

# Boland Survey

## Your Source for Nonprofit Compensation and HR Data

For 25 years, the Boland Survey has been the most comprehensive source of total HR compensation data for the Canadian non-profit sector.

Owned and operated by CCVO, a registered charity, the Boland Survey collects critical information on more than 90 positions and provides detailed regional and national reports. It includes information on compensation, flex time, on-boarding, paid time off, professional development practices, employee recognition and recruitment practices.

## Why choose the Boland Survey?



### Retain Top Talent

By having the right tools in your HR toolbox, you will cultivate, retain, and boost loyalty with your employees. The Boland Survey provides a critical tool in building the team you need to create greater impact. Survey participants use the Boland Report to benchmark compensation practices, retain top talent, and contribute to sector-wide transparency and policy development.



### Elevate the Sector

Shared data helps us see the bigger picture. For the nonprofit sector to create and harness data to benefit our communities, we need access to comprehensive information from organizations across Canada. By participating in the Boland Survey, you are gaining and giving a powerful tool that elevates the sector, providing the insights we all need to make better decisions.

92% of 2020 participants feel that the Boland Survey provides value for the non-profit sector.



## How does it work?



### One Hour of Your Day, Your Best HR Decision of the Year

Completing the survey can take anywhere from one to three hours. Whether you're the Executive Director, HR Manager, or a dedicated volunteer, our team is available to guide you in the process, answer your questions, and ensure that your participation is as easy as possible.

**NEW:** As of 2021, returning participants can choose to rollover their data from previous years to skip unchanged data entries.

**“We can speak with one voice about the importance of the sector and its importance in every single community of this country.”**

- Boland Survey participant



## How does it help?



### Stay Competitive with In-Depth HR Reports

Once all participants have entered their data, the CCVO team collects and analyzes the data, creating in-depth reports. Participants can upgrade their subscription to receive a completely customized report, or select from the below options as part of their subscription:

- Regional Reports (Alberta North, Alberta South, BC, Ontario, Prairies, and Atlantic)
- CEO Report
- All Regions' Salaries (national)
- HR Practices Report
- Survey Participant List
- Job Positions

For more information, please visit: [www.calgarycvo.org/bolandsurvey](http://www.calgarycvo.org/bolandsurvey)

### Access Our Expertise

We know this sector, and this survey, inside and out. Our knowledgeable people are available to answer your questions and give you the best possible solutions.

## What does it cost?

### Participants Pay Less

Organizations who participate by entering their data receive up to a 73% discount on annual subscriptions. Your annual subscription gives you access to year-round data, regional reports, and ongoing support from the CCVO team.

Subscription fees are reinvested into the survey and CCVO's research team, ensuring that user experience and data quality are always improving.

Subscription Rates per Year		
ORGANIZATION DETAILS	PARTICIPANTS	NON-PARTICIPANTS
0-5 staff	\$ 149	\$ 559
6-25 staff	\$ 249	\$ 559
26-50 staff	\$ 349	\$ 559
51-100 staff	\$ 449	\$ 1,000
100+ staff	\$ 549	\$ 1,000
for-profit organizations + individual consultants	N/A	\$ 1,000

## So, What Next?

### Register Today!

Register today for the 2023 survey at [www.calgarycvo.org/bolandsurvey](http://www.calgarycvo.org/bolandsurvey)

### Questions?

Contact the Boland Survey team at [bolandsurvey@calgarycvo.org](mailto:bolandsurvey@calgarycvo.org)

**"The Boland Survey is essential for any organization who is looking to stay competitive in the not-for-profit sector. There is no better annual comparative analysis tool."**

- Canadian Cancer Society, Calgary Office

