2024-2025 Compensation and Benefits Report

Unify | Strengthen | Elevate

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ABOUT

The 2024-25 Utah Nonprofits Association Compensation and Benefits Survey is based on data submitted by 129 participating organizations reporting on nearly 4,000 positions.

Utah Nonprofits Association is deeply grateful to the many organizations that participated in this year's Compensation and Benefits Survey. Your contributions make this report possible and help create a clearer, data-driven picture of salary and benefits trends in Utah's nonprofit sector.

Understanding and reporting on compensation data is essential to strengthening the nonprofit workforce. By providing transparency around salary benchmarks and benefits offerings, we empower nonprofit leaders to make informed decisions that support employee well-being, attract and retain top talent, and build a more sustainable sector. This report is a critical tool in ensuring that nonprofit work is valued and that those who dedicate their careers to mission-driven service receive the compensation and support they deserve.

Looking ahead, we hope to see even greater participation in our next biennial survey.

A broader dataset will provide deeper insights, helping organizations stay competitive and align with best practices in nonprofit employment. Your engagement is key to fostering a more resilient, equitable, and thriving nonprofit community.

As you review this report, we encourage you to examine your organization's hiring and staffing policies, explore opportunities to close wage gaps, and consider ways to promote equity and long-term career growth within the sector. By prioritizing fair compensation and inclusive workplace practices, Utah's nonprofit community can set the standard for a sector that values and invests in its people.

Thank you for your commitment to making Utah's nonprofit sector a place where employees and organizations alike can flourish.

INTRODUCTION

About UNA

Since its inception in 1990, UNA has championed and equipped thousands of nonprofits with capacity-building training, formal credentialing, cost-saving benefits, resources, support, and community. These organizations in turn have increased efficiency, expanded services, and provided countless hours of direct support to communities in need.

UNA unifies, strengthens, and elevates Utah's nonprofits by building capacity in organizations and advocating on their behalf. As Utah's statewide nonprofit association, UNA's nonpartisan work serves all organizations regardless of 501(c) designation, size, cause, or geographic location. Membership is also extended to businesses, government entities, funders, and individuals. UNA is a 501(c)(3) organization with a diverse revenue model, an engaged board of directors, and a deep commitment to forging extraordinary nonprofits.

Acknowledgements

UNA would like to thank Crosswinds Data Consulting for leading the 2024-25 Compensation and Benefits Survey administration, data analysis, and report development. Through this partnership, we have been able to streamline data collection and provide more accurate and detailed insights for this report.

Confidentiality Statement

All organization-specific data collected from survey participants remains strictly confidential. Individual organization names may appear in the participant lists but no correlation to their data will be provided. All reporting relies on aggregate, anonymized data.

DISCLAIMER

The intent of this report is to provide you with general information regarding current practices within the employee compensation and benefits environment, obtained via a survey process.

The data does not constitute recommendations or other advice regarding employee benefit programs, and the user is in no way obligated to accept or implement any information for use within their organization(s). The decision to utilize any information provided rests solely with the user, and application of the data contained does not guarantee compliance with applicable laws or regulations regarding employee benefits. Information provided in this report, even if generally applicable, cannot possibly take into account all of the various factors that may affect a specific individual or situation. Additionally, practices described within the report are not intended to provide legal advice, and should not be construed as such.

Purchasers and participants of this report are designated Licensees. As such, the Licensee agrees to the following statements upon receipt of the report. This survey report contains aggregated confidential compensation data, pay practice data, and other information supplied by survey participants (the "Content"). All included analyses and any summary of such data shall be permitted for internal use by Licensee in the course of Licensee's business, to include manipulating and referencing the provided Content. Licensee shall not share the report, or any related Content files or information, with any third party without express written consent from Utah Nonprofits Association ("UNA").

The report and its content do not constitute accounting, consulting, investment, insurance, legal, tax or any other type of professional advice. Crosswinds Data Consulting does not represent or warrant that the content will be correct, accurate, timely, or otherwise reliable. Crosswinds Data Consulting assumes no responsibility of any kind, oral or written, express or implied, including but not limited to fitness for a particular purpose, accuracy, omissions and completeness of information. Crosswinds Data Consulting and Utah Nonprofits Association shall in no event whatsoever be liable to Licensee or any other party for any indirect, special, consequential, incidental or similar damages, including damages for lost data or economic loss, even if parties have been notified of the possibility of such loss.

METHODOLOGY

Data Collection

UNA collected salary data from 129 participating organizations through an online survey administered through SurveyMonkey from October 2024 to January 2025. UNA requested a response from 411 Nonprofit Members and welcomed participation from community organizations across the state.

Data Validity

UNA edited some original responses to ensure high data quality. Examples of these edits include:

- Removing incomplete responses from the data set, i.e., survey responses that were partially completed but never submitted.

- Identifying duplicate responses submitted by a single organization, and retaining the most complete or recent of these responses.

- Converting hourly wages to their annual salary equivalent by multiplying the hourly wage by 2,080 working hours; additionally, generating an hourly wage equivalent from the annual salary by dividing by 2,080 working hours.

- Omitting data that was clearly identifiable as inaccurate based on the question; e.g., "106,000" reported as the percentage increase in salaries for an organization.

- Removing part-time positions reported as receiving an annual salary, as there was no means of determining working hours for an hourly wage calculation.

- Summarizing certain information submitted as a numerical value as an equivalent yes/no response; e.g., percent of workforce eligible for 100% remote work was converted to whether or not an organization reported any employees as eligible for 100% remote work.

METHODOLOGY

Reporting Format

The report provides data cuts in the following categories:

1. ALL—Includes data for all organizations participating in the survey
2. Organization size as measured by the number of employees:
   - Under 10 employees
   - 10 to 49 employees
   - 50 or more employees
3. Organization size as measured by operating budget:
   - Less than $500,000
   - $500,000 - $900,999
   - $1,000,000 - $2,499,999
   - $2,500,000 - $4,999,999
   - $5,000,000 - $9,999,999
   - $10,000,000 and above
4. Location / County**
   - Salt Lake County
   - Outside Salt Lake County (Cache, Davis, Grand, Kane, Summit, Uintah, Utah, Wasatch, Washington, Weber)
5. Mission Area
   - Arts, Culture, and Humanities - A
   - Education - B
   - Health - E, F, G, H
   - Environment and Animals - C, D
   - Human Services - I, J, K, L, M, N, O, P
   - International, Foreign Affairs - Q
   - Religion Related - X
   - Mutual/Membership Benefit - Y
   - Public, Societal Benefit - R, S, T, U, V, W
   - Unknown, Unclassified - Z

**While UNA's preference is to report county data outside of Salt Lake with greater specificity, the total number of responding organizations (37 organizations out of 129 respondents) required consolidation to maintain respondent anonymity and statistically relevant insights on salary data. It is UNA's goal to improve participation in coming years to allow for more targeted reporting.*
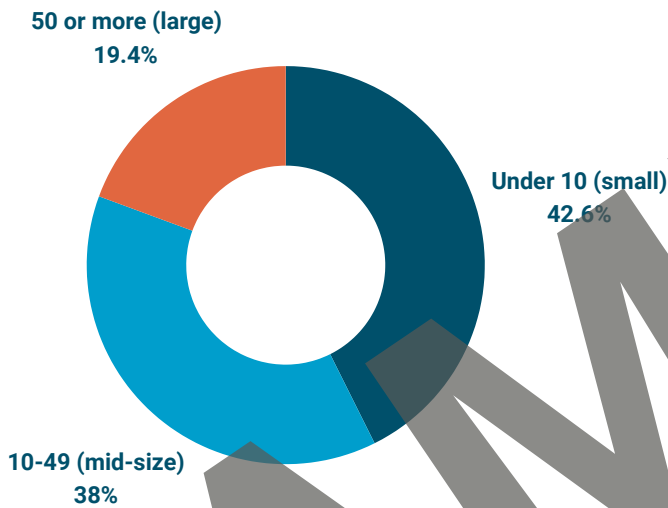
METHODOLOGY

Definition of Statistics

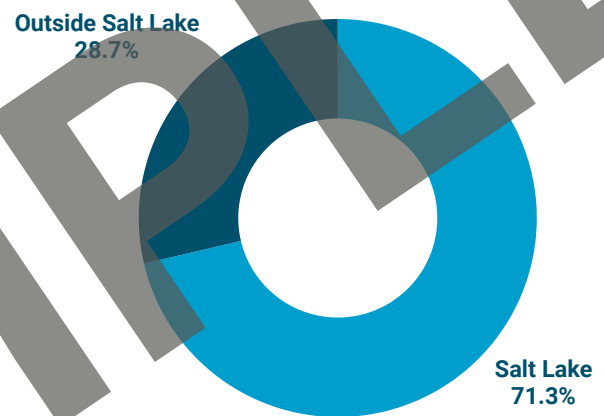|	
# Orgs	The number of organizations that provided data for the position
# Emp	The number of employees reported in this position
25th percentile	The salary above which 75% and below which 25% of all reported average salaries in the position fall
50th percentile	The median salary; i.e. the salary above which 50% and below which 50% of all reported average salaries in the position fall
75th percentile	The salary above which 25% and below which 75% of all reported average salaries in the position fall
Average Annual Salary	The sum of the annual salaries reported for each position, divided by the employee count for the position
Average Hourly Wage	The sum of the hourly wage reported for each position, divided by the employee count for the position
Formal Range: Minimum and Maximum	The average of all reported minimum and maximum salary ranges, for organizations reporting a formal range
-	Unable to report data due to insufficient number of respondents (e.g. fewer than 5 responses for that position)

PARTICIPANT DATA

129 organizations participated in the survey, providing information on salaries, benefits, and organizational priorities. They were represented as follows.

By Number of Employees

50 or more (large)
19.4%

Under 10 (small)
42.6%

10-49 (mid-size)
38%

By County

Outside Salt Lake
28.7%

Salt Lake
71.3%

By Organizational Budget

$10,000,000+
7.8%

$5,000,000-$9,999,999
14.7%

<$500,000
17.8%

$500,000-$999,999
14%

$2,500,000-$4,999,999
17.8%

$1,000,000-$2,499,999
27.9%
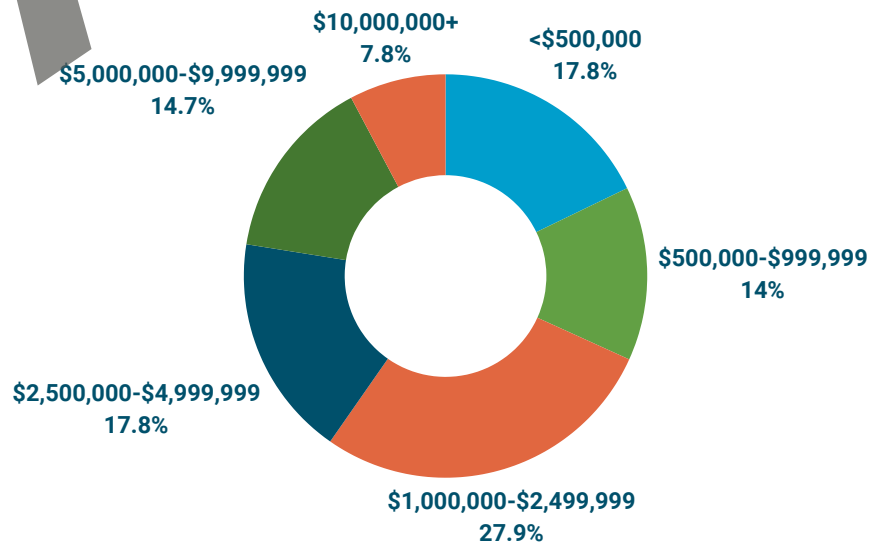
PARTICIPANT DATA

By Mission Area

Note that organizations were allowed to select more than one mission area; as such, a total number of organizations is not included.

The number of organizations that identified their mission area as one of: Mutual/Membership Benefit; International, Foreign Affairs; Religion-Related; or Unknown was below the reportable threshold.

WORKPLACE POLICIES AND PRIORITIES

Operational Priorities

In addition to requesting specific information about salary data, UNA also asked organizations to provide insight into their operational priorities, work environment, and key policies. Note that organizations were allowed to select more than one Priority; as such, a total number of organizations is not included.

The top three priorities identified by organizations—and the only three rated as priorities by a majority of respondents—were retaining talent (72.1%), ensuring business continuity (56.6%), and growing revenue or sales (53.5%).

Top Organizational Priorities	# Orgs	Percent of Orgs
Retaining talent	93	72.1%
Ensuring business continuity	73	56.6%
Growing revenue or sales	69	53.5%
Improving employee health and well-being	57	44.2%
Ensuring employee health and safety	51	39.5%
Maintaining or decreasing overall operating costs	47	36.4%
Attracting Talent	46	35.7%
Managing or reducing risk	39	30.2%
Controlling employee benefit costs	37	28.7%
Increasing innovation	36	27.9%
Maintaining or growing market share	27	20.9%
Maintaining profit margins	18	14.0%
Other	5	3.9%

WORKPLACE POLICIES AND PRIORITIES

Education Requirement

Organization requires a GED or high school diploma for employment

No
38.8%

Yes
61.2%

Remote Work

Of organizations that reported having one or more employees eligible for 100% remote work, an average of 47.3% of employees were eligible.

Organizations did vary in their responses by size. 44.9% of mid-sized organizations reported having eligible employees, compared to 37% of small organizations, and 32% of large organizations.

1+ employees eligible for 100% remote work

Yes
39.1%

No
60.9%
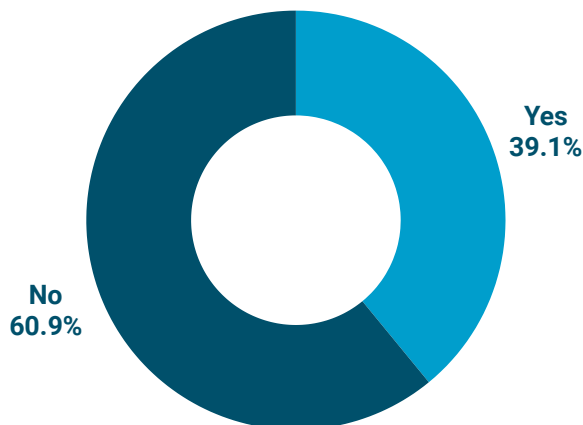
ANNUAL TURNOVER

Annual Turnover

In the 2024 fiscal year, average annual turnover for full-time employees was 26.1%. Average annual turnover for part-time employees was 47%.

Anticipated Change in Number of Employees

A majority of organizations (51.6%) anticipated adding employees in fiscal year 2025. 39% anticipated no changes, and 9.4% anticipated reducing the size of their workforce.
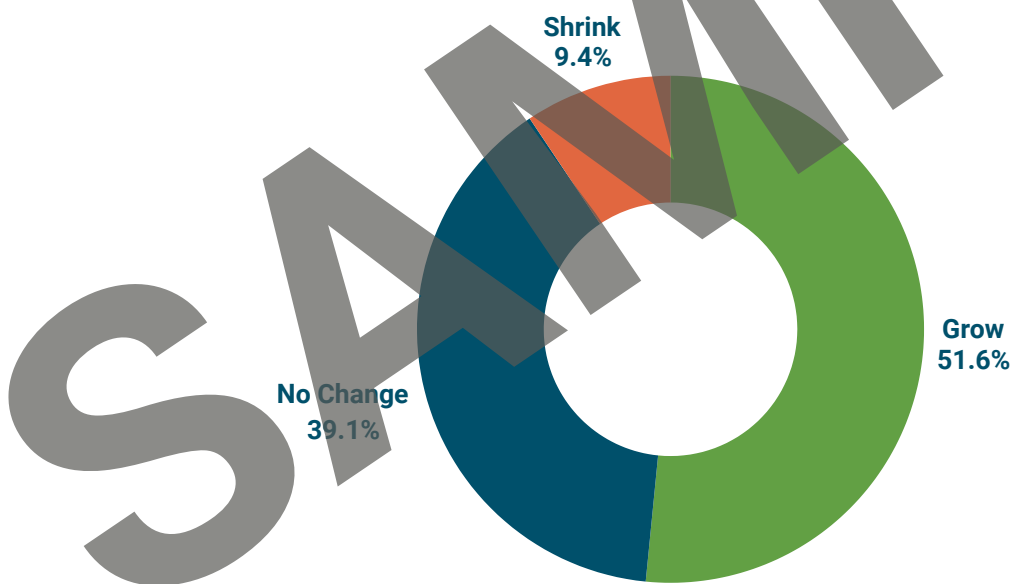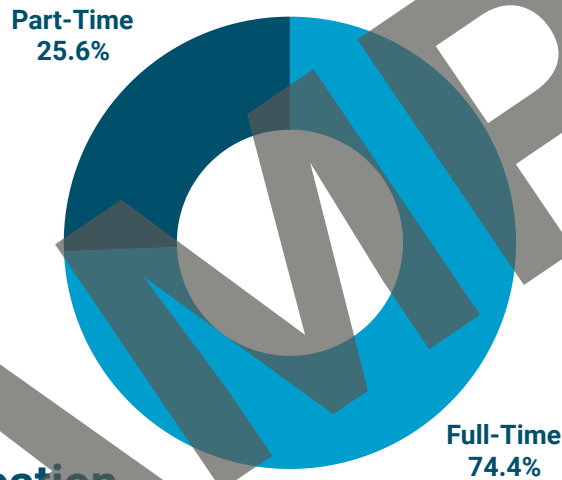
EMPLOYEE CHARACTERISTICS

Below is a summary of characteristics reported for individual employees. Where relevant insights exist, we have included data on all employees vs. executive directors.
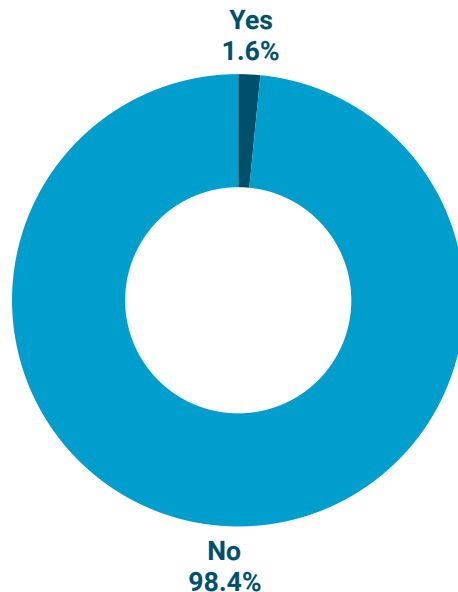
Full-Time vs Part-Time

Approximately three-quarters of employees were listed as full-time.

Part-Time
**25.6%**

Full-Time
74.4%

Union Participation

98.4% of organizations reported having no unionized employees.

Yes
1.6%

No
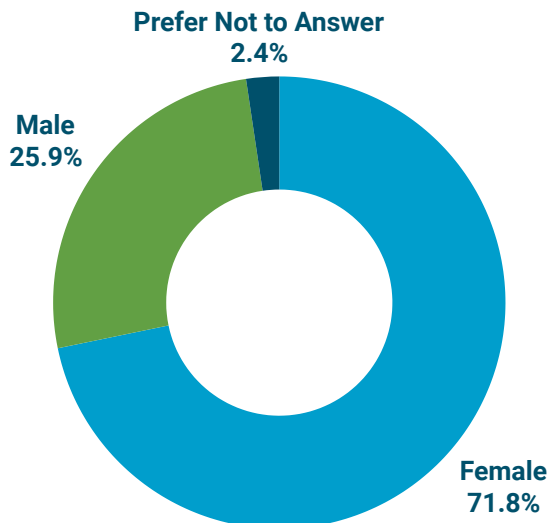**98.4%**

EMPLOYEE CHARACTERISTICS

Gender - All Staff

Gender was reported for 1,282 employees. Males account for 20.7% of all employees and 25.9% of executive directors. There were not enough responses to report on two categories: Other/Not Listed and Transgender.
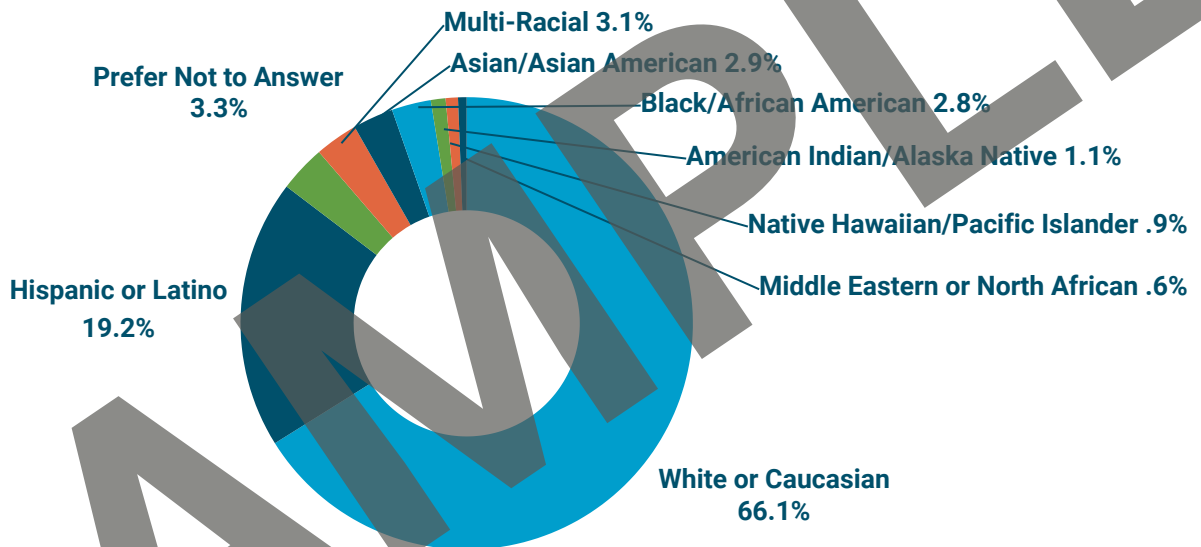

Non-Binary 1.1%
Prefer Not to Answer .7%
Male 20.8%
Female 77.4%
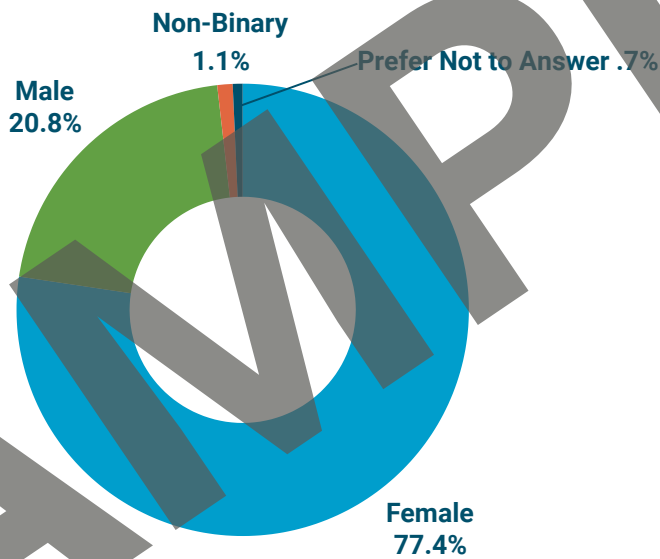
Gender - Executive Directors

Gender was reported for 85 Executive Directors.

Prefer Not to Answer 2.4%
Male 25.9%
Female 71.8%

EMPLOYEE CHARACTERISTICS

Race and Ethnicity - All Staff

While 66% of all employees were White or Caucasian American, 81.3% of executive directors were White or Caucasian. In contrast, while 19.2% of all employees were Hispanic or Latino, just 6.3% of executive directors were Hispanic or Latino.

Multi-Racial 3.1%
Asian/Asian American 2.9%
Prefer Not to Answer 3.3%
Black/African American 2.8%
American Indian/Alaska Native 1.1%
Native Hawaiian/Pacific Islander .9%
Hispanic or Latino 19.2%
Middle Eastern or North African .6%
White or Caucasian 66.1%

Race and Ethnicity - Executive Directors

Race and Ethnicity were reported for 80 Executive Directors.

Hispanic or Latino 6.7%
Prefer Not to Answer 6.7%
White or Caucasian 86.7%