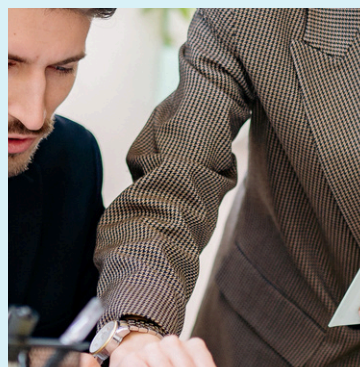




2026 Utah Nonprofit Compensation and Benefits Report

Executive Summary

Data-driven insights to help Utah nonprofits understand compensation trends and align with peer organizations.



Nonprofit Compensation and Benefits Overview

This report provides a detailed view of compensation, benefits, and workforce practices across nonprofit organizations in Utah and the western United States. Developed to support strategic decision-making, the survey offers trusted benchmarks that help nonprofit leaders, boards, and advisors better understand how organizations are responding to labor market pressures, evolving employee expectations, and rising operational costs.

The research was designed and administered by Boise State University's Idaho Policy Institute, in partnership with seven state nonprofit associations across the region in late 2025. With participation from nearly 2,000 organizations, 184 of those from Utah, the dataset reflects a diverse cross-section of nonprofit missions, organizational sizes, and geographic contexts.

This report equips decision-makers with context, comparison, and clarity—helping organizations assess where they stand today and how their practices align with peer nonprofits.



Data Highlights



Total participants
across western region

1,976

Utah participating
organizations

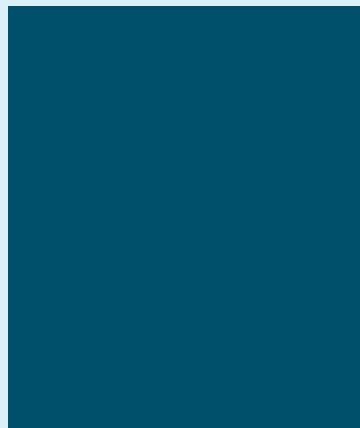
184



Participants span a wide range of missions, with Human Services, being the most common focus, followed by Arts, Culture, and Humanities, and then Housing and Shelter among the most represented. Nearly two-thirds of participating organizations operate with annual budgets over \$1 million.

Preview the Utah Data

- 20% have unfilled positions
- 79% increased compensation rates *(of those organizations experiencing hiring challenges)*
- 28% average full-time turnover rate
- 52% average part-time turnover rate
- 85% offer medical benefits
- 57% of organizations offer between 9-16 weeks of unpaid leave
- 14 days average PTO for new employees
- 22 days average PTO for long-tenure employees



Why This Data Matters

Taken together, these findings illustrate a nonprofit sector actively adapting to workforce pressures while balancing financial constraints and mission delivery. The full report provides detailed compensation tables, benefit benchmarks, and policy insights that enable nonprofits to:

- Compete for talent responsibly
- Ground compensation decisions in real-world nonprofit data
- Strengthen retention and employee satisfaction
- Communicate compensation strategy clearly with boards and funders

For organizations seeking actionable benchmarks and strategic insight, this report offers an essential resource grounded in real nonprofit experience.



Participating Organizations:



Access the Report

The survey data is available through a PDF report and an online dashboard designed to make nonprofit compensation and benefits data easy to explore and apply. UNA nonprofit member organizations that completed the survey in full receive free access. All others may purchase the report on-line.

The dashboard includes data from nonprofit organizations across the western United States, allowing users to compare employment markets, compensation practices, and benefit offerings across states and regions.

What the report includes:

- Salary data organized by 18 different position categories
- Salary data for 55 unique nonprofit-specific job positions
- Ability to sort data by state, region, hours worked per week, annual operating budget, and cause area
- Salary breakdowns by the 5th, 25th, median, 75th, and 95th percentile
- Full-time vs. part-time salary comparisons
- Employee benefits data and as well as compensation insights and current challenges

Pricing

- Members that completed the survey: FREE!
- UNA Nonprofit members: \$125
- Not-Yet-Nonprofit Members: \$250
- Business Members: \$500
- Not-Yet-Business Members: \$1,000

[Purchase the Report!](#)

