

Executive Summary

2020 NONPROFIT WAGES AND BENEFITS IN NEW HAMPSHIRE

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 229 nonprofit organizations, employing 5,897 full-time and 5,331 part-time positions, and paying aggregate wages of more than \$351 million.

The survey upon which this report is based was administered 4-5 months after COVID-19 started impacting New Hampshire. The nonprofit sector was facing unprecedented challenges and projected budgets were being written with little to no certainty about what the future would bring.

The unemployment rate in New Hampshire jumped from 2.4% in March to 17.1% in April. It has been decreasing since then and was at 5.8% in September. Prior to the pandemic, the last time the unemployment rate was above this level was 2010 when the country was recovering from the Great Recession.

KEY FINDINGS

The average benchmarked wage across **27** jobs is **\$26.31** per hour. This represents a **2.5%** increase from 2018 (~1.25% per year).

65.5% of Executive Directors are female, with a higher concentration of females in the smaller budget categories.

Executive Directors in responding organizations have been in their current position 9 years on average, and 60% hold at least a Master's Degree. 70% of Executive Directors had not held the position of Executive Director prior to their current position.

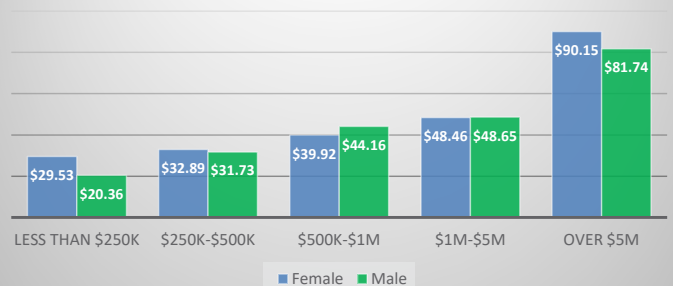
The average Executive Director's salary is \$99,590 which represents a 1.7% increase from 2018. This chart shows a breakdown by budget.

Average Wage of Executive Directors by Budget Size



On average, female nonprofit executive directors make 98¢ to every \$1 earned by their male counterparts.

Average Wage of Executive Directors by Gender by Budget Size

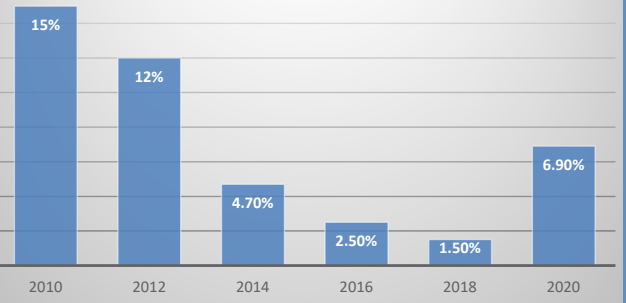


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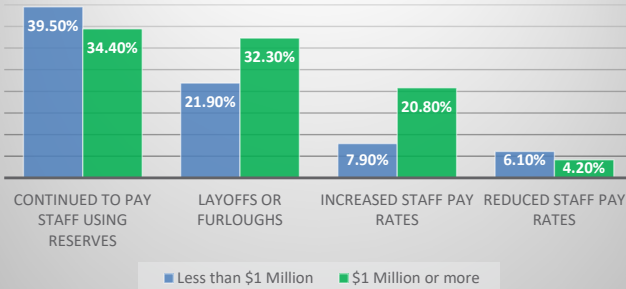
The percentage of organizations expecting to experience a staffing decrease in the next 12 months is 6.9% (up 5.4%). This is the highest anticipated decrease in 8 years.

58% of responding organizations anticipate staffing levels will remain stable (down 6%) and 24% anticipate increased staffing levels (down 9%).

Anticipated Staffing Decrease by Year

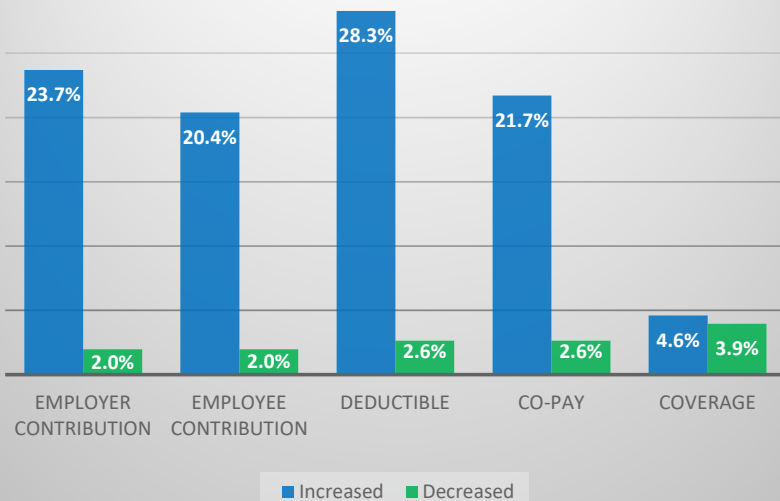


COVID-19 Staffing Actions Taken



- 26.7% of organizations reported they instituted layoffs or furloughs
- 18.6% delayed hiring for open administrative positions
- 45.9% continued to pay staff using reserves.
- 74.3% of organizations received Paycheck Protection Program loans

Response to Changes in Health Insurance



Benefits as a percentage of wages increased three percentage points to 20%.

Group health insurance remains the most frequently offered benefit, with 74% of organizations offering a group health plan (no change from 2020). However, only 39% of small nonprofits (budgets under \$500,000) are able to offer group health insurance (versus 93% with budgets over \$500,000).

Increasing health premium costs continue to be shifted to employees, with only 20% of employers that offer a group plan paying full premium