

Not-for-Profit Pulse Survey

Most organizations are planning salary increases this year, and bonuses are on the rise.

What's in store for not-for-profit compensation in the coming year?

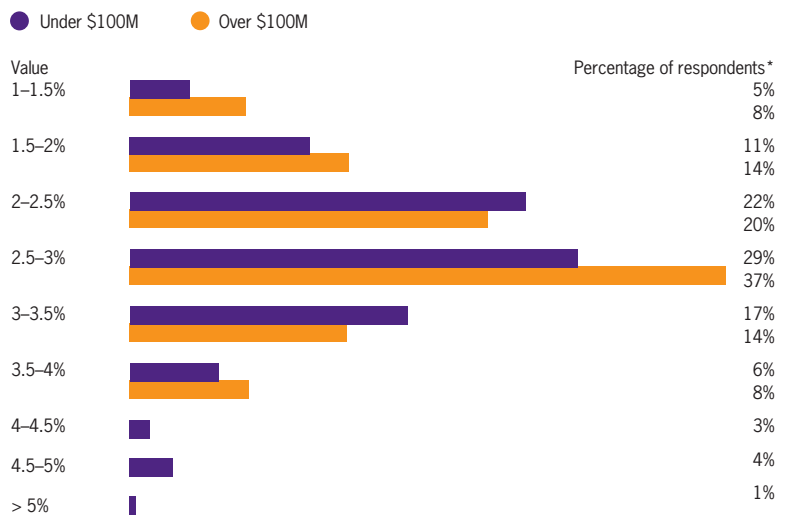
According to Grant Thornton LLP's most recent *Not-for-Profit Pulse Survey*, more than seven in 10 (72%) responding not-for-profit organizations anticipate salary increases for their employees this year. Among larger organizations (those with annual budgets over \$100 million), 81% are planning raises this year, while 70% of smaller organizations (those with annual budgets under \$100 million) anticipate giving raises in the coming year.

Interestingly, while fewer smaller not-for-profits are planning raises, these raises are more than the raises at larger organizations.

Bonuses appear to be a stark dividing line between larger and smaller nonprofits. Among larger organizations, 55% are planning to provide employees with bonuses this year, while only 33% of organizations with budgets under \$100 million are planning to give bonuses in the coming year.

Larger organizations are also spending more on benefits as a percentage of overall salary costs. Nearly four in 10 (43%) report spending 30% or more of total salary costs on benefits, while only 20% of smaller organizations are spending this percentage on benefits. More than half (51%) of smaller not-for-profits are spending 25% or less on benefits, while only 38% of larger organizations are spending 25% or less on benefits as a percentage of total salary costs.

If yes, what is the percentage you will increase employee salaries?



Benefit costs make up what percentage of your total salary expenses?



*Percentages may not total 100 due to rounding.