



2020 Report on Nonprofit Wages + Benefits Maine Snapshot

People power missions. Attracting and retaining staff and volunteer talent to the vital work of nonprofits benefits the common good. As employers of 1 in 6 Maine workers, nonprofits are important partners in achieving our state's workforce development goals. Understanding trends in nonprofit staffing and compensation will inform more effective workforce strategies for all of Maine.

At the organizational level, compensation strategy is integral to sustaining nonprofits' missions and teams. Increasingly, nonprofit leaders are recognizing the opportunity—and responsibility—to align conversations around compensation with their organizational values, including commitments to advancing equity and inclusion within their organizations and communities.

Every two years, Maine Association of Nonprofits (MANP) conducts this compensation study to provide reliable, objective wages and benefits data that Maine nonprofit leaders can use to catalyze conversations, shape compensation strategies, and comply with IRS regulations.

The 2020 survey was conducted under very different circumstances than any prior year.

At the beginning of 2020, economic indicators were strong, and the labor market was competitive, with some regions and industries identifying workforce shortages. Then, in mid-March 2020, the spread of the COVID-19 virus was officially declared a pandemic and stay-at-home orders went into effect. Like all businesses, nonprofit organizations across the state scrambled to adapt and respond.

The 2020 survey of nonprofit wages and benefits was conducted between July and September 2020 as restrictions were loosening, but concerns remained high. **The level to which reported data reflect the impacts of the pandemic may vary considerably.** Many questions asked organizations to provide data based on budgeted revenue and expenses; some respondents submitted figures from a revised budget that reflected anticipated adjustments, while others reported information from budgets crafted prior to the pandemic. Other questions asked for information about the last completed fiscal year, which may have been as far back as December 2019 or as recent as August 2020.

While much remains uncertain, and the survey results and comparisons to prior years must be considered with caution, one theme remains clear. **Nonprofits—and their funders, donors and partners—must prioritize sustaining their most important resource: human capital.**

Key Findings: COVID-19 Pandemic

- ▶ Almost one-quarter (23%) of responding organizations had furloughed or laid off workers. Organizations in health and human services and the arts experienced furloughs and layoffs at rates closer to one-third.
- ▶ Thirty-three percent (33%) of responding organizations dipped into financial reserves to pay staff. For arts organizations, this number rose to 53%.

- ▶ Almost 8 in 10 participating organizations (78%) had received a Paycheck Protection Program loan, part of the March 2020 CARES Act. In the absence of further relief, these organizations may experience impacts on staffing that aren't yet reflected in this report.
- ▶ Forty-one percent (41%) of organizations reported they anticipate hiring new staff in the next 12 months; this may in part reflect the need to ramp up to meet new demands from struggling communities.

Key Findings: Wages

- ▶ The Benchmark Hourly Wage—the average for the 27 job categories that have been included in the survey since the beginning—advanced by \$1.76, or 7.3%, over two years. Inflation over this same time period was 3.8%.
- ▶ All but one job category saw a higher average wage than in the 2018 survey. Average wages for 81% of job categories increased more than inflation.
- ▶ A dozen job categories (more than one-third), however, included reported wages that were below a living wage for a single, childless adult as estimated by the [MIT Living Wage Calculator](#).
- ▶ On average, Maine's female executive directors were paid 83 cents to every dollar earned by their male counterparts when not segmented by budget size.

Selected Gross Average Annual Wages by Budget Size

	Under \$250K	\$250K- \$500K	\$500K- \$1M	\$1M- \$5M	\$5M- \$10M	Over \$10M
Executive Director	\$58,219	\$69,805	\$83,262	\$105,123	\$158,163	\$179,525
Deputy Director	*	\$48,922	\$63,918	\$80,101	\$109,366	\$131,352
Development Director	*	\$55,515	\$66,602	\$68,203	\$80,059	\$104,645
Program/Division Director	*	\$46,842	\$55,245	\$68,224	\$78,853	\$85,322
Program/Project Manager	*	\$43,930	\$46,758	\$54,954	\$61,464	\$71,427
Case Manager	*	*	*	\$40,456	\$41,558	\$40,144
Admin/Program Coordinator	*	\$38,958	\$38,314	\$40,872	\$36,608	\$37,294

*Fewer than four responses.

Key Findings: Benefits

- ▶ The percentage of organizations offering health, dental, life, disability, and long-term care insurances all nudged down. There were significant drops in the prevalence of family and parental leave, life insurance, tuition reimbursement, and short-term disability insurance.
- ▶ At the same time, benefits as a percentage of wages jumped to 19.9% (compared to 16.7% in 2018) suggesting rising costs of benefits rather than more robust benefits packages.
- ▶ Three quarters (75%) of organizations that offer group health insurance reported they experienced an increase in their costs during their last renewal period. Employees are feeling the weight of these rising rates in higher premiums, co-pays, and deductibles.
- ▶ Employer-sponsored health insurance programs remain less common than prior to the 2008 recession. The percentage of Maine organizations offering group health insurance dropped

to 74% (from 78% in 2018 and 84% in 2006). Of those offering coverage, more than 8 in 10 (83%) pay at least 51% of employee premiums (down from 88% in 2018).

- ▶ Sixty-three percent (63%) of Maine nonprofits offer a retirement benefit, though only 44% of employers make a retirement contribution. This is an improvement, however, on 2018, when more than half (51%) of organizations left their employees to fund their retirement.

Key Findings: Regional Comparison Snapshot

The 2020 survey was conducted in partnership with New Hampshire Council of Nonprofits and Common Good Vermont. The New Hampshire and Vermont reports can be another useful data source when doing compensation planning in Maine. MANP members receive discounted access.

		Maine	New Hampshire	Vermont
Survey Population	Per Capita Income Rank Among States (2020)	36	10	24
	Unemployment Rate (September 2020)	6.1%	6.0%	4.2%
	# Respondents to 2020 Wages + Benefits Survey	339	229	111
	# of Year-Round Full-Time Employees Represented	10,280	5,518	1,445
	Average Budget Size of Responding Nonprofit	\$3,700,498	\$3,727,814	\$1,961,125
	Average Board Size	13	12	11
	% of Female Executive Directors	64.5%	64.9%	62.7%
	% of BIPOC Executive Directors	4.1%	4.5%	1%
Wages	Average # Years Current Executive Director in Job	7.1	8.8	8.4
	# of Employees for Whom Wages Were Reported	7,066	4,255	952
	Average Full-time Executive Director Wage	\$94,304	\$91,642	\$97,375
	Benchmark Hourly Wage	\$26.00	\$26.31	\$26.20
Benefits	Female Executive Director Wages as a % of Male Wages	83.4%	97.8%	75.3%
	Benefits as a Percentage of Wages	19.9%	19.8%	19.9%
	% of Nonprofits Offering a Health Plan	73.5%	73.6%	69.8%
	Employers Paying 100% of Employee Health Coverage	39.8%	27.5%	25.7%
Pandemic	% of Nonprofits with Health Insurance Rate Increase	74.6%	67.3%	89.2%
	% of organizations experiencing furloughs/layoffs	22.8%	26.7%	15.9%
	# of Furloughs/Layoffs	1,959	1,062	533
	% Using Reserve Funds to Pay Staff	32.1%	37.1%	29.9%
	% that Received PPP Loan	78.4%	74.3%	76.6%
	% that Anticipate New Hiring in Next 12 Months	40.9%	39.0%	36.2%

Order the Full Report

The full report includes more than 40 pages of details on nonprofit wages and benefits, including analysis by budget size, region and mission. To order the report, visit 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.

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