



2006 Report on Wages & Benefits in Northern New England

Executive Summary on www.nonprofit-consultants.org

The report was prepared as a collaborative effort of Maine Association of Nonprofits (MANP), New Hampshire Center for Nonprofits and the Executive Service Corps (NHCN). It was built on earlier work that Executive Service Corps had done with both state associations. The Vermont Alliance of Nonprofit Organizations had intended to participate, but dropped out due to financial difficulties unrelated to this project.

The survey was done primarily online. It was made available on the Executive Service Corps web site, and by links from the MANP and NHCN web sites from May through early July of 2006. A total of 224 Maine and 142 New Hampshire Nonprofits participated in the survey. The participants represented virtually every size, region and mission. By region and mission they roughly paralleled the sector.

By budget size, which is a critical factor in determining top management salaries, many of the participants were larger nonprofits. The average budget size was \$4,152,000 in Maine and \$2,236,000 in New Hampshire. This is below the average size reported in most national surveys, but above that of the typical Northern New England Nonprofit which has an average budget size of less than \$500,000.

The report contained salary data on 28 common jobs including the following management positions: Executive Director, Deputy Director, Program Director, Finance Director, Development Director, Human Resource Director, and PR Director. The wage and benefit data was broken down by budget size from the smallest nonprofits to those with budgets above \$10,000,000.

The average Executive Director in Maine was paid \$74,797, while in New Hampshire the average was \$66,123. An overall salary index of 27 jobs rose at 2.0% annual rate in Maine and actually dropped by 3.8% in New Hampshire. We attribute this decline to a larger response from Human Service Agencies. Reported raises were in the 3.0% range. By either measure it was apparent that wages were not keeping up with inflation. Raises for 2007 were forecast to be 3.3%.

Benefits as a percentage of salary averaged 17%, but there was a very wide range of responses. Over 2/3's of the respondents reported higher health benefit costs. The average employer pension contribution was 5%.

When adjusted for differences in agency size, the wages and benefits in New Hampshire and Maine were statistically the same.

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