Helper Page notes

IRS 990 Series info : <https://www.irs.gov/charities-non-profits/required-filing-form-990-series>

IRS Form 990EZ : <https://www.irs.gov/pub/irs-pdf/f990ez.pdf>

IRS Form 990: <https://www.irs.gov/pub/irs-pdf/f990.pdf>

990EZ instructions : <https://www.irs.gov/pub/irs-pdf/i990ez.pdf>

990 instructions: <https://www.irs.gov/pub/irs-pdf/i990.pdf>

Annual Expenses

* 990EZ Part I line 17
* 990 Part I line 18

Enter the total expenses your organization had in the latest IRS filing year.

If your organization filed IRS Form 990, this is Part I, line 18.

If your organization filed IRS Form 990-EZ, this is Part I, line 17.

[Click here](<https://www.irs.gov/charities-non-profits/required-filing-form-990-series>) to learn more about IRS 990 series.

Broad Category

Choose one of the 10 broad category selections that best fits your organization. Some categories have further subdivisions, and some do not. Here is a list of all broad categories and their respective subdivisions:

I. Arts, Culture, and Humanities

II. Education

III. Environment and Animals

- Animal Related

- Environment

IV. Health

- Health Care

- Mental Health & Crisis Intervention

- Medical Research

- Voluntary Health Associations & Medical Disciplines

V. Human Services

- Crime & Legal-Related

- Employment

- Food, Agriculture, & Nutrition

- Housing & Shelter

- Human Services

- Public Safety, Disaster Preparedness & Relief

- Recreation & Sports

- Youth Development

VI. International, Foreign Affairs, & National Security

VII. Public & Societal Benefit

- Civil Rights, Social Action, & Advocacy

- Community Improvement & Capacity Building

- Philanthropy, Voluntarism, & Grantmaking Foundations

- Science & Technology

- Social Science

- Public & Societal Benefit

VIII. Religion Related

IX. Mutual/Membership Benefit

X. Unknown, Unclassified

[Click here](https://nccs.urban.org/project/national-taxonomy-exempt-entities-ntee-codes#code) for more information about nonprofit classifications.

NTEE-CC

These 7 specialty descriptions represent activities of organizations, such as research, fundraising, and technical assistance, which are common to all broad categories. Most nonprofits will not fit any of these specialty descriptions. If your origination fits into one of the specialty categories, please select it. If not, please select “I am a regular nonprofit. None of these specialties describe my organization”.

[Click here]( <https://nccs.urban.org/project/national-taxonomy-exempt-entities-ntee-codes#code>) to learn more about the specialty descriptions (also known as common codes).

Common codes represent activities of organizations, such as research, fundraising, and technical assistance, which are common to all major groups.

e HIGHLY suggest that you do not further your search by major group.

If you select yes, your comparison set will be very small and your results will be extremely limited

Hard versus Soft Filtering

Hard filtering only includes organizations who match the criteria you specify. Soft matching includes all organizations regardless of your filtering selections, but will prioritize organizations who satisfy to soft matching criteria when we calculated your suggested pay range.

Example 1:

Say you only want to include organizations in your comparison set whose total employees are less than 200. Then you would select “hard filtering” on the total employees attribute.

Example 2:

Say you want to prioritize organizations in your comparison set who have less that 200 employees, but also want to include organizations who have more than 200 employees. Then you would select “soft filtering” on the total employees attribute.

Example 3:

Say you only want to include organizations in your comparison set who do work either in health or human services. Then in the broad category attribute you would select “hard filtering”.

Example 3:

Say you want to prioritize organizations who do work either in health or human services, but also want to include all nonprofits in all broad categories. Then in the broad category attribute you would select “soft filtering”.

Landing Page

Welcome to Urban Institutes CEO Pay Appraisal Tool! This tool is designed for nonprofits to receive a CEO total compensation appraisal based on their organization’s characteristics as well as their job market of their prospective CEO. We use the latest IRS information about nonprofit CEO pay to compare your nonprofits to other nonprofits in U.S. and provide to you a suggested CEO pay range.

This tool has 3 steps: Input the nonprofit’s characteristics, creating a set of other nonprofits to compare to, and the resulting CEO pay appraisal.

How it works:

Step 1: Tell us about your nonprofit:

We ask you a series of questions about your particular nonprofit. We want to know about the work your nonprofit does, where you are located, how large you are, and a few other questions.

Step 2: Defining your Comparison Set

We want to allow you, the user, to define your own job market for a potential new CEO hire. To do this, you will create a comparison set of other nonprofits who are similar to your own. We allow you to choose from a series of filters to create your own comparison set of other nonprofits. We have over 12,000 unique nonprofits for you add to your comparison set.

For example, if your nonprofit is a large museum, a job market for a CEO candidate might be other large museums, regardless of where they are located.

But, if your nonprofit is a small agricultural nonprofit in rural Kansas, the job market for a CEO might be other small agricultural nonprofits in rural Kansas, Iowa, Nebraska, and Missouri.

Step 3: The Results

Based on your organization’s characteristics given in Step 1 and the other nonprofits who match the filtering criteria defined in Step 2, we suggest a reasonable range of pay for a CEO.

We also provide detailed information about the originations in the user-defined job market, such as the organization’s names, size, location, the CEO’s total compensation worth, and the CEO’s sex.

At the end, you will be able to download all of the information used to create you CEO suggested pay in a PDF report. You will also be able to download more detailed information about the organizations in your comparison set as a csv or a Excel document.

If you have any questions, please contact \_\_\_\_\_\_

STEP 1: Tell us about your nonprofit.

We are going to ask you a series of questions about your particular nonprofit. We want to know about the work your nonprofit does, where you are located, how large you are, and a few other questions.

To categorize the work your nonprofit does, we use the National Taxonomy of Exempt Entities (NTEE) codes. The NTEE classification system divides the universe of nonprofit organizations into 26 major groups under 10 broad categories. [Click here]( https://nccs.urban.org/project/national-taxonomy-exempt-entities-ntee-codes) to learn more about the NTEE classification system.

For size of your nonprofit, we will be asking you about your total annual expenses and the total employees the CEO would be overseeing. Both of these items are listed on IRS Form 990. [Click here]( <https://www.irs.gov/charities-non-profits/required-filing-form-990-series>

) to learn more about IRS 990 series. If you do not have access to your origination’s tax filing information, your best guess should suffice (note the final results will be less specific the more approximating is done in this step).

Step 2: Defining your Comparison Set

We want to allow you, the user, to define your own job market for a potential new CEO hire. To do this, you create a comparison set of other nonprofits who are similar to your own. We allow you to choose from a series of filters to create your own comparison set of other nonprofits.

We ask you a series of questions about organizations you want to compare your nonprofit to such as the work the other nonprofits do, type of nonprofit, and organization size.

In the sections we allow you to decide if you want to apply hard or soft filtering to each organizational attribute we ask about. Hard filtering only includes organizations who match the criteria you specify. Soft matching includes all organizations regardless of your filtering selections, but will prioritize organizations who satisfy to soft matching criteria when we calculated your suggested pay range. For example, say you only want to include organizations in your comparison set whose total employees are less than 200. Then you would select hard filtering on the total employees attribute. If you want to prioritize organizations in your comparison set who have less that 200 employees, but also want to include organizations who have more than 200 employees, then you would select soft filtering on the total employees attribute.

We again be using the NTEE classification system to categorize the type of work nonprofits do. [Click here]( https://nccs.urban.org/project/national-taxonomy-exempt-entities-ntee-codes) to learn more about the NTEE classification system.

<style>

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h1{

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margin-bottom:20px;

}

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