2025 Colorado Nonprofit Salaries & Benefits Survey

Login

Page description:

Thank you for participating in the *2025 Colorado Nonprofit Salaries & Benefits Survey* and helping create a resource for other nonprofits. Please note that this survey is robust and you may save & continue as many times as you need prior to the deadline.

This survey is an essential resource, helping hundreds of Colorado nonprofits set competitive compensation packages to help attract and retain their most valuable asset…their people.

Your participation is vital to the creation of this report. The more data we have, the more complete the report will be for users. Participants can expect to take up to 45 minutes to complete the survey, depending on the number of staff and benefits offered.

To ensure this is an efficient use of your time, here are a few tips to help prepare you before starting the survey:

- Download and review the **_list of questions_** ahead of time to see what information you need to gather prior to taking the survey
- Review our **_FAQs_** and **_Job Positions list_** – this may answer questions you didn't know you had
- Gather necessary documents and have them ready as you take the survey (i.e. organizations salary, bonus, and benefits information)
- If your organization has many full-time employees, please share salary information for at least 5-10 positions

Knowing what to expect will shorten the time it takes to complete the survey and it will help you feel prepared.

All Salaries & Benefits Survey results will be shared anonymously and we will never publish salary data next to your organization's name; it will only be presented in summary with data from other organizations in the report

We know this is a time commitment so as a thank you for your time please note the **incentives we are offering for those who complete the Salaries & Benefits Survey**

- **Your organization will receive a 50% discount on the 2025 Salaries & Benefits Survey**
- Your organization will be entered into a drawing to win one of these amazing prizes:
  - FREE 2025 Salaries & Benefits Survey [2 opportunities to win]
  - $100 credit for an upcoming Colorado Nonprofit Association event (valid towards workshops, bootcamps, and conference registration, valid for 1 year) [2 opportunities to win]
  - $150 off your 2026 Colorado Nonprofit Association Membership

Thank you for your time and participation in the Salaries & Benefits Survey and for helping other Colorado nonprofits remain competitive. We are stronger together.

The deadline to complete the survey is **May 23, 2025.**

1. What is the name of your organization? We are asking to track participants for the 50% discount and will not share or single out any responses.

2. **Are you just starting the survey or returning to your survey?**

   ○ I'm **just starting** the survey

   ○ I'm **returning** to my survey

Instructions for Just Starting the Survey

Use this password **NP$2025** to login below.

Scroll down to login.

Instructions for Returning to the Survey
If your email is pre-populated below, you're using the correct link and may continue to login.
Ensure you are using your unique link emailed to you after first starting the survey (search your inbox or spam folder for subject line: [2025 Salary Survey] Your Save & Continue Link). This link will allow you to save and return to your responses at any time. If you know you have started the survey but can't find your Save & Continue email, contact our team at salarysurvey@coloradononprofits.org.

Scroll down to login.

Email *

name@domain.org

Home Page

Page description:

Instructions

Saving & Returning to Your Survey

You should have received an email with your Save & Continue Link. Use your unique link each time you would like to return to the survey. Your email, along with the survey password, are required for logging in upon each visit.

Navigation Menu

Visit each section in order to enter your information. Upon clicking "save" at the bottom of each page you will be taken back to this navigation page.

Submitting Your Survey

Review and submit your responses by clicking "Save" at the bottom of this page. You will be taken to review your responses and must click "Submit" at the bottom of the page.

Important Information

At the top of certain sections, you will find indicating important information for inputting data. Please read this information to ensure you are entering data correctly. You will also find a comment box at the bottom of each page to describe any nuances to the data you provide.

Questions or Issues

Contact the Colorado Nonprofit Association team at salarysurvey@coloradononprofits.org

The **deadline to complete the survey is May 23, 2025**.

Read the FAQ & Job Descriptions Before You Begin

Organization Information

Page description:

Salaries can vary based on geographic region, focus of service, and budget size. The following questions are critical to ensure organization's have comparable salary data for their organization.

3. Please select your organization's primary focus of service. *

- ○ Animal related
- ○ Arts/Culture
- ○ Civic Improvement/Philanthropy
- ○ Education
- ○ Environmental
- ○ Health/Mental Health
- ○ Human Services
- ○ Legal/Advocacy/Civil Rights
- ○ Religion
- ○ Youth Development
- ○ Other

4. In which county is your organization's main Colorado location? *

Adams
Alamosa
Arapahoe
Archuleta
Baca
Bent
Boulder
Broomfield
Chaffee
Cheyenne
Clear Creek
Conejos
Costilla
Crowley
Custer
Delta
Denver
Dolores
Douglas
Eagle
Elbert
El Paso
Fremont

Garfield
Gilpin
Grand
Gunnison
Hinsdale
Huerfano
Jackson
Jefferson
Kiowa
Kit Carson
Lake
La Plata
Larimer
Las Animas
Lincoln
Logan
Mesa
Mineral
Moffat
Montezuma
Montrose
Morgan
Otero
Ouray
Park
Phillips
Pitkin
Prowers
Pueblo
Rio Blanco
Rio Grande
Routt
Saguache
San Juan
San Miguel
Sedgwick
Summit
Teller
Washington
Weld
Yuma

5. What is your organization's operating expense budget for the current fiscal year? *

- ○ Less than $500,000

- ○ $500,000 - $999,999

- ○ $1,000,000 - $2,499,999

- ○ $2,500,000 - $4,999,999

- ○ $5,000,000 - $9,999,999

- ○ $10,000,000 +

6. How many **full-time** employees does your organization have?

7. How many **part-time** employees does your organization have?

Executive Director Position Information

Page description:

Salary Information

8. Executive Director Salary

Annual Salary (if position is 40 hours per week, full-time)

OR Hourly Wage (if position is less than 40 hours per week)

9. What is the **minimum years of experience required** for an Executive Director position at your organization?

```
0 years
1-2 years
3-5 years
6-10 years
More than 10 years
```

Current Executive Director Information
Please answer the following questions based on your current Executive Director

10. What is the highest level of education attained by your current Executive Director/CEO/President?

```
Some high school
High school or GED
Some College
Associate's Degree or Trade School
Bachelor's Degree
Master's Degree
Ph.D., M.D., J.D.
```

11. How many years of experience does your current Executive Director/CEO/President have in the following:

As executive director at your organization

None or 0 years
Less than 2 years
2-5 years
6-10 years
11-20 years
More than 20 years

In for-profit, public (government), or other sectors

None or 0 years
Less than 2 years
2-5 years
6-10 years
11-20 years
More than 20 years

In the nonprofit sector (including at your organization)

None or 0 years
Less than 2 years
2-5 years
6-10 years
11-20 years
More than 20 years

12. Please select the gender identity of your current Executive Director.

We are asking for demographic information to analyze and understand salary disparities within the nonprofit sector.

Data is reported in aggregate only and will not include any identifying information.

○ Man

○ Woman

○ Prefer to self-describe

13. Please select the racial identity of your current Executive Director

We are asking for demographic information to analyze and understand salary disparities within the nonprofit sector.

Data is reported in aggregate only and will not include any identifying information.
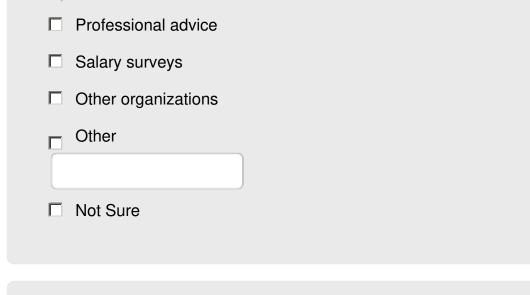
You may select more than one

☐ African American, Black

☐ Asian, Asian American

☐ Hispanic, Latino, Latina, Latinx

☐ Native American, American Indian, Alaska Native

☐ Native Hawaiian, Pacific Islander

☐ White, Caucasian

☐ Not listed:

[   ]

Organizational Process/Policies on Executive Director Salary

14. Who determines the compensation for the Executive Director/CEO/President?

○ Board Chair

○ Entire Board

○ Board Committee (e.g. executive committee or finance committee)

○ Other

[   ]

15. What resources does your organization rely on to determine executive compensation?

☐ Professional advice

☐ Salary surveys

☐ Other organizations

☐ Other

[   ]

☐ Not Sure

Comments about data on this page:

[   ]

Salaries

Page description:

How to enter salaries:

- Enter the base salary for the position, do not include benefits, bonuses or additional compensation.
- If your job titles do not match exactly, please choose the job title that best matches based on the job description.
- Use the "annual salary" field for full-time positions at 40 hours per week and the "hourly wage" field for part-time positions at less than 40 hours per week
- If you have more than one employee in the same position, we prefer that you enter them individually. However, you may enter the average salary and enter the number of employees in this position, and leave the demographic questions blank.
- You may select more than one option for race and gender by holding CTRL and selecting options.
- Click "Add another position" to add additional salaries

If you receive an error message with no apparent errors on the page, if you have an unanswered salary position, click "Remove."

Review the Job and Salary FAQ and full jobs list for more information on reporting salaries, selecting job titles, reporting on part-time employees, etc.

16. **Salaries**

Position

Executive
   Associate Director, Assistant Director, Executive Vice President
Operations
   Vice President of Operations, Chief Operating Officer
   Operations Manager/Business Manager
   Operations Director
Finance
   Vice President of Finance, Chief Financial Officer
   Finance Director, Controller
   Accountant
   Accounting Clerk
   Bookkeeper
Human Resources
   Vice President of Human Resources
   Human Resources Director
   Human Resources Assistant
   Director of Volunteer Services
   Volunteer Manager
   Volunteer Coordinator
Administration
   Executive Assistant, Executive Secretary
   Administrative Assistant

Office Manager
Receptionist
Intake Specialist

Fundraising & Development
Vice President of Development, Chief Development Officer
Development Director
Development Officer
Development Associate
Director of Major Gifts
Donor Relations Manager
Grant Writer
Special Events Manager
Events Coordinator

Communications
Vice President of Communications, Chief Information Officer
Communications Director
Communications Coordinator/Marketing Associate
Art Director, Graphic Designer
Communications Manager

Programs - General
Vice President of Programs, Chief Impact Officer
Program Director
Program Manager
Program Coordinator
Program Assistant
Director of Education
Manager of Education

Evaluation & Research
Director of Evaluation
Researcher
Research Assistant
Data Analyst

IT
IT Director
Computer Systems Manager
Programmer/Developer
Database Administrator
Technical Support

Other
Legal Advocate, Court Advocate
Driver

Public Policy & Advocacy
Director of Government Relations/Public Policy
Community Organizer
Manager of Government Relations/Public Policy

Mental Health
Case Supervisor
Counselor (e.g., treatment counselor, vocational counselor)
Direct Services Advocate
Navigator/Peer Navigator
Outreach Coordinator
Social Worker/Case Manager
Victim Advocate

Outreach Director
Arts & Culture
Guest Service Staff
House Manager
Museum Registrar (Director)
Production/Company Manager
Technical Director
Ticketing Manager
Ticketing Staff
Facilities Management
Buildings and Grounds Supervisor
Property/Site Manager
Housing
Housing Manager: Residential Units
Shelter Director, House Manager
Retail
Cashier
Store Manager
Diversity, Equity & Inclusion
DEI Manager
DEI Director
Chief Equity Officer

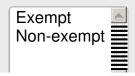Annual Salary

(if 40 hours a week, full-

time)

OR Hourly Wage

(if position is less than 40 hours per

week)

Status

Exempt
Non-exempt

$ [   ] per $ [   ] per hour

year

of Employees in This Position

1

Minimum Years of Experience Required

If years of experience are not a requirement, select 0 years.

- 0 years or no experience required
- 1-2 years
- 3-5 years
- 6-10 years
- 10+ years

Race

- ☐ African American/Black
- ☐ Asian/Asian American
- ☐ Latina, Latino. Latinx/Hispanic
- ☐ Native American/American Indian/Alaska Native
- ☐ Native Hawaiian/Pacific Islander
- ☐ White/Caucasian
- ☐ Multi-racial
- ☐ Not listed

Gender

- ○ Man
- ○ Woman
- ○ Prefer to self-describe

Add Another Position

Comments about data on this page:

Insurance

Page description:

Health Insurance for Full-Time Employees

17. Does your organization offer a health insurance plan for **full-time** employees? *

- ○ Yes, we have a single health insurance plan available
- ○ Yes, we offer two (2) or more plans for employees to choose from
- ○ Other Arrangements
- ○ No

18. How many months does an employee work before qualifying for coverage?

- ○ Immediately or less than 1 month
- ○ 1 month
- ○ 2-3 months
- ○ More than 3 months - 6 months
- ○ More than 6 months

19. Please answer the following question(s) regarding pay for health insurance premiums for **employees**:

Does your organization pay (or reimburse) health insurance premiums for employees?

○ Yes, we pay 100% of employee premiums

○ Yes, we pay a percentage (%) of employee premiums

○ Yes, we pay a flat dollar amount / stipend per employee

○ No

What percentage (%) of employee premiums is paid by your organization?

[ ] %

What is the stipend or flat dollar amount does your organization provides to employees?

$ [ ] per employee per month

20. Please answer the following question(s) regarding pay for health insurance premiums for **dependents**:

Does your organization pay (or reimburse) health insurance premiums for dependents (e.g. domestic partners, spouses, children, etc.)?

○ Yes, we pay 100% of premiums for dependents

○ Yes, we pay a percentage (%) of premiums for dependents

○ No, but we provide a stipend to purchase health insurance

○ No

What percentage (%) of dependent premiums is paid by your organization?

[   ] %

What is the stipend your organization provides for dependents?

$ [   ] per month

21. **Flexible Spending Account**

Does your organization offer any of the following additional health-related supports? FSA; HSA; HRA

○ Yes, with an employer contribution

○ Yes, with employee contribution only

○ No

Dental Insurance

22. Please answer the following question(s) regarding **dental insurance**:

Does your organization offer a dental insurance plan for full-time employees?

○ Yes

○ No

What percentage of premium is paid by your organization for:

Enter as percentage (%). If your organization does not pay any portion of dental insurance premiums, enter 0.

Employee: [   ]

Dependent: [   ]

Vision Insurance

23. Please answer the following question(s) regarding **vision insurance**:

Does your organization offer a vision insurance plan for full-time employees?

○ Yes

○ No

What percentage of premium is paid by your organization for:

Enter as percentage (%). If your organization does not pay any portion of vision insurance premiums, enter 0.

Employee: [   ]

Dependent: [   ]

Other Insurance

24. Please answer the following question(s) regarding life insurance:

Does your organization provide group life insurance for full-time employees?

○ Yes

○ No

25. Please answer the below question(s) regarding **disability insurance**:

Does your organization provide disability insurance for full-time employees?
Check all that apply.

☐ Long-term disability

☐ Short-term disability

☐ No, neither

Comments about data on this page:

Retirement Plans

Page description:

IMPORTANT: If your agency's retirement plan options (such as amount or match of employer contribution) increase based on how long an employee has worked there, please respond based on a first-year employee. Optionally, you may include more details in the comments box.

26. Does your organization offer any of the below retirement plans?*

Select all that apply.

- ☐ 403(b)
- ☐ 401(k)
- ☐ SEP/SIMPLE
- ☐ Pension Plan
- ☐ Other Retirement Plan:

  [   ]

- ☐ None, no retirement plan offered

27. Please answer the following question(s) regarding retirement plan funding:

How are retirement plans funded?

- ○ Organization contributes a percentage of employee salary regardless if employee contributes or not
- ○ Organization matches employee contributions up to a certain limit
- ○ No employer contribution, 100% employee funded

Percentage of employee salary your organization contributes regardless if employee contributes or not:

[   ] %

What limit does your organization place on the amount the organization will contribute?

- ○ By employee salary; we contribute up to a certain percentage of the employee's salary
- ○ By a flat dollar amount; we contribute up to a certain flat dollar amount
- ○ Not applicable

Up to what percentage of employee salary does your organization contribute?

Note: This is the <u>maximum</u> amount your organization will contribute.

We contribute up to [   ] % of the employee's salary

Up to what flat dollar amount does your organization contribute?

We contribute up to $ [   ] per employee per year

How much of the employee's <u>contributions</u> does your organization match?

○ We match employee contributions 100% or dollar-for-dollar

○ We match employee contributions at 50% (for every $1 the employee contributes, the organization contributes $0.50)

○ Other:
[   ]

Comments about data on this page:

[   ]

Other Benefits

Page description:

28. Select all other benefits your organization offers employees.

By sharing which additional benefits your organization offers, you help us understand the diverse ways nonprofits support their staff beyond traditional compensation.

☐ Alternate or flexible work hours

- ☐ Option to work remotely
- ☐ 4 day work week
- ☐ Sabbatical time
- ☐ Work from home or technology stipend
- ☐ Paid lunch break
- ☐ Paid volunteer time
- ☐ Training/professional development
- ☐ Tuition reimbursement
- ☐ Parking reimbursement or paid parking
- ☐ Public transportation passes
- ☐ Wellness program (e.g. gym membership)
- ☐ Gender affirmation benefits
- ☐ Employee Assistance Program (EAP)
- ☐ Employee Resource Groups (ERG)
- ☐ Prepaid legal service
- ☐ Financial counseling or planning services
- ☐ Tuition reimbursement
- ☐ Student loan repayment assistance
- ☐ Supplemental insurance
- ☐ Child care
- ☐ Caregiver support (child or elder care) or policies
- ☐ Family planning benefits or policies
- ☐ Pet friendly workplace
- ☐ Pet insurance
- ☐ Workplace giving program
- ☐ Other:

Comments about data on this page:

Leave Time

Page description:

IMPORTANT: Answer the questions in this section based on *FULL-TIME* employees. Part-time employees are covered in another section.

29. How many days a week are employees allowed to work remotely?

- ○ 0 days
- ○ 1 day
- ○ 2 days
- ○ 3 days
- ○ 4 days
- ○ 5+ days

30. What best describes your organization's approach to a flexible work schedule?

- ○ Complete flexibility: each employee can set their own schedule

- ○ Some flexibility: we have set working hours but accommodate each employee as needed

- ○ A little flexibility: employees are expected to work set hours w/ some exceptions

31. Do you expect to make any changes to your remote work policies in 2025?

- ○ Not applicable (we do not have a policy or do not allow remote work)

- ○ No changes are planned to our remote work policies

- ○ Yes, we are eliminating remote work options

- ○ Yes, remote work options will become more restrictive

- ○ Yes, remote work options will expand

- ○ Yes, we have switched to an exclusively remote workplace

32. Does your organization separate health and vacation time or do you award combined paid time off (PTO)?

- ○ Separate health and vacation time

- ○ Combined paid time off

33. Does your organization offer an unlimited vacation policy?

- ○ Yes: we offer unlimited vacation time off
- ○ Yes: we offer unlimited health time off
- ○ Yes: we offer unlimited PTO (combined paid time off)
- ○ No

Combined PTO

34. How do **combined PTO** days accrue?

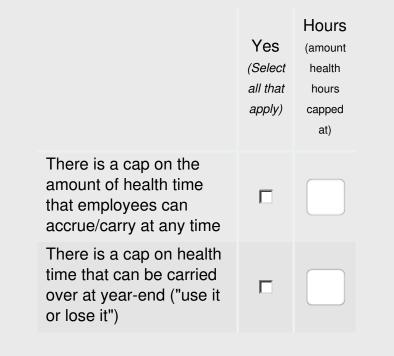|	Yes *(Select all that apply)*	Hours (amount PTO capped at)
There is a cap on the amount of combined PTO that employees can accrue/carry at any time	☐	
There is a cap on combined PTO that can be carried over at year-end ("use it or lose it")	☐	

35. How many combined PTO hours per year do employees receive in each of the following years of employment?

Enter number of hours per year.

In their first (1st) year:

In their third (3rd) year:

In their fifth (5th) year:

Health Days

36. How do **health** days accrue?

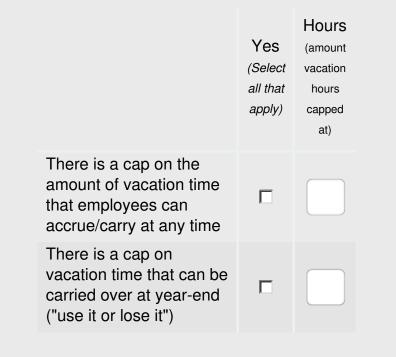|	Yes *(Select all that apply)*	Hours (amount health hours capped at)
There is a cap on the amount of health time that employees can accrue/carry at any time	☐	
There is a cap on health time that can be carried over at year-end ("use it or lose it")	☐	

37. How many hours of **health** time per year do employees receive in each of the following years of employment?

Enter the number of hours per year.

In their first (1st) year:

In their third (3rd) year:

In their fifth (5th) year:

Vacation Days

38. How do **vacation** days accrue?

	Yes *(Select all that apply)*	Hours (amount vacation hours capped at)
There is a cap on the amount of vacation time that employees can accrue/carry at any time	☐	
There is a cap on vacation time that can be carried over at year-end ("use it or lose it")	☐	

39. How many hours of **vacation** time per year do employees receive for each of the following years of employment?

Enter the number of hours per year.

In their first (1st) year:

In their third (3rd) year:

In their fifth (5th) year:

Unused Leave Time

40. Can employees receive cash for unused vacation time or combined PTO?

☐ No/Never

☐ Yes, at year end

☐ Yes, at retirement or resignation

Other Time Off

41. What other types of paid time off do employees receive?

For each type of paid time off, check the box if your organization offers and enter the number of days offered.

	Offered	Number of Days
Holidays	☐	
Floating holidays	☐	
Personal days	☐	
Other paid time off	☐	

42. Does your organization allow employees to take any other forms of leave (whether paid or unpaid)? If so, what types of other forms of leave does your organization offer?

☐ Bereavement leave

☐ Family and Medical Leave Act (FMLA) leave for care of a family member with serious health condition

☐ For family member's military active duty

☐ Other:

[   ]

Comments about data on this page:

[   ]

Family Leave

Note: Employers covered by the Family and Medical Leave Act are required to provide unpaid, job-protected leave for specified family and medical reasons.

43. **Parental Leave Policy** (for all parents, e.g. biological, adoptive, etc.)

Does your organization have a parental leave policy?

○ Yes

○ No

Who is eligible to use this policy?

○ Only the parent that is giving birth

○ All parents in the household

Time off allotted specifically for parental leave (excluding health, vacation, disability and other leave time):

Enter the number of hours allotted.

| Paid time off: | |
| Unpaid time off: | |

44. **Family Leave Policy** (e.g. leave for care of a family member with serious health condition)

Does your organization have a family leave policy?

○ Yes

○ No

Time off allotted specifically for family leave (excluding health, vacation, disability and other leave time):

[   ] hours

Comments about data on this page:

[   ]

Salary Increases & Incentive Pay

Page description:

45. Does your organization expect to grant or has it granted any kind of salary increase in 2025? *
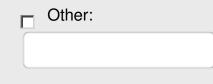
Check all that apply

☐ Yes; Cost of living (COLA)/across the board general increase

☐ Yes; Merit increase/performance-based increase (the percentage amount varies based on individual performance)

☐ Yes; adjustments to meet market salaries or wages

☐ No

☐ Unsure

46. On what basis are salary increases *generally* granted in your organization?

Check all that apply.

☐ Cost of living (COLA)/across the board general increase

☐ Merit increase/performance-based increase (the percentage amount varies based on individual performance)

☐ Adjustments to meet market salaries or wages

☐ Other:

[   ]

47. Do you tie your cost of living adjustment to that established by Social Security?

○ Yes

○ No

48. What is the typical cost of living increase per year as a percentage of salary?

[　　　　　　　　　　] %

49. What is the typical merit increase per year as a percentage of salary?

[　　　　　　　　　　] %

50. Do you provide bonuses or other variable/incentive pay for the below employees?

	Bonus/variable pay provided?			If yes, % of salary for typical bonuses/ variable pay
	Yes	No	Not applicable	
Executive Director/CEO/President	○	○	○	[　]
Other executive or management staff	○	○	○	[　]
Non-management staff	○	○	○	[　]

51. If bonuses are granted, how are amounts decided?

☐ Merit

☐ Percentage of salary

☐ Other:

Comments about data on this page:

Part-Time Employees

Page description:

IMPORTANT: Answer the questions in this section based on part-time employees.

52. Insurance

Do part-time employees qualify for any kind of insurance benefits? Which of the following kinds of insurance are offered to part-time employees (select all that apply).

☐ Health Insurance

☐ Dental Insurance

☐ Vision Insurance

☐ Not applicable

☐ Other Insurance (please describe)

[   ]

What is the minimum number of hours an employee must work to receive any kind of insurance?

[   ] hours per week

53. Retirement/Savings Plan

Do part-time employees qualify for retirement/savings plan(s)?

○ Yes, full benefit is available to all employees regardless of hours worked

○ Yes, if employee works a minimum number of hours per week

○ No, benefit is only available to full-time employees

○ N/A

What is the minimum number of hours an employee must work to receive retirement/savings plan(s)?

[   ] hours per week

54. Paid Time Off

Do part-time employees qualify for paid time off?

○ Yes, full benefit is available to all employees regardless of hours worked

○ Yes, benefit is prorated (offered partially based on hours worked)

○ Yes, if employee works a minimum number of hours per week

○ No, benefit is only available to full-time employees

○ N/A

What is the minimum number of hours an employee must work to receive paid time off?

[   ] hours per week

Comments about data on this page:

Internships

Page description:

Internships, Externships, Apprenticeships, and Practicum

IMPORTANT: Answer the following questions based on a typical student-learning arrangement at your organization such as internship, externship, apprenticeship, or practicum.

For all questions in this section, reply with the information most relevant to the student-learner experiences offered at your organization.

55. In 2024 or 2025, did your organization offer any of the following: internship, externship, apprenticeship, or practicum? *

    ○ Yes

    ○ No

56. What is the term length (in months) of a typical internship experience?

    [   ] months

57. Can students earn class credit for their experience at your organization?

○ Yes

○ No

58. Please answer the following question(s) regarding compensation for interns:

How are interns typically compensated?

○ Stipend

○ Hourly

○ Interns are not compensated

○ Other:

Stipend amount:

in dollars

Typical hourly rate of pay:

$ [   ] per hour

59. Frequency of stipend distribution

- ○ Weekly
- ○ Bi-weekly
- ○ Monthly
- ○ Once, upon completion
- ○ Twice, mid-way and upon completion
- ○ Other - Write In

[   ]

Comments about data on this page:

[   ]

HR & Employment Survey

Page description:
The Association is collecting information on HR practices and trends to help move the sector forward.

Turnover

60. Did you have any staff voluntarily leave/resign from your organization in the past 12 months?

○ Yes

○ No

○ Unsure

61. For what reasons did they leave/resign?

Select all that apply.

☐ Salary or wage increase

☐ Relocating out of state

☐ Changed career field(s)

☐ Relocating within Colorado

☐ Changed mission area focus

☐ Career advancement

☐ Other

☐ Unsure/ I don't know

Talent Development

62. Do you have a succession plan for your organizational leaders?

○ Yes

○ No

○ Unsure

63. Does your organization have an overall strategy to develop talent within your organization?

○ Yes

○ No

○ Unsure

64. In what ways does your organization support talent development? Select all that apply.

☐ We have action plans for staff to pursue their career goals

☐ We have a mentoring program available for employees

☐ We have a budget per individual employees for professional development

☐ We have specific pathways for staff to move into leadership positions

☐ We have a budget for employee professional development

☐ We do not have specific ways in which we support talent development

☐ Other:

65. When was the last time your organization conducted a compensation review of all employee salaries, raises, and bonuses?

- ○ Within the past 12 months
- ○ 1-2 years ago
- ○ 3-5 years ago
- ○ Over 5 years ago
- ○ Never
- ○ I don't know/ Not sure

66. **Change in Benefits**

In the past 12 months, did your organization **add** or **increase** employee benefits?

- ○ Yes
- ○ No
- ○ Not applicable

What benefits did you add or increase?
Select all that apply.

- ☐ Health
- ☐ Vision
- ☐ Dental
- ☐ Leave Time
- ☐ Retirement
- ☐ Other:

In the past 12 months, did your organization **eliminate** or **decrease** employee

benefits?

○ Yes

○ No

What benefits did you eliminate or decrease?
Select all that apply.

☐ Health

☐ Vision

☐ Dental

☐ Leave Time

☐ Retirement

☐ Other:

[   ]

Review Your Responses

Page description:

Click "Submit" at the bottom of the page to complete your survey.

Thank You!

Thank you for participating in the 2025 Colorado Nonprofit Salaries & Benefits Survey!

A confirmation email has been sent to the email you used to login.

You will receive instructions for accessing your participant discount via email once the publication is available (publish date is September 2025).

Questions?
If you have any questions about the Colorado Nonprofit Salaries & Benefits Survey, please contact us at salarysurvey@coloradononprofits.org.

Visit Colorado Nonprofit Association to learn more.