

**Report on Nonprofit Wages & Benefits**  
in Northern New England

**KEY FINDINGS**

Since the last survey of nonprofit wages and benefits was conducted in 2008, the state and the country have gone through a significant economic recession. This survey shows that the nonprofit sector did pretty well compared to the rest of the economy; however, if education and healthcare are removed from the equation, the picture is very different. Since many of these nonprofits came into the recession with fewer resources and less reserves<sup>1</sup>, the situation is tenuous at best for many smaller nonprofit employers.

- There was record participation in the survey – a 40% increase over 2008. Proportionally, participation grew among non-profits in the Mid-Coast region of Maine, as well as among those with a budget of less than \$250,000.
- For organizations with budgets under \$1,000,000, the average executive director salary went down.
- Benefit costs, as a percent of annual wages, dropped from 11% to 6%.
- All categories of nonprofits, with the exception of the very largest, cut benefits. The result of these cuts is that 25% of nonprofit employees do not have health insurance through their employers at any cost.
- When adjusted for differences in budget size, gender equality at the executive director level improved in Maine.

**WAGES**

**Selected Average Gross Annual Wages by Budget Size**

|                      | UNDER \$250K | \$250K-\$500K | \$500K-\$1M | \$1M-\$5M   | \$5M-\$10M  | OVER \$10M   |
|----------------------|--------------|---------------|-------------|-------------|-------------|--------------|
| EXECUTIVE DIRECTOR   | \$43,638.40  | \$57,408.00   | \$72,612.80 | \$91,561.60 | \$97,531.20 | \$126,172.80 |
| DEPUTY DIRECTOR      | *            | *             | \$52,395.20 | \$63,752.00 | \$79,851.20 | \$103,792.00 |
| DEVELOPMENT DIRECTOR | *            | \$42,203.20   | \$45,552.00 | \$61,297.60 | \$61,172.80 | \$68,681.60  |
| PROGRAM DIRECTOR     | \$30,638.40  | \$42,307.20   | \$48,443.20 | \$55,660.80 | \$58,198.40 | \$70,366.40  |
| OFFICE MANAGER       | *            | \$31,158.40   | \$36,712.00 | \$38,646.40 | \$40,081.60 | \$30,139.20  |
| CASE MANAGER         | *            | *             | \$36,899.20 | \$36,608.00 | \$33,716.80 | \$34,507.20  |
| PROJECT MANAGER      | *            | \$41,246.40   | \$1,704.00  | \$44,033.60 | \$51,043.20 | \$48,547.20  |

\*UNDER 4 RESPONDENTS

Salaries this year saw much better performance than in 2008. On average, salaries increased by 3% when adjusted for inflation. Most full-time positions did better than the inflation rate of 1.01%, while approximately one-third of full time positions saw a decrease in wages.

<sup>1</sup> Nonprofit Finance Fund Survey 2009

The average salary for full time Executive Directors was up 2% from the 2008 survey to \$78,270.

For the second time, we asked for the gender of the organization's CEO or Executive Director. On average, women nonprofit executive directors make 89 cents to every dollar earned by their male counterparts (up from 82 in 2008). This is better than the all industry US average of 77 cents to the dollar. More women led organizations responded than male led organizations, and did so across all budget categories except in the over \$10 million category.

## BENEFITS

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The news around nonprofit benefits is somewhat worse than that for wages. The majority of benefits offered declined since 2008, including group health insurance (-8%), group dental insurance (-8%), and group life insurance (-6%). The percentage of organizations who offer five specific benefits to their employees (not dependents) and who pay 100% of the cost of those benefits fell as well, on average by 4%.

## ABOUT THE REPORT

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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. The University of New Hampshire Survey Center and the Executive Service Corps (ESC) consultants applied a number of statistical methods to validate the findings, and believe that this eighth 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 347 participating organizations reporting in May and early June of 2010.

## ORDER THE FULL REPORT

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The full report includes more than 25 pages of details on nonprofit salaries, salary trends, benefits and benefits trends. If you were not a participant and would like to order a copy of this report, please download the order form at [www.nonprofitmaine.org/wage\\_survey.asp](http://www.nonprofitmaine.org/wage_survey.asp).

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