



How to Increase Staff Stability

February 25th, 2026

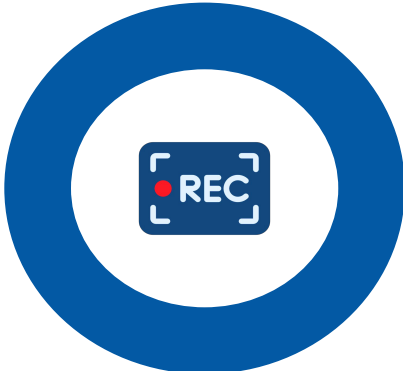
Housekeeping



You are muted upon entry.



Add your questions to the chat box.



This is being recorded.

The LIFT Academy Website

<https://shgadvisors.com/lift-academy-resources/>



Bookmark This Page!

Any and all resources that are shared throughout the LIFT Academy will be posted here. Check back regularly to see the tools, frameworks, and other products that are shared via the Virtual Assemblies, Learning Circles, and in-person convenings.

Stay Connected!

Many of the LIFT Academy participants asked to share contact information with each other. We encourage all participants who want to connect to [share their info on this google sheet](#). Please note that this is a public sheet that can be viewed by anyone who has the link.

Virtual Assemblies & Learning Circles

July 23rd, 2025: The Intersection of Medicaid & Homelessness. Medicaid can be a game-changer when it comes to financing your programs, and it can feel like a complex maze that is impossible to navigate and administer. We will be joined by several members of the Colorado Department of Health Care Policy & Financing (HCPF) to discuss how



Today's Schedule

- ❑ Welcome!
- ❑ Introductions & Overview
 - ❑ Jaime Burgher, Colorado Nonprofit Association
 - ❑ Nicole Armstrong, The Matthews House
 - ❑ Jen Recla, Recla Coaching & Consulting
- ❑ Open Q&A





Jaime Burgher
Director of
Programs
Colorado Nonprofit
Association



Colorado
NONPROFIT
Association

Our Mission

The Colorado Nonprofit Association is committed to strengthening Colorado's nonprofits through **education, connection, and advocacy**.

▶ Education

- Virtual-live and in-person training for nonprofit professionals
- Four regional Connecting Colorado Conferences
- *Principles and Practices of Nonprofit Excellence*

▶ Connection

- Peer to peer learning through virtual, member-only Roundtables
- Connection with local business who want to help nonprofits
- In-person networking events

▶ Advocacy

- Design policies solutions for pressing nonprofit issues
- Advocate for state and federal legislation
- Regularly contribute to press and media outlets



Why This Report Matters

COLORADO NONPROFIT ECONOMIC IMPACT REPORT

KEY FINDINGS

In both jobs (262,000) and economic impact (more than \$62 billion), nonprofits are a force for good in our communities well beyond their core mission areas. As major contributors to Colorado's economy, nonprofits and their leaders are critical to community decision-making.

34,251
nonprofits in
Colorado

\$62 billion
total economic
impact

\$25 billion
contribution to
GDP

262,000
jobs supported

JOBS IN DEPTH

The nonprofit sector directly employs 182,000, supports 54,000 jobs in business-to-business activity, and supports 26,000 jobs through household spending, 10 percent of all jobs.

Colorado's nonprofit sector employs more than the agriculture, mining, and information industries combined.

Why This Report Matters

For every \$1 million spent, the nonprofit sector supports...



5 NONPROFIT JOBS



2 JOBS IN OTHER
INDUSTRIES

Why This Report Matters

- Enables data-driven decisions that align with mission, values & equity goals
- Provides comparative data across region, budget size, service focus, race, and gender
- Supports informed budgeting & strategic financial planning
- Enhances board oversight & accountability
- Helps with talent attraction & retention by providing insight into what competitors or peer nonprofits are offering

The 2025 Survey at a Glance

What's included:

- Over 80 nonprofit positions with salary data broken out by organization budget, focus of service and region
- Detailed salary information for Executive Directors
- Salary information by race & gender
- Information on insurance benefits, including health, dental and life & disability insurance
- Information on leave time, salary increases & bonuses

New & Notable For 2025

- Increased response rate: 440 organizations (↑from 332 in 2023)
- Increased number of total jobs represented: 17,830 (↑from 9,593 in 2023)
- Better geographic representation - data collected from 40 Colorado counties
- 3 new positions added
- Expanded internship questions

***Transition from PDF to dashboard**

The Colorado Nonprofit Salaries & Benefits Survey is more dynamic and user-friendly than ever! The report has transitioned from a static PDF to an interactive digital dashboard, allowing viewers to filter, compare, and analyze salary and benefits data with ease.

A Snapshot of Colorado Nonprofit Salaries and Benefits

**60% of nonprofits
have a plan to
develop talent
within their
organizations**

**40% of nonprofits allow 1-2
days of remote work per
week.**


**27% allow 5 days of remote
work a week.**

**14% do not allow remote
work.**

A Snapshot of Colorado Nonprofit Salaries and Benefits



83% of nonprofits granted a salary increase in 2025




74% of nonprofits had staff voluntarily leave the organization in the last 12 months, with the top reasons including:

- Career advancement
- Relocation
- Changing career fields
- Salary or wages

A Snapshot of Colorado Nonprofit Salaries and Benefits



Only 39% of nonprofits have a succession plan for organizational leaders




63% of nonprofit executive directors have a graduate degree

A Snapshot of Colorado Nonprofit Salaries and Benefits

An infographic with a dark blue, multi-pointed star shape in the center. The background is a mix of blue and light green. The text is white and centered within the star.

**88% of nonprofits
offer a health
insurance plan to
full-time
employees.**

An infographic with a bright yellow, multi-pointed star shape in the center. The background is a solid blue. The text is black and centered within the star.

**11% of
nonprofits offer
unlimited PTO.**

Colorado Nonprofit Association

Membership Benefits

- **Discounted purchase price for Salaries & Benefits Survey**
- Affordable and accessible health care benefits through our SLICE program
- Member pricing for Connecting Colorado conferences, Bootcamps & Workshops
- Free professional development through 50+ virtual trainings
- Free job postings on the Association's premier Nonprofit Job Board
- Virtual roundtables to connect with other nonprofit leaders
- Preferred pricing on 2025 Colorado Nonprofit Salaries and Benefits Survey
- Exclusive savings on products and services through the Business Affinity Program
- National Council for Nonprofits Champion newsletter

Membership dues are based on budget size and benefits extend to all staff and board members!



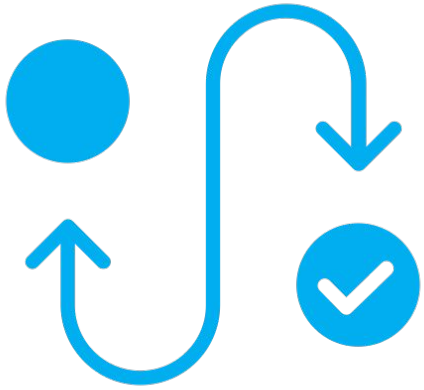
Nicole Armstrong
Executive Director
The Matthews
House

Commitment to Professional Development

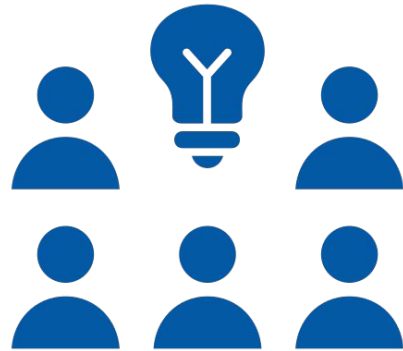
- ❖ Professional Development is core to The Matthews House Organizational Health - it's essential infrastructure.
- ❖ Investing in staff growth impacts program quality & outcomes.
- ❖ The Matthews House has partnered with an external coach/therapist, Josh, for support.



Why We Partnered with Josh



Change
Management



Leadership
Development



Accountability
Practices



Communication
& Conflict
Resolution

Leadership & Culture Development

Josh has worked closely with our teams to:



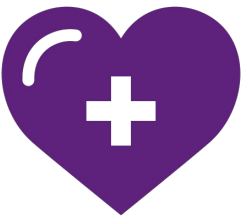
Clarify leadership expectations



Strengthen cross-team communication



Build Trust & feedback practices



Support healthy conflict resolution

Navigating Organizational Change

Over the past year, TMH has experienced significant change – program expansion, staffing growth, and regional sheltering work.

Josh has provided intentional support, including...

- Individual meetings & work
- Group meetings & work



Organizational Impact

What we've seen...

- Stronger collaboration and communication
- Increased leadership confidence
- More proactive accountability
- Healthier team dynamics

Ultimately, investing in professional development strengthens our staff – and stronger staff lead to stronger outcomes for the youth and families we serve.





Jen Recla, Recla Consulting & Coaching



If you are not willing to learn, no one can help you.

If you are determined to learn, no one can stop you.

-Zig Ziglar



RECLA COACHING & CONSULTING

passion joy adventure





**People-first
mentality**

**Growth
Mindset**

**Strengths-b
ased**



**People-first
mentality**

**Growth
Mindset**

**Strengths-b
ased**





Curiosity

**Real
Self-Care**

Rituals



**People-first
mentality**

**Growth
Mindset**

**Strengths-b
ased**

"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

"Failure is the limit of my abilities"

FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"I can either do it, or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

"Feedback and criticism are personal"

"I stick to what I know"

**Share
Lessons
Learned**

Feedback

**Role
Modeling**



**People-first
mentality**

**Growth
Mindset**

**Strengths-
based**



**When leadership focuses on
strengths...**



**What does it mean to
adopt a
strengths-based
approach?**



**Identify
strengths**

**PD
conversations**

**Learning
time**



**People-first
mentality**

**Growth
Mindset**

**Strengths-
based**

Learning Circle Survey



- Complete the Zoom poll **OR** SurveyMonkey evaluation for the chance to win a \$5 gift card!



Learning Circle - How to Increase Staff Stability

This learning circle was a panel discussion on the benefits of salary analysis for nonprofits, how to build supportive leadership structures, and how to create a people-first, strengths-based organization.

Survey responses will be shared with the SHG Advisors team members and used to evaluate the effectiveness of the learning circle and identify continuous opportunities to provide the most effective learning experiences moving forward. Aggregate and de-identified data may be

<https://www.surveymonkey.com/r/LIFTStaffStability>