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## **NONPROFIT WESTCHESTER'S COMPENSATION AND BENEFITS STUDY IS FIRST OF ITS KIND IN WESTCHESTER COUNTY**

### **Report Reveals Compensation and Benefits Benchmarking for Westchester Nonprofits**

**White Plains, New York – May 2, 2023** – [Nonprofit Westchester](#) (NPW) held an Information Session last week to announce survey findings of its Westchester County Nonprofit Compensation and Benefits Study – the first study of its kind that provides Westchester nonprofits and other stakeholders with county-specific data and resources to benchmark overall compensation to make informed decisions related to salaries and benefits.

The survey which launched in July 2022 resulted in data from a representative sample of 145 nonprofits in Westchester, including 4,939 full-time and 1,183 part-time employees, and other reliable sources. The study found gender disparities in salaries, especially in executive positions and non-executive managers. A significant percentage of nonprofit workers earn far below the 2022 Westchester area median income of \$97,050. The larger nonprofits surveyed (20% of the responding organizations) offer more competitive salaries and provide better compensation for executives than medium to small nonprofits. The study also found that only 65-75% of nonprofits offer some type of health and dental benefits; the organizations that provide health benefits are more generous with individual health insurance coverage, covering 77% of the cost as compared to 51-53% with dependents.

“This report provides a comprehensive profile of the nonprofit sector and provides nonprofits with the metrics they need to make informed business decisions based on current, reliable benchmarks,” said Jan Fisher, Executive Director, Nonprofit Westchester. “We have had many requests from Nonprofit Westchester members for Westchester-specific compensation data. This data will be a critical tool for advocacy to change the system that suppresses nonprofit wages. We are grateful for our partnership with Pace University’s Wilson Center for Social Entrepreneurship and the Department of Public Administration of Pace’s Dyson College of Arts and Sciences, which has produced the data-driven report needed to advance change to benefit the nonprofit workforce which is 80% women and 60% people of color.”

The findings of the survey were presented by Rebecca Tekula, PhD., Professor, Department of Public Administration, Dyson College of Arts and Sciences; Gina Scuteinicu Todoran, Executive Director of the Helene T. & Grant M. Wilson Center for Social Entrepreneurship; Joseph D. Moschitto, PhD., Chair and Professor, Department of Public Administration, Dyson College of Arts and Sciences; James D. Schutzer, Senior Partner, JDM Benefits, An Alera Group Company; and Jan Fisher, Executive Director, Nonprofit Westchester. The Information Session was sponsored by JDM Benefits, Maier Markey & Justic LLP, PACE University, Tompkins, the United Way of Westchester and Putnam, and the Westchester Community Foundation.

Nonprofit Westchester's *Westchester County Nonprofit Compensation and Benefits Report* is the result of a community-engaged research partnership between Nonprofit Westchester, Pace University's Wilson Center for Social Entrepreneurship, and the Department of Public Administration of Pace's Dyson College of Arts and Sciences. The study was generously supported by the Westchester Community Foundation, JDM Benefits, and the United Way of Westchester and Putnam.

**About Nonprofit Westchester**

Nonprofit Westchester (NPW) is Westchester's only membership organization dedicated solely to advancing and advocating for the needs and interests of the county's nonprofit sector, the people and populations served, and the nonprofit workforce. Representing more than 300 members, NPW's vision is to build a thriving county with vibrant nonprofits and resilient, inclusive communities that value equity and inclusion, innovation, and integrity. The mission of NPW is to strengthen Westchester's nonprofit organizations as they transform lives, empower communities, and drive positive change. This mission and vision are strengthened through advocacy, education, and connection. To learn more about Nonprofit Westchester, visit their website at [www.npwestchester.org](http://www.npwestchester.org).

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