

Report on Nonprofit Wages & Benefits
in Northern New England

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WAGES

Selected Average Gross Annual Wages by Budget Size

	UNDER \$250K	\$250K-\$500K	\$500K-\$1M	\$1M-\$5M	\$5M-\$10M	OVER \$10M
EXECUTIVE DIRECTOR	\$ 46,301	\$ 61,838	\$ 74,506	\$ 88,130	\$ 95,784	\$ 118,456
DEPUTY DIRECTOR	*	*	53,019	64,147	66,976	90,168
DEVELOPMENT DIRECTOR	*	47,403	48,838	60,195	64,958	71,344
PROGRAM DIRECTOR	37,440	40,602	47,882	57,450	60,112	71,386
OFFICE MANAGER	*	34,694	31,450	36,816	41,475	34,570
CASE MANAGER	*	*	*	34,549	31,720	33,821
PROJECT MANAGER	33,690	36,379	40,872	43,742	*	*

*UNDER 4 RESPONDENTS

On average, salaries in this survey decreased by 1.8% when adjusted for inflation. Eight of the 28 job categories did better than inflation, but the rest (20) saw their buying power decrease and the salary averages of three job categories were below those of two years ago.

The average salary for full time Executive Directors was up only 1.1% from the 2006 survey to \$75,650, severely lagging inflation.

For the first time, we asked for the gender of the organization's CEO or Executive Director. On average, women nonprofit Executive Directors make 82 cents to every dollar earned by their male counterparts. More women run smaller organizations, accounting for some of this difference, however; in the less than \$1 Million category, women still make 92 cents for every dollar earned by their male counterparts.

BENEFITS

The news around nonprofit benefits is slightly better than that for wages. Since our 2004 survey, we have been tracking the percent of employers that offer five specific benefits to their employees (not dependents) and who are paying 100% of the cost of those benefits. Though 71% of respondents reported increased health care costs, the % nonprofits are contributing to their employees benefits has not decreased.

ABOUT THE REPORT

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. Executive Service Corps (ESC) consultants applied a number of statistical methods to validate the findings, and believe that this seventh 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 212 participating organizations reporting in June and early July of 2008.

ORDER THE FULL REPORT

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.

