

## Respondents 50 Years and Over

A smaller yet significant number of respondents are ages 50 and over. Because of their age they are seldom referred to as next generation leaders. However, many of them have deep knowledge and experience within the nonprofit sector and are prime candidates for future leadership positions. An evaluation of the pipeline that excludes this group risks overlooking a significant source of leadership talent.

Respondents 50 and over comprise 18% of the overall sample.

- Compared to the whole sample this group includes more men and fewer women. The 50 years and over group is 29% male and 70% female
- 81% are white, which is substantially higher than the whole sample
- One in five responded favorably to the idea of one day becoming an ED, and one in four stated they would be ready now. This hints at a sizable and experienced population that is both ready and willing to take the helm.
- Fewer than half (45%) of those who received a degree or certificate in nonprofit management or administration felt that it advanced their nonprofit career. Their younger colleagues viewed it as a more valuable career advancer.
- They echo the concerns of the group as a whole about taking on fundraising responsibilities and sacrificing work-life balance as the top two deterrents to the executive director position.
- They have a markedly lower interest in starting new nonprofits than younger respondents
- Fewer are actively seeking a position either inside or outside their current organizations. This can partly be attributed to the fact that half of all respondents who said they will not be seeking future employment are over 50 and therefore might be closer to retirement.