

Dedication

A Special Thanks to Bob Orser

This year's survey report is dedicated to Bob Orser, co-founder of Nonprofit Compensation Associates and co-creator of the original 1978 Bay Area Wage and Benefit Survey, which is how it all began.

Bob has often told the story of his colleague Barbara Schilling's stroke of inspiration about a compensation survey for Bay Area nonprofits. But it was Bob, as the co-founder and Executive Director of The Management Center, who created the environment where such an inspiration could sprout and come to fruition. He knew a good idea when he saw one, and did whatever it took to bring it to life.



Bob Orser, left, Executive Director of The Management Center, and Laurence Karsh, Board President. Photo by Malak Karsh 1987.

Bob was a pioneer and visionary in the field of nonprofit management at a time when not much attention was paid to the business of running nonprofit organizations. He co-founded The Support Centers of America back in 1973 and served as the first President and Director of the San Francisco office, which lives on today as CompassPoint Nonprofit Services. Next, he co-founded and served as Executive Director of The Management Center, home of the original survey and many other innovative projects.

I connected with Bob and The Management Center through a friend of a friend in 1983 and started working as a part-time administrative assistant. When survey season came around, I was given the task of programming the brand new IBM "personal computer" using dBase II and floppy disks. Bob and I vividly remember carrying it from the downtown Macy's, where we bought it, to our office on Post Street. Working on the survey was interesting for me and also lucky, because it turned out to be a big and very gratifying part of my professional life. I have Bob to thank for all of this.

The annual Northern California survey evolved over the years through various incarnations. In 2010, when we had the opportunity to form a new organization and take on the survey, it was natural for Bob and me to team up again. We've been thrilled to see the survey grow dramatically since then, both in the scope of the information it presents and also in the number of organizations that participate in it.

Bob has recently stepped away from his work with NCA, and we're doing our best to carry on. He hasn't completely retired though, and is offering his consulting services as the Nonprofit Doctor in the areas of executive director coaching, human resources, fundraising and long-range planning. He can be reached at bob@nonprofitdoctor.com.

So whether you're a first-time survey participant, or a veteran who remembers the old days at The Management Center, or a nonprofit manager whose organization has benefitted from Bob's work in any number of ways, you're among the legions who owe Bob a great debt of gratitude.

Thank you, Bob, for being such a steadfast champion of the nonprofit sector. We wish you many happy years in this new chapter of your life.

Rita Haronian
Nonprofit Compensation Associates, Inc.