



RISE

Alexander Haas
TRANSFORMING INSTITUTIONS THAT TRANSFORM LIVES

Results in Independent Schools E-newsletter
Shining a Light on Fundraising

June 4, 2024



from the desk of
Shelly Manuel
Associate Partner

Remote Work and the Fundraiser

I remember the time when women couldn't go to work without socks or hosiery and men wore ties every day but Friday—now, for many employees, you don't even have to wear pants to “work.” A huge reality that arose from the pandemic is a world of remote workers. For a relationships-based industry such as fundraising, how feasible is a remote development office? Are we missing the boat requiring more and more onsite employees post-pandemic?

An article posted by the National Council of Nonprofits about a year ago reveals some interesting data. With 43% of job applicants desiring fully remote work when searching for nonprofit positions, only 19% of listings are for fully remote roles. Ironically, 43% of posts are for on-site employees and the final 38% for a hybrid workplace. Remote jobs received nine times as many applications as onsite or hybrid positions. Looks like nonprofit leadership and hiring teams need to start looking at remote or hybrid work options a little deeper.

To be blunt, jobs got done all over the world during the pandemic, so we know remote jobs can be effective. Working outside of the office provides a better work-life balance for employees, saves costs for the nonprofit, and provides access to top talent that isn't restricted by geography. However, can employees be relied upon to remain effective and high performing? Issues around communication and collaboration can be a challenge on virtual teams, which can have a negative impact on organizational culture. In industries where program services require employees to be on-site, the optics of support staff, such as development, “never being in the office,” can be a challenge.

Personally, I prefer a hybrid work week. I need face-to-face interaction to make me happy and fulfilled professionally. Likewise, I can foster connections with highly personal and effective virtual meetings. Hybrid work almost forces development officers to “get out from behind” their desks. With this flexibility, there is more of an opportunity for in-person cultivation touches. In addition, expensive travel for short visits and meetings can be significantly reduced through balancing in-person and virtual visits.

Some people would much rather be fully productive from a home office, and many

high-performing and connected teams hardly ever see each other in person. Roles that do not really require donor interaction, such as researchers, some advancement services, etc., could very well be fully remote jobs.

The partners at the firm had a wonderful online collaboration on this topic (interestingly, this all happened over email), and I would imagine that most nonprofit professionals have differing opinions on this subject. I don't have the magic solution or answer, but I do know that our industry must keep an open mind and continue to explore how to best strategize around on-site, remote and hybrid work.

Our Team

Alexander·Haas

Please join us for the release of

Giving USA Results for 2023

Tuesday, June 25, 2024

Giving USA Presentation

8:30am registration

9:00am presentation

Goodwill of North Georgia

2201 Lawrenceville Highway, Ste. 300, Decatur, GA

Presented by Alexander Haas

in partnership with AFP Greater Atlanta Chapter

Giving to nonprofits has declined since the end of the pandemic, after record highs in 2020 and 2021, and the status of philanthropy in the US appears to be volatile. What was the state giving in 2023? Did giving rebound in 2023 after a decline in 2022? Did giving from Individuals continue to fall, or will we see a turnaround? Are continued elevated inflation levels a drag on charitable giving? These and other questions will be discussed as we reveal how giving performed in 2023.

Reservations are required.

Click [here](#) for more information and to register.

A Snapshot of Independent Schools: Regional Associations

Independent School Association of Northern New England is up next. Let's look at what participating schools raised in philanthropic funds in this regional association.

School Count 17

Advancement Median Funds Received for '23-'24	\$2,181,196
Median Number of Donors	632
Median Percent Participation by Constituency & Hard Credit Funds Received	
Median % Participation by Parents/Guardians of Current Students	50.1% \$129,875
Median % Participation by Alumni/ae	8.3% \$503,813
Median % Participation by Grandparents of Current Students	12.5% \$3,920
Median % Participation by Parents and Grandparents of Alumni/ae	6.2% \$76,872
Median % Participation by Employees	38.0% \$15,400

Trustees	
Median Number of Trustees	19
Median Hard Credit Funds Received by Trustees	\$76,519
Median Soft Credit Funds Received by Trustees	\$125,033
Funds Received by Purpose (previous year)	
Median Funds Received for Current Operations: Unrestricted	\$656,075
Median Funds Received for Current Operations: Restricted	\$162,984
Median Funds Received for Endowment	\$508,512
Median Funds Received for Other Capital Purposes	\$1,663,068
Median Funds Received for Irrevocable Deferred Gifts at Face Value	\$73,835

[Data from NAIS Facts at a Glance.](#)

[Our LinkedIn](#)

New Overtime Rules May Impact Fundraising Staff Pay

On July 1, new federal rules will go into effect that will raise the amount of money an employee must earn to be exempt from being paid overtime. As a result, more nonprofit employees will receive overtime pay for the extra hours they work – or their employers will have to boost their income so they're above the new limits. The Department of Labor plans a much larger increase in January.

Currently, employees whose jobs meet certain criteria do not have to receive overtime pay if they earn more than \$35,308 a year. That salary threshold, which has been in place since 2019, is being increased to \$43,888 on July 1. The increase is roughly equivalent to the rate of inflation over that time. On January 1, the salary threshold will jump again, to \$58,656, and will be updated every three years based on federal wage data.

The U.S. Department of Labor estimates that 460,000 nonprofit workers will be affected by the July and January changes and that it will cost groups \$44.8 million. *COP*, 5-23

[Our Facebook](#)

We Know Independent Schools

For more than 35 years, Alexander Haas has been a fixture in the nonprofit community. We are honored to have worked with so many remarkable independent schools, both secular and non-secular, across the country that help mold today's adolescents into tomorrow's leaders. Take a look at our list of independent school clients, past and present.

[Our Clients](#)

A Fresh Approach to Fundraising

Our services aren't cookie cutter. We don't operate with a boilerplate, merely changing names and locations. We craft each and every service we provide to match your organization's unique needs, wants and abilities. We work hard and expect you to do the same. Together we can help you transform your institution, your fundraising, and the community you serve.

Whether your need is in Capital Campaign, Annual Fund Campaign, Major Gifts, Leadership Annual Giving, Planned Giving or all of the above, we take a fresh approach to nonprofit fundraising.

[Our Services](#)



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