



2008 Report on Wages and Benefits in Northern New England – New Hampshire Edition

Executive Summary

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This report was prepared as a collaborative effort of Maine Association of Nonprofits (MANP), New Hampshire Center for Nonprofits (NHCN) and the Executive Service Corps (ESC). This is the second report that the three organizations have prepared jointly, and the latest in a series of collaborations that began in 1999.

The survey was made available online on the ESC web site in May, June, and July of 2008. A total of 153 New Hampshire nonprofits with 7,352 employees participated. The survey was designed to provide salary and benefit guidance to nonprofit leaders and their board members.

By budget size, which is a critical factor in setting top management salaries, many of the participants were larger nonprofits. The average budget size was \$2,790,000 or much larger than the typical Northern New England Nonprofit which has a 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.

According to the survey, an index of nonprofit jobs increased from \$18.55 an hour in 2006 to \$20.04 in 2008, an increase of 8% or slightly more than inflation. The average salary for Executive Directors in the survey was \$76,170, a healthy increase of 15%. This was in part due to an increase in average budget size of the participants but also represents significant progress.

Eighty four percent of participating nonprofits offer Health Insurance Benefits. At the time of the survey, 74% reported an increase in Health Insurance Premiums with their last renewal. Forty Four percent responded by increasing the employer contributions, while 32% asked their employees to pay more.

Smaller organizations with budgets of less than \$1,000,000 were most likely to be headed by women while the number of men and women running larger nonprofit was

roughly equal. This led to an overall wage disparity, with women Executive Directors making \$.86 for every \$1 made by their male counterparts.

At the time of the survey only 8% of survey participants anticipated layoffs as a result of economic conditions.

The report found that salaries were statistically the same in Maine and all of the counties in New Hampshire. This does not mean that salaries were entirely uniform, but suggests any differences were small.

To order a copy of the New Hampshire Edition of the survey go to:

<http://www.nhnonprofits.org/wageandbenefitssurvey.cfm>

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