

# PENSION SURVEY RESULTS

Data Analysis for Pensions Taskforce 2.0  
2018



ONTARIO NONPROFIT NETWORK

OUR  
PEOPLE

OUR  
FINANCING

OUR REGULATORY  
ENVIRONMENT

# ABOUT ONN

**Our Mission:** A strong and resilient nonprofit sector. Thriving communities. A dynamic province.

**Our Vision:** To engage, advocate and lead with – and for – nonprofit and charitable organizations that work for the public benefit in Ontario.

**Our Values:** Courage to take risks and do things differently. Diversity of perspectives, creativity and expertise to get stuff done. Optimism and determination. Solutions created by the sector, with the sector, for the sector. Celebrating our successes and learning from our experiences. Strength that comes from working together.

# WHO COMPLETED THE SURVEY?

**82** organizations

**6224** total staff

**1396** total regular part time  
employees  
(*20-30 hrs/week*)

# COMPOSITION OF CASUAL STAFF

**54.9%** orgs had under 20 staff

**13.4%** orgs had 20-49 staff

**5%** orgs had 50-99 staff

**2.5%** orgs had 200+ staff

**24%** orgs had no staff in this category

Note: Casual staff is part time/seasonal staff with less than 20 hours of work and coincides with pensions regulation definitions

# GEOGRAPHICAL REACH

**47.6%** Greater Toronto & Hamilton area  
(including Durham, York and Peel  
regions), Niagara region

**19.5%** Central Ontario

**19.5%** Southwestern Ontario

**14.6%** Eastern Ontario

**11%** Northern Ontario

# ORGANIZATION SUBSECTOR

**31.7%** Social Services

**30.5%** Health

**22%** Culture and Recreation

**13.4%** Development and Housing

**11%** Multi-sector

**9.8%** Education and research

# BUDGET SIZE

**20.7%** Under \$299,000

**28%** Between \$300,000-\$999,999

**27%** Between \$1-5 million

**27%** Over \$5 million

# GENDER BREAKDOWN

FEMALE	MALE	IDENTIFIED AS OTHER
<b>73%</b> of orgs reported to have 80% or more of staff who identify as female	<b>80%</b> of orgs reported to have less than 20% of staff who identify as male	<b>91%</b> of orgs reported that they had no staff who identified with gender that was neither female or male



# EARNINGS BREAKDOWN

## Full-time staff

**42%** Earn between \$31,000 - \$45,000/year

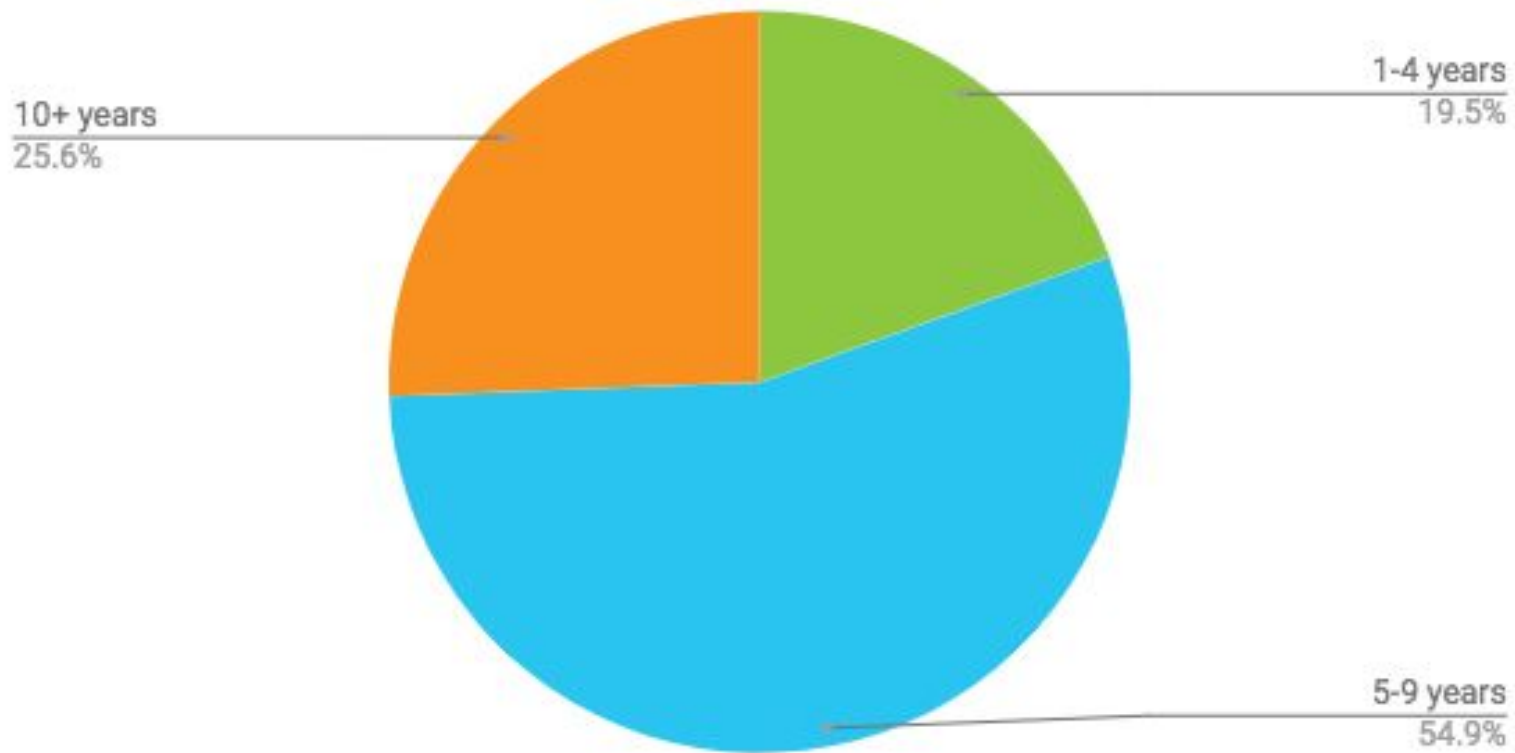
**21%** Earn between \$46,000 - \$60,000/year

**14%** Earn *under* \$30,000/year

**14%** Earn between \$61,000 - \$79,000/year

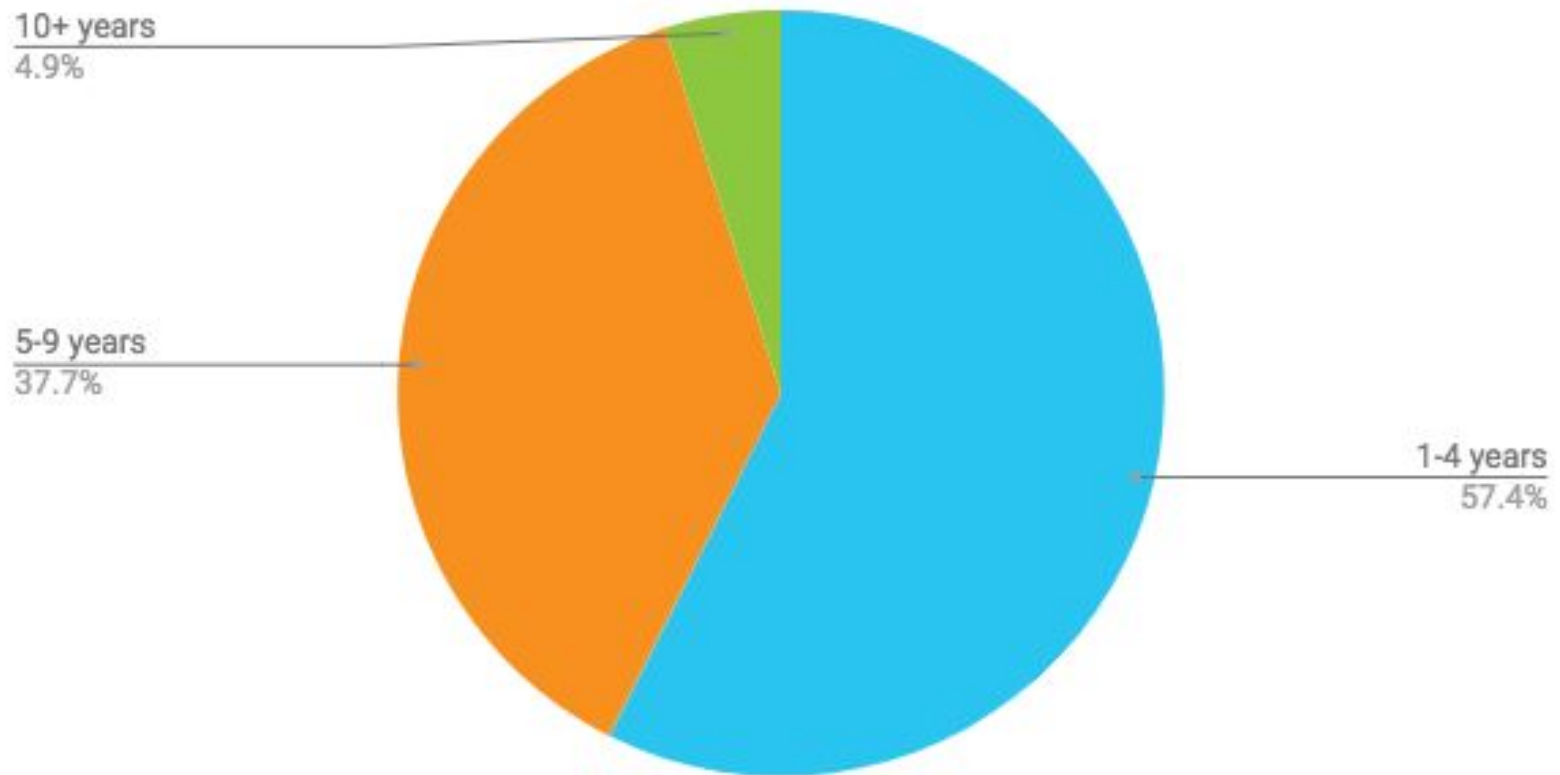
# YEARS OF SERVICE: FT

**Average number of years of service  
for full-time employees**

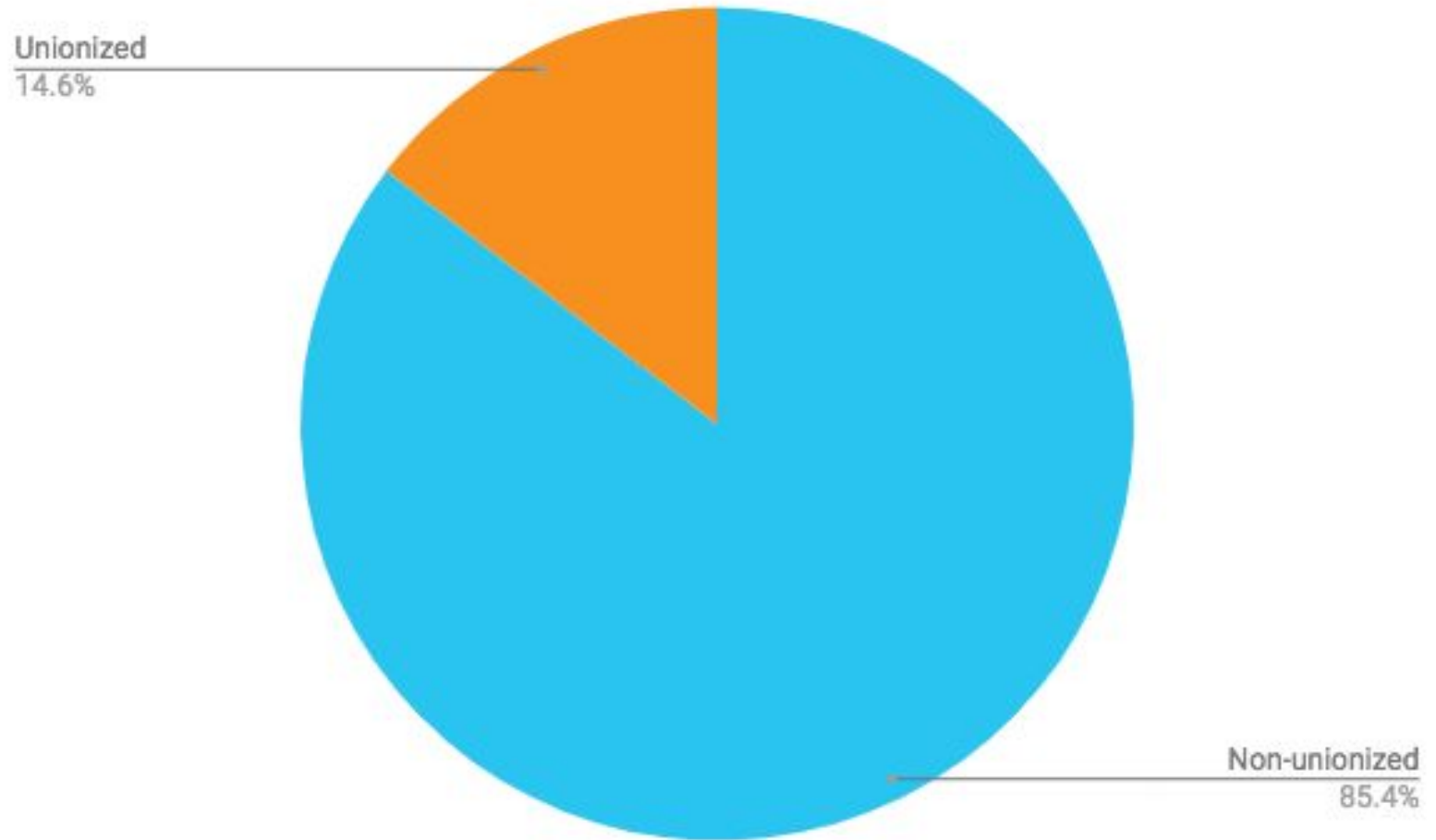


# YEARS OF SERVICE: PT

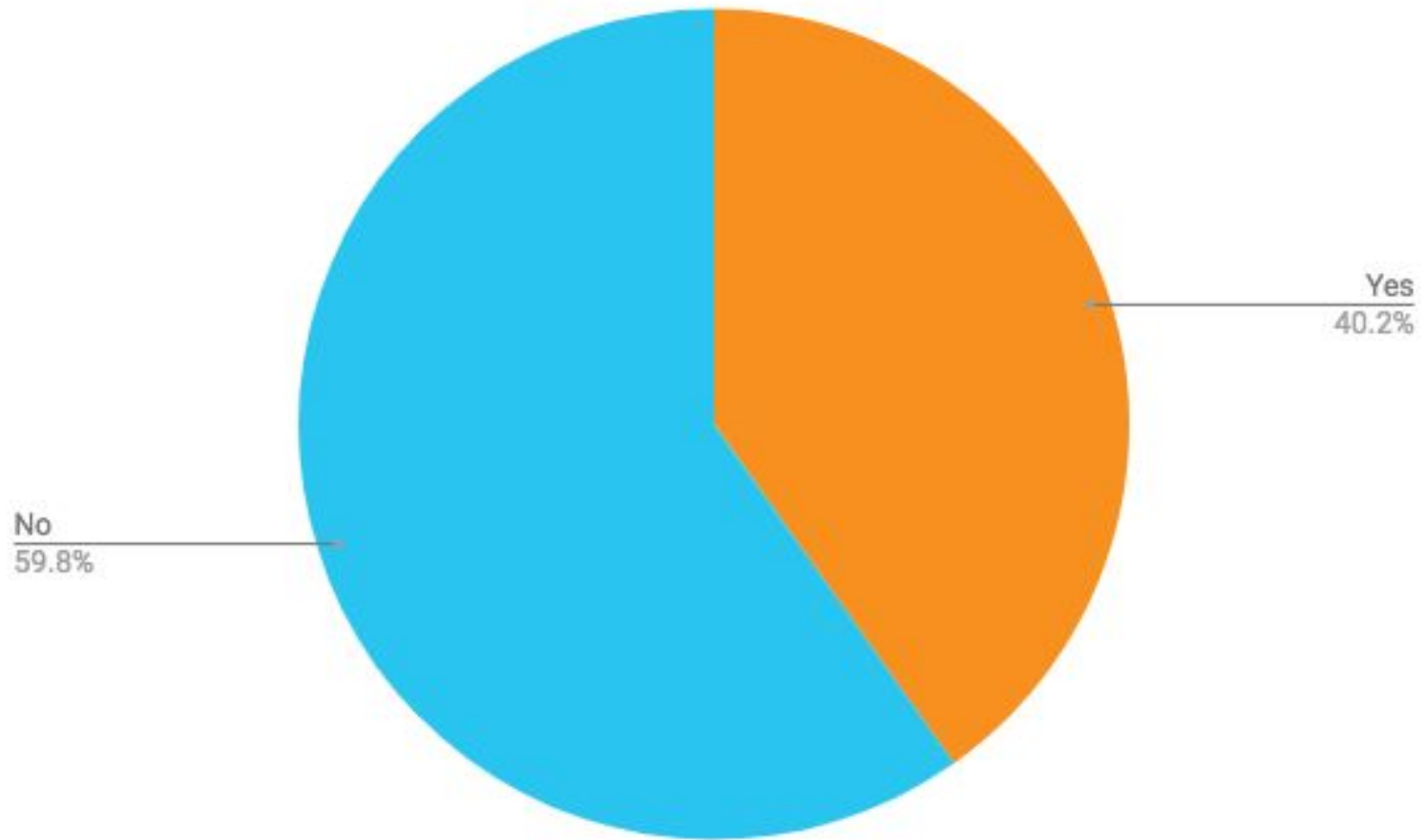
**Average number of years of service  
for part-time employees**



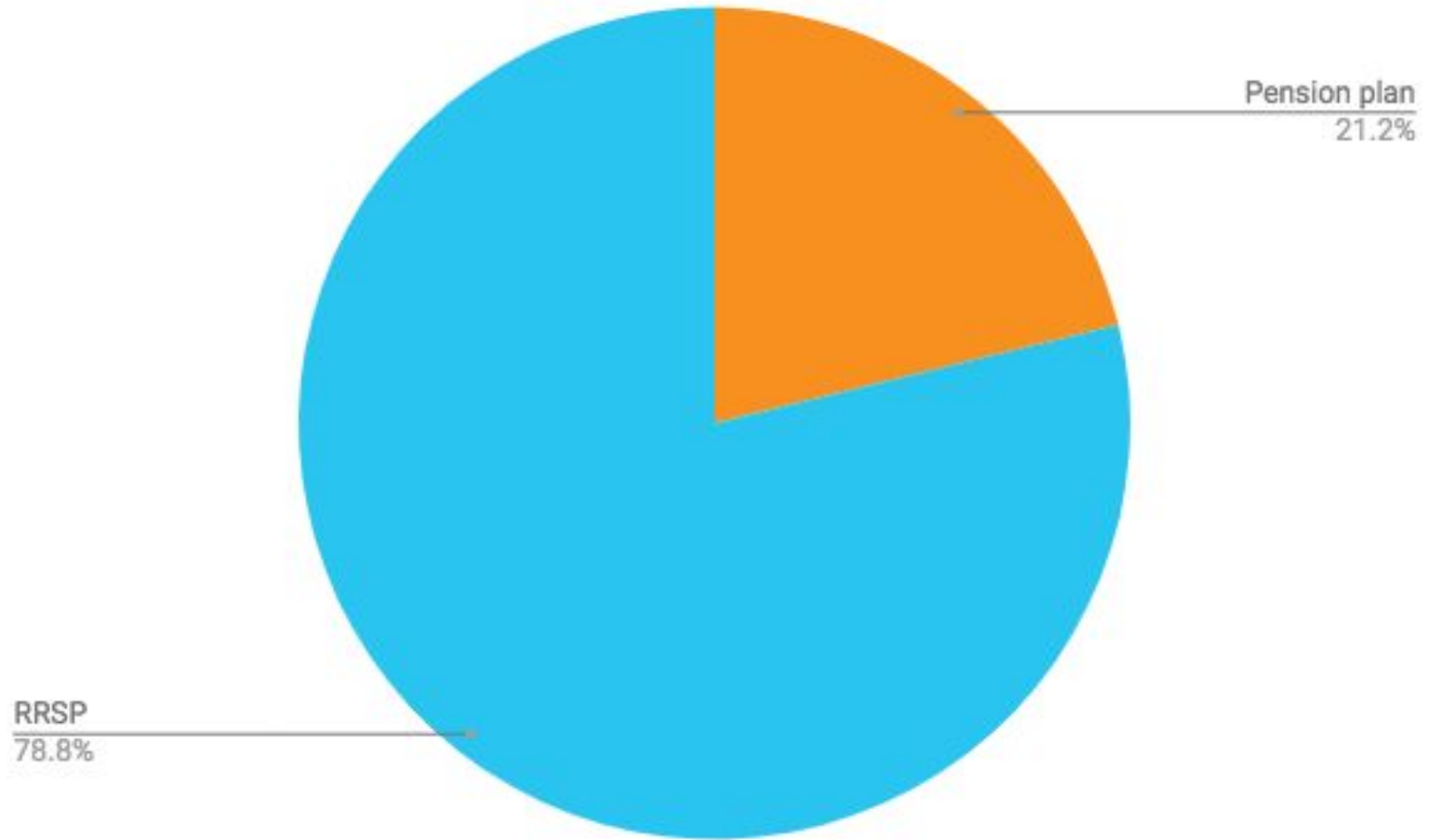
# UNIONIZED OR NON-UNIONIZED?



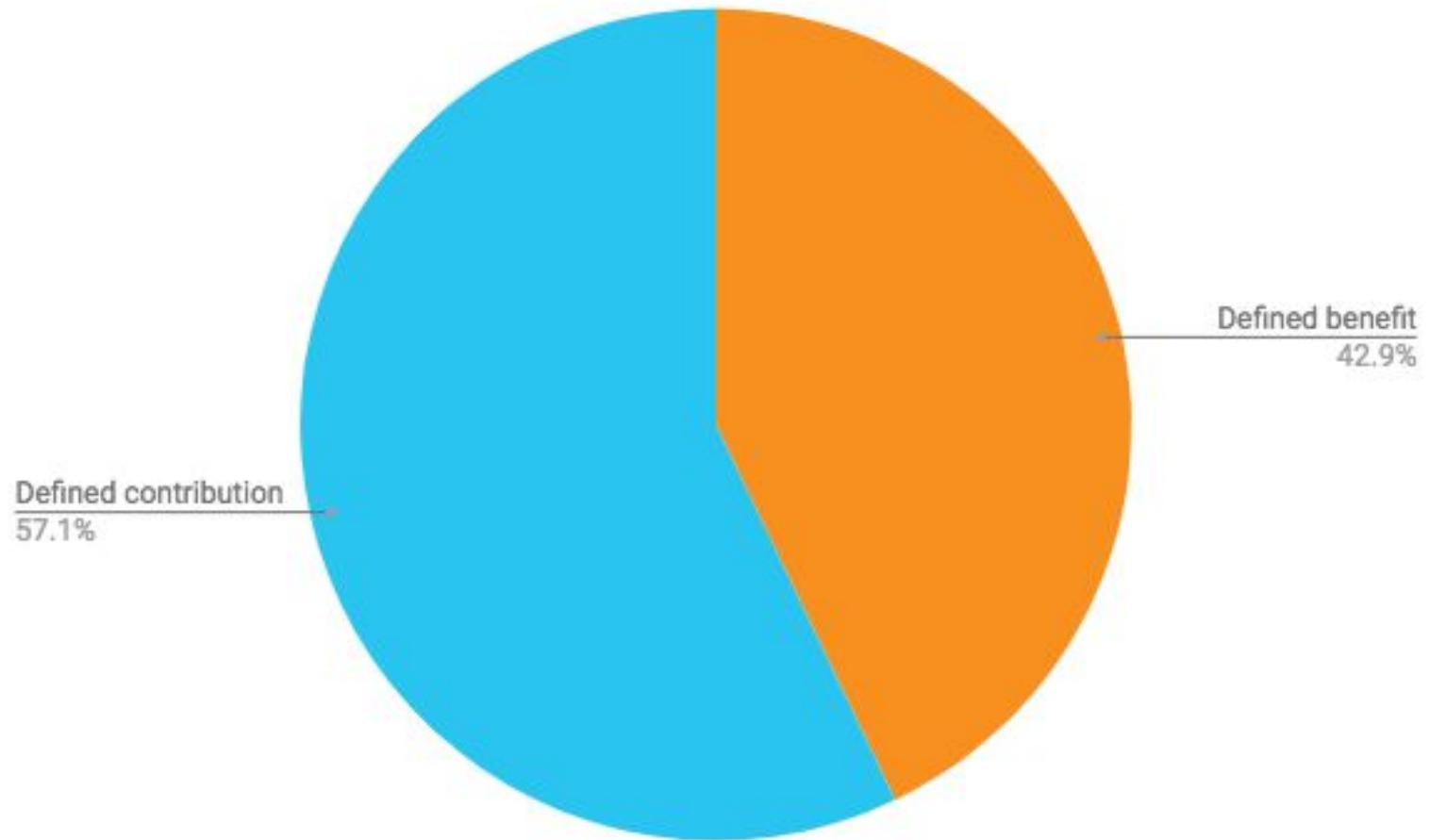
# RETIREMENT BENEFITS?



# IF OFFERED, PENSION OR RRSP?



# IF PENSION OFFERED, DB OR DC?



# ONN MEMBERSHIP + SERVICES STRONGER TOGETHER.



## WE'VE GOT YOUR BACK

We've got your back for everything your nonprofit organization needs with these programs designed for nonprofits.

**PROGRAMS CREATED WITH THE SECTOR, FOR THE SECTOR.**

**ONN EMPLOYEE  
BENEFITS PROGRAM**

**ONN  
PURCHASING  
PROGRAM**



**NONPROFIT  
LANDS  
REGISTRY**

**C[ONN]ECT NONPROFIT JOBS**



**OFFICE  
SUPPLIES  
PROGRAM**

**ONN INSURANCE PROGRAM**



# JOIN US

**Become an ONN member:** [theonn.ca/membership](http://theonn.ca/membership)

**Subscribe for news and updates:** [theonn.ca/subscribe](http://theonn.ca/subscribe)



@o\_n\_n



Ontario Nonprofit Network



[theonn.ca](http://theonn.ca)

OUR  
PEOPLE

OUR  
FINANCING

OUR REGULATORY  
ENVIRONMENT