

# Report on Nonprofit Wages + Benefits Maine Snapshot 2024



Nonprofits advance innovative solutions to address challenges, connect people to opportunities, and strengthen our social fabric through broader civic engagement. Working hand in hand with government and business, nonprofits make Maine a better place to live, work and visit.

**People power nonprofit missions.** Every two years, Maine Association of Nonprofits conducts this compensation study to provide reliable data on local wages and benefits practices. This report matters to:



This report of data collected from April to June 2024 is not intended to suggest what wages and benefits *should* be at nonprofits, but is one important resource nonprofit leaders and their partners can use to inform essential and ongoing conversations about how we value our nonprofit workforce.

## Key Findings: Workforce Trends

- ▶ Fewer organizations are facing challenges filling open positions: about 15% of responding Maine organizations report they have a vacancy rate of at least 10% compared to about a quarter of organizations in 2022. Shortages are affecting direct services positions at the highest rates.
- ▶ While salary competition remains the top challenge in hiring affecting almost 60% of participating organizations, 26% named lack of affordable housing as a barrier to hiring and retention.
- ▶ A growing number of organizations are implementing equity practices in their hiring processes, such as salary/wage transparency and using cost of living research.
- ▶ More organizations have seen employees return to the office, at least part-time, but organizations are not projecting these numbers to increase further next year.

## Key Findings: Wages

This year, the median budget size of responding organizations increased over the last survey (in 2022) by about 26%. Other wage trends should be considered within this context.

- ▶ The Maine Benchmark Hourly Wage (the average full-time hourly wage for the job categories that have been included in the survey since it began), rose from \$27.57 in 2022 to \$32.96, an increase of 13%.
- ▶ All but one of the full-time job categories included in both the 2022 and 2024 surveys saw an increase in average wage, and all but two increased more than the Consumer Price Index change from 2022-2024.
- ▶ The vast majority of positions (83%) in the 2024 data sample included at least some reported wages that were below the MIT Living Wage Calculator’s estimate of a living wage for a single, childless adult in Maine. Seven categories (Receptionist, Part-Time Volunteer Coordinator, Child Day Care Teacher, Direct Care Worker, Cook, Driver, and Janitor/Custodian) had average wages below this threshold.
- ▶ This year’s survey reflects a continued, though smaller, disparity in average pay between female and male executive directors of nonprofits in our region. In Maine, female nonprofit executive directors make, on average, 93 cents to every dollar earned by their male counterparts.

### Gross Average Maine Annual Wages by Budget Size for Select Positions

	Under \$250K	\$250K-\$500K	\$500K-\$1M	\$1M-\$5M	\$5M-\$10M	Over \$10M
<b>Executive Director</b>	\$72,800	\$77,230	\$90,563	\$122,138	\$172,536	\$210,829
<b>Development Director</b>	*	*	\$66,310	\$79,082	\$96,928	\$112,778
<b>Program/Division Director</b>	*	\$61,485	\$64,750	\$78,083	\$84,531	\$96,034
<b>Program/Project Manager</b>	\$48,963	\$50,502	\$55,162	\$63,419	\$74,589	\$67,142
<b>Administrative Coordinator</b>	*	*	\$46,571	\$51,272	\$47,507	\$48,214

\*Fewer than four responses.

## Key Findings: Benefits

- ▶ The cost of employee benefits as a percentage of an organization’s total wages averaged about 20%.
- ▶ The majority (82%) of organizations that offer health insurance reported an increase in health care benefits costs during their last renewal period.
- ▶ Both employers and employees are bearing the weight of these increasing premiums, on top of which employees are seeing higher deductibles and rising co-pays.
- ▶ This year’s data set shows a small uptick in the percentage of organizations covering 100% of premium costs for key insurance (health, short- and long-term disability, and life).
- ▶ Fewer organizations are leaving it up to employees to fund their own retirement. This year, 67% of organizations are contributing to employee retirement savings, compared to less than half (49%) in 2018.

# Key Findings: Regional Comparison

The 2024 survey was conducted in partnership with New Hampshire Council of Nonprofits and Common Good Vermont. The following chart offers a snapshot of some key data points.

		Maine	New Hampshire	Vermont
Survey Population	Per Capita Personal Income Rank Among States (2023)	31	10	22
	# Organizations Included in 2024 Survey	352	240	196
	Average Budget Size of Responding Nonprofits	\$3,791,614	\$3,122,892	\$3,881,099
	% of Female Executive Directors	64.1%	64.7%	64.3%
	% of Non-white Executive Directors	11.5%	8.0%	10.9%
Wages	# of Employees for Whom Wages Were Reported	6,786	4,361	4,001
	Average Full-time Executive Director Wage	\$119,129	\$109,372	\$107,755
	Benchmark Hourly Wage	\$31.17	\$31.46	\$31.63
	Female Executive Director Wages as a % of Male Wages	92.9%	91.8%	91.3%
Benefits	Benefits as a Percentage of Wages	19.6%	18.9%	19.6%
	% of Nonprofits Offering a Group Health Plan	76.2%	69.3%	74.1%
	Employers Paying 100% of Employee Health Coverage	45.8%	31.3%	29.4%

## Order the Full Report

The full report includes more than 30 pages of details on nonprofit wages and benefits in Maine and across northern New England, including:

Employment + Hiring Trends	Wages	Benefits
<ul style="list-style-type: none"> <li>• Staffing Levels and Vacancies</li> <li>• Recruitment Practices</li> <li>• Staff Diversity</li> <li>• Remote Work</li> </ul>	<ul style="list-style-type: none"> <li>• Trends</li> <li>• Wage Details by Budget Size</li> <li>• Northern New England Comparisons</li> <li>• Executive Director Salaries by Gender, Race, Mission, Region, Education, and Experience</li> </ul>	<ul style="list-style-type: none"> <li>• Popularity of Various Benefits</li> <li>• Insurance Trends and Payment Arrangements</li> <li>• Retirement Trends and Contribution Arrangements</li> <li>• Paid Time Off</li> <li>• Benefits and Remote Work</li> </ul>

To order the report, visit [www.NonprofitMaine.org/Compensation](http://www.NonprofitMaine.org/Compensation). Survey participants should have received an email with a code to claim their discount, or can contact MANP at [MANP@NonprofitMaine.org](mailto:MANP@NonprofitMaine.org).

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