INDEPENDENT SECTOR

Health of the U.S. Nonprofit Sector

A QUARTERLY REVIEW

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Contents

A healthy nonprofit sector is essential to an American society in which all people can thrive. Nonprofit organizations provide a significant portion of the nation's health care, higher education, environmental stewardship, human services, arts and culture, and other vital services essential to thriving communities. Nonprofits are also among the most trusted institutions in America, relied upon to shape better policies and deliver better results in local communities.

Despite its scale, its economic impact, and its power to drive systemic change, there has been no regular, timely assessment of the sector's health, leaving sector leaders, policymakers, and other stakeholders in the dark regarding how the nonprofit sector is faring. The need to fill this knowledge gap became even more apparent over the past two years during the pandemic, as the sector endured significant swings in employment, finances, and demands for services.

Independent Sector's Health of the U.S. Nonprofit Sector: Quarterly Review aims to close a portion of this knowledge gap by conveying timely information on the current health of the U.S. nonprofit sector for two key dimensions: the nonprofit portion of the economy and nonprofit jobs. The annual ***Health of the U.S. Nonprofit Sector Report***, released in the fall of 2020 and 2021, also includes information on additional aspects of the sector's health, including governance, public trust, public policy, and advocacy.

Importantly, all quarterly and annual reports released by Independent Sector include not only data and analysis, but also ideas or actions that nonprofit leaders and policymakers can explore to strengthen the overall health of the U.S. nonprofit sector.

Snapshot: Health of the U.S. Nonprofit Sector

A healthy nonprofit sector is financially stable, has a robust and diverse workforce, maintains the public's trust, and appropriately engages in the policy advocacy process to advance its many missions. In the end, a healthy nonprofit sector is fully equipped to effectively serve their communities and steward the natural world.

The data below provides a snapshot of the nonprofit sector's economic contribution and workforce at the end of 2021 and first quarter of 2022, which are covered in greater detail in this report.

Economic Contribution

Policymakers often assert that nonprofit economic variables correlate with the U.S. gross domestic product. In the first quarter of 2022, growth in the gross value added by nonprofits exceeded the GDP. In terms of charitable giving, giving at the end of 2021 held steady compared to 2020, but the number of donors declined. Record high inflation in the first quarter of 2022 means "holding steady" financially is not sufficient for some organizations to maintain their staff, services, and impact at 2021 levels.

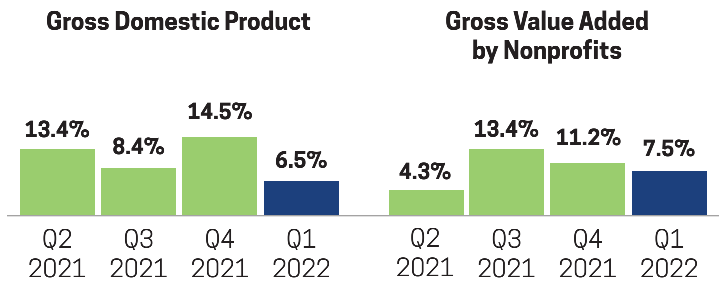
Human Resources

Historically, the nonprofit sector is the third-largest private employer in the U.S. economy and grows jobs four times faster than for-profit organizations. In the first quarter of 2022, the sector workforce continued a trend of losing racial and ethnic diversity. The proportion of white workers in the nonprofit workforce (77.9%) is higher than pre-pandemic levels (approximately 70%) and is slightly higher than the overall workforce. Most notably, the proportion of Native American nonprofit workers declined 32.3%, while the proportion of Native American workers in the overall workforce remained the same. In the first quarter, nonprofits saw the greatest increase in workers earning less than $75,000. For the second quarter in a row, women increased their proportion of the nonprofit workforce, reversing a downward trend that has persisted since the pandemic.

Nonprofit Economy

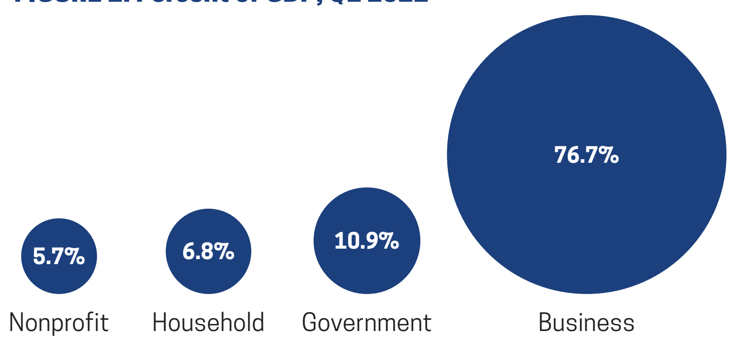
Nonprofits make up a vital part of our society and our economy – fueled largely by income from fees and service charges, government payments for services, and philanthropy. It is imperative that nonprofit leaders and policymakers track the economic condition of the nonprofit sector, on its own and, in comparison to other sectors of the economy, to get a complete understanding of how the nonprofit sector is faring and whether steps need to be taken to strengthen this important sector.

FIGURE 1



In the first quarter of 2022, the gross value added by nonprofits (7.5%) exceeded the Gross Domestic Product (6.5%). It is too early to tell whether this is the leading edge of an accelerating recovery that more closely resembles trends following past economic downturns. Analyses of the sector's recovery following the 2008 recession found most organizations saw a single-year reduction followed by a recovery year. The 2008 analyses showed a few subsectors noted an increase in overall revenue, particularly if their missions were relevant during periods of economic downturn.[1,2] Data in the next quarterly report may provide more insight on the extent emerging 2022 economic trends, like inflation or potential "stagflation," impact nonprofit outputs.

FIGURE 2: Percent of GDP, Q1 2022



The gross value added by nonprofits generally has varied between 5.5% and 5.7% of GDP over the past three years. The nonprofit sector's contribution to the economy increased from 4.9% of GDP in 2000 to 5.5% of GDP in 2009 – a 12% rise – and remained near 5.5% since that time.

In 2020, nonprofits' percent of GDP hit a high in the second quarter (5.9%), just as the economy felt the full effects of the COVID crisis. In the first quarter of 2022, the gross added value of nonprofits returned to the more typical range at 5.7% of GDP.

[1] Pratt, Jon and Kari Anestad. "Deconstructing the (Not-So-Great) Nonprofit Recession." Nonprofit Quarterly. March 18, 2020.
[2] McCambridge, Ruth and Nathan Dietz. "Nonprofits in Recession: Winners and Losers." Nonprofit Quarterly. March 19, 2020.

FIGURE 3: Gross Outputs of Nonprofits

	All nonprofits	Health nonprofits	Education nonprofits	Social service nonprofits	Religious organizations	Foundations & grantmakers
2022 Q1	▲ 5.0%	▲ 3.2%	▲ 5.7%	▲ 4.9%	▲ 0.1%	▲ 13.6%
2021 Q4	▲ 4.2%	▲ 4.5%	▲ 3.3%	▲ 6.3%	▼ -0.9%	▲ 23.2%
2021 Q3	▲ 0.3%	▲ 1.9%	▲ 4.1%	▼ -3.5%	▲ 3.2%	▼ -19.0%
2021 Q2	▲ 4.3%	▲ 4.5%	▲ 6.0%	▼ -2.0%	▼ -2.3%	▲ 8.8%

Inflation-adjusted change from previous quarter

FIGURE 4: Receipts from Sales of Goods and Services

	All nonprofits	Health nonprofits	Education nonprofits	Social service nonprofits	Religious organizations	Foundations & grantmakers
2022 Q1	▲ 3.0%	▲ 2.4%	▲ 4.7%	▲ 8.2%	▲ 0.1%	▲ 19.0%
2021 Q4	▲ 4.3%	▲ 3.8%	▲ 2.8%	▲ 12.1%	▼ -0.8%	▲ 25.0%
2021 Q3	▲ 1.8%	▲ 2.9%	▲ 6.3%	▼ -12.5%	▲ 3.1%	▼ -42.9%
2021 Q2	▲ 14.5%	▲ 12.5%	▲ 13.9%	▲ 22.2%	▼ -2.2%	▲ 78.9%

Inflation-adjusted change from previous quarter

Policymakers hold the strong assumption that charitable giving and the financial health of nonprofits are closely tied to the state of the economy. Nonprofits' economic indicators appear to be stable in the first quarter of 2022. However, with increasing inflation, "holding steady" may not be enough for the nonprofit sector to weather economic trends on the horizon.

In March 2022, the Bureau of Labor Statistics (BLS) reported alarming levels of inflation, with prices rising 8.5% in the past 12 months – reaching a 40-year high.[3] U.S. Treasury Secretary Janet Yellen acknowledged, "There is no question we have huge inflation pressures. Inflation is really our top economic problem at this point." The Congressional Budget Office estimates the first half of 2022 is the peak of the inflation spike, but it will decline slowly.[4] Therefore, higher-than-average inflation may persist into next year.

Inflation poses a problem for nonprofits and the communities they serve. There is a risk that significant increases in inflation combined with relatively "flat" resources can erode the ability of nonprofits to maintain current levels of impact.[5]

[3]Lopez, German. "Inflation's 40-Year High." The New York Times. April 13, 2022.
[4]Hussein, Fatima. "Treasury Secretary Yellen Expects Inflation to 'Remain High'." The Washington Post. June 7, 2022.
[5]Parks, Dan. "Financial Concerns Mount for Nonprofits as Inflation and Other Economic Woes Prove Stubborn." Chronicle of Philanthropy. June 14, 2022.

FINANCIAL RESOURCES

The amount of dollars given to nonprofits increased in 2021. This increase is notable because experts viewed 2020 levels of giving as a potential outlier. Because of high levels of giving in 2020, the year-end 2021 data also is compared against 2019, a more typical giving year.

FIGURE 5: Charitable Giving Trends, Q4 2021

Donors
▼-5.7% YOY Change
▼-0.8% since 2019

Dollars
▲2.7% YOY Change
▲11.0% since 2019

Retention
▼-4.0% YOY Change
▼-7.9% since 2019

YOY = Year-Over-Year

According to the Fundraising Effectiveness Project, nonprofits were able to retain large donors and "sticky" donors from 2020, which helped grow the amount of giving in 2021. Unfortunately, it does not appear that new and small donors were being acquired, so the number of people donating to charitable nonprofits declined once again. Large, highly committed donors continued to give, but "small, infrequent and new donors are being left behind." The decline of donors signals a return to pre-pandemic trends, in which growth in dollars donated are attributed to fewer donors giving larger gifts. Comparing 2021 giving rates against 2019, a more typical year, shows donor levels are steady, but dollars increased 11% compared to 2019.

"These last two years have been particularly volatile in the philanthropic sector, and we can be grateful that fundraising dollars continued to rise throughout that volatility," said Woodrow Rosenbaum, chief data officer of Giving Tuesday. "Of course, maintaining a healthy philanthropic environment requires participation at all levels. We're concerned that donors, especially smaller-gift donors, decreased in 2021."

Researchers, sector leaders, and policymakers also may want to continue monitoring the extent broader economic trends in 2022, like high inflation, impact charitable giving. In 2020, giving data showed that when households felt more economically stable, they were more likely to give. Giving Tuesday found that the economic stimulus payments of $1,200 per person in 2020 prompted a notable increase in $1,200 and $2,400 donations. This impact correlates with Independent Sector's findings about public trust in the sector, which show prior to and after the pandemic people's sense of financial stability affected their views about the role and efficacy of the sector – which, in turn, directly influences their motivation to give and volunteer.[6] Research published in the first quarter of 2022 shows high-income individuals are more likely to donate their money and volunteer their time than low-income individuals. Specifically, the study showed high-income individuals were more likely to engage in prosocial behavior under high (vs. low) income inequality.[7] These differences may have less to do with differences in generosity across income than how much discretionary income people have to give. Because inflation hits low- and middle-income households the hardest, it typically exacerbates income inequality and may reduce these households' motivation or ability to donate.

Economic hardship also can negatively impact women more than men, and was considered one reason Giving Tuesday research found for lower giving rates among women in 2020. In Independent Sector's 2022 trust research, women continue to report both lower financial security and trust in the sector. Therefore, it is possible continued economic challenges may prompt even more women to disengage from the sector as donors, volunteers, or advocates. It will be important for researchers to continue tracking the extent the gender gap in nonprofit engagement changes in the coming months.

[6]"Trust in Civil Society: Understanding the factors driving trust in nonprofits and philanthropy." Independent Sector. May 2022.

[7]Macchia, Lucia and Ashley V. Whillans. (January 10, 2022). "The Link Between Income, Income Inequality, and Prosocial Behavior Around the World." Social Psychology. Volume 52, Number 6.

Human Capital

Nonprofits employ a significant proportion of the U.S. private workforce. However, many variables, including charitable giving trends, student debt, and childcare, affect the sector's ability to recruit and retain talent that reflects the demographics of the communities that it serves. Timely data on the composition of the nonprofit workforce provides nonprofit leaders with early indicators of the potential impacts of macro trends on the workforce and identifies the need and opportunities for action. The need for timely employment data is even more acute now as policymakers and sector leaders seek to leverage the nonprofit sector, the third-largest private workforce, to accelerate pandemic recovery and complement work by the government and for-profit sectors.

NONPROFIT EMPLOYMENT COMPARED TO OVERALL WORKFORCE

FIGURE 6: Nonprofit Employment as Compared to Other Sectors, Q1 2022

	Percent of Overall Workforce	Percent change since Q4 2021
Nonprofits	6.4%	▲ 1.9%
Business	79.8%	▲ 0.3%
Local Government	6.6%	▲ 3.6%
State Government	4.7%	▲ 2.9%
Federal Government	2.5%	▲ 1.0%

A nonprofit employee worked an average of 38.1 hours per week in Q1 of 2022.

The average age of a nonprofit employee at the end of Q1, 2022 is 43.86 years.

The nonprofit sector workforce tends to be younger than the government workforce, but older than workers in the for-profit sector. Nonprofit employees worked the fewest average hours compared to other sectors, with government employees reporting working the largest number of hours. One possible explanation for nonprofit and for-profit workers reporting working fewer hours than their government counterparts is that they may employ more part-time workers than government. More research is needed to better understand what is causing these types of variations across sectors.

FIGURE 7: Characteristics of Nonprofit Employment Compared to Overall Workforce, Q1 2022

Race/ethnicity* in the nonprofit workforce	Percent change since Q4 2021	Percent of overall workforce
White 77.9%	▲ 2.3%	77.2%
Black 12.9%	▲ 4.6%	12.5%
Hispanic 11.1%	▲ 9.9%	18.5%
Asian/Pacific Islander 6.3%	▼ -2.5%	7.1%
Native American 0.7%	▼ -32.3%	1.1%
Multiple Races 2.2%	▲ 0.1%	2.1%
Gender in the nonprofit workforce	**Percent change since Q4 2021**	**Percent of overall workforce**
Female 67.9%	▲ 2.3%	46.9%
Male 32.1%	▲ 1.0%	53.1%
Family income from nonprofit employment	**Percent change since Q4 2021**	**Percent of overall workforce**
Less than $40,000 13.7%	▲ 28.0%	18.6%
$40,000–$74,999 24.2%	▲ 10.5%	24.8%
$75,000–$149,000 37.0%	▼ -2.5%	33.8%
$150,000 and Over 25.1%	▲ 3.6%	22.8%
Total 100%	▲ 1.9%	100%

** Hispanic ethnicity data collected in a question separate from race. As a result, categories may add up to over 100%*

In the first quarter of 2022, the sector workforce continued a trend of losing racial and ethnic diversity. The proportion of white workers (77.9%) is higher than pre-pandemic levels in the nonprofit sector (approximately 70%) and is slightly higher than the overall workforce. In general, the racial and ethnic proportions of the nonprofit workforce generally track with demographics of the broader workforce, except for Hispanic workers. Most notably, the proportion of Native American nonprofit workers declined 32.3%, while the proportion of Native American workers in the overall workforce remained the same. This raises a question of whether this change may be due to Native American workers transitioning to jobs in another sector in the first quarter. Family income for nonprofit workers increased 1.9% and the proportion of workers earning over $75,000 outpaced the overall workforce. In the first quarter, nonprofits saw the greatest increase in workers earning less than $75,000. For the second quarter in a row, women increased their proportion of the nonprofit workforce, reversing a downward trend that persisted since the onset of the pandemic.

Data to Action

A core aim of these sector health reports from Independent Sector is to provide data that can be used to spark conversation and inform specific actions (research, practice, and policy) that can be taken to improve the sector's overall health. What follows are Independent Sector's initial ideas for where the sector may want to place its attention in the coming months.

PREPARE TO WEATHER ECONOMIC TRENDS

The GDP is predicted to continue to grow in 2022, but the Bureau of Labor Statistics announcement in March 2022 that inflation hit a 40-year high launched ***several articles*** and conversations about how this trend places additional budget pressures on nonprofits and philanthropy. Nonprofit leaders cite as a concern increases in direct costs for nonprofits, particularly organizations that must purchase services and materials on behalf of clients. Inflation also affects organizations' indirect costs, including nonprofits' ability to ***recruit and retain staff***, who are looking for higher salaries that can help meet basic living expenses. A recent analysis of data from the New York Department of Labor suggests that nonprofit wages were only able to increase the average weekly wage to $106, compared to $185 in the for-profit sector.[8] For these reasons, nonprofit leaders express concern that their staff are at risk of being lured away by other sectors. As validated in recent conversations with the Independent Sector Public Policy Committee, more research is needed to clarify the extent compensation by nonprofits across the country can keep pace with other sectors in the current economic environment. Additional research also would be helpful to better understand potential causes of recruitment and retention issues reported by nonprofits.

On the revenue side of the spectrum, experts speculate that higher inflation could result in ***reduced government funding*** and flat or reduced giving. Leslie Lenkowsky, professor emeritus in Public Affairs and Philanthropic Studies at Indiana University, ***says***, "Ordinary givers are unlikely to increase contributions enough to compensate for lower purchasing power." An article in The Chronicle of Philanthropy asserts that ***donors do not recognize*** that the same donation they made last year will have less impact this year.

[8]Calculations based on data provided by New York Department of Labor for 2019 and 2020. For more information, see: Chelsea L. Newhouse, "Mission and More: The Economic Power of the Hudson Valley's Charitable Nonprofit Sector," New York Council of Nonprofits & Hudson Valley Funders Network, April 2022.

Available at: ***https://hudsonvalleyfundersnetwork.org/wp-content/uploads/2022/04/NYCON-Report_FINAL_4.2022.pdf***.

A few short-term responses the sector may want to consider in response to rising inflation include:

- **Ask Congress to Reinstate the Nonitemizer Charitable Deduction:** The charitable deduction makes it more affordable for donors to give. As costs rise, the cost of giving must be reduced – especially for low- and middle-income households. Tax policies, like the ability of all households to deduct their charitable donations, will make it easier for households that may struggle to give in the coming years. Congress temporarily made a limited charitable deduction available to taxpayers who do not itemize their return in 2020 to respond to declining nonprofit revenue and increasing community need. The provision was extended on a bipartisan basis, but expired at the end of 2021, although the needs of the sector and the communities nonprofits serve persist. ***Ask Congress*** to reinstate and expand this much needed provision to maximize its effectiveness during this time of continued need.

- **Educate Donors and Funders about Financial Needs:** If inflation is impacting your organization's operations or the communities you serve, sector funders need to hear from you. Specifically, stories illustrating specific needs of organizations and communities help donors, philanthropy, and policymakers better understand how to respond. For example, Massachusetts recently raised reimbursement rates for food to respond to increased costs faced by nonprofits that meet nutrition needs.

- **Account for Uneven Impact When Developing Response Strategies:** All entities seeking to respond to increased nonprofit and community needs because of inflation should consider that inflation does not impact everyone equally. ***Research*** shows that small and/or rural organizations, as well as those led by people of color, reported greater financial strain during the pandemic. One possible explanation is many of these organizations report fewer ***reserves*** going into a financial crisis. Therefore, philanthropy, policymakers, and donors may want to consider the possibility that some nonprofits may need greater levels of financial assistance. For nonprofits seeking to respond to community needs, it is important to keep in mind that inflation also poses a greater challenge for individuals with fewer savings. Specifically, low-income households and women may struggle more than their peers to absorb rising costs of living.

We expect the sector likely will require further research and conversations to develop additional strategies to cope with dramatic shifts in inflation, since economists say it may take years to recover from current inflationary pressures.

PLAN FOR CHANGES TO OVERTIME PAY & SHARE WITH POLICYMAKERS

Nonprofits and philanthropy should begin planning now for a potential increase in overtime pay. In a regulatory agenda published on December 10, 2021, the U.S. Department of Labor (DOL) announced its intention to review and update Fair Labor Standards Act (FLSA) regulations regarding the overtime threshold. Since April 2022, DOL has been hosting ***virtual listening sessions*** across the country to hear how updates to the rule may impact communities – including nonprofits and their employees. Although the exact details of the changes are not yet known, federal regulatory activity over the past few years may hint at future changes.

On May 18, 2016, the DOL released a final rule revising regulations governing overtime compensation under the Fair Labor Standards Act. The final rule proposed increasing the annual salary threshold for employees to be exempt from overtime compensation, making nonprofit employees earning less than $47,476 eligible for overtime pay. The 2016 rule included a provision to automatically raise the threshold every three years. A federal judge blocked this rule, and it never took effect.

In 2019, the Trump Administration raised the level to its current rate of $35,568 per year, which took effect in 2020 and is current law. This rule does not include a provision to automatically raise the threshold over time.

If the Biden Administration seeks to raise the salary threshold to more closely approximate 2016 levels, nonprofits may want to consider how an overtime threshold of $47,000-$50,000 may impact their operational costs. First quarter data from the Current Population Survey indicates that over 14% of the nonprofit workforce (approximately 1.8 million workers) earn salaries that may fall within an increased threshold. This change could significantly impact some nonprofits' budgets. Unfortunately, unlike businesses that can quickly raise the price of products to cover these types of increased costs, nonprofit revenue often is fixed due to grants and contracts that span multiple years. If nonprofits are not able to renegotiate their funding agreements, it may be difficult for them to absorb in the short-term potential increased costs associated with the need to pay more overtime.

As a result, nonprofits should consider two key actions with prospective overtime policy changes on the horizon:

1. **Assess and Plan:** Assess how increasing an overtime threshold to $47,000 or more may impact an organization's budget and create plans for how it may be able to afford the increased costs. This is also a good time to assess how overtime changes impact communities served by nonprofits. In 2016, Independent Sector developed resources to help nonprofits determine how a higher overtime threshold would apply to their organization. This ***resource*** still may help organizations plan for future changes.

2. **Educate Policymakers and Funders:** Once a nonprofit understands how overtime changes may impact its employees and the communities it serves, share that information with policymakers to inform future policy changes. Also consider sharing the information with current funders to initiate conversations on how both organizations can work together to ensure the nonprofit is ready to comply with policy changes when they are final.

Sources and Notes

NONPROFIT ECONOMY

With the exception of charitable giving data, the information in the economy section is drawn from quarterly reports by the U.S. Bureau of Economic Analysis (BEA) on the state of the U.S. economy. It was calculated from tables released on February 24, 2022.

Figure 1
Table 1.3.6, “Real Gross Value Added by Sector, Chained Dollars”

Figure 2
Table 1.3.5, “Gross Value Added by Sector”

Figures 3 and 4
Table 2.4.6, “Real Personal Consumption Expenditures by Type of Product, Chained Dollars”

For data on the nonprofit sector, BEA generally reports on “Nonprofit Institutions Serving Households” (NPISH), which it describes as including tax-exempt health, recreation, arts, education, social services, religious, grantmaking, social advocacy, civic and social, legal services, and professional labor and political and similar organizations.

NPISH does not include organizations, like chambers of commerce and other business associations, that mainly serve businesses. NPISH also does not include tax-exempt entities, like cooperatives, credit unions, and mutual financial institutions, which sell goods and services in the same way as for-profit businesses. BEA includes these business-serving and business-like organizations in the business sector even if they are tax-exempt entities. According to BEA: “Because NPISHs produce services that are not generally sold at market prices, the value of these services is measured as the costs incurred in producing them.” See the following:

- U.S. Bureau of Economic Analysis, NIPA Handbook: Concepts and Methods of the National Income and Product Accounts
- Charles Ian Mead, Clinton P. McCully, and Marshall B. Reinsdorf, “Income and Outlays of Households and of Nonprofit Institutions Serving Households,” Survey of Current Business (April 2003), pp. 13-14

Fourth quarter 2021 charitable giving data is derived from the Fundraising Effectiveness Project, released April 7, 2022.

NONPROFIT WORKERS

Information in this section is from the monthly Current Population Survey and an April 2021 report of nonprofit job estimates from Johns Hopkins Center for Civil Society Studies.

Nonprofit Employment Compared to Overall Workforce (CPS Survey)

The Current Population Survey is hosted by the U.S. Census Bureau and the U.S. Bureau of Labor Statistics. Figures were calculated from publicly available ***IPUMS-CPS*** data.

The CPS collects information monthly from a probability selected sample of about 60,000 U.S. households. Households are in the survey for four consecutive months, out for eight months, and then return for another four months before leaving the sample permanently. One person generally responds for all eligible members of the household.

Nonprofit Employment Compared to Private Workforce (Johns Hopkins Estimates)

In recent years, an alternative source of information on nonprofit employment has been available through a collaboration of the U.S. Bureau of Labor Statistics and the Center for Civil Society Studies at Johns Hopkins University and its analysis of data from the Quarterly Census of Employment and Wages (QCEW). This collaboration ***estimated*** that, prior to COVID, the U.S. nonprofit sector employed 12.5 million paid workers, which accounted for 10.2% of the total private workforce. The global pandemic resulted in the estimated loss of 1.6 million nonprofit jobs.

In contrast to the CPS, which surveys a sample of 60,000 households, the QCEW draws on quarterly reports submitted by almost 10 million U.S. establishments. With the differences in the ways that the CPS and QCEW collect data, it is perhaps not surprising that they report somewhat different estimates of nonprofit employment. It appears that the CPS figures for nonprofit employment are lower, perhaps by a couple of percentage points, than the QCEW figures. For example, in 2020 CPS had nonprofit employment as 7% of workers, compared to BLS/QCEW data that relatively consistently puts nonprofit employment at 10%. Note that the 7% figure shows nonprofit employment as a percentage of the entire workforce (nonprofit, business, and government workers). Johns Hopkins estimates nonprofit employment as a percentage of the private workforce (limited to nonprofit and business sectors).

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INDEPENDENT SECTOR

About Independent Sector

Independent Sector is the only national membership organization that brings together a diverse community of changemakers at nonprofits, foundations, and corporate giving programs working to strengthen civil society and ensure all people in the United States thrive. As the vital meeting ground, we advance our mission by fostering a sense of belonging, catalyzing action, and providing policy leadership across the full breadth of the charitable sector.

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