

Look Back & Launch Forward



Impact Snapshot
2020 - 2022

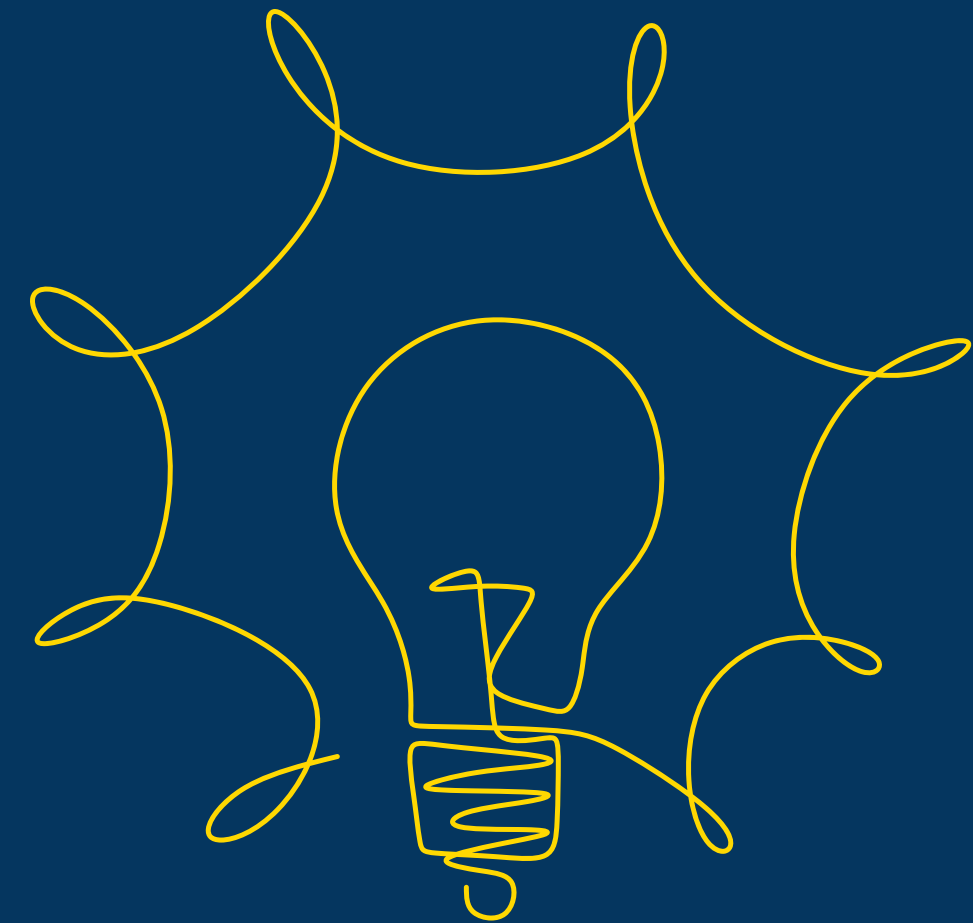
M | A | N | P
Maine Association
of Nonprofits

Introduction

Over the past few years, MANP and our network of more than 1,000 member organizations have faced new, dynamic challenges, while simultaneously managing the ongoing demands of our nonprofit missions. While turbulent and trying, it has also been a chance to build connections and share knowledge, resources, and support.

Between 2020 and 2022, the pandemic coincided with a series of economic and cultural shifts that have shown nonprofits to be more valuable and more vulnerable than ever. From the start, MANP stepped up, working closely with our peers and partners to respond and adapt quickly to this new, unpredictable environment.

This Impact Report explores this period from a constructive viewpoint, highlighting key observations, lessons and data points that will inform and focus our work to strengthen Maine's nonprofits in the years ahead.



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Inspiring Change

State and federal policy impacts our people. It is incumbent on our nonprofit community to demand a seat at the table and state our case. MANP and our members have unique insight into how policies can and should work, particularly when it comes to the marginalized communities we represent. Let's raise our voices.

Nonprofits must pursue advocacy in order to create the best rules and conditions for our work improving Maine's future. MANP is committed to:

- Training** Advocacy takes time and skill. MANP trains nonprofit staff and boards to advocate legally and effectively for their vital missions.
- Bridging** MANP connects nonprofits with state decisionmakers, policymakers, and the media to build appreciation for the impact and value of Maine's nonprofits.
- Convening** MANP hosts programs dedicated to connecting nonprofits with each other and with members of the press to establish important relationships and learn how to amplify their work through public communications channels.
- Championing** We amplify the work of nonprofits to partners in government to ensure that nonprofit voices are represented in priorities and solutions. We educate media about how nonprofits are positioned to maximize the public benefits of public funds.



The Challenges

Fewer than half

of MANP's members see local, statewide, or federal policymakers as supportive.

And fewer than half of MANP's members say they work to monitor and influence policy.

All stats in this report are from a 2022 MANP Member Survey except where noted.

Advancing Equity

Nonprofits are catalysts, co-creators, and champions for a more just and equitable world. MANP recognizes the need for long-overdue changes to dismantle racist and oppressive practices both within our sector and across our communities. We invite and encourage others to learn and act alongside us.

MANP is prioritizing diversity, equity, and inclusion internally, as well as in the external resources we provide.

Committing Internally

We created an equity statement, staff workgroup, and board workgroup on equity to hold us accountable to our commitment. We are investing in a healthy workplace culture that allows for reflection, celebration, and rest.

Sharing Learning

We created an extensive collection of resources on equity, diversity, and inclusion in our free online Answer Center, as well as a directory on our website of EDI consultants and trainers in Maine.

Improving Policies

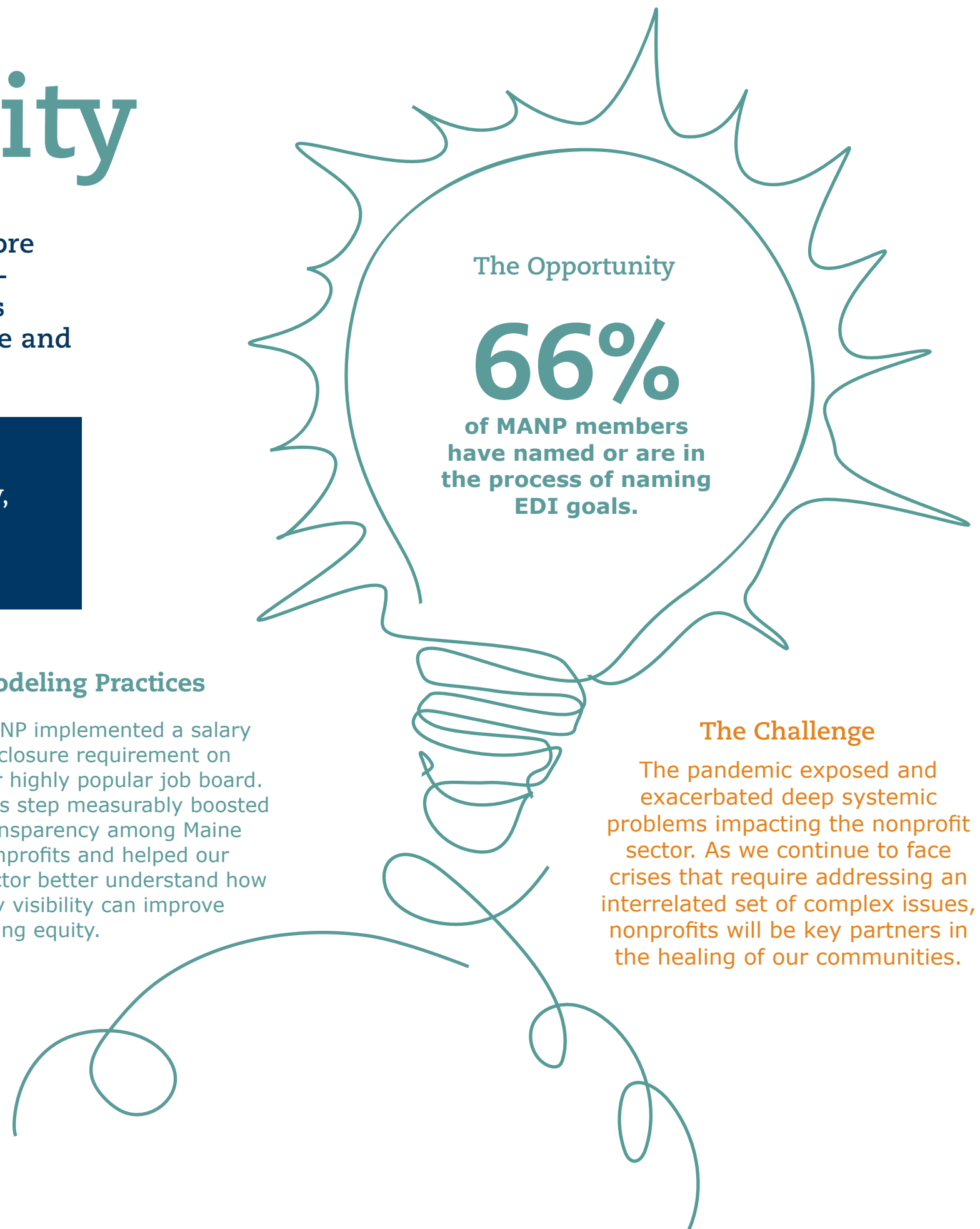
We updated MANP recruitment, résumé review, and interview practices to reduce potential bias. We audited and revised personnel policies to better reflect our commitment to equity.

Increasing Access

MANP is committed to reducing financial barriers to support. We are expanding access to membership, services, and support through pay-what-you-can pricing, expanded online programs, dues discounts, and new partnerships.

Modeling Practices

MANP implemented a salary disclosure requirement on our highly popular job board. This step measurably boosted transparency among Maine nonprofits and helped our sector better understand how pay visibility can improve hiring equity.



The Opportunity

66%

of MANP members
have named or are in
the process of naming
EDI goals.

The Challenge

The pandemic exposed and exacerbated deep systemic problems impacting the nonprofit sector. As we continue to face crises that require addressing an interrelated set of complex issues, nonprofits will be key partners in the healing of our communities.

Championing a Healthy Workforce

People are the key to helping people: None of the vital services provided by Maine nonprofits happen without the dedication of our nonprofit workers and volunteers. (One in six workers is employed by a nonprofit in Maine.) Nonprofits, foundations, and government must make human resources a central focus in order to achieve our broader goals.

MANP has redoubled efforts to promote healthy, equitable workplace cultures. We continue to champion the nonprofit sector through advocacy and public affairs.

Reflecting

As our members continue to note staff retention and recruitment as top challenges, we adapt our programs and services to create space for nonprofits to confide in one another and contemplate ways to address what it means to create healthy workplaces for their people.

Researching

We diligently combed through national research to track and respond to nonprofit trends here in Maine. See: [Maine Association of Nonprofits Releases New Data on Workforce Shortage in Maine](#)

Lobbying

Research informs policy solutions. We lobbied in favor of multiple reforms: extending and improving tax credits to retain employees; supporting high-quality, affordable, available childcare; enacting the WORK NOW Act nonprofit grants-for-jobs program; and reforming the Public Service Loan Forgiveness program to be more accessible for nonprofit employees.

Informing

We have been nonprofits' greatest cheerleaders, bringing attention to our members' experiences in meetings with elected officials and policymakers. We also raised awareness of nonprofit problems and their solutions with the media, through programs such as the *Portland Press Herald* Business Series.

The Challenges

40%

of MANP members rate staff hiring and retention a top challenge.

1 in 4

MANP member organizations are expecting a leadership transition.

The Opportunity

81%

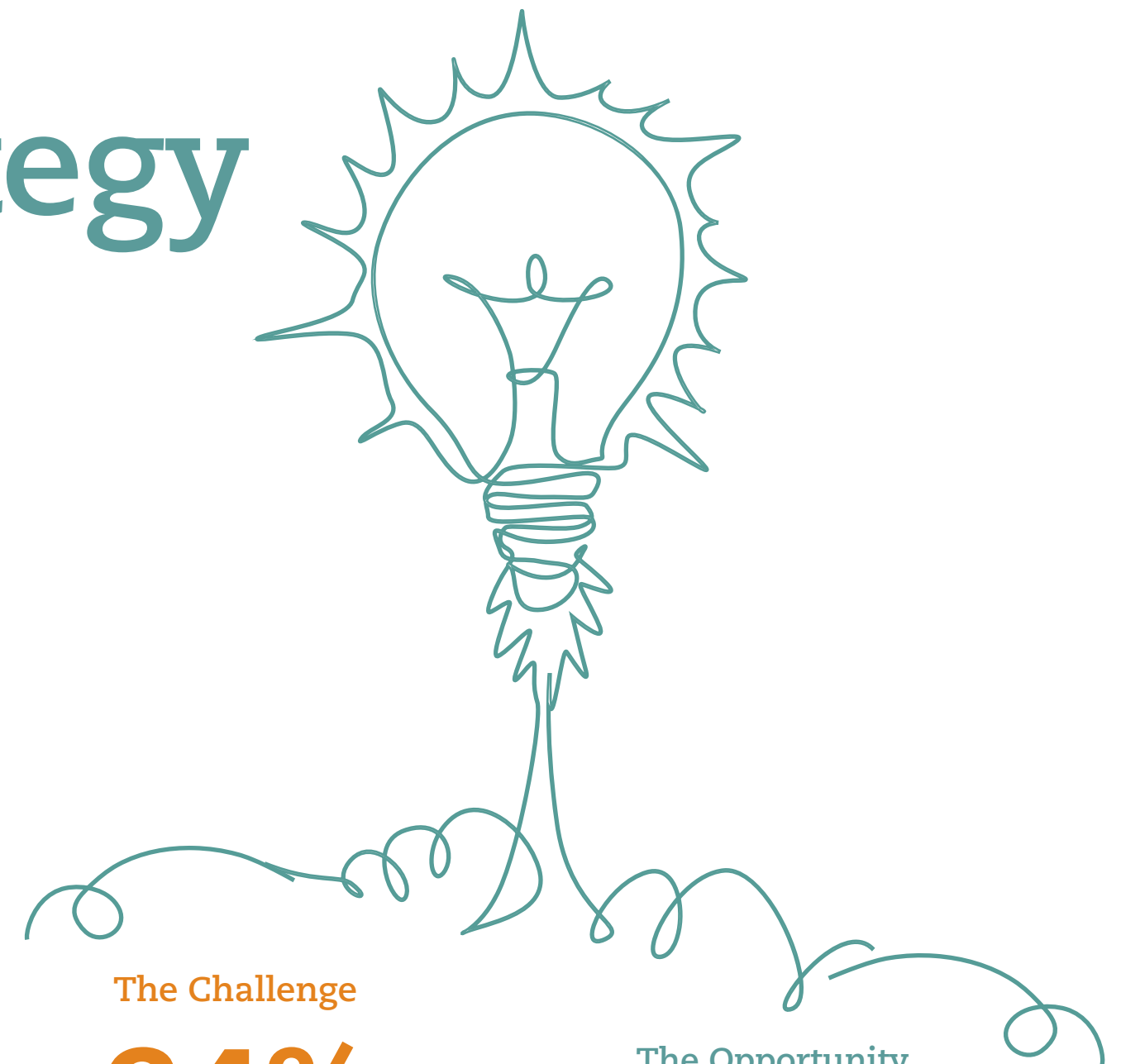
of members point to MANP membership for inspiring positive change.

Reimagining Strategy

Nonprofits need dynamic organizational models and networks, rather than set-in-stone strategic plans, in order to adapt, thrive, and contribute. MANP provides Maine nonprofits with spaces, tools, and connections for strategic reflection and growth.

MANP has introduced and adapted initiatives to connect nonprofits from all parts of Maine as they navigate their quickly changing environment.

MANP Connects	In these free, virtual gatherings, nonprofit peers and partners discuss pressing issues to foster a sense of community, and create lasting touchpoints.
Rapid Response	In the early days of the pandemic, MANP mobilized a group of partners and technical experts to support nonprofits to navigate public health guidance, workforce challenges, and relief programs.
Personalized Support	MANP's website connects nonprofits to advice, information, and tools through the Nonprofit Help Desk, pro-bono legal assistance, board coaching sessions, and our Business Finder directory.
Leadership Institute	MANP adapted this annual deep-dive program into an innovative hybrid curriculum that coaches executive directors to build healthy teams, high-impact organizations, and networks for mutual support.
Learning Programs	We maintain a robust calendar of events, workshops, webinars, and toolkits that support adaptive strategy, with expanded virtual formats reaching all 16 counties (and beyond).



The Challenge

34%

of MANP members name business strategy and planning a top challenge.

Nonprofits must carve out space to explore vital questions about purpose, equity, values, and strategy, while also putting out fires caused by rising costs, workforce shortages, and increased demands for services.

The Opportunity

125

people on average attend the monthly MANP Connects virtual gatherings.

We are stronger together! MANP's network is a go-to place for making connections, sharing challenges, and surfacing solutions.

Building Better Boards

MANP is committed to helping nonprofit boards guide strategic direction, provide fiscal oversight, bring creative ideas, make connections, and stay true to their purpose.

Over the past several years, MANP expanded programs and services to empower nonprofit boards to center purpose and values so they can adapt and thrive.

Webinars

Online webinars provide an efficient and accessible grounding in the legal requirements and typical responsibilities of serving on a nonprofit board.

Coaching Sessions

Organizational coaching sessions pair nonprofit members with thought partners experienced in governance and strategy for an hour of personalized support.

Board Explorer

This free, web-based tool facilitates connections between individuals interested in serving on a board and organizations looking to enhance their boards with new perspectives and talents.

Lunch + Learns

These informal chats offer an easy way for people curious about board service to learn what it means and how to get started.

Knowledge Sharing

MANP regularly shares food for thought on emerging models and questions related to shared decision-making, power, emerging practices, and more.

The Opportunity

33%

of MANP members report that as a result of membership, they changed board practices to increase effectiveness or engagement.

The Challenge

45%

of MANP members rate board recruitment and development as a top challenge.

More About Us

OUR MISSION

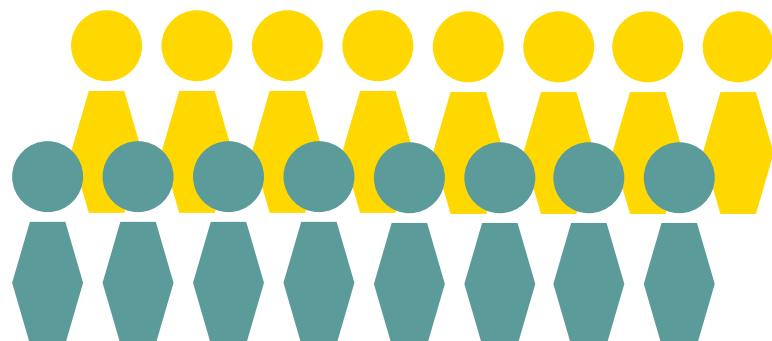
To strengthen the leadership, voice, and organizational effectiveness of Maine's nonprofits so they may enrich the quality of community and personal life in Maine.

TEAM

8 Staff

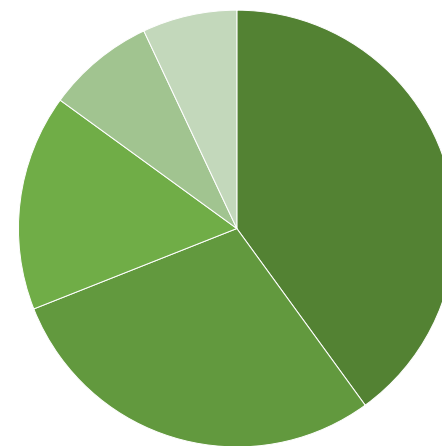


16 Board Members



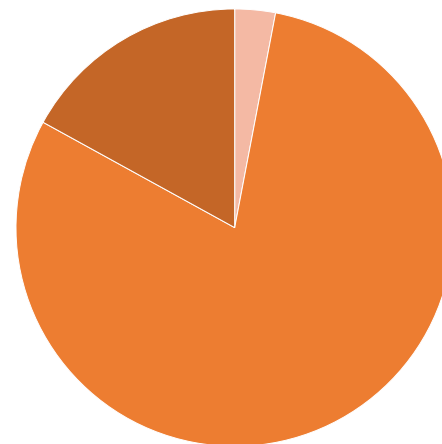
FINANCIALS

FY21 Revenue Distribution



40%	Memberships	\$383,558
29%	Programs & Services	\$273,288
16%	Contributions & Grants	\$154,821
8%	Sponsorships	\$ 74,800
7%	In-Kind & Other	<u>\$ 63,349</u>
		\$949,816

FY21 Expenses Distribution



80%	Program	\$647,469
17%	Management	\$137,903
3%	Fundraising	<u>\$ 24,391</u>
		\$809,763

As reported in FY21 audited financial statements.

Everything we do is inspired by our members!

Here's what some of them say:

"I've always believed and continue to believe that MANP is one of the **most important** organizations in Maine."

"MANP is the **mothership** of our nonprofit partnerships."

"I count on MANP for support in recruiting staff, managing volunteers, leading a **forward-thinking** board, training staff, resources on business continuity planning, succession planning, **strategic planning**, **DEI work** and so much more."

"MANP provides **guideposts**, training materials, and a vibrant community of thinkers, doers, artists, and **collaborators!**"

"This was very much one of the most **impactful, compassionate, moving,** and invigorating leadership programs I have participated in."

"I have made **incredible connections** to my peers in the Maine nonprofit community and was able to see that we all share many of the same struggles and concerns."

Looking Ahead

As we move forward, our state's network of nonprofits has an opportunity to reimagine and co-create a future in which we build healthier workplaces, cross-sector influence, and equitable, thriving communities.

Meaningful and lasting change will only result from working in tandem and over time with many voices and organizations.

Together our network is doing vital work, and there is more to do. MANP is honored to work and learn alongside you.

