35	93	23%	\$62,222	\$66,063
36 - 45	107	27%	\$75,000	\$79,569
46 - 55	114	28%	\$78,474	\$86,231
56 - 65	59	15%	\$76,800	\$82,290
65 +	8	2%	\$62,500	\$81,008
All	402		\$71,467	\$77,062

Location

	Total	Percentage	Median Salary	Mean Salary
North Island	351	87%	\$71,000	\$76,720
South Island	51	13%	\$75,749	\$79,417
All	402		\$71,467	\$77,062

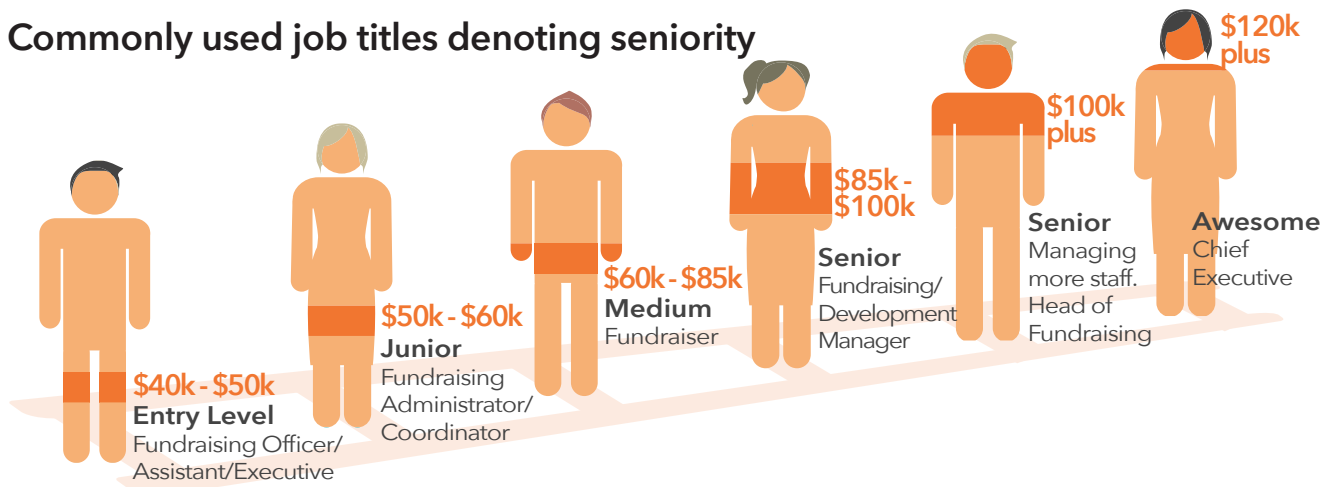
Full time or part time

	Total	Percentage	Median Salary	Mean Salary
Full time	305	76%	\$74,667	\$80,668
Part time	97	24%	\$62,400	\$65,723
All	402		\$71,467	\$77,062

Notes: Full time = 35hr+, part-time salaries are FTE.

3 Job titles

Commonly used job titles denoting seniority



Levels of seniority

	Total	Percentage	Median Salary	Mean Salary
Junior	47	12%	\$50,000	\$52,102
Medium	164	41%	\$63,000	\$65,185
Senior	191	47%	\$89,000	\$93,402
All	402		\$71,467	\$77,062

4 Experience

Length of time employed as a fundraiser

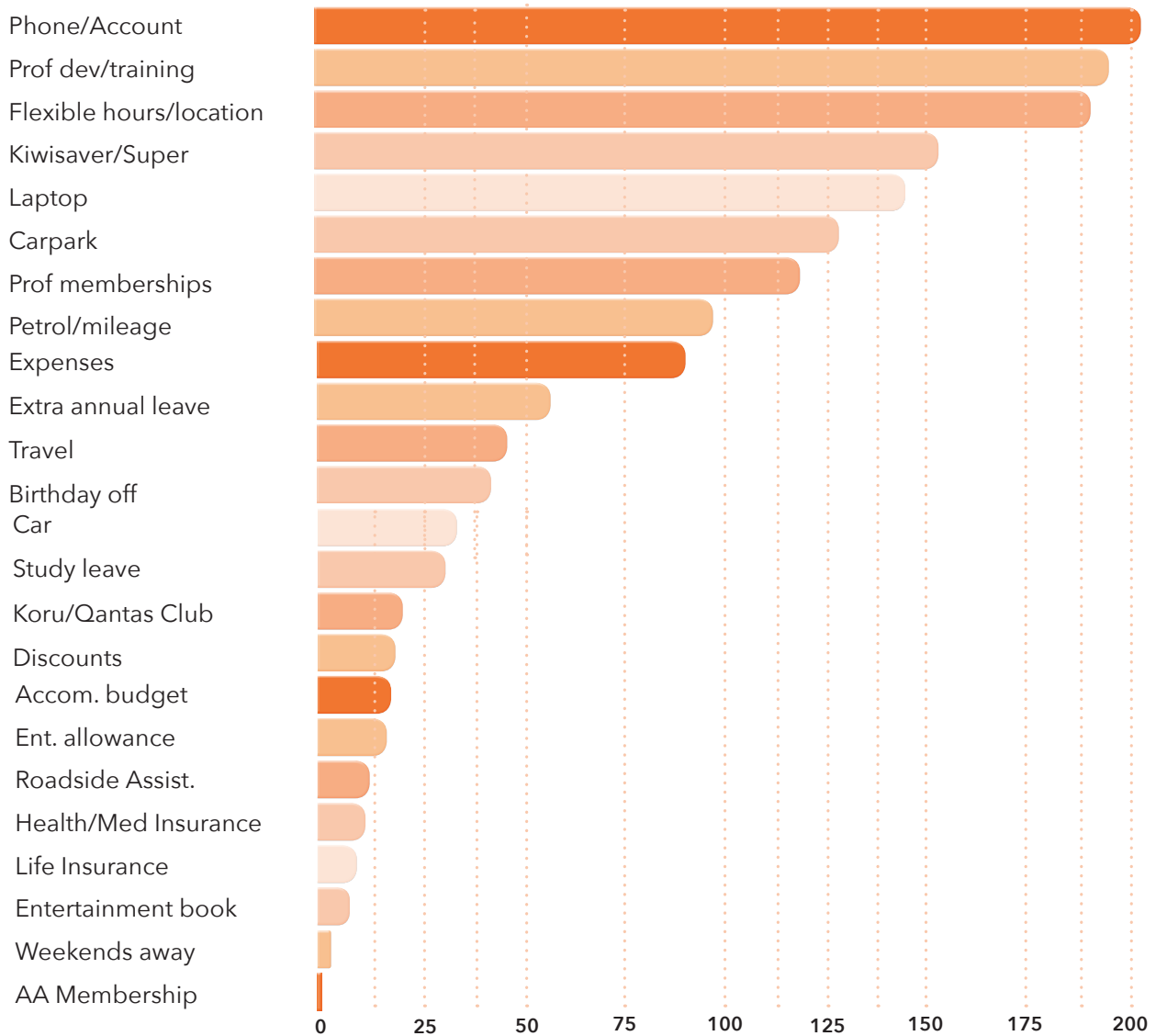
	Total	Percentage	Median Salary	Mean Salary
Less than 1 year	43	11%	\$60,320	\$65,837
1-3 years	95	24%	\$60,000	\$65,673
3-5 years	63	16%	\$68,800	\$71,793
5-10 years	100	25%	\$72,842	\$76,493
10 years+	101	25%	\$90,000	\$96,403
All	402		\$71,467	\$77,062

Years in current position

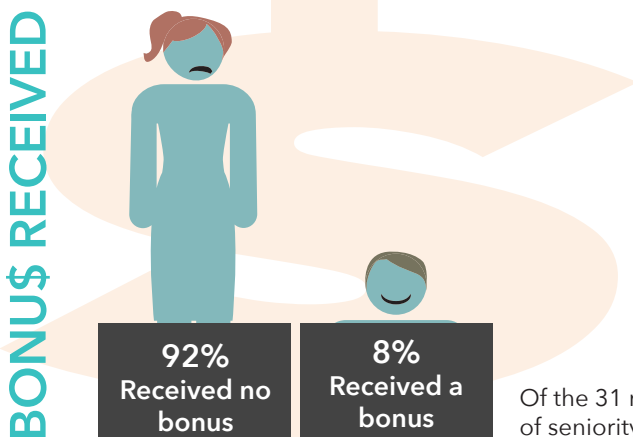
	Total	Percentage	Median Salary	Mean Salary
Up to 1 year	126	31%	\$68,987	\$71,649
1-2 years	126	31%	\$74,300	\$79,758
2-4 years	86	21%	\$71,200	\$76,294
4-6 years	24	6%	\$77,000	\$82,097
6 +	40	10%	\$78,500	\$84,250
All	402		\$71,467	\$77,062

5 Pay and conditions

Non cash benefits you received in addition to your base salary



In addition to your base salary, bonuses received



Criteria for receiving the bonus

- 6 Reach targets/budget/KPI
- 0 Exceed targets/budget/KPI
- 5 Annually adjusted
- 4 Performance (unspecified)
- 3 Percentage of raised

Of the 31 respondents who receive bonuses, four described their level of seniority as 'junior', nine as 'medium' and 18 as 'senior'.

6 Characteristics of the job

Salaries for managing staff

	Total	Percentage	Median Salary	Mean Salary
No	240	60%	\$64,000	\$66,637
Yes	162	40%	\$85,210	\$92,507
All	402		\$71,467	\$77,062

Number of staff you manage

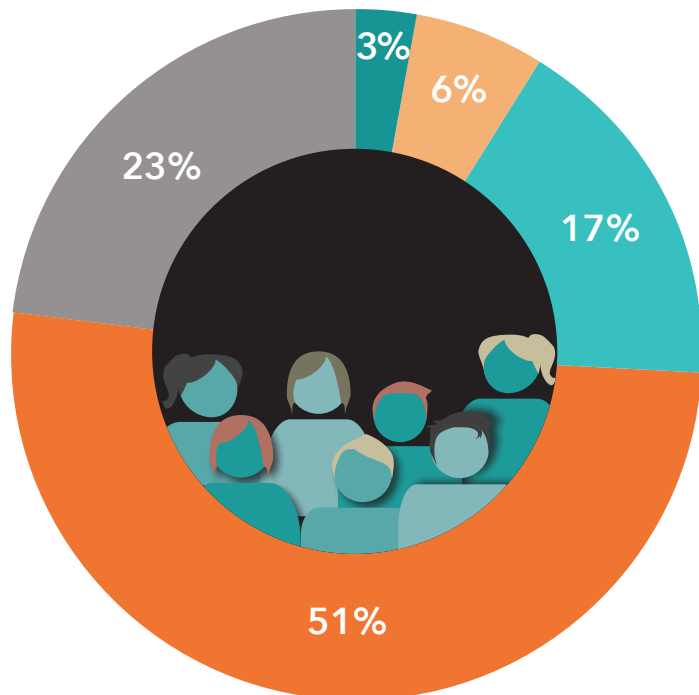
23%
manage 1 staff member

51%
manage 2-5 staff

17%
manage 6-10 staff

6%
manage 11-20 staff

3%
manage 21+ staff



7 Characteristics of the job

How many aspects of the fundraising mix do you work on?

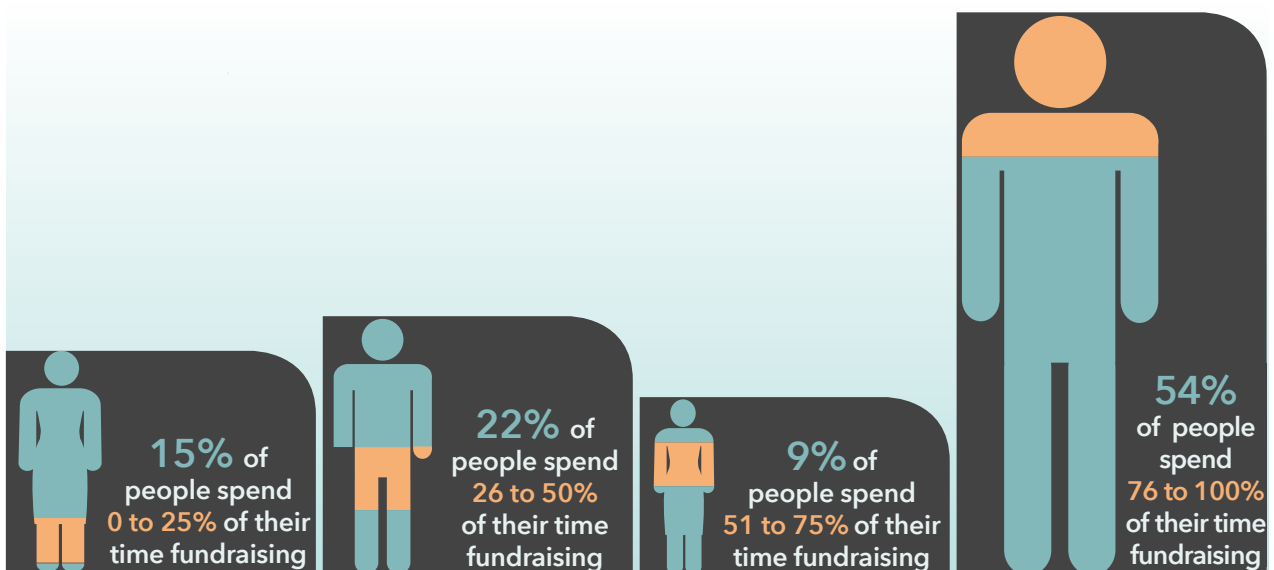
The Fundraising Mix

- Appeals
- Corporate Sponsorship
- Database
- Direct Mail
- Events
- Major Gifts & Bequests
- Marketing
- PR and Communications
- Prospect Research
- Trusts/Foundations

	Total	Percentage
1 or 2	97	24%
3 or 4	78	19%
5 or 6	64	16%
7 or 8	58	14%
9 or 10	51	12%
11 or 12	41	10%
All 13	21	5%

Note: multiple answers allowed

Percentage of time spent on Fundraising



8 Qualifications and Training

Highest level of education

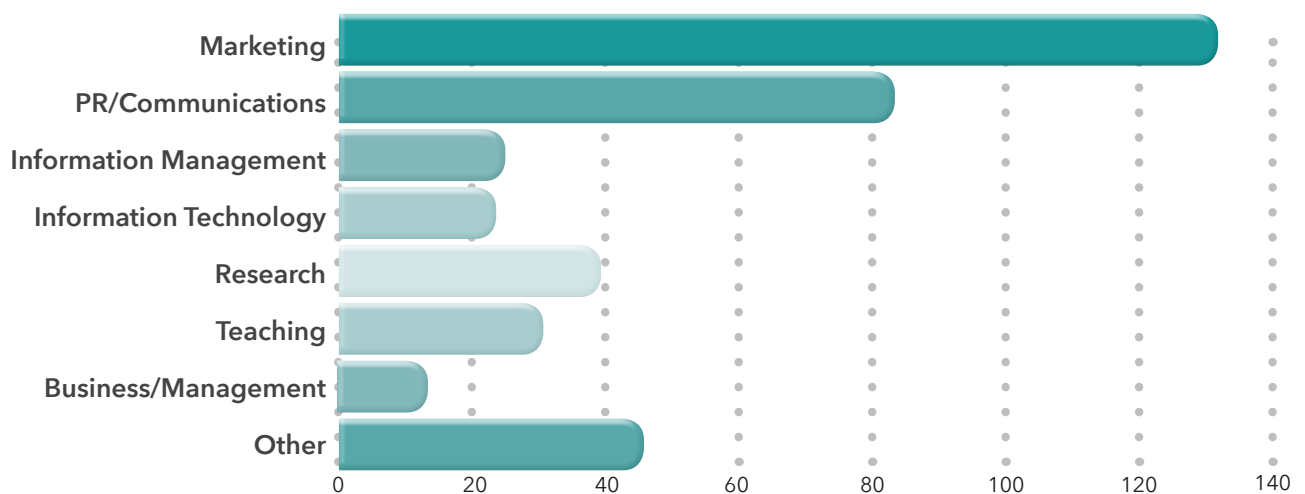
	Total	Percentage	Median Salary	Mean Salary
No formal secondary qual	5	1%	\$50,000	\$60,760
Secondary School quals	43	11%	\$72,000	\$72,624
Diploma/Certificate	86	21%	\$70,000	\$74,755
Under-graduate Degree	159	40%	\$70,000	\$74,196
Post-graduate Diploma	3	1%	\$85,000	\$96,440
Post-graduate Degree	106	26%	\$77,933	\$85,253
All	402		\$71,467	\$77,062

Recognised fundraising qualification

Institution	Total	Percentage
CFRE	14	4%
NZCIF	47	12%
Other	14	4%
No	327	81%
All	402	



Other qualifications that relate to your fundraising role

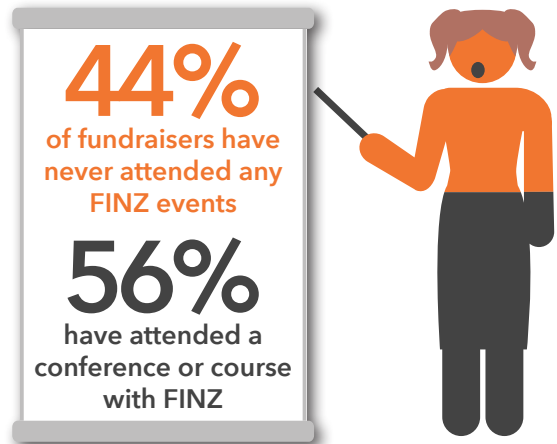


Note: multiple answers allowed; other includes journalism, law and sales.

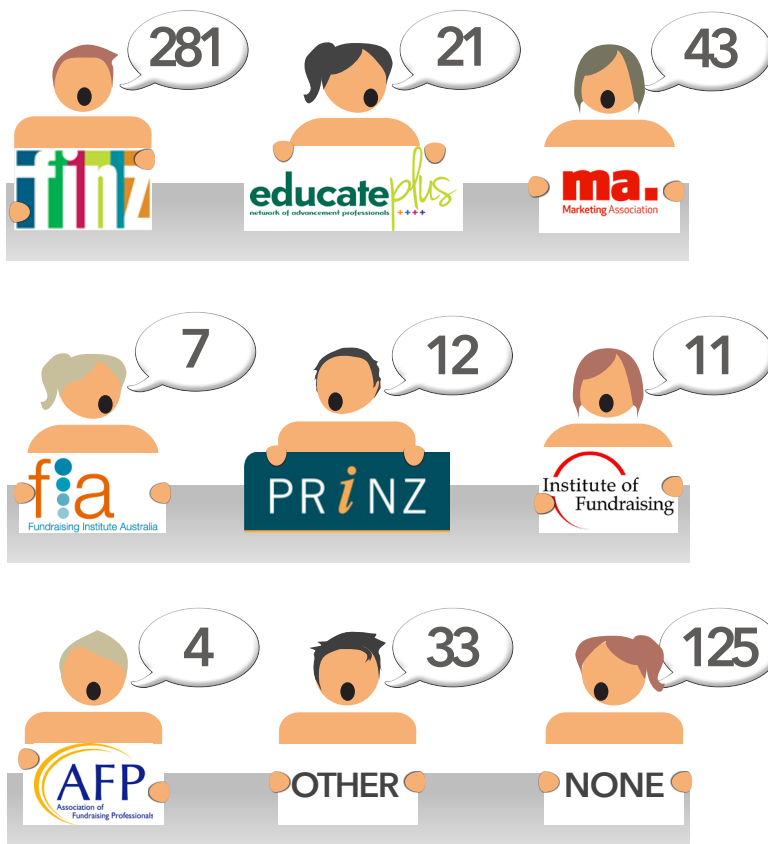
8 Qualifications and Training (continued)

FINZ courses completed

Name of course	Total
360	143
Conferences	207
Specialty (bequest, sponsorship, governance)	58
101	14
102	5
None	176



Professional organisations you belong to



Note: multiple answers allowed, the number who specified 'other' or a grouping with three or less responses totalled 54.