

A SNAPSHOT OF THE 2003 WAGE DATA

STATEWIDE AVERAGES

	UNDER \$250K	\$250K-\$500K	\$500K-\$1M	\$1M-\$5M	\$5M-\$10M	OVER \$10M
EXECUTIVE DIRECTOR	\$41,288	\$52,187	\$52,250	\$73,195	\$90,272	\$109,699
BUSINESS MANAGER	*	*	\$29,827	\$37,211	\$42,245	\$41,683
DEVELOPMENT DIRECTOR	*	*	*	\$47,258	\$56,618	\$57,658
PROGRAM DIRECTOR	\$30,576	\$39,042	\$35,630	\$47,050	\$56,222	\$62,858
OFFICE MANAGER	\$26,042	\$27,789	\$28,018	\$31,325	\$28,579	\$30,493
CASE MANAGER	\$29,661	\$27,082	\$30,659	\$27,830	\$27,934	\$29,557
PROJECT MANAGER	\$30,160	\$29,474	\$29,557	\$41,662	\$38,022	\$45,157
VOLUNTEER COORDINATOR	*	\$27,768	*	\$23,774	*	\$30,992

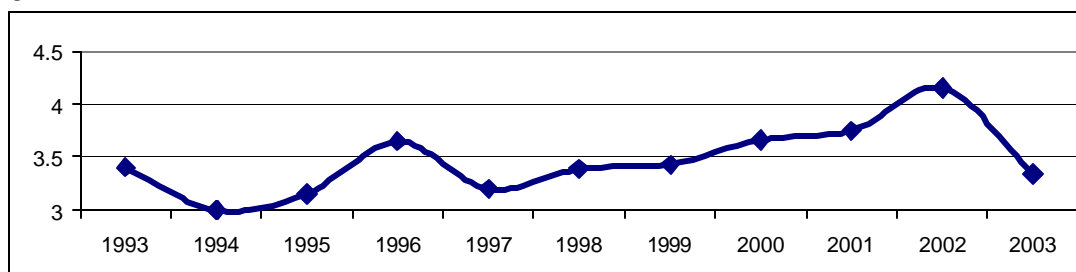
*UNDER 4 RESPONDENTS

NATIONAL AVERAGES

	MAINE	NATIONAL*	NEW ENGLAND*	WESTERN USA*	SOUTHERN USA	MID-ATLANTIC STATES	SOUTH-WEST USA
EXECUTIVE DIRECTOR	\$63,482	\$90,903	\$94,998	\$86,898	\$85,417	\$98,499	\$81,118
PROGRAM DIRECTOR	\$47,237	\$53,782	\$57,505	\$52,508	\$48,516	\$54,937	\$40,841
FINANCE DIRECTOR	\$54,434	\$61,518	\$64,930	\$64,932	\$56,669	\$64,240	\$42,400
DEVELOPMENT DIRECTOR	\$47,674	\$57,312	\$64,086	\$55,744	\$47,359	\$61,780	\$56,033

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

A TIME-LINE Average Raises



I'm not in it for the money!

When we last collected data on the sector, it was the fall of 1999. The United States and Maine were experiencing very low unemployment rates, the economy was booming, and the technology bubble hadn't yet burst. State and Federal budgets were not in the crisis that they are in today, and individual and corporate donors were enjoying unprecedented growth in the stock market.

Three years have passed and the picture is quite different. We collected data in the fall and asked for projected salary and benefit levels for the 2003 calendar year. As is expected, many nonprofits are experiencing the tightening of all funding sources whether they are governmental contracts or individual donations, and the data is beginning to reflect the tentativeness of people's attitudes toward the economy.

This 2003 survey covers 186 nonprofit agency responses from every region of Maine. The smallest respondent had an agency budget of \$6,000 and the largest was well into the tens of millions. The average agency budget size is \$3,428,828. The median budget size is \$667,500. The total agency budgets included in the survey amounted to \$638 million.

3,739 full time and 659 part time employees are covered in this data.

This group of 186 nonprofit agencies reported gross annual wages totaling \$357,378,709 –representing just 10% of the approximately 1,800 reporting nonprofit agencies in Maine. Combine this information with our latest data from the 2000 Economic Impact Study and it is not unreasonable to deduce that Maine's nonprofits produce \$3.5 billion in payroll income annually.

In Maine, the average full time salary of all 27 job categories is \$16.78 an hour compared to the 1999 full time hourly salary of \$15.66, an increase of 7.2% over that period of time. This year we added some statistics from a national survey conducted by the Nonprofit Times. Comparing Executive Directors in Maine to the Nation, Maine EDs are paid about 70 cents for every dollar earned elsewhere. Maine's participating organizations are significantly smaller than the average respondent to the Nonprofit Times' report; so don't be too discouraged by the lack of parity! Remember it is quality of life that we get by living in Maine – not necessarily a large paycheck!

As expected, the average planned increase in 2003 is down from the prior 3 years. In the national and regional surveys the reported trend is the same. Here are some highlights from our survey:

- Environmental organizations showed the highest volatility in this category. This group reported giving average raises of 7.24% in 2000 and those rates declined steadily until a reported 2.73% increase for 2003.
- Smaller organizations reported larger increases overall with 2001 & 2002 being peak years and trailing off for 2003.
- The smallest reported increase by region for 2003 will be felt in Down East Maine at 2.65%

As nonprofits continue to feel the pressures of a declining economy and ever increasing health care costs, what is happening to the benefits picture in Maine? Here are a few answers:

- The percentage of organizations providing Health, Dental, Long-Term Disability and Dependent Life Insurance coverage has not decreased.
- The percentage of organizations providing Life Insurance, Supplemental Life Insurance, and Short-term Disability to their employees is down this year.
- Types of insurance that are more often paid for by the employee are up this year.

Copies of the full report are available through the Maine Association of Nonprofits. An order form may be downloaded from the webpage, www.nonprofitmaine.org, or call the number below.