## National Compensation Survey - Results

Based on strong input from members, a short-and-concise compensation and benefits survey was recently sponsored, developed and sent to 220 professional presenting organizations across the country.

The survey was sponsored by the following networks: Arts Touring Alliance of Alberta, Atlantic Presenters Association, BC Touring Council, CCI-Ontario Presenting Network, and CAPACOA.

The overall purpose is to help presenting organizations build healthy work environments that incorporate positive HR policies and practices; attractive compensation levels; health and LTD benefits packages; continuous, personal, professional, and career development (coaching, training, mentorship, apprenticeship) and post-career preparation.

Almost 90 members provided wage/salary information on one or more job titles from a list of common and emerging roles. As well, they indicated whether or not they provide a range of health, work and pension benefits.

Summary tidbits include:

## Presenter Category



- Performing Arts

Venue

- Festival / Presenter
without Venue
Both


## Budget Average



Average Staff Size


## Executive Director / GM Base Salary:



- Health benefits: roughly $2 / 3$ offered basic dental and prescription drug coverage, with other items dropping off in frequency from there
- Work benefits: $2 / 3$ offered flexible time and professional development, with other items, again, dropping off from there, such as complimentary event tickets, laptops and smartphones
- Pensions: Approximately 40\% (Defined Benefit, Defined Contribution, or Group RRSP)

Clearly, a short-and-concise survey with a fairly small sample size can only be considered one data point in making HR-related decisions such as setting compensation levels to attract and retain the right people. Organizations can and do make conscious decisions to go above or below averages based on their own strategic considerations. Still, over $80 \%$ found it a useful exercise and offered suggestions for improvement.

For a copy of the complete survey, please email us.

