Dear Nonprofit Leaders and Decision Makers,

When we set out to research a compensation and benefits study, we had our members in mind. We knew that we needed a tool that could communicate what the compensation and benefits landscape really looked like in Utah for nonprofit organizations. As employers we are being forced to step up our game as we look to hire and keep valuable talent in our ranks.

Our last survey was completed in the early stages of the global pandemic caused by COVID-19. It was a time of uncertainty as each of us traversed forward not knowing what kind of financial position we would be in or if we could even continue to serve our mission amidst the chaos. It is true that many of us are still navigating the challenges COVID-19 unearthed. We are also balancing the reality that employees are demanding more from their employers. On top of an equitable wage and providing an inclusive space, employees are hyper focused on work/life balance, leadership, and the kind of culture the team has. Combine that with mission alignment and each of us are faced with needing the latest data that is local and was created for and with us, so that we can set up our employees for success and our teams for greatness.

For the organizations that gave their data and participated in this important collection, THANK YOU! Your willingness to take the time to answer our questions will have a huge impact on how each of us hire and how we work to retain the talent that we have.

UNA nonprofit members that participated in the data collection have received this report for free. All others will have to purchase this report from UNA. While unpopular to have to buy a report, UNA underwent considerable organizational costs to hire a firm to conduct the survey and then report the findings. So while our goal is to equip as many nonprofits as possible with this vital information, please do not share this report or its contents with others. Direct those, outside your organization who need this data, to us and we can get them squared away.

Lastly, this report is offered as part of a larger package of resources to our UNA members and the nonprofits in the Utah. If you are a member of UNA I thank you for supporting this local organization. If you are not yet a member I encourage you to join. Membership to UNA supports the entire sector and allows for revenue to engage in partnership and projects like this report and especially our advocacy efforts. All of the work that we do at UNA is in support of the good work you all are doing to achieve and deliver your individual missions.

In community,

Kate Rubalcava, M.Ed.
Chief Executive Officer
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