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**Maine Association of Nonprofits Releases 2018 Report on Nonprofit Wages & Benefits**

Vast majority of nonprofit wage increases did not keep up with inflation raising workforce concerns

**Portland, ME** - Maine Association of Nonprofits (MANP), the largest membership organization in the state dedicated to working with Maine's nonprofits, has released the *2018 Report on Nonprofit Wages + Benefits*. This biennial report summarizes information submitted by 310 nonprofits throughout the state, making it the most comprehensive source for data on Maine nonprofit compensation. The report includes wages for 6,812 full-time and 294 part-time Maine employees, as well as regional comparisons with partners from New Hampshire and Vermont.

"Just like our private-sector colleagues, nonprofits are increasingly under pressure to offer competitive pay and benefits to attract and retain talent while continuing to provide the services people rely on," said Jennifer Hutchins, Executive Director of MANP. "At the same time, we are expected to justify that compensation to our boards of directors, the IRS, and the general public. This year's report raises an additional concern that nonprofit wages may not be benefiting from the strong economy as they don't appear to be keeping up with inflation."

The *2018 Report on Nonprofit Wages + Benefits* is the only resource specific to Maine nonprofits, comparing 32 of the most common job categories. Maine's nonprofit workforce includes over 95,000 employees, representing 16% of all jobs in Maine or about 1 out of every 6 jobs in the state. Key findings from the report include:

- **Nonprofit employment is strong and growing** – 93% of responding organizations expect staffing levels to stay the same or increase over the next 12 months.
- **Nonprofit employees are not seeing returns from Maine's competitive hiring market** – Over 85% of full-time positions in the study reported wage increases that did not keep up with inflation.
- **Rising insurance costs continue to strain employers and pinch employees** – 77% of organizations that offer health insurance reported an increase in their health care benefits costs during their last renewal period; employees are burdened with increased employee contributions, increased co-pays, and higher deductibles.
- **Gender disparities in hiring and pay remain** – Female-identified executive directors are much more likely to run smaller organizations while male-identified executive directors head up the largest organizations. Overall, women are paid 81 cents on the dollar as compared to their male counterparts.

MANP conducts research on Maine's nonprofit sector to help organizations, individuals and policymakers better understand the role of nonprofits in creating, sustaining and improving Maine's quality of life. The full report includes more than 40 pages of details on nonprofit wages and benefits, including analysis by budget size, region and mission, and is now available for purchase, with discounted pricing for MANP members and survey participants. More information can be found at [www.NonprofitMaine.org/Compensation](http://www.NonprofitMaine.org/Compensation) or by calling (207) 871-1885.

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*Since 1994, MANP has grown to become Maine's comprehensive resource for the tools, knowledge, and connections nonprofits need to be effective and well-run. With a growing statewide membership of over 900 nonprofit and 150 for-profit organizations, MANP advances the public profile of Maine nonprofits by highlighting their vital contribution to the quality of life in our state, connects people, organizations and resources from all sectors to foster collaborative problem solving, and strengthens nonprofits by providing management training and leadership development programs, resources and services that enhance their community mission impact.*

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