

People are the programs

Idaho Nonprofit Compensation and Benefits Report

2026 Executive Summary



**IDAHO
COMMUNITY
FOUNDATION**

THE NONPROFIT CENTER
an Idaho Community Foundation program

Investing in the Workforce

People are at the core of nonprofit work. They support families, empower youth, and protect the places we love, driving every mission forward.

The Idaho Nonprofit Compensation and Benefits Report provide essential benchmark data to help Idaho organizations understand and compare nonprofit wages and benefits. Paired with an interactive dashboard, this tool allows leaders to explore compensation trends across job types, regions, and organization sizes.

With more than 79,000 employees, nonprofits make up Idaho's fourth largest private workforce (see Figure 1), even though most organizations have fewer than 20 full-time staff. We hope this report helps nonprofits better attract and sustain the talent that strengthens communities across the state.

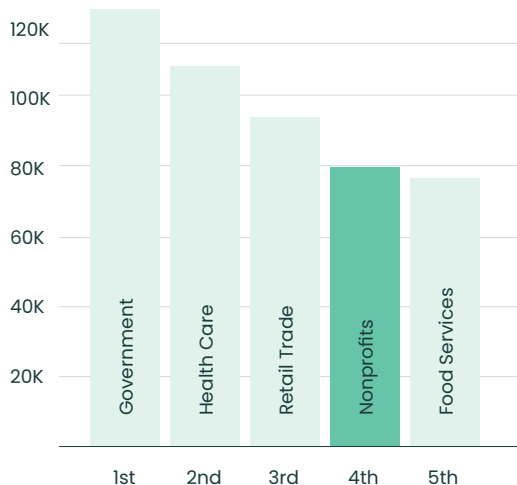


FIGURE 1*
Share of Idaho Employment by Sector

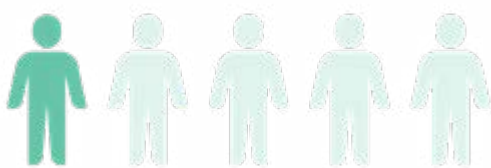


FIGURE 2
Number of organizations with open positions

* Idaho Nonprofit Center, 2024 State of the Sector.

The Big Picture

Idaho nonprofits are operating in a tight and competitive labor market. One in five organizations report open positions they are unable to fill – most often mid level and program staff, the roles that keep services running day to day (see Figure 2).

At the same time, nonprofits are adapting through compensation increases, benefit adjustments, and greater flexibility to attract and retain talent.

- Hiring is tough everywhere.
- Pay + benefits keep people.
- Flexibility and PTO are priorities.

Preview the Data

- **21%** have unfilled positions
- **73%** increased compensation of organizations facing hiring challenges 5–9%, depending on role
- **27%** average full time turnover
- **37%** average part time turnover
- **48%** use contractors most commonly for bookkeeping and IT
- **71%** offer medical benefits
- **16%** average benefits cost of payroll
- **15 days** average PTO for new employees
- **23 days** average PTO for tenured staff

Access the Full Report



All data is accessible via an interactive online dashboard and free of charge to organizations who completed the survey in full. For those that did not, you can purchase the dashboard on [the Nonprofit Center website](#).

The dashboard includes data from all participating states to compare employment markets (e.g. Boise vs. Spokane) or across border communities where commuting is a factor (e.g. Moscow vs. Pullman).

- **Nonprofit Center Members:** \$65
- **Not-yet-Members:** \$150

Participation and Methodology

1,976 nonprofit organizations, 181 from Idaho, participated in the survey. They represent a wide range of missions, sizes, and regions across the state and the western United States.

Participating nonprofit state associations include the Nonprofit Center (Idaho), Montana Nonprofit Association, Nonprofit Association of Washington, Nonprofit Association of Oregon, Utah Nonprofit Association, The Foraker Group (Alaska), Hawai'i Alliance of Nonprofit Organizations.

The survey was designed and administered by Boise State University's Idaho Policy Institute which conducts research projects with public, private, and nonprofit organizations to inform decision making, overcome challenges, and navigate change. We'd like to extend a special thank you to Boise State University principal investigator Lantz McGinnis-Brown for his leadership on this project.

