

2025 NONPROFIT COMPENSATION & BENEFITS STUDY KEY TAKEAWAYS



75% **of nonprofit employees are female.**
64% are white and 60% are in positions requiring a bachelor's degree or higher. As position seniority increases, the proportion of male and white employees grows.



17% **is the average increase in median salaries since 2022.**
However, inflation has increased by more than 16% over this period and significant disparities across race and gender exist.



40⁺% **of organizations do not pay their lowest-paid employee enough to support a single adult without children.**
Fewer than 20% of organizations pay median salaries sufficient to support a four-person family on a single income.



90% **of large organizations** vs **54%** **of small organizations**
provide medical coverage.
Similar patterns emerge across other benefits including dental, vision, leave, and retirement planning.



60% **of organizations report high employee retention, productivity and morale, suggesting recovery from pandemic-related challenges.**

Executive Summary

This report presents findings from the 2025 South Carolina Nonprofit Compensation and Benefits Study, conducted by the Joseph P. Riley Jr. Center for Livable Communities on behalf of Together SC.

The study surveyed nonprofit organizations from across the state on workforce characteristics, compensation, benefits offerings, and employee sentiment.

This effort builds upon a similar 2022 study to begin to establish a multi-year database. In doing so, it advances Together SC's commitment to providing valuable resources to nonprofit organizations in South Carolina.

The study was administered in the spring of 2025 and collected **323** quality responses from nonprofit organizations across South Carolina.

While the sample of organizations that responded to the survey was similar on multiple dimensions (e.g., areas of service, location of headquarters, primary sector, etc.) to those included in the 2022 report, it differed notably in the size of participating organizations with **significantly fewer small organizations** (budgets under \$250,000) and more large organizations (budgets over \$1 million).

This shift toward larger organizations is critical when interpreting year-over-year comparisons, as larger organizations typically offer more generous compensation and benefits packages.

The report includes a wealth of data and information on compensation and benefits offerings of nonprofit organizations in South Carolina. On the next page is a subset of findings included in the report.

However, given the number of responses compared to the size of the nonprofit sector in the state, the results should be seen as illustrative more than representative of the sector overall.