2026 Nonprofit Salary and Benefits Survey

The deadline for completing the survey is 5 P.M. on July 20.

Instructions and Preparation Worksheet

Thank you for participating in the Nonprofit Salary and Benefits Survey for the Nonprofit Association of the Midlands and the Iowa Nonprofit Alliance.

This worksheet is provided as an optional resource to help organizations gather information before completing the online survey. Depending on the size and complexity of your organization, you may find it helpful to review the worksheet and collect some information in advance to complete the survey more efficiently.

The survey collects information about nonprofit staffing, compensation, benefits, and workforce practices across Nebraska and Iowa. Any nonprofit organization in these states, regardless of size, may participate in the survey. Only one person per organization should complete the survey; however, you may need information from HR, finance, payroll, or organizational leadership to complete portions of the survey.

The survey is designed to show organizations only the sections and question sets that are relevant to them based on their responses throughout the survey. For example, organizations with larger staffs or more complex structures may receive more questions than smaller or primarily volunteer-run organizations. Because later sections of the survey are based on earlier responses, it is important to answer the initial organizational and staffing questions carefully to ensure you receive all relevant questions for your organization.

In some cases, you will be answering questions about groups of employees within broad role categories rather than individual employees. Please provide the most typical or average information available for employees within each category. Best estimates are acceptable when exact information is not available.

Survey responses will be reported in aggregate form. Organization identifiers and contact information will only be used for survey administration, follow-up questions, and participant communications.

The online survey itself takes approximately 30 minutes to complete once the necessary information has been gathered. You may save your progress and return later if needed.

If you have questions or need assistance completing the survey, please contact: unocpar@unomaha.edu

The report is expected to be published in Fall 2026. Survey participants will be notified when the report is available and will receive participant pricing and access information at that time.

Preparing to Take the Survey

Section 1: About Your Organization and Budget

Before beginning the survey, it may be helpful to gather the following information:

- Organization name and primary location
- Contact information for the person completing the survey
- Tax-exempt status
- Primary organizational focus or mission area
- Approximate annual organizational budget
- Approximate number of full-time and part-time employees
- Approximate number of volunteers, if applicable

This section is intended to collect general organizational background information and determine which sections of the survey are relevant to your organization.

Section 2: Job Families and Role Categories

In this section, you will identify which broad job families exist within your organization and which role categories are represented within those job families.

Before beginning this section, it may be helpful to gather:

- Approximate employee counts by job family
- General staffing structure by role category
- Salary ranges for groups of employees within each role category
- Typical tenure of employees within each role category
- Typical education or credential requirements for each role category
- Whether positions are primarily full-time or part-time

You will answer questions about groups of employees within broad role categories rather than individual employees. Please provide the most typical or average information available for employees within each category.

Section 3: Compensation Practices and Salary Adjustments

In the survey, you will first indicate whether your organization has any paid staff in each of the listed job families. A **job family** refers to a broad area of work within your organization, such as

- Administrative
- Advocacy
- Facilities
- Finance
- Fund Development
- Human Resources
- Information Technology
- Legal
- Marketing and Communications
- Quality Improvement
- Programs and Direct Support
- Education
- Clinical Health
- Other Job Family Not Listed (please write in)

For each job family selected, you will then identify which of the following **role categories** exist within those families:

- Senior Leadership
- Supervisors/Managers
- Professional
- Support/Direct Services

You will only answer detailed questions for the job families and role categories you select. This helps keep the survey shorter and relevant.

For each selected role category within a job family, you will be asked to provide:

1. Number of employees
2. Salary range
3. Whether positions are primarily full-time or part-time
4. Typical employee tenure
5. Typical educational requirements
6. Additional context or notes (optional)

In many cases, you will be answering one set of questions for a group of employees within a role category. Please provide the most typical or average information for employees in that category. You may need to gather information from payroll, HR records, or supervisors before completing the survey. This is the largest section of the survey and likely to take some time so preparing in advance based on this information should help.

Section 4: Health, Insurance, and Retirement Benefits

This section asks about employee health, insurance, and retirement benefits offered by your organization.

Before beginning this section, it may be helpful to gather:

- Information about medical, dental, vision, disability, life insurance, and retirement benefits
- General information about employee eligibility for benefits
- Employer contribution information for insurance or retirement plans
- Retirement plan structure and vesting information
- Paid benefit and leave policies

You will only answer detailed follow-up questions for benefits your organization indicates it offers for full-time employees.

Section 5: Time Off and Leave Benefits

This section asks about paid time off, holidays, sick leave, and extended leave policies.

Before beginning this section, it may be helpful to gather:

- PTO and vacation policies
- Sick leave policies
- Paid holiday schedules
- Extended leave policies such as parental leave, bereavement leave, caregiving leave, or sabbatical policies
- Information about leave accrual and rollover policies

You will only answer detailed questions for leave benefits your organization indicates it offers.

Section 6: Workplace Practices and Additional Employee Benefits

This section asks about workplace practices, flexibility policies, and additional employee support benefits.

Before beginning this section, it may be helpful to gather:

- Information about remote or hybrid work practices
- Workplace flexibility policies
- Professional development supports
- Employee stipends or reimbursement programs
- Additional employee assistance or support programs
- Workplace culture or employee engagement practices

Section 7: Workforce and Funding Trends

This section asks about current workforce challenges and the potential impacts of changes in funding environments.

Before beginning this section, it may be helpful to gather:

- Information about staffing changes or workforce adjustments
- Hiring or recruitment challenges
- Organizational responses to funding changes
- Workforce planning concerns or anticipated staffing impacts

Questions in this section are intended to better understand current nonprofit workforce conditions and organizational challenges.