

Executive Summary & Key Findings

EXECUTIVE SUMMARY

We are pleased to present this report on Nonprofit Wages and Benefits in New Hampshire. This report is intended to be informational and to be a resource for a conversation on nonprofit human resource management, recruitment, retention, and satisfaction. This report represents the salary and benefit practices of 174 nonprofit organizations, employing 4,519 full-time and 2,908 part-time positions, and paying aggregate wages of more than \$271 million.

KEY FINDINGS

WAGES

- The average benchmarked wage across 27 jobs is \$28.62 per hour. This represents an 8.8% increase from 2020 (~4.4% per year).
- The average Executive Director's salary is \$102,000 which represents a 2.4% increase from 2020. For context, the Consumer Price Index for this period increased by 5.4% (2021) and 8.2% (2022)¹.
- Executive Directors in responding organizations have been in their current position 9 years on average, and 59% hold at least a Master's Degree. 69% of Executive Directors had not held the position of Executive Director prior to their current position.
- Overall, 66% of Executive Directors are female. On average, female nonprofit executive directors make 92¢ to every \$1 earned by their male counterparts. This is better than the all-industry US average of 83¢ and NH Average of 82¢².

STAFFING

- More than half (54.6%) of organizations expect to increase staffing in the next 12 months.
- 50% of organizations reported that they had no vacant positions. 47% reported having 1-25 positions open and 3% reported having more than 25 positions unfilled.
- Key factors affecting organization's ability to attract and retain staff were reported to be wages/compensation (63% of organizations) and competitive benefits packages (31%)

¹ www.bls.gov/charts/consumer-price-index/consumer-price-index-by-category-line-chart.htm

² <https://www.aauw.org/resources/article/gender-pay-gap-by-state/>

HIRING PRACTICES

- The top practice being used by organization to combat bias in hiring is using an equity statement/hiring policy (66%). Other practices included standardized candidate evaluations/interview formats (53%) and salary/wage transparency in job ads (52%)
- Policies and practices that organizations are looking to implement in the next 12 months to support hiring include offering remote work options (29%) and enriching benefits packages (27%). More than 40% of organizations indicated that they would not be implementing new practices or policies.

REMOTE WORK

- Remote and hybrid work structures have increased since the pandemic.
- 4% more employees are working fully remote than prior to the pandemic and 23% more employees take a hybrid approach to their workdays.
- Organizations do not anticipate that these numbers will change in the next year.

BENEFITS

- Benefits as a percentage of wages decreased 1% points to 19%. This was after a 3% increase in the previous report.
- Group health insurance remains the most frequently offered benefit, with 78% of organizations offering a group health plan (4% increase). However, only 14% of small nonprofits (budgets under \$500,000) are able to offer group health insurance (versus 93% with budgets over \$500,000).
- 27.6% of employers offer a group plan paying full premium costs This is an increase of 38% over 2020.