



**Envisioning Excellence for
Mission Driven Success**

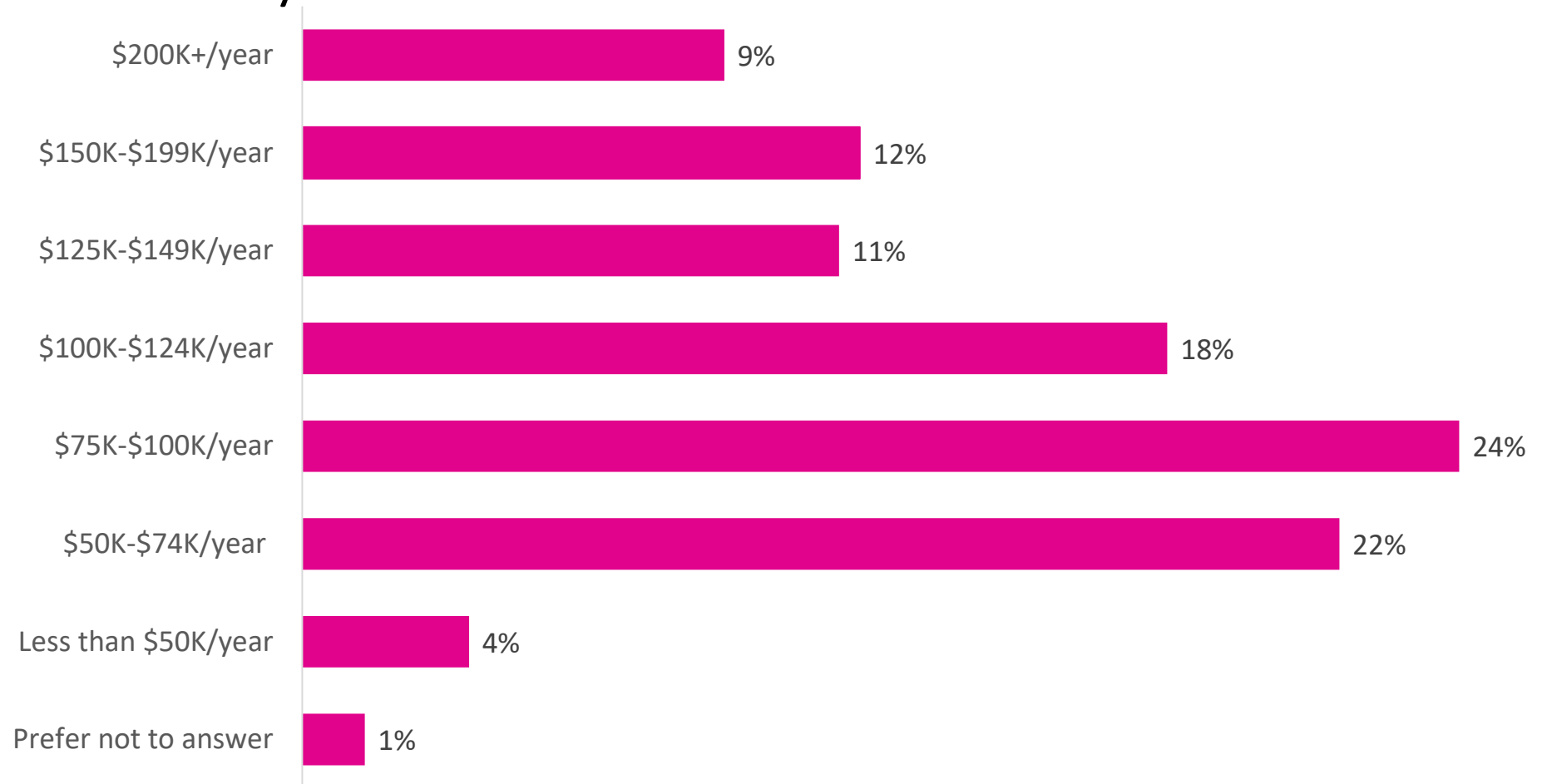
Career and Salary Survey

In partnership with aasp, Lindauer, and BWF

Overview and Methodology

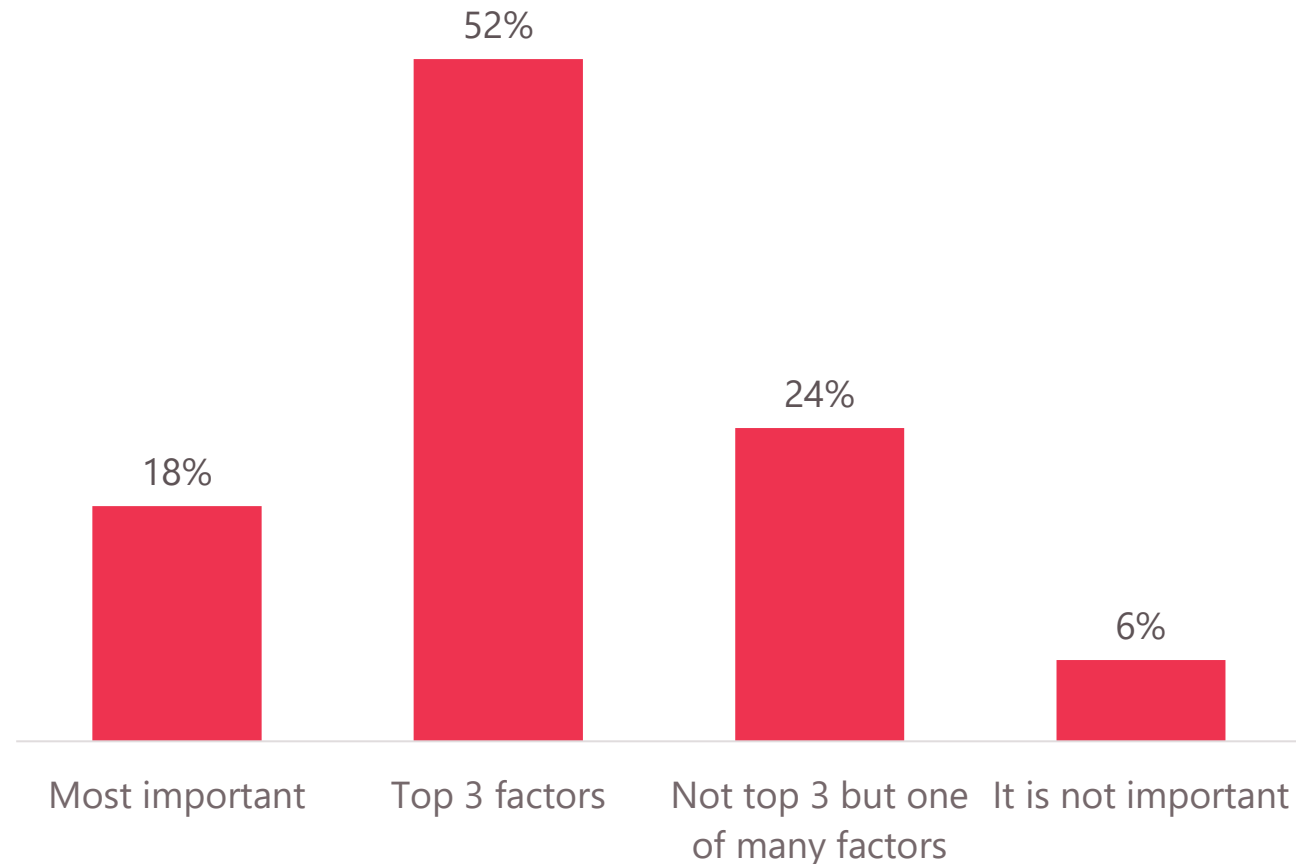
- Collected unique insights into perceptions and attitudes around hybrid work environments, investments and interest in career development, and DEI awareness and as well as providing valuable insight on industry salaries and trends.
- Conducted from March 16 to April 16, 2023
- Via email, the survey was distributed to 52,192 professional working in advancement services and frontline advancement professionals. 1,741 individuals completed the survey for a response rate of 3.3%

Advancement Services Only: What is your current base salary?



Remote/Hybrid is top need in role

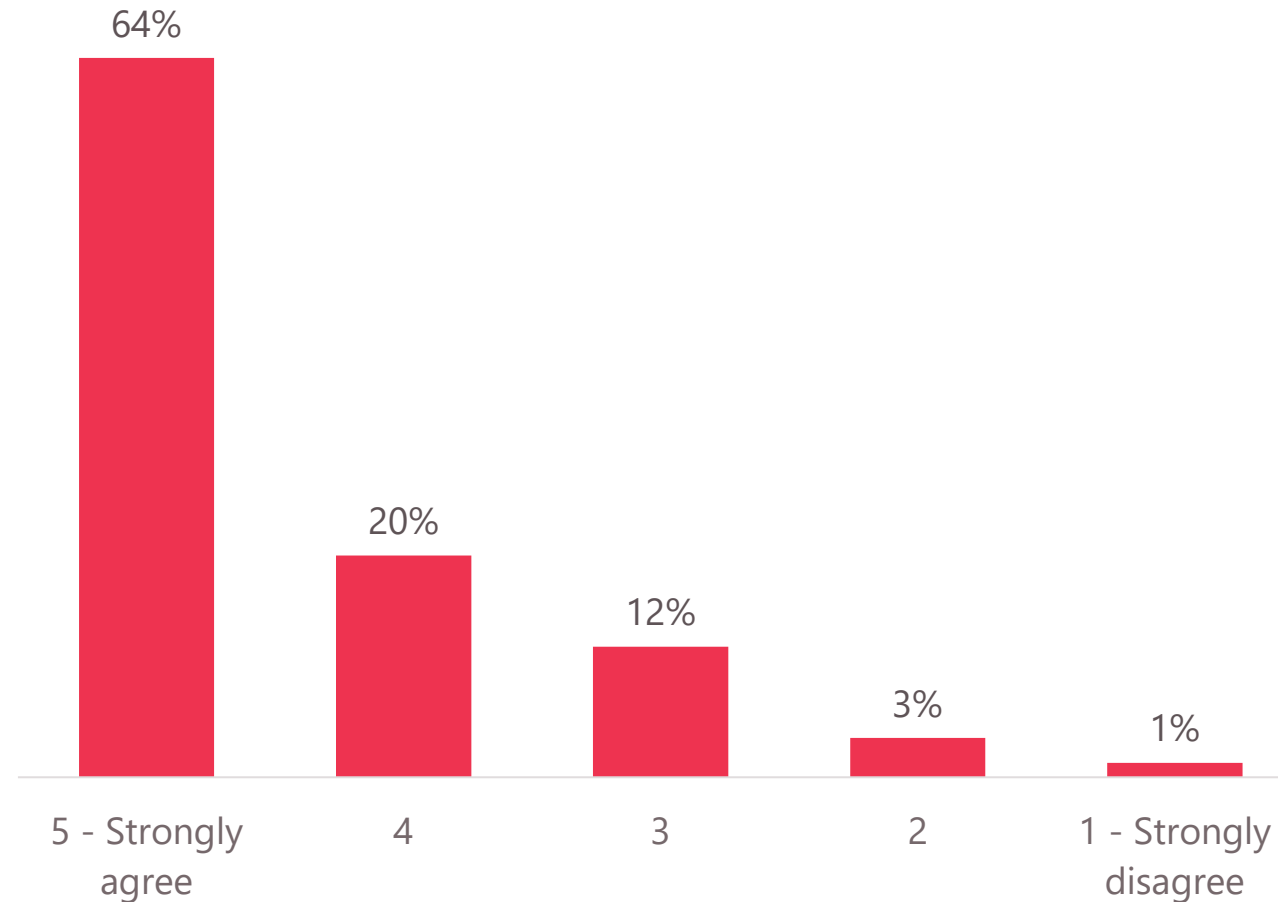
How important is a hybrid/remote work environment to evaluating a position (current or future)?



Industry has confidence in remote

Hybrid or remote workers can be successful in advancement services roles.

Non-Advancement Services responses:

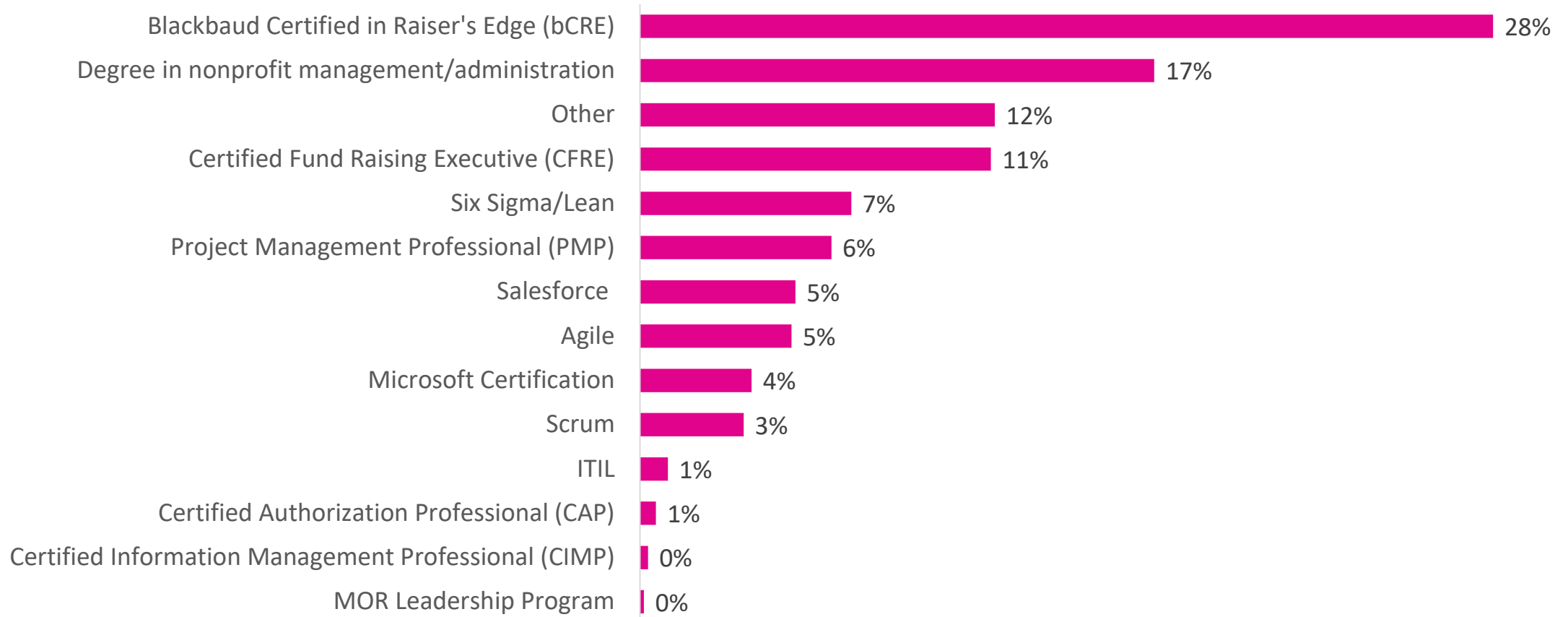


Retention is greatest challenge

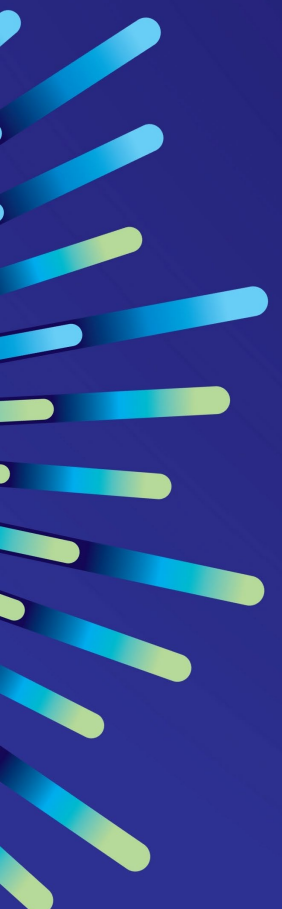
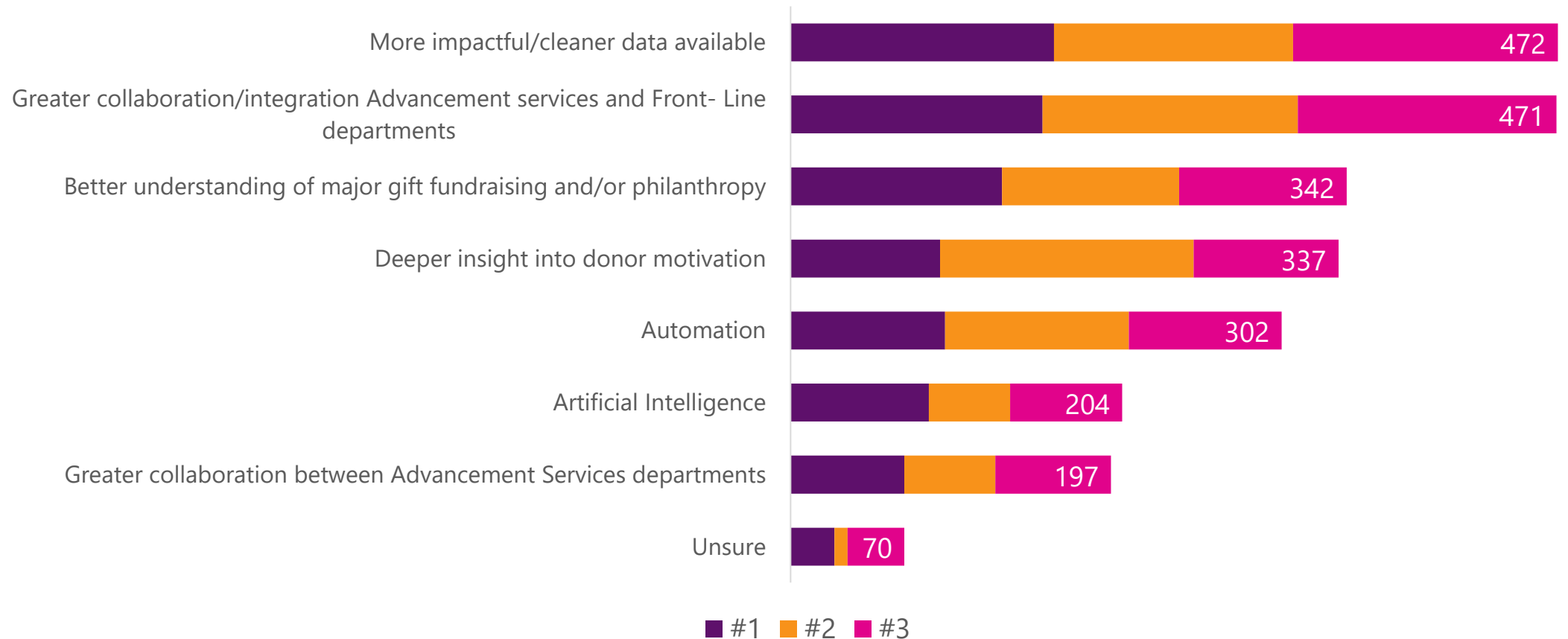
In the past 12 months have you considered, or been recruited, to a role outside of philanthropy (ie finance, for-profit tech, etc)?



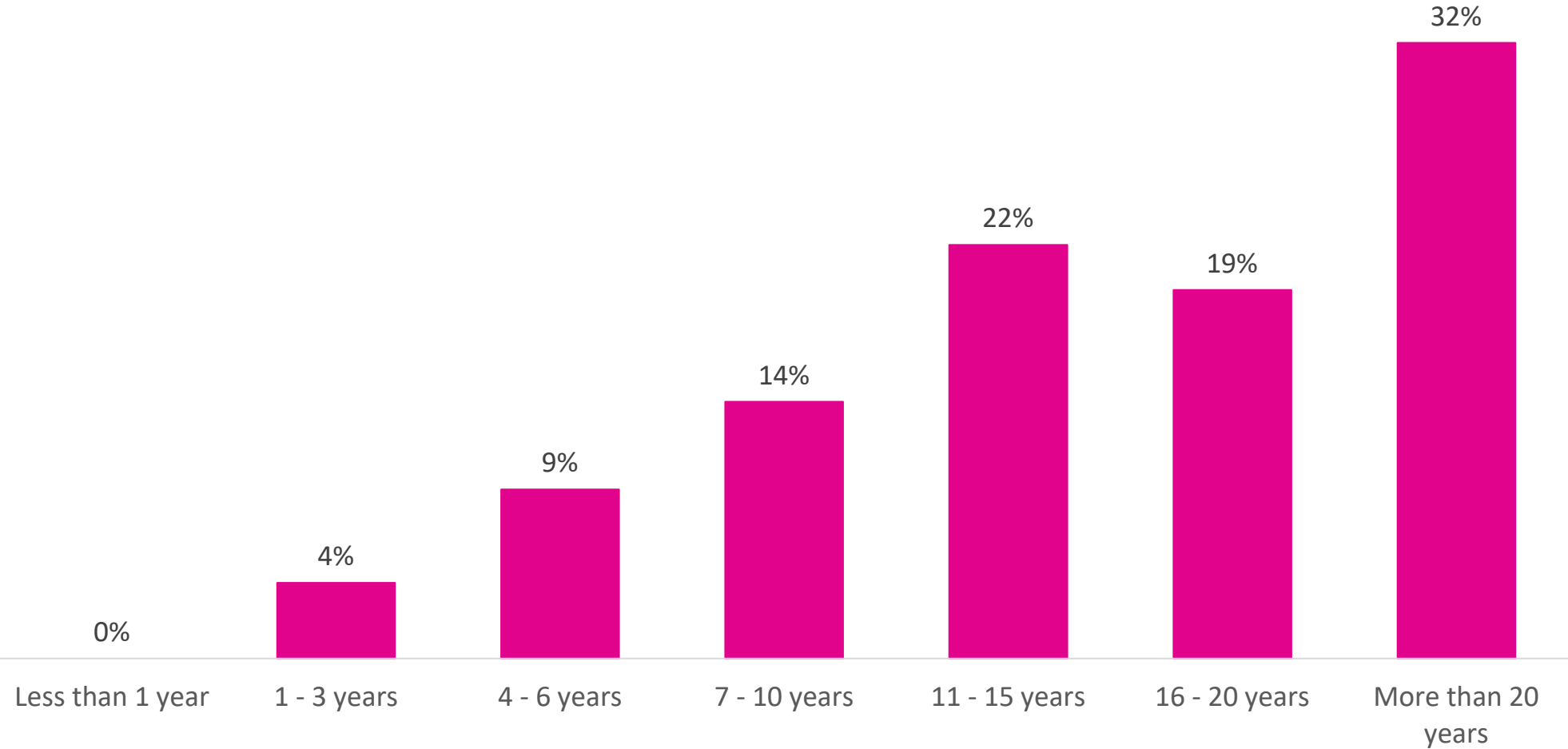
What professional certifications or trainings have you participated in (please select all that apply)?



Rank the top 3 the greatest opportunities for Advancement Services to support growth in fundraising.

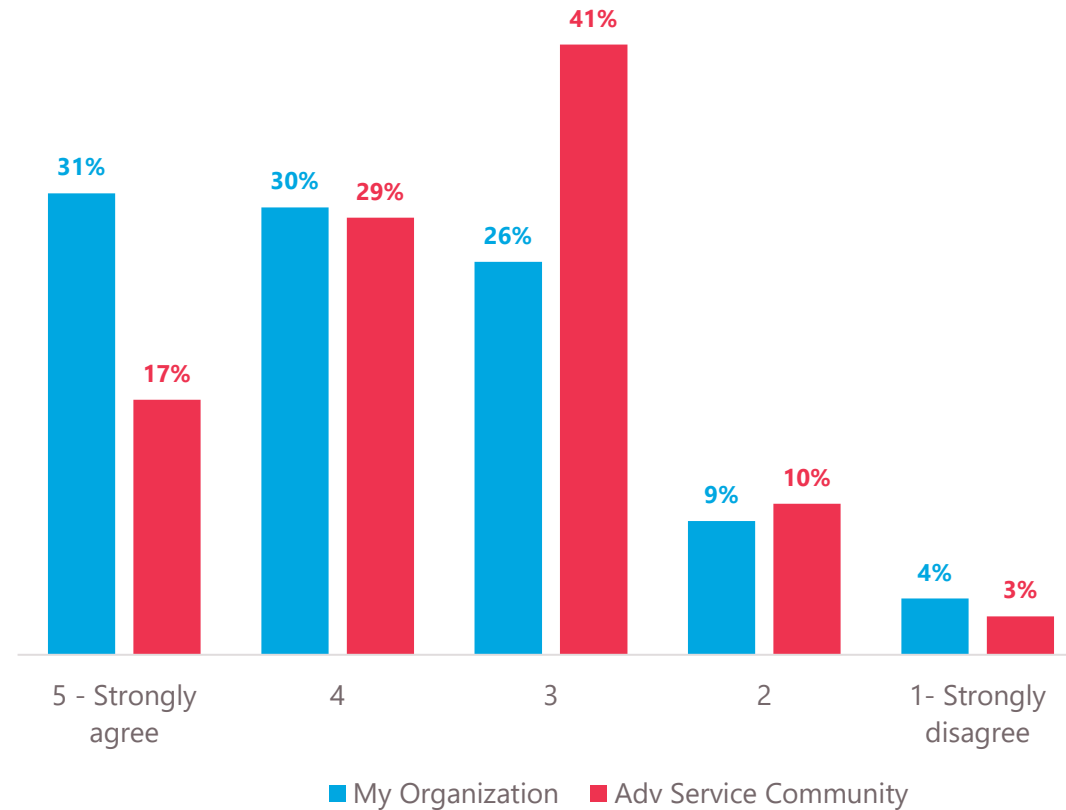


How long have you worked in philanthropy?



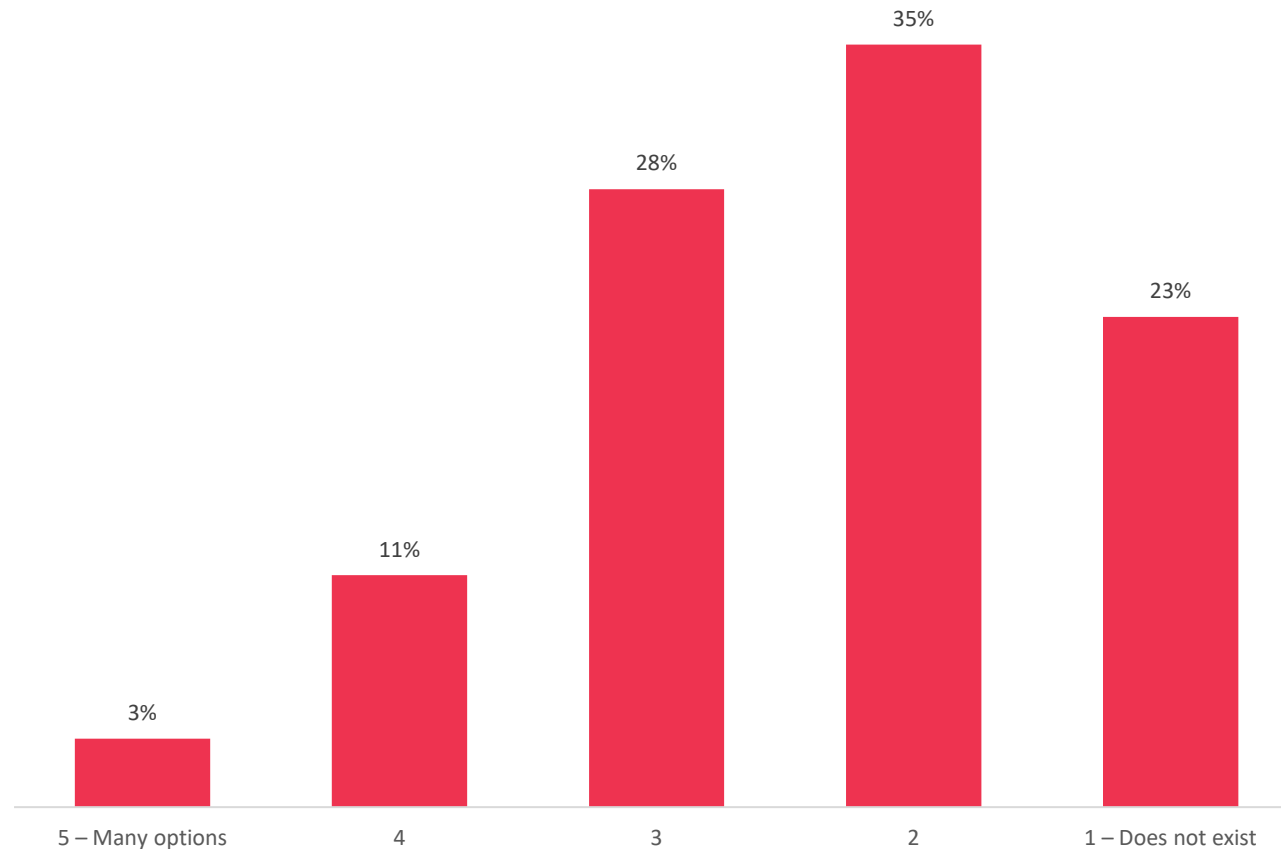
DEI efforts

Respondents felt like their organization was making meaningful efforts to support DEI, but felt like the advancement service community was not as much.



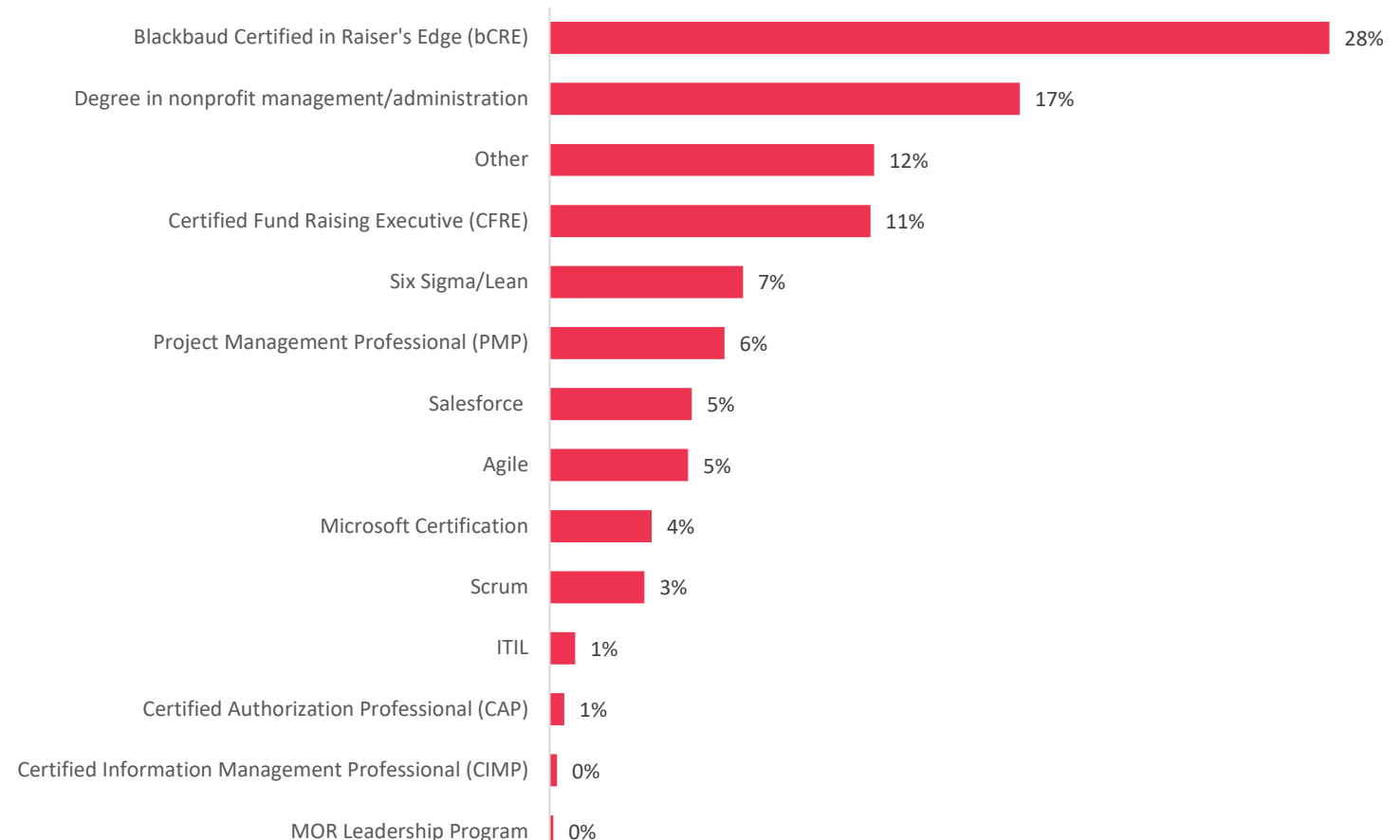
Core Survey Responses – *adv services only*

- Rate available career opportunities for Advancement Services professionals within your current organization.



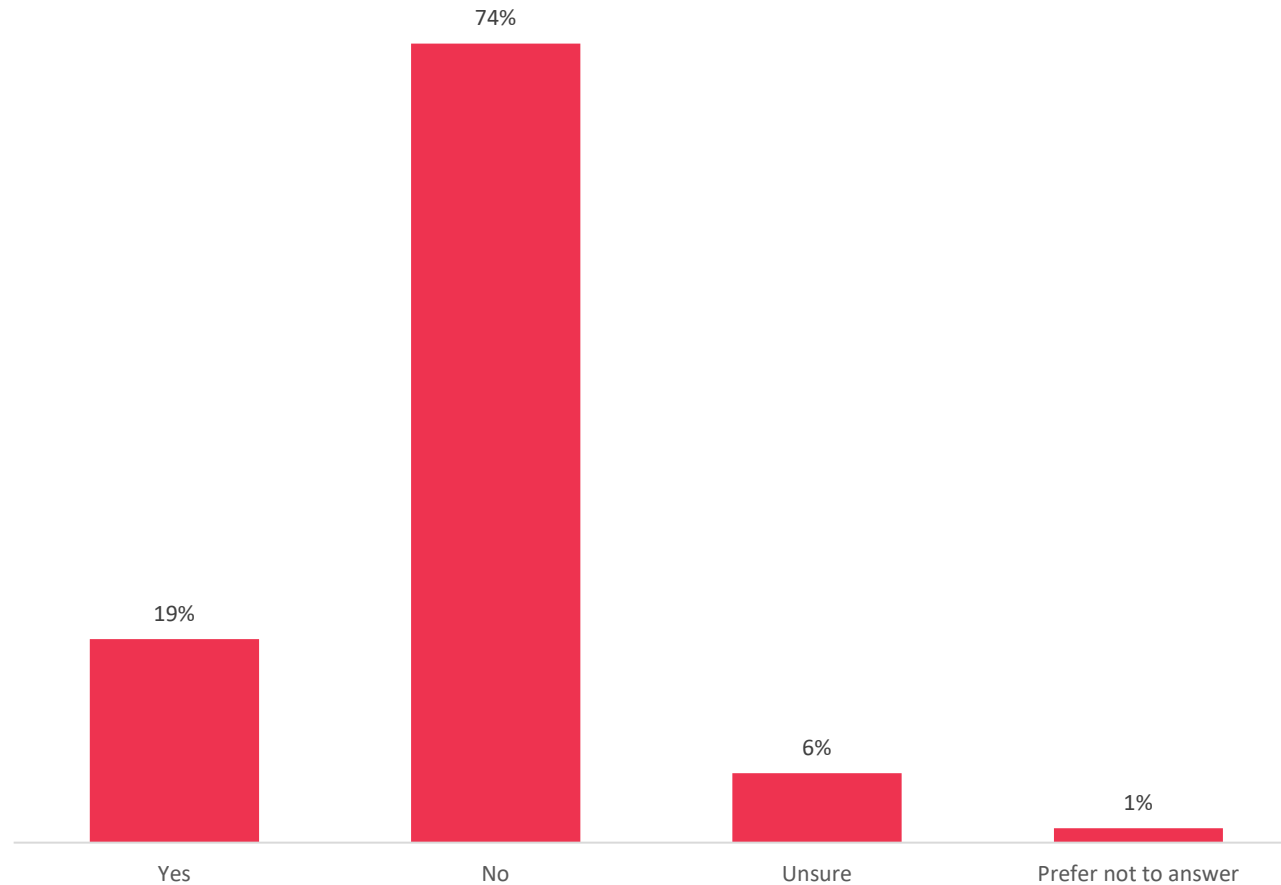
Core Survey Responses – *adv services only*

- What professional certifications or trainings have you participated in (please select all that apply)?

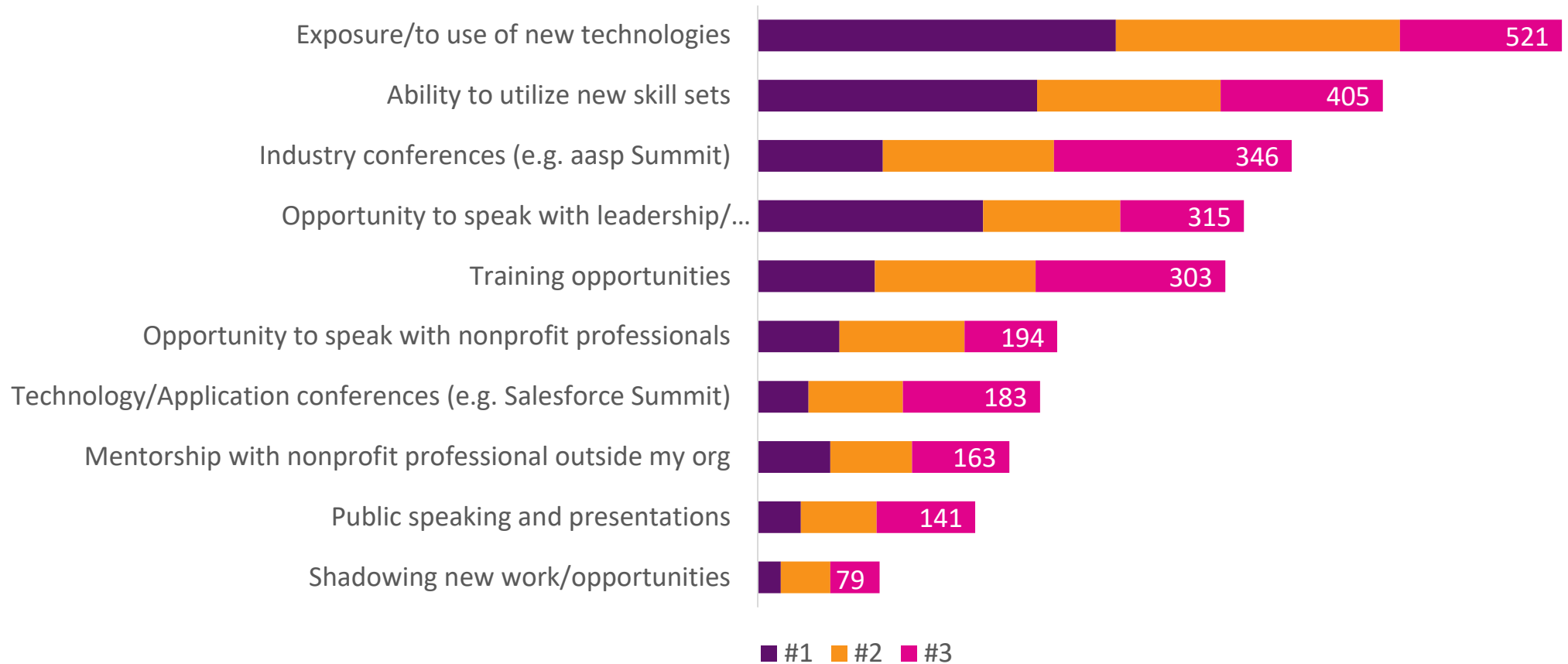


Core Survey Responses – *all respondents*

- Does your organization have a performance bonus program?



Rank the top 3 most important items for the growth of your **skill set**.



Thank You

On behalf of aasp, Lindauer, and BWF

