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Contact: Kathleen Reardon, NH Center for Nonprofits, (603) 225-1947

2016 Nonprofit Wage and Benefit Report Released

CONCORD: The NH Center for Nonprofits, in collaboration with the Maine Association of Nonprofits, Common Good Vermont and the UNH Survey Center, recently released the **2016 Report on Nonprofit Wages & Benefits in Northern New England – NH Edition**. This biennial report on nonprofit compensation summarizes the salary and benefit practices of 201 nonprofit organizations from across the state.

New Hampshire nonprofits participating in the survey employ 6,323 full-time and 5,236 part-time positions, paying aggregate wages of \$290 million with average revenue of \$3.4 million. The data showed that nonprofits are investing in their leadership, as those surveyed reported the median salary for full-time Executive Directors increased to \$88,650 – an increase of 4.4% over two years.

“In this tight labor market, nonprofit organizations – like their counterparts in the private sector – are under pressure to attract and retain qualified staff,” said Kathleen Reardon, Chief Executive Officer for the Center. “This report provides valuable information for nonprofit board and executive leaders to evaluate compensation practices that are both competitive and appropriate.”

Organizations surveyed reported a median salary increase for 2015 at 4.04%. The benchmark hourly wage increased 3.5 % from \$23.21 in 2014 to \$24.03 in 2016. Most organizations give reviews and raises on an annual basis and generally use a combination of merit and cost of living to base the amount of the increase. The average anticipated raise for 2016 was 3.9%.

Benefits as a percentage of wages increased one percentage point to 15%. Group health insurance remains the most frequently offered benefit, with 77% of organizations offering a group health plan. However, only 49% of small nonprofits (budgets under \$500,000) are able to offer group health insurance. Increasing health premium costs continue to be shifted to employees, with only 23% of employers paying full premium costs, a 1% drop from 2012.

To purchase a copy of the report, visit www.nhnonprofits.org/wages . The full report includes details of wages and benefits practices, broken down by organization budget size, geography and mission type. Members of the Center who participated in the survey will receive their free copy in the mail.

The NH Center for Nonprofits is a statewide nonprofit association dedicated to advancing the impact and visibility of the nonprofit sector and supporting the growth of nonprofits to reach their mission. Its services included leadership development programs, organizational consultation and assessment, online resource sharing and advocacy.

Visit www.nhnonprofits.org to find out more about the Center.

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