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**Maine Association of Nonprofits Releases 2016 Wage and Benefits Report**  
*Comprehensive Guide to Nonprofit Compensation*

**Portland, ME** - Maine Association of Nonprofits (MANP), the largest membership organization in the state dedicated to working with Maine's nonprofits, has released the *2016 Report on Nonprofit Wages + Benefits*. This biennial report summarizes information submitted by 278 nonprofits throughout the state. The report includes Maine-specific data on wages for 7,655 full-time and 274 part-time 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," 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 report provides a valuable frame of reference to help gauge staff compensation that is both competitive and appropriate."

The *2016 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 84,156 employees, representing 14.4% of all jobs in Maine or about 1 out of every 7 jobs in the state. Key findings from the report include:

- **Nonprofits are more confident in the continuing economic recovery** - 82% of full-time jobs included in the Benchmark (those that have been tracked since our inaugural survey) saw wage increases since 2014, though only 63% increased in excess of inflation.
- **Nonprofits at the largest nonprofits have the most work to do on gender disparities in hiring and compensation** - Women hold 65% of the full-time Executive Director positions at reporting organizations with budgets under \$5 million, but only 36% at reporting organizations with budgets over \$5 million.
- **Nonprofit employees feel the pinch of rising insurance costs and shrinking government support** - 70% of organizations that offer health insurance reported an increase in their health care benefits costs during their last renewal period, and data shows that employees bearing the burden of these rate hikes through increased employee contributions, increased co-pays and increased deductibles.

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 <http://www.NonprofitMaine.org/2016CompensationReport> 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 almost 800 nonprofit and 135 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 to help staff and board leaders enhance their community mission impact.

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