

2006 REPORT ON WAGES & BENEFITS

The Maine Association of Nonprofits (MANP), through its Nonprofits First Employers Coalition, initiated this study in 1997 to help nonprofit boards and managers who face the challenge of attracting and retaining qualified staff. This report is the fourth survey where MANP has collaborated with the Executive Service Corps (ESC), a nonprofit which provides affordable consulting services using volunteer consultants. This year MANP worked with ESC and the New Hampshire Center for Nonprofits to jointly design the survey form, and collected responses simultaneously in Maine and New Hampshire. For the first time, online input of the survey data was also offered. ESC consultants applied a number of statistical methods to validate the findings, and believe this sixth statewide study of wages and benefits is representative of nonprofits of all sizes, regions and missions.

The data collected in this survey reflect the actual practices of the participating organizations reporting in June and early July of 2006.

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BY PHONE: BRENDA PELUSO @ (207) 871-1885

BY E-MAIL: BPELUSO@NONPROFITMAINE.ORG

Statewide

AVERAGES

	UNDER \$250K	\$250K-\$500K	\$500K-\$1M	\$1M-\$5M	\$5M-\$10M	OVER \$10M
EXECUTIVE DIRECTOR	\$41,662	\$62,234	\$65,395	\$81,786	\$98,509	\$127,171
DEPUTY DIRECTOR	*	\$41,642	\$42,224	\$63,440	\$73,112	\$99,632
DEVELOPMENT DIRECTOR	*	\$49,462	*	\$57,658	\$48,963	\$80,891
PROGRAM DIRECTOR	*	\$39,624	\$43,160	\$51,251	\$51,834	\$68,203
OFFICE MANAGER	*	\$32,885	\$32,219	\$34,195	*	\$35,630
CASE MANAGER	*	*	\$28,267	\$32,614	\$35,131	\$31,179
PROJECT MANAGER	*	\$42,182	\$37,170	\$42,432	*	\$45,011

*UNDER 4 RESPONDENTS

Regional AVERAGES

Average Budget Size per Region	AUGUSTA AREA	BANGOR AREA	GREATER PORTLAND AREA	LEWISTON/AUBURN AREA	MID-COAST MAINE	RURAL MAINE**	YORK COUNTY
	\$2.0M	\$7.1M	\$3.9M	\$5.8M	\$2.7M	\$6.3M	\$4.0M
EXECUTIVE DIRECTOR	\$77,355	\$79,248	\$75,566	\$80,267	\$65,250	\$73,590	\$71,802
PROGRAM DIRECTOR	\$52,073	\$51,224	\$53,445	\$48,724	\$44,903	\$45,347	48,636
OFFICE MANAGER	\$39,070	30,992	\$32,822	34,905	\$33,634	\$32,015	\$29,540
CASE MANAGER	\$37,457	\$31,191	\$33,026	\$30,940	\$29,981	\$30,950	\$31,699
FINANCE DIRECTOR	\$60,862	\$62,176	\$65,940	\$56,829	\$64,342	\$65,161	70,065
DEVELOPMENT DIRECTOR	\$50,164	\$55,227	\$53,628	*	\$56,131	\$79,622	*
PROJECT MANAGER	\$48,273	\$31,121	\$40,394	\$40,672	\$41,501	\$42,062	*

* UNDER 4 RESPONDENTS

** AROOSTOOK COUNTY, DOWN EAST & WESTERN MAINE

Mission Focus AVERAGES

Average Budget Size per Region	ARTS & CULTURAL	COMMUNITY BUILDING	EDUCATION	ENVIRONMENT	FOUNDATIONS	HEALTH	HUMAN SERVICES
	\$1.3M	\$2.0M	\$750K	\$584K	\$1.2M	\$9.0M	\$6.0M
EXECUTIVE DIRECTOR	\$59,530	\$74,922	\$63,500	\$63,240	\$84,990	\$92,893	\$79,144

A NATIONAL PERSPECTIVE

National

	NATIONAL* 2005 AVERAGE	MAINE 2006 AVERAGE	NH 2006 AVERAGE	NEW ENGLAND* 2005 AVERAGE	COLORADO** 2006 AVERAGE	WASHINGTON D.C.*** 2005 MEDIAN
EXECUTIVE DIRECTOR	\$92,411	\$74,797	\$66,123	\$83,477	\$70,895	\$90,166
PROGRAM DIRECTOR	\$55,869	\$50,627	\$47,091	\$49,384	\$47,174	\$53,807
FINANCE DIRECTOR	\$66,482	\$64,210	\$61,672	\$67,265	\$62,612	\$84,120
DEVELOPMENT DIRECTOR	\$57,511	\$57,678	\$51,542	\$65,065	\$49,696	\$68,431
SOCIAL WORKER (MASTER'S LEVEL)	N/A	\$42,744	\$38,709	N/A	\$37,924	\$45,382
SOCIAL WORKER (BACHELOR'S LEVEL)	N/A	\$33,114	\$33,613	N/A	\$31,958	\$32,981

*SELECTED REGIONS EXCERPTED FROM NONPROFIT TIMES 2005 SALARY SURVEY
SEE APPENDIX A FOR DETAILS

**COLORADO ASSOCIATION OF NONPROFITS

***THE CENTER FOR NONPROFIT ADVANCEMENT