

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 a resource for conversations on nonprofit human resource management, recruitment, retention, and satisfaction. This report represents the salary and benefit practices of 233 nonprofit organizations, employing 5,759 full-time and 3,674 part-time positions, and paying aggregate wages of more than \$374 million.

KEY FINDINGS

WAGES

- The average benchmarked wage across 27 jobs is \$31.46 per hour. This represents a 10% increase from 2022 (~5% per year).
- The average Executive Director's salary is \$109,372, which represents a 7.2% increase from 2022. In comparison, the Consumer Price Index for this period increased by 3.2% (2023) and 2.9% (2024)¹.
- Executive Directors in responding organizations have been in their current position 11.3 years on average, and 65% 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, 65% of Executive Directors are female. On average, female nonprofit Executive Directors make 92¢ to every \$1 earned by their male counterparts. This has not changed since the previous survey.

STAFFING

- More than half (54%) of reporting organizations indicate that they expect no changes in staffing levels in the next 12 months. This is up 17% from 2022.
- 59% of organizations reported that they had no vacant positions. 38% reported having 1-25 positions open and 3% reported having more than 26 positions unfilled. Of those unfilled positions, 69% of organizations reported that the positions were in direct service roles.
- Key factors affecting the ability of organizations to attract and retain staff were reported to be wages/compensation (66% of organizations) and competitive benefits packages (35%).

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

HIRING PRACTICES

- Using an equity statement/hiring policy (73%) was the top practice being used by organizations to combat bias in hiring. Other practices included standardized candidate evaluations/interview formats (51%) and salary/wage transparency in job ads (67%).
- Policies and practices that organizations are looking to implement in the next 12 months to advance equity and hiring include offering remote work options (25%) and enriching benefits packages (26%). More than 45% of organizations indicated that they would not be implementing new practices or policies.

BENEFITS

- Benefits as a percentage of wages averaged 19% across all organizations, unchanged from 2022.
- Group health insurance remains the most frequently offered benefit, with 69% of organizations offering a group health plan (9% decrease). However, only 37% of small nonprofits (budgets under \$500,000) are able to offer group health insurance (versus 96% with budgets over \$500,000).
- 21% of employers offer a group plan paying full premium costs. This is a decrease of 6% over 2022.

LIVING WAGE

- The living wage is the hourly rate that an individual in a household must earn to support themselves and/or their family, working full-time, or 2080 hours per year. That number for a single adult with no children living in NH is \$23.58/hour.²
- Statewide, 10 job categories have an average wage below the living wage and in 32 job categories (76%) the lowest reported wage was below that number.

² <https://livingwage.mit.edu/states/33>