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

Landing Page

Welcome to Urban Institutes CEO Pay Appraisal Tool! This tool is designed to designed to suggest CEO total compensations for a (user inputted) nonprofit compared to what other nonprofits are paying their CEO’s.

This tool assumes the user is part of a nonprofit (either and employee or a member of the board) and the user wants to find a reasonable pay range for their CEO.

How it works:

Step 1: Tell us about your nonprofit:

We will 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 Job Market

We want to allow you, the user, to define your own job market for a potential new CEO hire.

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

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

We will ask a series of questions about how you want to define your own job market. We will then use these inputs to create a comparison set of organizations that match your job market criteria.

Step 3: The Results

We will give you a reasonable range of pay for a CEO based on the other nonprofits in the job market you defined in step 2.

We will also give 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.

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 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 or Form 990EZ. 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).

<style>

em {

color: black;

}

h1{

font-size:calc(2em + 0.25vw) !important;

margin-top:160px !important;

margin-bottom:20px;

}

</style>