

STATEWIDE
AVERAGES

	UNDER \$250K	\$250K-\$500K	\$500K-\$1M	\$1M-\$5M	\$5M-\$10M	OVER \$10M
EXECUTIVE DIRECTOR	\$47,153	\$51,168	\$58,718	\$79,331	\$93,829	\$128,336
BUSINESS MANAGER	*	*	\$29,848	\$39,333	*	\$52,312
DEVELOPMENT DIRECTOR	*	\$41,912	*	\$52,978	\$54,642	\$62,172
PROGRAM DIRECTOR	\$30,846	\$34,278	\$42,453	\$50,003	\$58,510	\$69,659
OFFICE MANAGER	\$27,976	\$29,973	\$26,437	\$29,890	*	\$29,182
CASE MANAGER	*	\$27,336	\$28,746	\$29,099	\$30,576	\$30,222
PROJECT MANAGER	\$39,083	\$35,277	\$36,088	\$40,601	*	\$52,978
VOLUNTEER COORDINATOR	*	*	*	\$31,117	*	\$43,326

*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
	\$7.6 M	\$5.1 M	\$4.6 M	\$4.1 M	\$1.7 M	\$3.4 M	\$8.3 M
EXECUTIVE DIRECTOR	\$79,768	\$79,165	\$74,734	\$69,534	\$54,683	\$60,132	\$50,249
PROGRAM DIRECTOR	\$51,418	\$50,149	\$51,022	\$51,646	\$39,437	\$44,907	*
OFFICE MANAGER	\$28,829	*	\$29,578	*	\$26,790	\$28,142	*
CASE MANAGER	\$31,013	\$29,389	\$30,222	\$25,834	\$32,198	\$29,432	*
BUSINESS MANAGER	*	\$41,246	\$47,320	\$38,958	*	\$42,765	*
FINANCE DIRECTOR	\$63,856	\$70,034	\$69,659	\$61,360	\$56,472	\$58,947	*
DEVELOPMENT DIRECTOR	\$62,774	\$51,875	\$54,288	*	\$41,558	\$48,797	*
PROJECT MANAGER	\$44,574	\$39,645	\$38,667	\$38,923	\$32,074	\$38,605	*

* UNDER 4 RESPONDENTS

** AROOSTOOK COUNTY, DOWN EAST & WESTERN MAINE

This survey covers 211 nonprofit agency responses from every region of Maine. The smallest respondent has an agency budget of \$5,000 and the largest is over \$200 million. The average agency budget size is \$4,557,815, up 25% from last year. The median budget size is \$537,500, down 20% from last year. The total respondents' budgets add to almost \$960 million.

3,688 full time and 729 part time employees are covered in this data. There are 180 full time and 11 part time Executive Directors. Twenty reported no Executive Director. Case Managers and Counselors make up almost 1000 of the full time jobs surveyed. Bachelors and Masters degreed social workers encompass some 400 positions. Certified teachers comprise some 237 full time jobs. The finance area (accountant, bookkeeper, business manager and finance director) has over 200 full time jobs surveyed.

This group of 211 nonprofit agencies reported gross annual wages totaling \$432 million. These respondents represent about 12% of the approximately 1,800 reporting nonprofit agencies in Maine and pay approximately 25% of the almost \$2 billion in annual Maine nonprofit wages.

A NATIONAL PERSPECTIVE

NATIONAL
AVERAGES

	NATIONAL* AVERAGE	MAINE AVERAGE	VERMONT*** AVERAGE	NEW ENGLAND* AVERAGE	COLORADO** AVERAGE	SOUTH- WEST* AVERAGE
EXECUTIVE DIRECTOR	\$83,983	\$68,827	\$49,820	\$78,175	\$63,275	\$77,557
PROGRAM DIRECTOR	\$62,420	\$48,797	N/A	\$49,564	\$48,189	\$56,944
FINANCE DIRECTOR	\$61,518	\$63,086	\$45,580	\$61,568	\$59,900	\$79,310
DEVELOPMENT DIRECTOR	\$55,569	\$53,248	\$43,460	\$54,752	\$50,687	\$59,875
CASE MANAGER	N/A	\$29,307	N/A	N/A	\$30,202	N/A
SOCIAL WORKER (MASTER'S LEVEL)	N/A	\$41,954	N/A	N/A	\$44,385	N/A
SOCIAL WORKER (BACHELOR'S LEVEL)	N/A	\$32,614	N/A	N/A	\$31,687	N/A
PROJECT MANAGER	N/A	\$39,749	\$37,100	N/A	\$38,746	N/A

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

**COLORADO ASSOCIATION OF NONPROFITS
2002 SURVEY W/ 6% INFLATION ADJUSTMENT

***VERMONT ALLIANCE OF NONPROFIT ORGANIZATIONS
2002 SURVEY W/ 6% INFLATION ADJUSTMENT

Maine executive directors are paid about 82 cents for every dollar reported in the national survey, unadjusted for budget size. This is up from 70 cents on the dollar in the 2003 Report, but are we comparing apples to apples in the above information? Job categories may have been defined slightly differently in the national survey, but the main difference between the national report and the Maine report is agency budget size. The national survey contains an over \$50 million category. Only two respondents in our survey had budgets over \$50 million.

OTHER KEY FINDINGS**WAGES**

For each edition of this survey, ESCNE calculates the average full time hourly wage of all 27 job categories as a general benchmark. This average has risen to \$18.41 from \$16.78, an increase of 9.7% over the year and a half since the 2003 data was collected. Reported wage increases during this same period outpaced inflation, but were not high enough to fully explain this 9.7% increase.

This year's data confirms another observation we noted in the 1999 & 2003 data. In general, if you are in management, you are paid more than your peers if your organization is larger. However, if you provide direct services or are not in a management position, you make more money if you work for a smaller organization.

BENEFITS

The number of nonprofits providing benefits to their part-time employees has remained consistent with 2003 data at 53.5%.

Costs for all insurance related benefits are being shifted to employees. The percentage of nonprofits paying 100% of employees' health coverage is down from 54.5% in 2003 to 46.9% in 2004. All other benefits show a similar decrease.