



2020 REPORT ON NONPROFIT WAGES & BENEFITS IN NORTHERN NEW ENGLAND



**VERMONT
EDITION**

**A Report on Employee Compensation
in Nonprofit Organizations**

*PRODUCED IN PARTNERSHIP WITH THE
NEW HAMPSHIRE CENTER FOR NONPROFITS AND
THE MAINE ASSOCIATION OF NONPROFITS*

The 2020 Report on Nonprofit Wages & Benefits in Northern New England is designed in partnership with *Common Good Vermont*, the *Maine Association of Nonprofits* and the *New Hampshire Center for Nonprofits*. The 2020 Vermont Edition provides Vermont’s nonprofit board and staff leaders with salary and benefit data for participating nonprofits. This report does not suggest what wages and benefits should be at all nonprofits. It reports the staffing and compensation practices of participating nonprofit organizations from July to September of 2020. The data collected in this survey reflect the actual practices of the participating organizations.

Please review *How to Use This Report*, *Survey Methodology*, and the *Appendices*, especially *Glossary - Job Descriptions Used in this Report* before attempting to interpret the results.

About Common Good Vermont

Common Good Vermont is dedicated to uniting and strengthening all of Vermont’s mission-driven organizations by serving as the “go to” resource for our peers to share resources, gain skills, and build partnerships. This work is made possible through meaningful collaboration with many local, regional and state leaders. Common Good VT is a recently merged program of United Way of Northwest Vermont.

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Unemployment Insurance

Organizations were asked how they pay for unemployment insurance. 501(c)(3) organizations are uniquely able to opt out of the state’s Unemployment Insurance program and instead “self-insure” to reimburse the state for benefits paid to laid off employees. While nonprofits are allowed to self-insure, the Vermont Department of Labor does not fully track the number of nonprofits who self-insure.

Unemployment Insurance

	Vermont		Total Northern NE	
	% of Total	Count	% of Total	Count
Exempt from unemployment liability (e.g. religious organizations or fewer than four employees)	17.9%	19	13.9%	88
Pay state unemployment taxes (SUTA)	67.0%	71	69.4%	439
Self-insure by reimbursing state unemployment insurance trust funds for the amount of benefits paid to terminated or laid off employees	15.1%	16	16.7%	106
Total	100.0%	106	100.0%	633

Usage of Federal Relief

Organizations were asked how they had made use of various pandemic-related federal relief programs as of the time of the survey. Overall, seventy-six percent (76.4%) had received a Paycheck Protection Program loan to keep people employed. Of all actions nonprofits took in response to COVID-19, the most reported action was receiving a Paycheck Protection Program (PPP) Loan.

Usage of Federal Relief Resources Chart

	Vermont		Total Northern NE	
	% of Total	Count	% of Total	Count
Paid staff through Emergency Paid Sick Leave (FFCRA)	23.6%	25	18.0%	115
Paid staff through Expanded Family Medical Leave (FFCRA)	19.8%	21	14.4%	92
Received Economic Injury Disaster Loan (EIDL)	14.2%	15	13.6%	87
Received Paycheck Protection Program (PPP) loan	76.4%	81	76.7%	491

Usage of Federal Relief Resources by Organization Mission

- Of all actions nonprofits took in response to COVID-19, the most frequently reported action was receiving a Paycheck Protection Program (PPP) Loan. This was highest in Arts and Culture organizations in Vermont (86%) and NNE (82%).
- More Health and Human Service nonprofits reported paying staff through Emergency Paid Sick Leave (FFCRA) in Vermont (24%) and NNE (24%).
- Arts and Culture nonprofits received more Economic Injury Disaster Loans (EIDL) in Vermont (29%) and NNE (24%) than in other sectors.