In 2018, the Community Foundation for a greater Richmond (represented in navy) partnered with the Center for Nonprofit Excellence (CNE, represented in teal) to create the first nonprofit compensation and benefits report for our region including: Albemarle, Augusta, Buckingham, Chesterfield, Fluvanna, Goochland, Greene, Hanover, Henrico, Louisa, Nelson, Orange, and Powhatan counties, as well as the cities of Charlottesville, Colonial Heights, Hopewell, Petersburg, Richmond, Staunton, and Waynesboro. Thank you to all the nonprofits who took the time to respond to the survey, thus contributing to our collective knowledge and ability to continue to support and advocate for a healthy sector. To access the full results of the survey, please visit connectva.org/learning-center and thecne.org.

**Top Takeaways**

13 & 7 COUNTIES & CITIES ARE IN OUR REGION

92 from CNE-area nonprofits

236 SURVEY RESPONSES (1.5% of sector)

144 from Community Foundation-area nonprofits

$33,000

The overall median salary for lowest paid full-time staff. Also, salaries decreased as the size of the organization increased, while salaries for leadership positions increased.

64% of Charlottesville-area nonprofits gave raises

Of that 64%, 76% gave at least a 2% raise to offset the cost of living increase

63% of Richmond-area nonprofits gave raises

Of that 63%, 68% gave at least a 2% raise to offset the cost of living increase

Despite the differences in population, density, and size in the Charlottesville and Richmond areas, the average salaries for most positions were comparable between the two regions.
paid leave

- Average # of days of paid leave offered (incl. holidays): 32
- Average # of days of paid leave offered (incl. holidays): 31

% offering paid maternity leave (grey = national average)
- 54%
- 56%

% offering paid paternity leave (grey = national average)
- 30%
- 24%

insurance

- 74% of Charlottesville-area nonprofits offered health insurance
- Of the 74%, 88% offered health insurance to families of staff

- 76% of Richmond-area nonprofits offered health insurance
- Of the 76%, 83% offered health insurance to families of staff

gender & race

- On average women outnumbered men 2:1, even though there were almost no women in Top Facilities Management or Technology positions.

83¢ on the dollar
- The average female top administrators received compared to their male counterparts in the Charlottesville area

76¢ on the dollar
- The average female top administrators received compared to their male counterparts in the Richmond area

9% of leaders in Charlottesville were people of color. However, they constituted 35% of the lowest paid, full-time staff.

13% of leaders in Richmond were people of color. However, they constituted 39% of the lowest paid, full-time staff.

The Center for Nonprofit Excellence and the Community Foundation for greater Richmond are working to help nonprofit organizations develop sustainable practices. To learn more, visit thecne.org and cfrichmond.org.

CFA Institute Thanks for the financial support of CFA Insitute in presenting the results of this report. cfainstitute.org