

**Question 1: What is your organization's annual budget?**

<b>Annual Budget</b>	<b>Response Average (%)</b>
\$0 - \$50,000	3.8
\$50,000 - \$100,000	15.4
\$100,0001 - \$200,000	15.4
\$200,001 - \$350,000	19.2
\$350,001 - \$450,000	<b>30.8</b>
\$450,001 - \$550,000	3.8
\$550,001 - \$775,000	7.7
\$775,001 - \$1 million	0.0
\$1 million+	3.8

**Question 2: How many FTEs (full-time equivalent) staff do you employ?**

<b>Number of Staff:</b>	<b>Response Average (%)</b>
.5	3.8
1	<b>42.3</b>
1.5	3.8
2	3.8
2-5	30.8
5-10	11.5
10+	0.0
Other	3.8

\* students, part-time staff, contractors, volunteers, etc.

**Question 3: Please provide the approximate annual gross salary for full-time staff in the following applicable positions. Round up to the nearest 10, e.g. \$56,500 is reported as \$60,000.**

<b>Position</b>	<b>Average Salary</b>
Executive Director/Coordinator	\$50,000
Financial Officer	\$34,000
Development Director/Lead Fundraiser	\$0
Lead Program Staff	\$43,000
Program Assistant	\$36,000
Office Manager	\$30,000
Database Manager	\$50,000
Other:	\$37,000

**Question 4: If you provide benefits to your employees, please select all which apply.**

<b>Type of Benefit</b>	<b>Response Average (%)</b>
No benefits	19.2
Alternative Care (Chiropractic; Naturopathic, etc.)	3.8
Cafeteria Plan	7.7
Dental Coverage	23.1
Disability (long or short-term)	3.8
Flexible Hours	53.8
Health coverage	34.6
Life Insurance	3.8
Maternity/Family leave	15.4
Mileage Reimbursements	61.5
Paid Holidays	<b>73.1</b>
Paid Sabbatical	0.0
Paid Time-Off (PTO)	11.5
Paid Vacation	<b>73.1</b>
Professional Development	46.2
Retirement	11.5
Sick/paid leave	57.7
Unpaid Sabbaticals/Unpaid time-off	3.8
Vision	15.4
Other*	19.2

\*Other benefits offered include: partial health-care; fun days; alternative transportation stipend; contribution to 403b; opportunity to save the planet and save your soul.

**Question 5: How would you best describe your watershed?**

<b>Type of Watershed</b>	<b>Response (%)</b>
Rural	<b>69.2</b>
Urban	3.8
Suburban	0.0
Mixed	26.9

**Question 6: What OWEB region best describes the location of your council?**

<b>Region</b>	<b>Response (%)</b>
North Coast	15.4
Willamette Basin	26.9
Southwest	<b>30.8</b>
Central	7.7
Northeast	11.5
Southeast	7.7