



NONPROFIT COMPENSATION REPORT 2022

Loudoun and Northern Fauquier Counties
Released January 2023



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INTRODUCTION

The mission of the Community Foundation for Loudoun and Northern Fauquier Counties is to Grow Community Giving. We steward local endowments by fostering a community of grantmakers, promoting strategic local leadership, and investing in partnerships for the benefit of the communities of Loudoun and northern Fauquier. Founded in 1999, the Community Foundation is a broad and flexible vehicle for charitable giving and community investment. We join with some 30 community foundations in Virginia and 850 across America to advance meaningful philanthropy in our geographic footprint—however, our grants span the nation.

We work closely with local nonprofit organizations to offer workshops and specialized trainings in board development, grant writing and grantor research, fundraising and marketing outreach, leadership development, as well as application of racial equity, diversity, inclusion, and accessibility programming and policy.

This report reflects the commitment of our donors and board of directors to further invest in our nonprofit community. It responds to one of the most often requested data points among nonprofit leaders: *What is fair compensation in our nonprofit community?*

In summer 2022, the Community Foundation of Loudoun and Northern Fauquier Counties contracted with ARM Consulting, LLC to create the first nonprofit compensation report for our footprint. The 2022 survey included questions on budget size, salary by position, benefits, and more, collecting data points from our local nonprofits during a time of rapid change.

This landmark project surveyed nonprofits of all sizes that employ at least one paid staff member, either part-time or full-time. The survey was sent to approximately 90 nonprofit organizations that serve Loudoun and northern Fauquier. We received survey responses from 56 of the 90 nonprofits polled.

The reported data is presented in aggregate and is intended to provide helpful compensation information for decision makers in the nonprofit community. Moreover, the data contained in this report seeks to support nonprofit leaders' desires to make informed decisions on salaries and benefits for dozens of position titles, organized by budget size, and organization type. The goal is for nonprofit organizations to grow and evolve to continue serving our community; therefore, this data can be used as a planning tool with respect to various positions and respective salaries.

It is important to note that individual responses from participating nonprofit organizations are never shared outside of the Community Foundation or its consulting firm, ARM Consulting LLC.

A special thank you to all the nonprofits that took the time to respond to the survey thus contributing to our collective knowledge and ability to continue supporting the Loudoun community. We hope the 2022 Nonprofit Compensation Report is an informative and useful tool.

NONPROFIT LANDSCAPE AND BACKGROUND

As one of the highest-income communities in America, Loudoun County has historically demonstrated low rates of charitable giving, creating direct impacts on the Loudoun nonprofit community and the residents they serve. For example, in past studies Loudoun County residents donated, on average, 1.9% of their annual income to nonprofits—compared to a national average of 3.0%.

As Loudoun County continues to be one of Virginia’s fastest growing counties, its nonprofit community is surprisingly young, emerging, and struggling to meet the escalating needs of the community. In fact, many of the “heavy lifting” safety net organizations serving vulnerable populations were founded as recently as the 1990s.

The majority of the nonprofit organizations created in this timeframe were founded as a direct result of county resources dedicated to community development and targeted to meet service-delivery gaps. Many of Loudoun’s nonprofits, even those that are long-standing and highly regarded, are just beginning to build internal capacity to create the administrative leadership structure commonly found in mature nonprofits. This leadership structure includes a full-time executive director, director of development, communications director, and a director or officer of finance. The majority of nonprofits in our footprint do not have all four of those leadership positions in a full-time capacity as part of their administrative structure.

OVERALL SURVEY RESULTS

Nonprofit organizations must consider numerous factors when deciding on staffing and compensation. We encourage each reader to apply the information in the report within the context of their service population, staff qualifications, and organizational limitations. The survey was sent to 90 nonprofit organizations that serve Loudoun and northern Fauquier counties. Survey responses were received from 56 of the 90 nonprofits. The data gathered from the 56 nonprofits survey respondents offer data and conclusions in four main categories:

Nonprofit Position Salaries by Organizational Budget Size: The annual operating budgets ranged from under \$50,000 to greater than \$10 million across participating organizations.

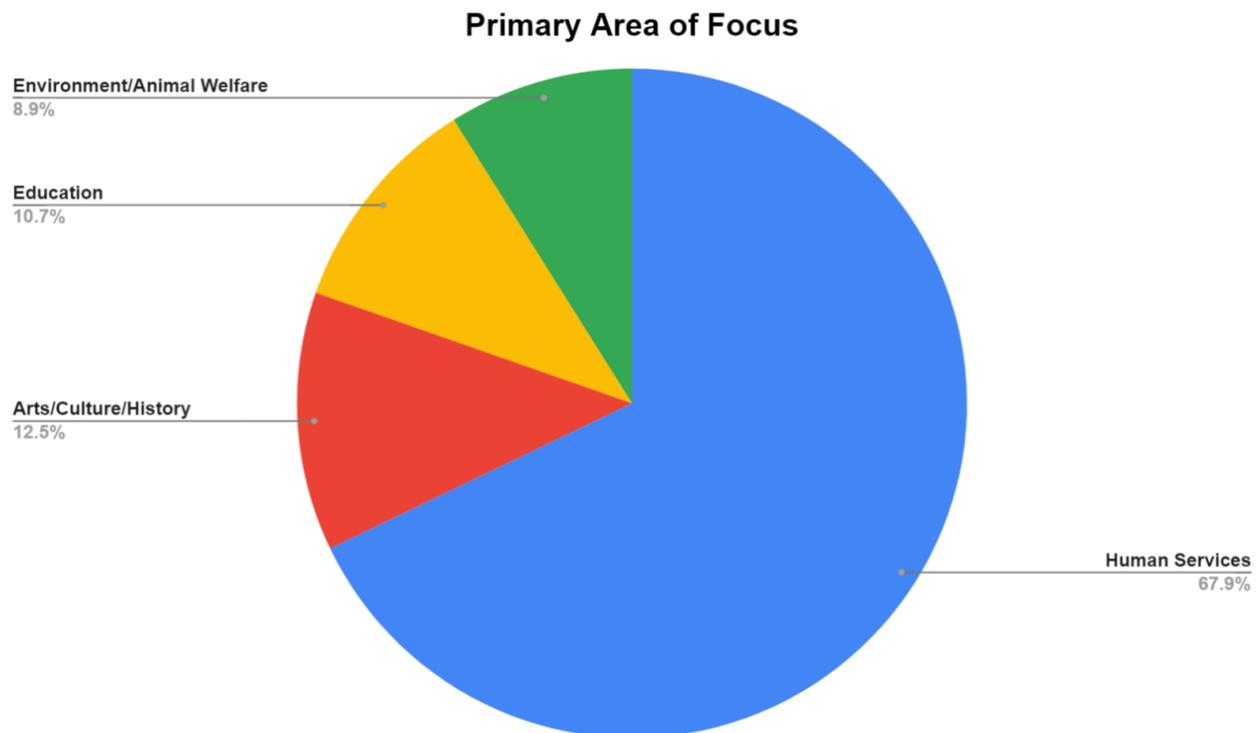
Bonus and Incentives: Provision of bonuses and incentives for employees enhance work-life balance and increase employee retention. We sought to learn of the prevalence of provision of bonuses and incentives by nonprofit organizations.

Fringe Benefits: Provision of employee benefits provided by local nonprofit organizations, including health insurance, retirement benefits, life insurance, and professional development.

Volunteerism: Volunteers are a guiding force in the service delivery of many nonprofit organizations. All the nonprofits reported using volunteers. Forty-three (43%) of the respondents reported having 100+ volunteers.

SURVEY PARTICIPANTS

Participating nonprofits self-selected into one of four categories: (1) Arts/Culture/History, (2) Education, (3) Human Services, and (4) Environment/Animal Welfare. Of the four areas of focus, the Human Services sector had the largest number of nonprofit organizations at almost 68% serving the Loudoun and northern Fauquier counties.



GEOGRAPHIC LOCATION

Survey participants were either based in Loudoun or Fauquier County or serve Loudoun or northern Fauquier residents. Of the organizations that responded, 76% reported that they are headquartered in Loudoun County but also provide services outside of Loudoun or northern Fauquier. None of the nonprofits responded that they were headquartered in northern Fauquier County.

SURVEY DATA OVERVIEW

Recognizing today's challenging economic climate across our nation and in our very own backyard impacts and plays a significant role in daily operations of organizations seeking to offer equitable compensation. Nonprofits must strategize to create a balance of direct service delivery versus hiring staff to ensure organizational program delivery to include administrative and executive leadership.

Nonprofit organizations serving Loudoun and northern Fauquier Counties with at least one paid staff, either part-time or full-time, were invited to complete the nonprofit compensation survey. Data has been collated in the following categories:

- Staffing
- Position Salary Ranges by Budget
- Salary Increases
- Bonuses and Incentives
- Fringe Benefits

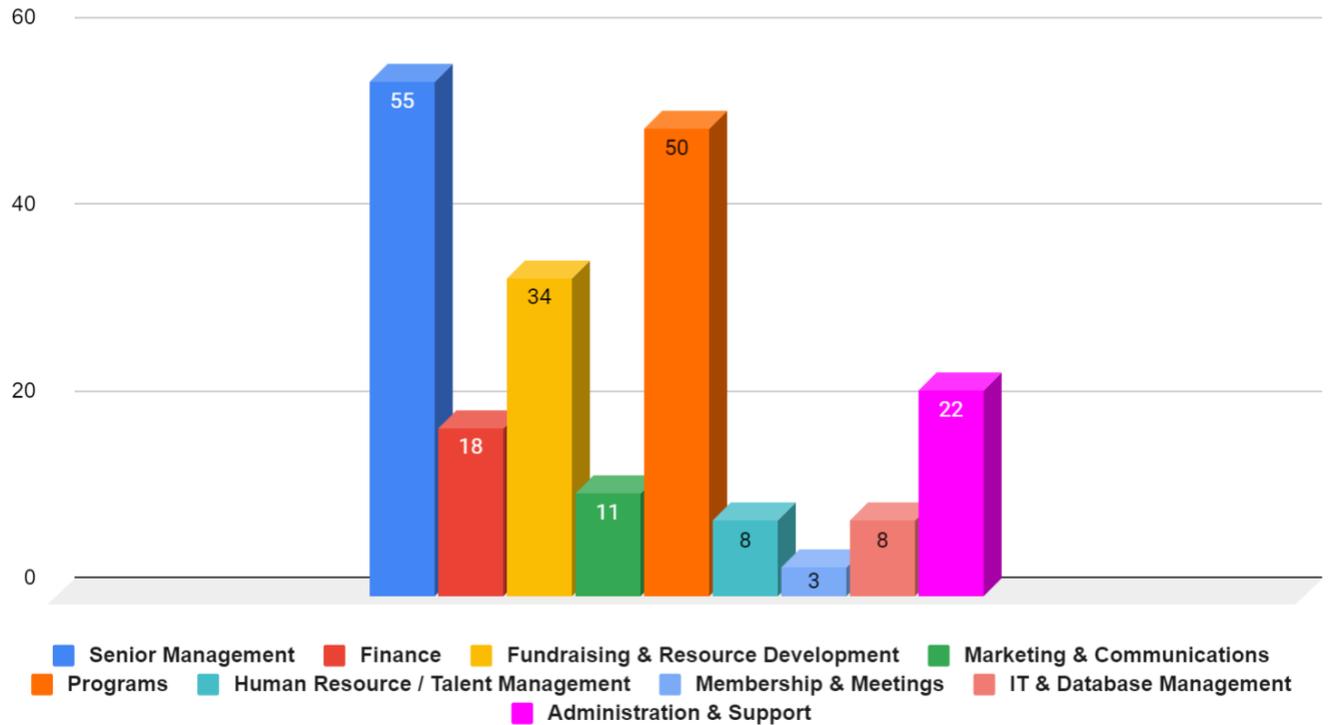
STAFFING

Our goal was to be as inclusive as possible and capture the broadest range of positions to reflect the nonprofit staffing landscape. Although our findings do not include compensation data for Volunteer Coordinator or Facility Managers, we realize this oversight and plan to include these positions in a future iteration of our compensation surveys.

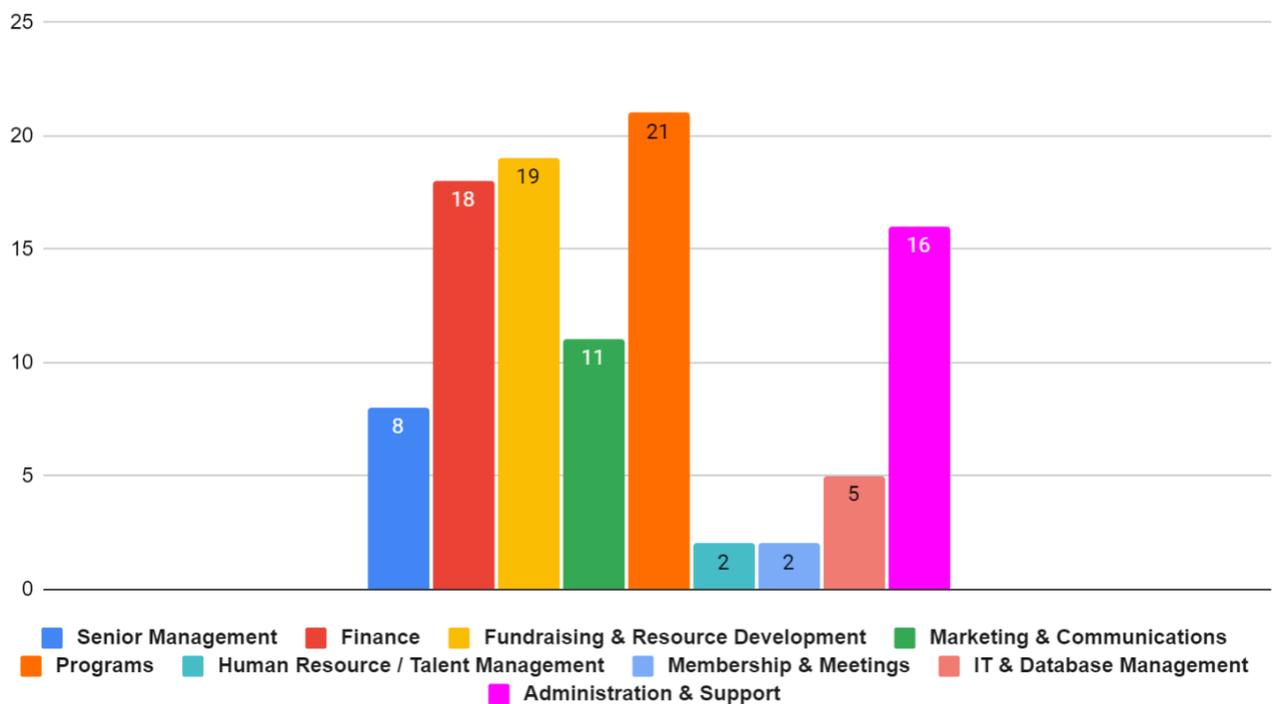
All the nonprofit organizations that participated in the survey reported having paid full and/or part-time staff and/or paid contractors (contractors are issued a 1099).

Approximately 64% of the respondents have at least one full-time staff in one or more of the positions identified in the survey.

Full-time Position by Categories



Part-time Position by Categories



POSITION SALARY RANGES BY BUDGET SIZE

Survey participants provided salaries for each position along with their organizations' annual budget for fiscal year 2022. Salary by position ranged anywhere from less than \$2,500 for a part-time role to more than \$370,000 for a full-time role. Included in this report are nonprofits with budgets ranging from under \$50,000 to \$10,000,000+ and 42 different position categories.

A summary of the salary by position range and organizational budget range is presented on the following tables (Table 1 – Full-Time Positions; Table 2 – Part-Time Positions). Cells with no data indicate there were no responses provided in those categories by survey respondents within that specific organizational budget range.

Salary ranges for each category span from the lowest reported figure to the highest reported figure per organizational budget category. Due to the sample size for several categories, reported salary figures were rounded up to the nearest \$5,000 to maintain anonymity of the respondents.

It is important to note that salary respondents were not asked to provide the number of hours per week reported part-time positions worked; therefore, readers are encouraged to use discretion when reviewing those figures as there may be variation from one organization to the next. In some cases, organizations only provided an hourly rate for some part-time positions. In the future, we plan to adjust the survey questions to collect additional data to address the variation in part-time positions.

TABLE 1: FULL-TIME SALARIES

POSITIONS	NONPROFIT ORGANIZATIONAL BUDGET SIZES & 2022 SALARIES							
	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
Senior Management								
Executive Director or CEO/President	--	\$45K - \$75K	\$60K - \$90K	\$60K - \$120K	\$75K - \$105K	\$75K - \$275K	\$85K - \$190K	\$145K - \$370K
Chief Operating Officer/COO	--	--	\$65K - \$70K	--	--	\$50K - \$105K	\$95K - \$120K	\$110K - \$140K
Chief of Staff	--	--	--	--	--	\$60K - \$65K	--	--
Finance								
CFO/VP Finance	--	--	--	--	--	\$160K - \$165K	\$85K - \$90K	\$140K - \$220K
Director of Finance	--	--	--	--	--	\$70K - \$85K	\$90K - \$130K	\$135K - \$140K
Controller	--	--	--	--	--	\$85K - \$90K	\$15K - \$20K	\$105K - \$110K
Staff Accountant	--	--	--	\$55K - \$60K	--	\$65K - \$70K	--	\$50K - \$55K
Bookkeeper	--	--	\$50K - \$55K	--	--	\$55K - \$60K	--	\$40K - \$45K
Fundraising & Resource Development								
Chief Development Officer/VP	--	--	--	--	--	\$70K - \$130K	--	\$190K - \$195K
Director of Development	--	--	--	--	--	\$40K - \$95K	\$80K - \$125K	\$95K - \$100K
Director of Major Gifts	--	--	--	--	--	\$75K - \$80K	--	\$100K - \$105K
Director Foundation or Corp Relations	--	--	--	--	--	--	--	\$100K - \$105K
Director of Special Events	--	--	\$50K - \$55K	\$45K - \$50K	--	--	--	90K\$ - \$95K
Director of Advocacy/Gov. Relations	--	--	--	--	--	--	--	--
Grants Writer	--	--	--	--	--	\$55K - \$60K	--	\$55K - \$85K
Development Associate	--	--	--	--	\$50K - \$55K	\$60K - \$70K	\$55K - \$60K	\$50K - \$55K
Development Assistant	--	--	\$40K - \$45K	--	--	\$45K - \$50K	--	--
Marketing & Communications								
CMO/VP Marketing/Comm.	--	--	--	--	--	\$60K - \$80K	--	--
Director Marketing/Comm.	--	--	--	--	--	\$80K - \$85K	\$55K - \$60K	\$105K - \$110K
Marketing Manager	--	--	--	--	--	--	\$45K - \$70K	\$50K - \$60K
Social Media Professional	--	--	--	--	--	\$55K - \$60K	--	--
Marketing Associate	--	--	--	--	--	\$45K - \$50K	--	--

TABLE 1: FULL-TIME SALARIES (cont.)

Programs	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
VP Program/Chief Programs Officer	--	--	--	\$85K - \$90K	--	\$70K - \$90K	\$75K - \$80K	\$105K - \$155K
Director of Programs	--	\$60K - \$65K	\$40K - \$65K	\$35K - \$65K	\$50K - \$90K	\$60K - \$125K	\$60K - \$130K	\$100K - \$105K
Program Associate	--	\$60K - \$65K	\$50K - \$55K	\$40K - \$45K	\$40K - \$45K	\$35K - \$75K	\$40K - \$45K	--
Human Resource/ Talent Management	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
Chief Talent Management/VP HR	--	--	--	--	--	--	--	\$155K - \$160K
Director of HR/Talent Management	--	--	--	--	--	--	\$80K - \$85K	\$70K - \$110K
Benefits Manager	--	--	--	--	--	--	--	--
HR/Talent Management Associate	--	--	--	--	--	--	--	\$45K - \$60K
Membership & Meetings	<\$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
VP/Director of Membership	--	--	--	--	--	\$70K - \$75K	--	--
Membership Manager	--	--	--	--	--	--	\$40K - \$45K	--
Director of Meetings	--	--	--	--	--	--	--	--
Meeting Planner	--	--	--	--	--	\$55K - \$60K	--	--
IT & Database Management	<\$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
CTO/CIO/VP Technology	--	--	--	--	--	--	--	\$180K - \$185K
Director of IT	--	--	--	--	\$70K - \$75K	\$85K - \$90K	--	\$75K - \$85K
Network Administrator	--	--	--	--	--	\$60K - \$65K	--	\$70K - \$85K
Database Manager	--	--	--	--	--	--	--	--
Website Manager	--	--	--	--	--	--	--	--
Administration & Support	<\$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
Executive Assistant	--	--	--	\$40K - \$45K	--	--	--	\$70K - \$75K
Administrative Assistant	--	--	--	\$40K - \$60K	--	\$45K - \$50K	\$60K - \$65K	\$45K - \$50K
Office Manager	--	--	--	--	--	\$55K-\$60K	\$40K - \$45K	\$45K - \$65K
Receptionist	--	--	--	\$40K - \$45K	--	--	--	\$35K - \$40K

TABLE 2: PART-TIME SALARIES

POSITIONS	NONPROFIT ORGANIZATIONAL BUDGET SIZES & 2022 SALARIES							
	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
Senior Management	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
Executive Director or CEO/President	\$10K - \$15K	\$25K - \$40K	\$25 - \$45K	\$45K - \$60K	--	--	--	--
Chief of Staff	--	\$22/hour	--	--	--	--	--	--
Chief Operating Officer/COO	--	--	--	--	--	--	--	--
Finance	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
CFO/VP Finance	--	--	--	--	--	--	\$35K - \$40K	--
Director of Finance	--	--	--	--	--	--	--	--
Controller	--	--	--	--	--	--	\$50K - \$55K \$65/hour	--
Staff Accountant	--	--	\$22 - \$27/hour	--	--	\$35K - \$40K \$23/hr	--	\$25/hr
Bookkeeper	--	--	\$5K - \$15K	\$5K - \$30K \$25/hr	\$10K - \$15K	\$30K - \$35K	--	\$65K - \$70K
Fundraising & Resource Development	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
Chief Development Officer/VP	--	--	--	--	--	--	--	--
Director of Development	--	--	--	\$20K - \$45K \$25/hr	\$25K - \$55K	\$35K - \$45K	--	--
Director of Major Gifts	--	--	--	--	--	--	--	--
Director Foundation or Corp Relations	--	--	--	--	--	--	--	--
Director of Special Events	--	--	--	\$55K - \$60K \$25/hr	--	--	--	--
Director of Advocacy/Gov. Relations	--	--	\$30K - \$35K	--	--	--	--	--
Grants Writer	\$5K - \$10K	--	--	--	--	\$35K - \$55K	--	--
Development Associate	--	--	--	\$25K - \$30K	--	\$5K - \$15K	--	--
Development Assistant	--	--	--	--	--	\$15K - \$20K	\$15K - \$20K	--
Marketing & Communications	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
CMO/VP Marketing/Comm.	--	--	--	--	--	--	--	--
Director Marketing/Comm.	--	--	--	\$30K - \$35K	\$35K - \$40K	--	--	--
Marketing Manager	\$10K - \$15K	\$35K - \$40K	\$10K - \$15K	\$35K - \$40K	\$50K - \$55K	--	--	--
Social Media Professional	--	--	\$20K - \$25K	\$10K - \$15K	--	--	--	--
Marketing Associate	--	--	--	--	--	--	\$30K - \$35K	--

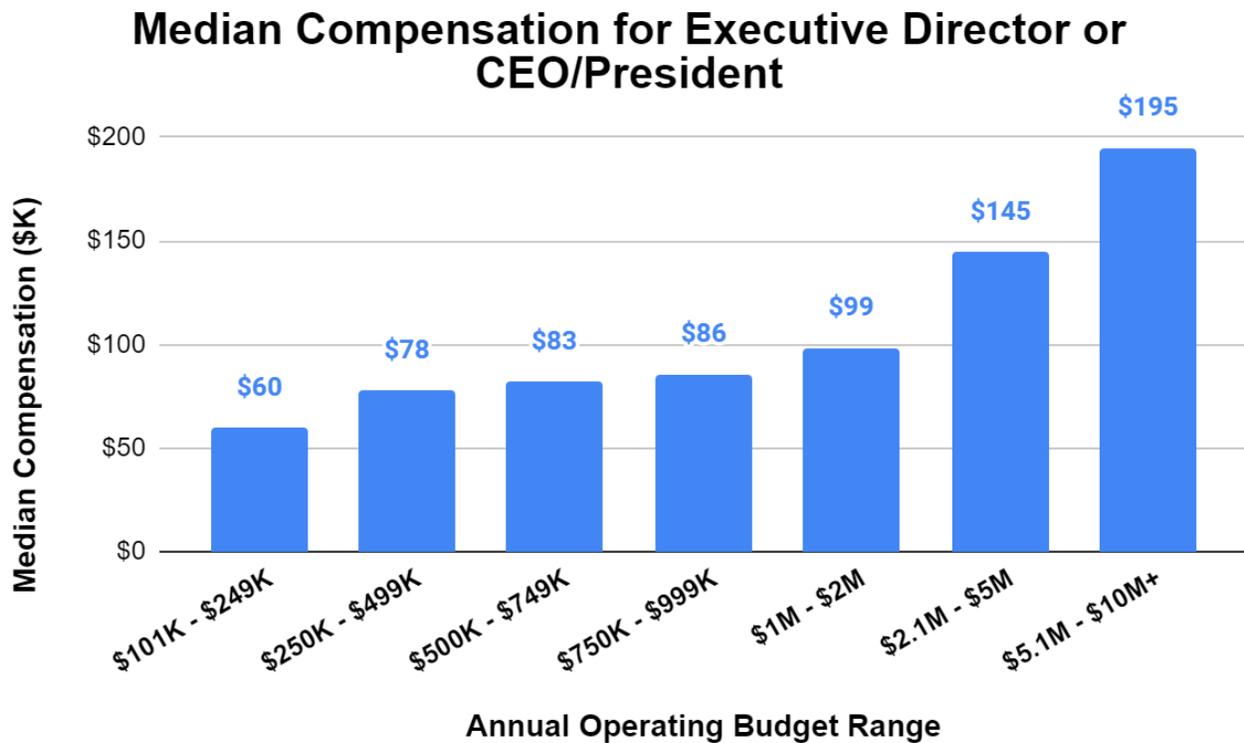
TABLE 2: PART-TIME SALARIES (cont.)

Programs	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
VP Program/Chief Programs Officer	--	--	--	--	--	--	--	--
Director of Programs	\$5K - \$10K	\$20K - \$25K \$20/hour	\$27/hour	\$35K - \$40K	\$60K - \$65K	\$55K - \$60K	--	--
Program Associate	--	\$10K - \$40K	\$15K - \$20K \$21/hr	\$15K - \$25K	\$45K - \$50K	\$15K - \$20K	--	--
Human Resource/ Talent Management	< \$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
Chief Talent Management/VP HR	--	--	--	--	--	--	--	--
Director of HR/Talent Management	--	--	--	--	--	\$60K - \$65K	--	--
Benefits Manager	--	--	--	--	--	--	\$15K - \$20K	--
HR/Talent Management Associate	--	--	--	--	--	--	--	--
Membership & Meetings	<\$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
VP/Director of Membership	--	--	--	--	--	--	--	--
Membership Manager	--	--	--	\$15K - \$20K	--	\$22/hr	--	--
Director of Meetings	--	--	--	--	--	--	--	--
Meeting Planner	--	--	--	--	--	--	--	--
IT & Database Management	<\$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
CTO/CIO/VP Technology	--	--	--	--	--	--	--	--
Director of IT	--	--	--	--	--	--	--	--
Network Administrator	--	--	--	--	--	--	--	--
Database Manager	--	\$15K - \$20K	--	--	--	--	--	--
Website Manager	--	--	\$5K - \$25K \$20/hr	\$0 - \$5K	--	--	--	--
Administration & Support	<\$50K - \$100K	\$101K - \$249K	\$250K - \$499K	\$500K - \$749K	\$750K - \$999K	\$1M - \$2M	\$2.1M - \$5M	\$5.1M - \$10M+
Executive Assistant	--	--	--	\$20K - \$25K	\$20K - \$25K	--	--	--
Administrative Assistant	\$0 - \$5K	--	\$20K - \$25K	--	--	\$20K - \$30K	--	--
Office Manager	--	--	\$20K - \$25K \$21/hr	\$15K - \$45K	\$25K - \$30K	\$15K - \$20K	--	--
Receptionist	--	--	--	--	--	--	\$20K - \$25K	--

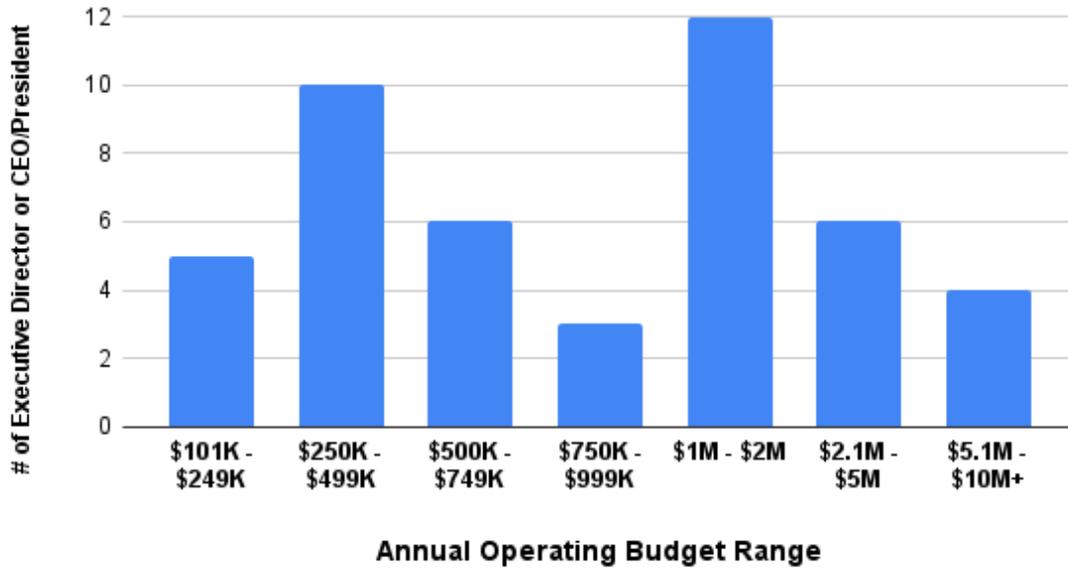
EXECUTIVE DIRECTOR/CEO COMPENSATION

In nonprofit organizations, best practices prescribe that a board of directors should perform an annual review of the executive director/CEO's performance and compensation. Part of that review should include a review of available comparative data to ensure compensation of the chief executive is fair.

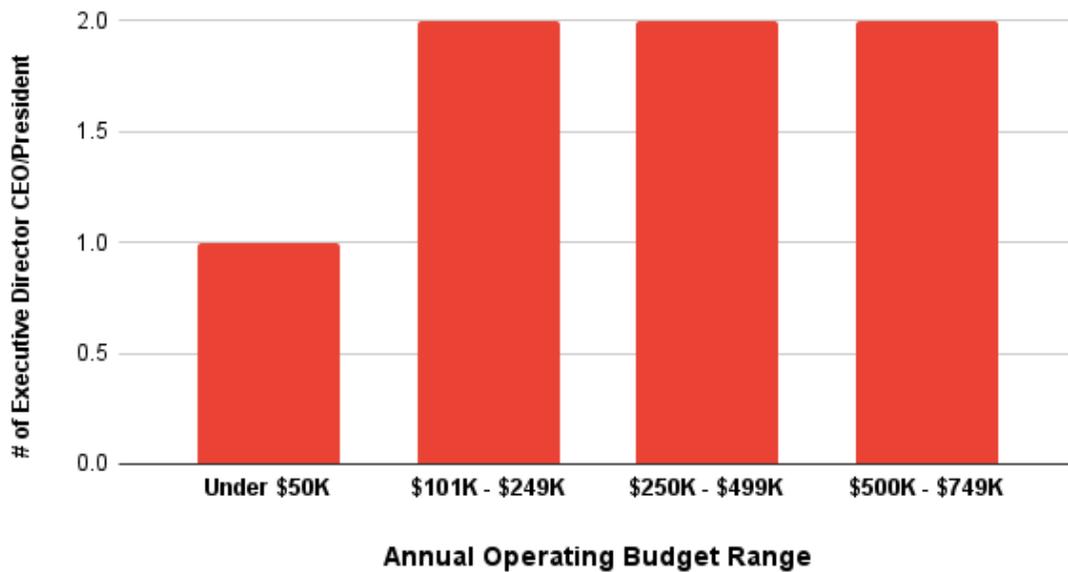
In addition to the ranges in the provided compensation tables, the median compensation for chief executives is provided below. It is important to note that there was one outlier for chief executive compensation in Table 1. Organizations in the \$1M - \$2M budget category reported a total range for executive director/CEO compensation as \$75,000 - \$275,000; however, the top of the range was a significant outlier from the other responses. The next highest salary figure reported for that budget category was reported as \$135,000 (rounded).



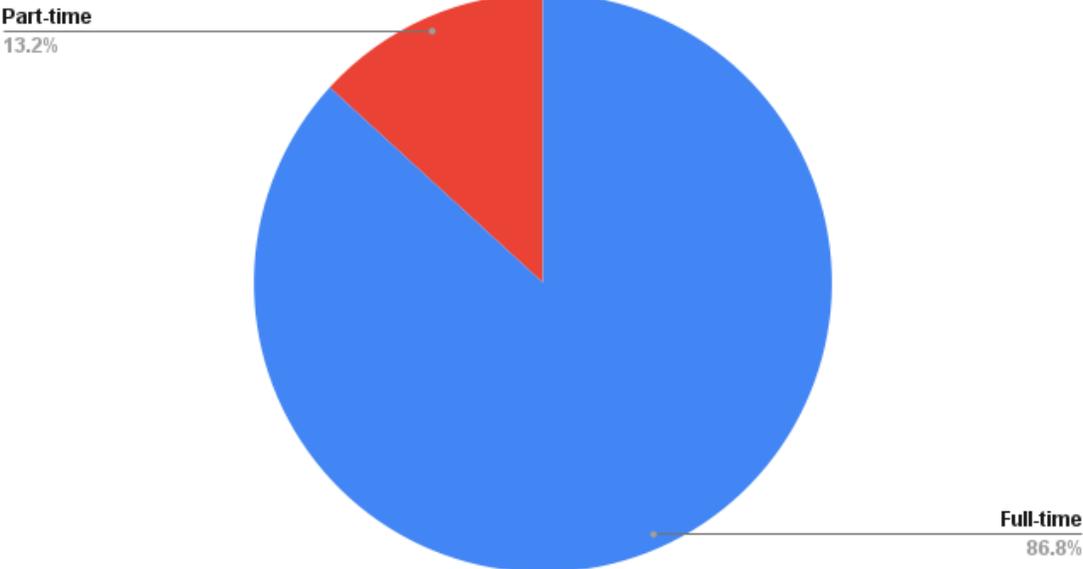
Full-time Executive Director or CEO/President



Part-time Executive Director or CEO/President



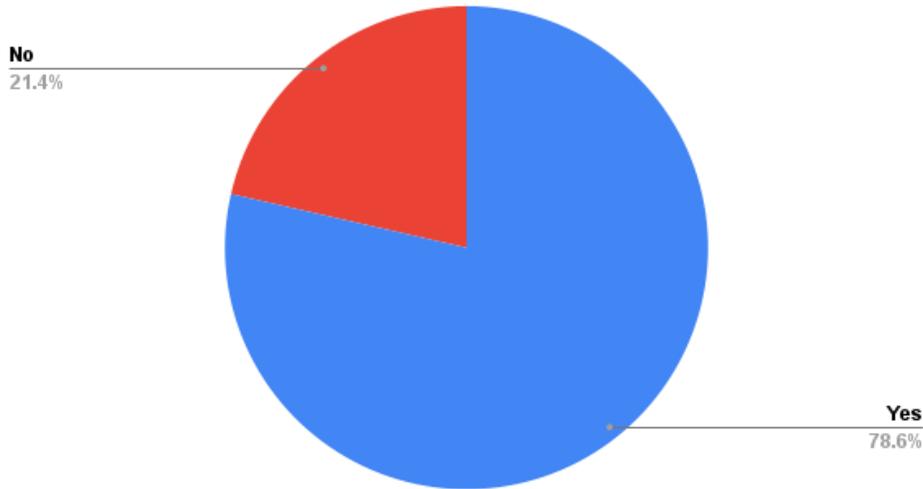
Executive Director or CEO/President - Full-time vs. Part-time



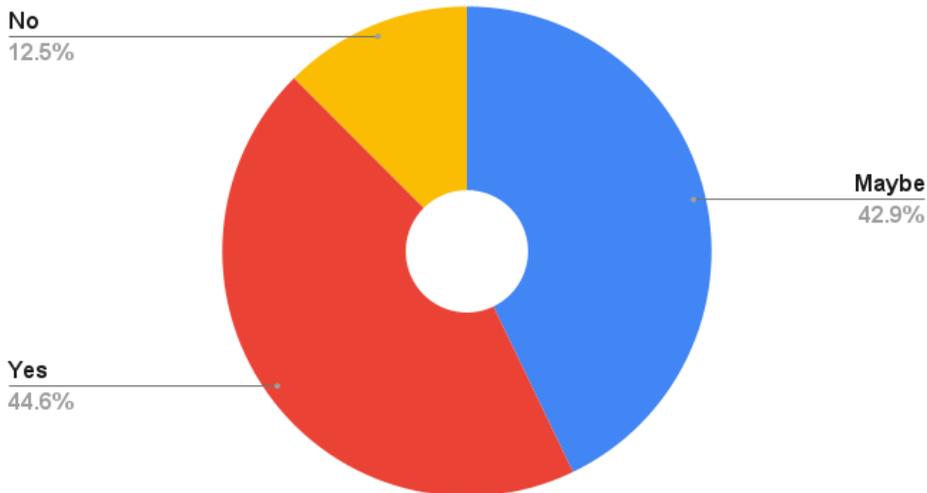
BASE SALARIES INCREASES

Survey results indicate almost 79% of participating nonprofits had an increase in base salaries in their last fiscal year. More than 44% of organizations anticipate an increase in base salaries over their next fiscal year while another 43% indicated “maybe.”

Increased Base Salaries - Current Fiscal Year



Future Outlook - Increase in Base Salaries

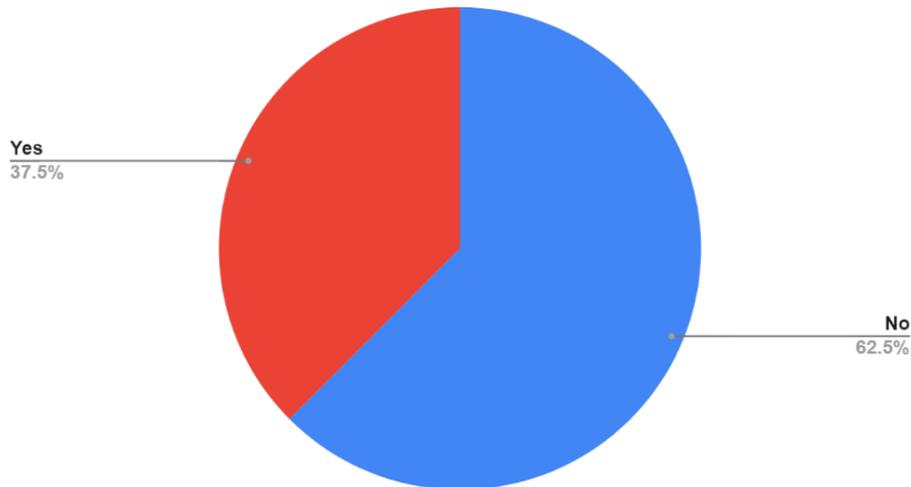


BONUSES & INCENTIVES

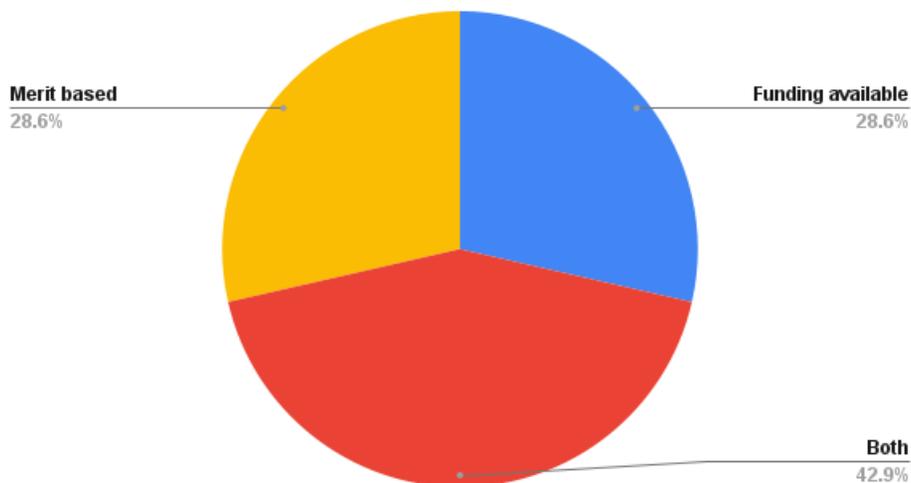
Provision of staff bonuses for employees can have a direct and indirect impact on staff morale. Staff bonuses can catalyze an increase in workplace motivation and result in increased work performance and a positive outlook. Bonuses also ensure budget flexibility for a nonprofit organization, as they represent a single financial impact within the year awarded.

This compensation survey explored whether bonuses were provided, and the type of bonuses provided. Bonus types were segmented into three categories: **“merit-based,” “funding available,” or use of “both”** types. Collectively, 42.9% of the bonuses were awarded based on a combination of available funding and merit. The data indicates a willingness and ability to do so with resources available.

Provided Bonuses in Current Fiscal Year



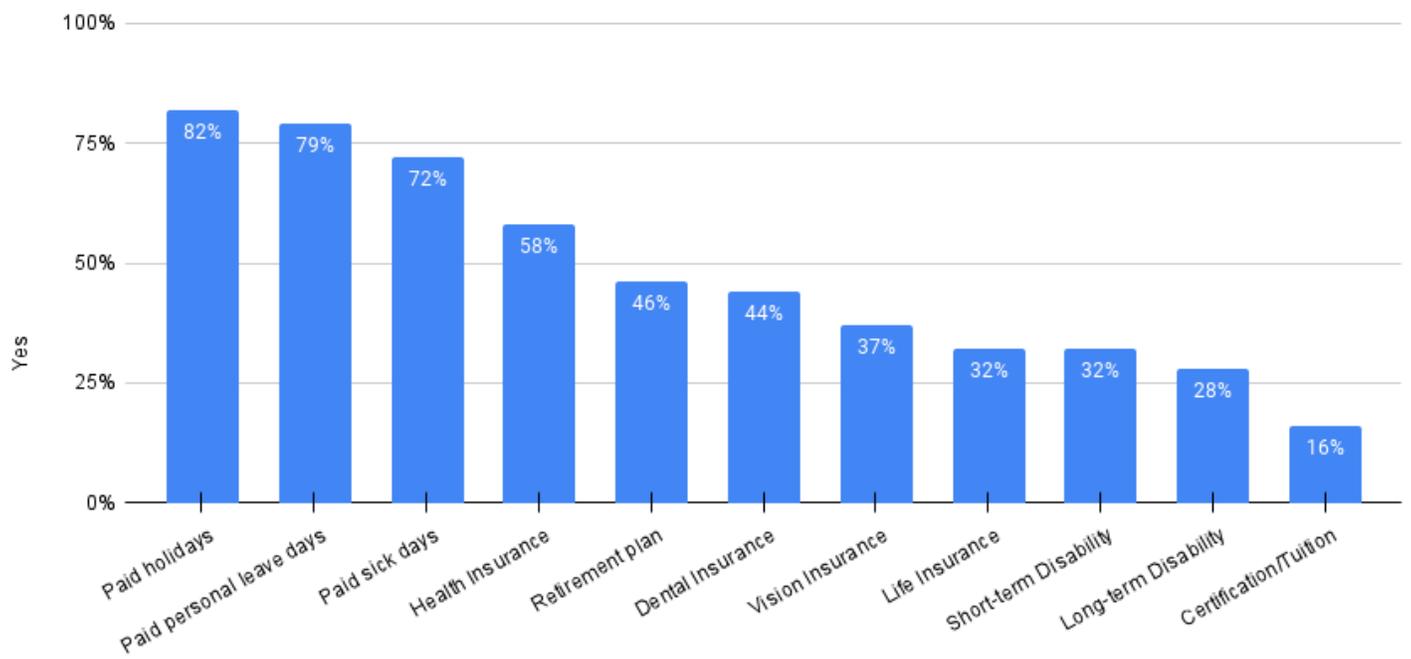
Bonus Type



FRINGE BENEFITS

Fringe benefits affect employee satisfaction and retention. Four (4) organizations reported they did not provide any fringe benefits. While most of the respondents did provide fringe benefit options, not one single organization provided the full range of fringe benefits categorized here.

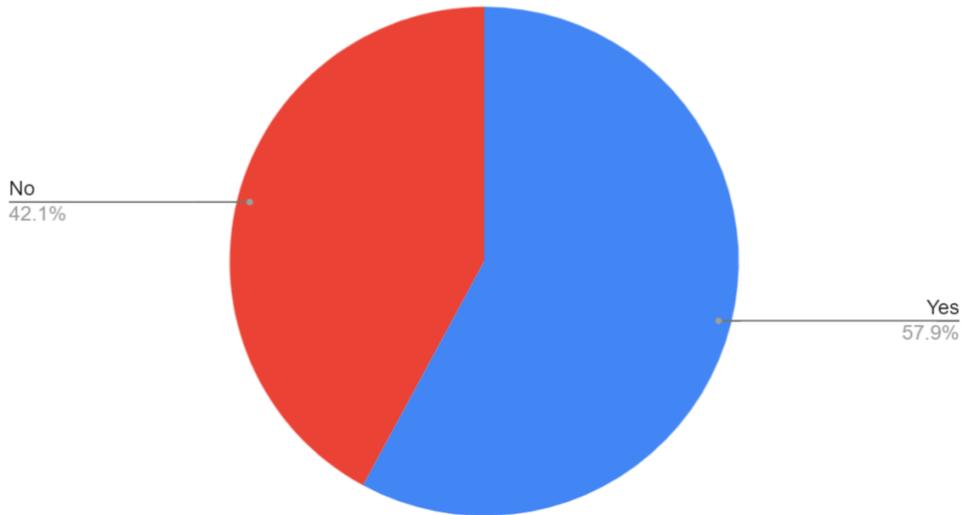
Fringe Benefits



HEALTH INSURANCE

More than half (58%) of all respondents, indicated they offer health insurance benefits for employees.

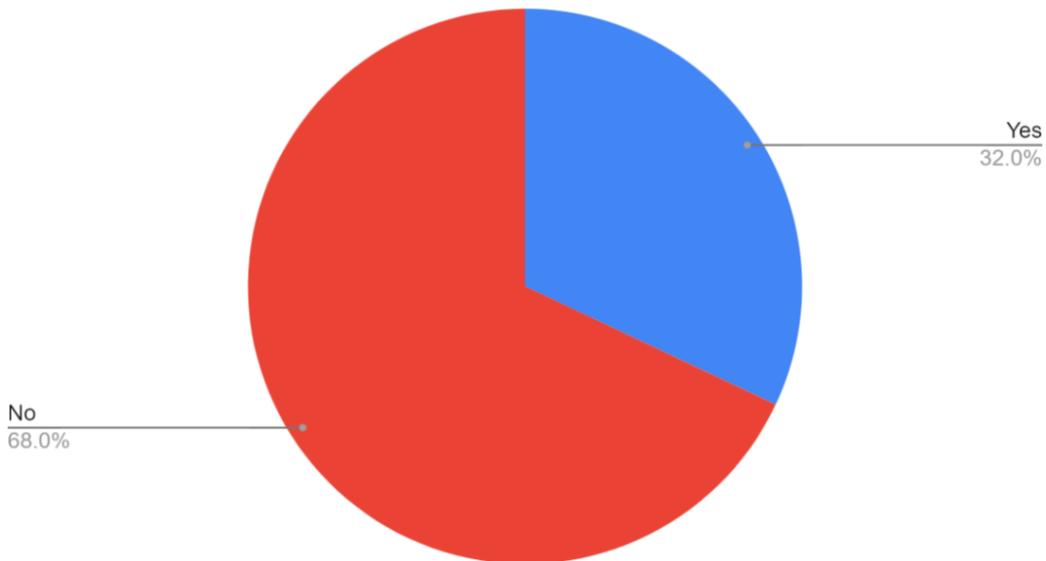
Health Insurance Benefits



LIFE INSURANCE

Life insurance was offered by more than 32% of the survey respondents.

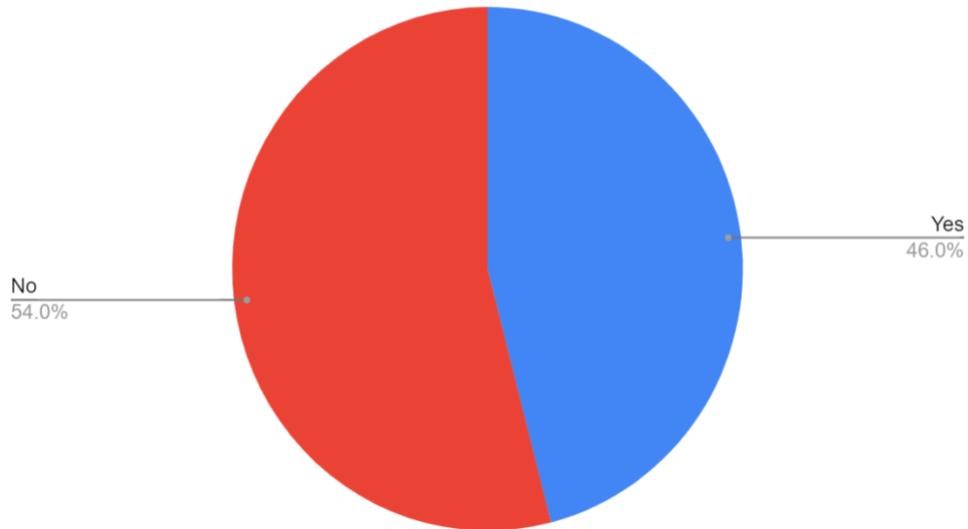
Life Insurance



RETIREMENT PLAN BENEFITS

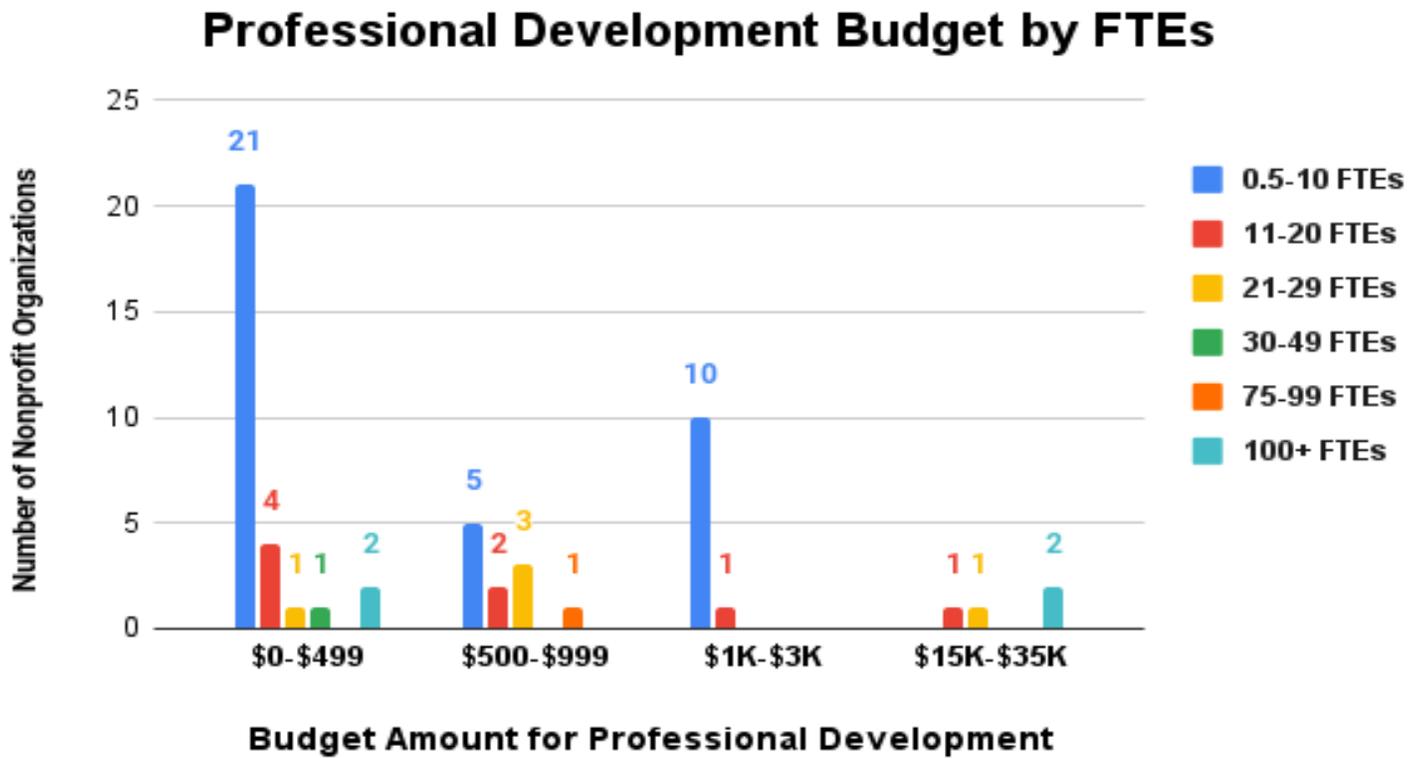
Retirement plan benefits allow employees to plan for life beyond work in later years. Forty-six (46%) of the survey respondents offered retirement benefits.

Retirement Plan Benefits



PROFESSIONAL DEVELOPMENT BUDGET

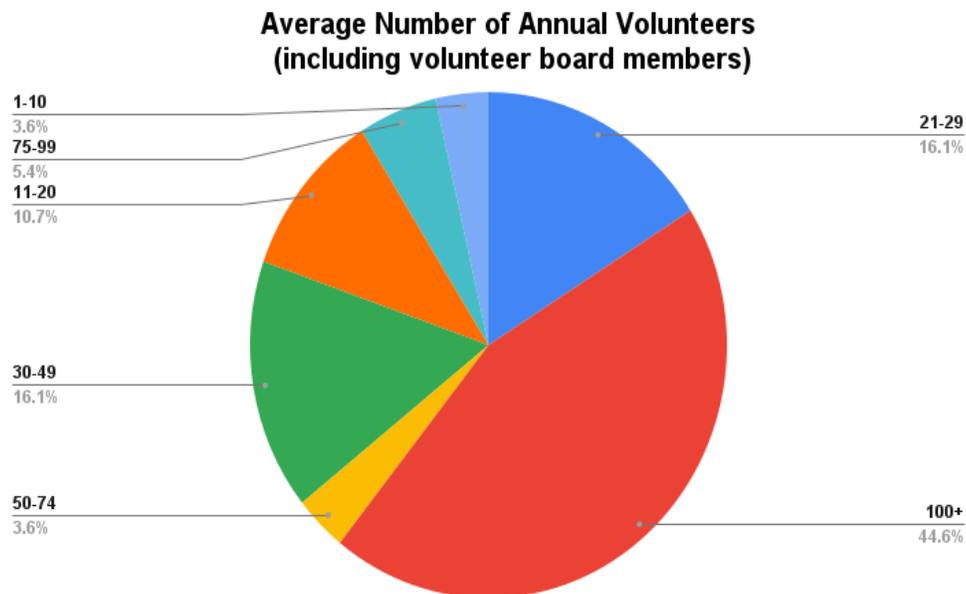
Our survey responses indicated a significant budget range allocated for professional development and training; 25% of nonprofit organizations did not have a budget for professional development.



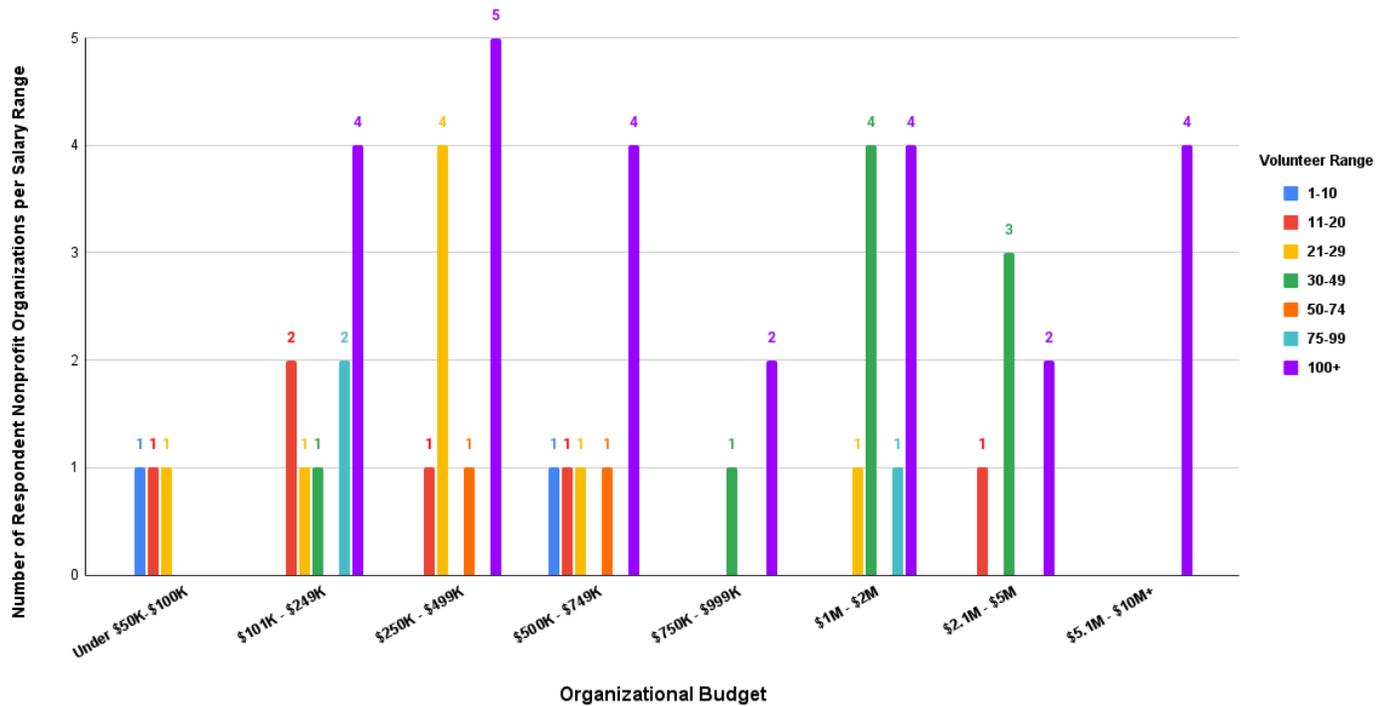
VOLUNTEERISM

Volunteers are a valuable resource for communities contributing in many ways and enabling nonprofit organizations to fulfill their missions. However, nonprofit organizations must also dedicate resources to supporting, coordinating, and training volunteers. Although our findings did not include compensation data for Volunteer Coordinators, this oversight will be addressed in a future iteration of our compensation survey.

Nearly 43% of organizations reported 100+ volunteers; 5.4% reported 75–99 volunteers; 3.4% reported 50–74 volunteers. One volunteer served in the capacity of a staff position as bookkeeper.



Reported Number of Volunteers Based on Operating Budget Salary Range



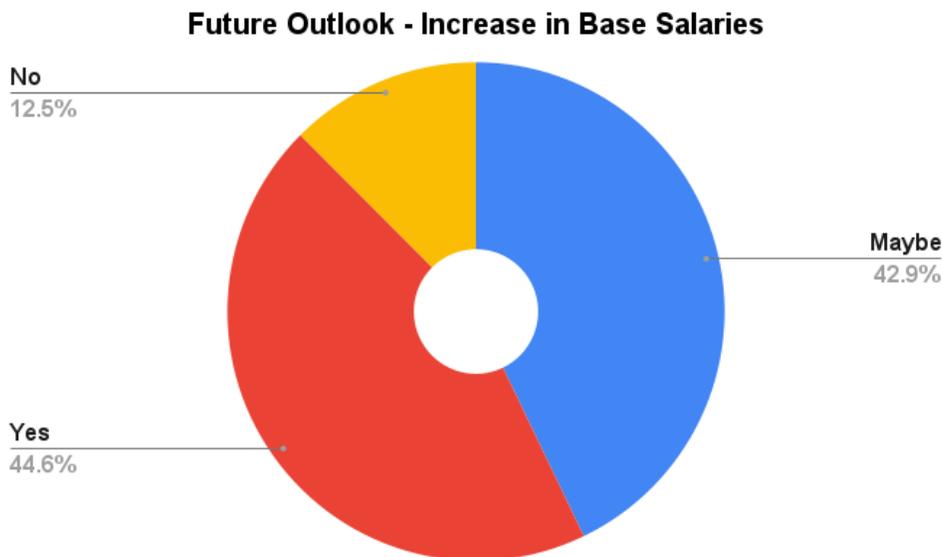
PANDEMIC IMPACT

The COVID -19 pandemic impact is far reaching and continually evolving, and it has disrupted life for everyone. In the case of nonprofits, they were faced with new challenges from managing employees virtually, development of ever-shifting program delivery systems, requirements to adding or reducing staff, and managing volatile revenue streams. COVID-19 remains an unrelenting factor impacting our community's health and vitality.

In 2021, the Community Foundation surveyed nonprofits in our footprint to gather data on the impact of the pandemic on their staffing, operations, and finances. The data collected showed that many nonprofits, especially those in the human services area, added staff positions to accommodate the increased demand for services as a result of the economic impact of COVID-19. On average, nonprofits added between one to three positions between 2020 and 2021. Nonprofits also reported that on average, they anticipated needing another two to three and a half programmatic positions just to adequately meet the current demand for services.

FUTURE OUTLOOK

Nonprofit organizations report that fiscal budgetary decision-making for the future looks promising and are feeling confident about the road ahead, with hopes of strengthening such areas of operations as donor engagement and fundraising. The nonprofits report hoping that they will be able to increase salaries and add more benefits. The future looks promising; almost 88% of the nonprofits surveyed are considering increasing base salaries during fiscal year 2023. It is important to note, however, that at the time of this publication many nonprofits continue to report a dramatic surge in requests for services—increases superseding those since the pandemic began in March 2020. This increased demand for services may strain resources.



CONCLUSION

Local nonprofits play a vital role in ensuring our community is healthy, strong, and vibrant. In addition to the programmatic work contributing to our community's success, the nonprofit workforce is an important part of the local economy. Nonprofit boards and executives have a responsibility to set appropriate compensation levels for their employees, and ensure their organizations have the resources needed to grow and evolve to meet the needs of our community.

We thank our nonprofit workforce for their contributions to our community, and hope this report is a useful tool for workforce development and planning.