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 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%).

- 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

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.