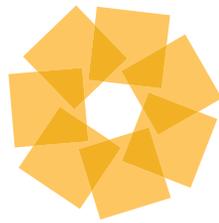


Nonprofit Association of Oregon's

# 2021 Oregon Nonprofit Compensation and Benefits Report



THE NONPROFIT  
ASSOCIATION OF  
OREGON

*Connect. Improve. Advance.*

— Executive Summary —



## Introduction

Charitable nonprofits are an essential part of the health and resilience of Oregon communities. Nonprofits are significant contributors to the leadership, economy, social and cultural health, and well-being of our state. Those who work in the nonprofit sector often do so because of the passion they feel for a specific cause, community, or institution. We believe that people that do so much to serve society should not just be rewarded by good feelings alone; that nonprofit staff need to be appropriately compensated for the necessary work they do in making a positive difference in our communities, especially after a very stressful and difficult year like 2020.

We dealt with the COVID-19 pandemic, massive wildfires, increased tensions around racism, the continuation of the housing crisis, and an economic downturn that rivaled the crash in 2008. To put those challenges into the context of how it impacted the most precious resource nonprofits have – our staff, NAO conducted the 2021 Nonprofit Compensation and Benefits Survey. The information we collected is meant to provide nonprofits with valuable compensation and benefits data to inform important decisions for their organizations and employees. We know that due to the fluctuating financial situations that nonprofits have experienced because of the pandemic, this information is more critical than ever. The survey upon which the report is built was conducted from February to March 2021.

NAO's 2021 Oregon Compensation and Benefits Report analyzes information shared by **230** 501(c)(3) nonprofit organizations throughout Oregon. Respondents represent a diverse range of subsectors, geographic locations, and operating budgets, and responded to compensation and benefit questions based on specific positions. The participants shared information covering 7,950 full-time employees and more than 1,323 part-time employees across 52 distinct employed positions. Four new positions were added to this year's survey (Front Desk/ Receptionist, Store Manager, Retail Associate, and Cashier), under a new subcategory: Retail.

Below is a snapshot of general findings. For more in-depth key findings and search information specific to your nonprofit's demographic, check out the full report, which comes with access to an online Tableau dashboard that provides a more detailed look at the survey data. With the Tableau dashboard, users are able to filter and compare based on the organization's annual operating budget, number of full-time employees, primary focus, and Oregon region.

## COVID-19 Impacts

As reported by the [Oregon Employment Department](#), the nonprofit sector lost over 10,000 jobs in 2020. While many nonprofits have had to make tough decisions in an effort to secure their future, the pandemic also provided an opportunity to revise benefit plans to include responsive offerings that supported employees' total health and other benefits.

Nearly 12% of respondents have furloughed employees and another 11.5% reported having terminated full-time employees. Higher staff turnover rates were more noticeable in organizations that reported a decrease in financial performance.

## Benefits

Benefits are an area that saw an opportunity for changes related to COVID-19 impacts. Aside from common offerings like medical benefits and retirement plans, a large percentage of respondents reported providing additional benefits as a result of COVID-19 restrictions. These additional benefits included offerings like subsidies for Internet and phone service (27%), a stipend for home office furnishings and supplies (23%), and access to mental health services (12%). Through NAO's programming and other research, we also know that staff wellness, mental health and work-life balance are weighing heavily on nonprofit leaders. The impacts of 2020 will need to be continuously mitigated in 2021 and beyond.

## Compensation

Financial changes due to the pandemic also affected nonprofits with regard to compensation structures. A majority of respondents reported reductions in executive compensation, while very few reported salary increases as a result of COVID-19 restrictions. In addition, nonprofits often hire for positions that do not require, but are enhanced by the employee's lived experience, linguistic skills, or other assets. In these cases, 13% of respondents reported providing additional compensation for such skills, with a large majority of them compensating for language skills.

## Conclusion

Nonprofit organizations have different budgets and financial constraints, so the data provided in this report is a snapshot of the information provided by the respondents and is not exhaustive. This report is meant to give nonprofit leaders a tool to assist in designing their compensation and benefits policies and practices.

NAO is dedicated to continuing to create reports like this for nonprofits to use as a resource and guide to their own compensation and benefits decisions, but we're also working with other nonprofit organizations and leaders who are focused on creating a more equitable framework for nonprofit wages as well as working at the state level to enact policy changes around government contract rates with nonprofit organizations and more. We know that there is a lot of work to be done and we appreciate you working together with us.

Thank you to the **230** respondents who helped bring this important and useful information to Oregon's nonprofit sector. This level of transparency and commitment to supporting and improving Oregon's nonprofit sector is very appreciated.

## How to Get the Full Report

For details on how to get your full copy of NAO's 2021 Oregon Nonprofit Compensation and Benefits Report, please visit: [www.nonprofitoregon.org/comp-and-benefit](http://www.nonprofitoregon.org/comp-and-benefit).