

WHAT NOW?

HOW WILL THE IMPENDING RETIREMENT OF NONPROFIT LEADERS CHANGE THE SECTOR?

THE NONPROFIT SECTOR STANDS AT A PRECIPICE.

The response of the community will shape the future of nonprofits. Are we ready to discuss hard questions of retirement and the treatment of the nonprofit community workforce?

REALITY BY THE NUMBERS:

10,000 Baby Boomers are turning age 65 per day, and will continue to cross that threshold at that daily rate for the next 19 years.

nonprofits employ

1 IN 5

workers in the region.

69%

of executives plan to or could retire in the next **10** years.

49%

nonprofit professionals report having \$50k or less in retirement savings.

RETIREMENT RATE? WE ARE DOING THE MATH.

Take the journey through our research and follow nonprofit stories as the most seasoned leaders and staff members of our communities' vital nonprofits move into retirement.



BAYER CENTER FOR
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Watch tinyurl.com/BCNMWhatNow
for news and research findings.

WHAT NOW?

THIS PIONEERING BCNM PROJECT BRINGS VITAL RESEARCH, CONVERSATIONS, AND EXPERTS TOGETHER TO EXPLORE:

The **RAMIFICATIONS** of these retirements on the organizations that serve our communities.

The need for **PREPARATION** of the next generation of leaders.

IDEAS to improve the prospects for all nonprofit employees.

PURPOSE-DRIVEN FOUNDERS AND LEADERS ARE FACING RETIREMENT.

Southwestern Pennsylvania is a region dense with nonprofit organizations that deliver services of real consequence. Teetering between eventual retirement and possible encore careers, a massive core of the region's seasoned nonprofit professionals are not going anywhere. They are among the most highly educated and least financially prepared individuals to face retirement.

Many organizations have long-tenured executives with boards who have never needed to replace them. These same organizations frequently have long-standing funding relationships. Nonprofit human resources are often weak. Succession planning is not the norm. New ideas, new blood are challenging to the status quo – but the clock is ticking!

Research findings from the Bayer Center for Nonprofit Management at RMU indicate this generation of experienced nonprofit leaders and employees may bring uncertainty to both their own futures and to the stability of their organizations. Findings confirm that tools for retirement planning for individuals and succession plans for nonprofit organizations are scarce. How nonprofits respond to this reality will shape the future of the sector.



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