



USING THIS REPORT

Minnesota Council of Nonprofits (MNCN) is pleased to share the findings of the Minnesota Nonprofit Economy Report, Minnesota Salary and Benefits Survey, and other reports. These reports provide valuable insights into the nonprofit sector and are intended to be used as a resource for nonprofit organizations, boards of directors, and community development planners. The reports are available for download on the MNCN website at www.minnesotanonprofits.org.

The Minnesota Nonprofit Economy Report, Minnesota Salary and Benefits Survey, and other reports are available for download on the MNCN website at www.minnesotanonprofits.org.

- Managers of nonprofit organizations: This report provides information on the compensation and benefits of nonprofit managers. It is intended to be used as a resource for nonprofit organizations, boards of directors, and community development planners.
- Nonprofit boards of directors: This report provides information on the compensation and benefits of nonprofit board members. It is intended to be used as a resource for nonprofit organizations, boards of directors, and community development planners.
- Government officials and donors to nonprofits: This report provides information on the compensation and benefits of government officials and donors to nonprofits. It is intended to be used as a resource for nonprofit organizations, boards of directors, and community development planners.
- Economic and community development planners: This report provides information on the compensation and benefits of economic and community development planners. It is intended to be used as a resource for nonprofit organizations, boards of directors, and community development planners.

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Report Authors

The Minnesota Nonprofit Economy Report, Minnesota Salary and Benefits Survey, and other reports were prepared by the Minnesota Council of Nonprofits. The authors of the reports are listed on the MNCN website at www.minnesotanonprofits.org.



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8 (E 7' BBA **14** 3<B@:

10 " =@63/AB **16** Southeast

12 " =@6E 3AB **18** Southwest



17 Appendix





EXECUTIVE SUMMARY

" =<>@ B=6/<H/BZ<A>:/G/'1@B7/:'@:37! 7<3A=B' A1=; ; C<B3A' '>@DZ75'3AA3<B7:'A3@713A' 3; >:=G75:=1/:'@A73<BA' /<27 >@D75?C/:'EG=4:7B'7'/'@/A'4@; /'@AB='6C; /<A3@713AB='@1@/B7=<' /<2'G=CB6'A>=@A'



Minnesota Nonprofit Workforce Doubles Over 30 Years, Not Yet Returned to Pre-Pandemic Numbers

#D3@B63'>/AB 'G3/@ '<=<>@ BA7! 7<3A=B' 6/D3'3F>3@B<132'1=<A7AB3<B5@E B6 7<B63'<C; 03@ =4AB/B3E 723'<=<>@ B3; >:=G33A'' 3E 33<' /<2' '<=<>@ BA/2232' '3; >:=G33A'' @>@A3<B75/ '2=CO:75'=4B63'<=<>@ BE =@4@13' k<'1=; >/@A=< ! 7<3A=B' AB=B': E =@4@3'5@E 'OG' >3@13<B=D3@B63'A'; 3'>3@7=2 ; 3/<75'B6/B63' <=<>@ BE =@4@3'6/A5@E <='D3@ D3'B7' 3A'4'AB3@ B6/< B63'E =@4@3'/A/'E 6=:3'

+ 673B63'<=<>@ BA31B=@6/A5@E <'AB3/27G B63' A31B=@E /A<=B7 ; C<3'4@; B63'3 31BA'=4B63' #*E' >/<23; 7' #D3@: B63! 7<3A=B' '<=<>@ BE =@4@13' AAB7:/>>@F7 /B3:G' E =@3@A:3AAB6/<'BA'>@ >/<23; 7'6376B7' " =<3B63:3AA B6@C56=CB63' \ + 673B63'<=<>@



NONPROFIT EMPLOYERS

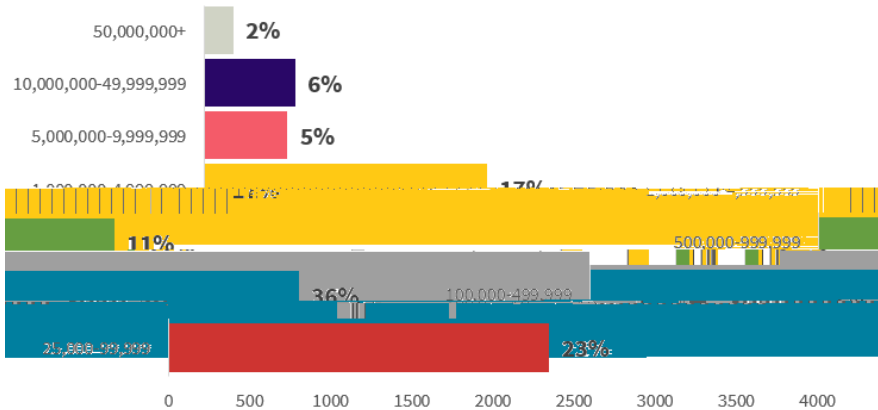
The nonprofit sector is a strong contributor to Minnesota's economy — supporting nearly 385,000 jobs and providing essential services to Minnesota's communities. From food banks to charter schools to theaters and hospitals, nonprofits touch the lives of almost every Minnesotan. In 2022, the number of financially active statewide nonprofit organizations was 10,072, up slightly from the previous year. While there is natural churn in the nonprofit sector with some organizations dissolving and others forming every year, the overall number of nonprofit employers has remained stable over the past five years.

This raises a common question about the nonprofit sector-- how many nonprofits are in



NONPROFIT EMPLOYERS

Financially Active Nonprofits by Budget Size



70% of financially active nonprofits report annual revenues of less than 1 million dollars

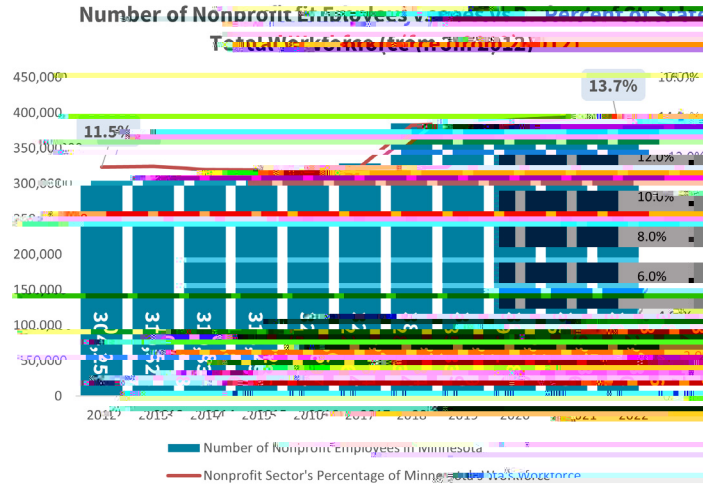
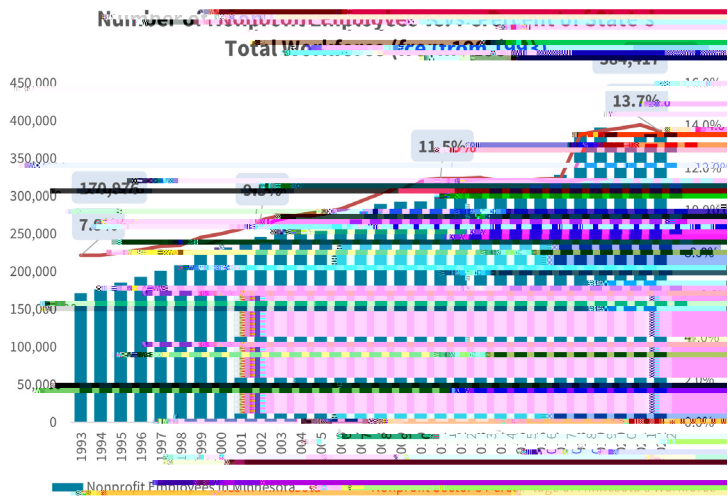
°; =@<C/<132 D7E '=4! 7<3A=B/ A'<=<>@ BA31B=@A= 3@2 OG2A/55@5/BK5'=@/ <H/B'<AO/A32'=< B637@/<<C/:@D3<C3@>=@B2'7 B63t&' ! /AB3@ 73 "" ; =<5' </<17::G/1BD3'<=<>@ BA' >3@3<B@>=@ /<<C/:@D3<C3A'=4:3AAB6/< # @/<H/B'<AE B6'A /::3@=>3@BK5'OC253BA'/@; =AB:73:GB' O3'4C<2'/; =<5B63'/@A @ 57< '3<D7@<; 3<B'/<2'7B3@/B7'</: AAC3A # @/<H/B'<AE B6:/@3@/<<C/: =>3@BK5'OC253BA' ; 7:7< B3<2B'03'7'63/:B6'/<2'6C; /<A3@D713A /=@3F/; >:3 B63:/@3AB<=<>@ B 7! 7<3A=B/ AB63! /G' ; 771 O/A32'7'&=163AB3@! " @>=@K5=D3@ '07:7<'7'71=; 3'7' "" =B6' A /::/<2:/@3'<=<>@ BA=11C>G>D=B/:@:3A7! 7<3A=B/ A'31=<=; G'>@D27'5'3AA<B7':A3@D713A/1@AA' B63AB/B3'

" =<>@ B/1BD7G/<2'5@E B6'@B3AD/@ /1@AAB63'AF @57<A=4! 7<3A=B/ '(63' (E 7' BBA! 3B@ /@/ A'6=; 3B'=D3@ 6/:4=4! 7<3A=B/ A'<=<>@ B3; >:=G3A'



NONPROFIT EMPLOYEES

Number of Minnesota nonprofit employees doubles over 30 years, Nearly returned to pre-pandemic numbers



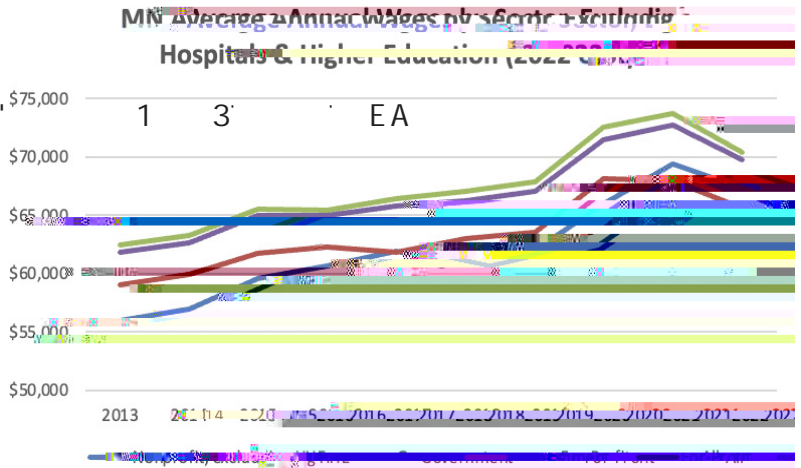
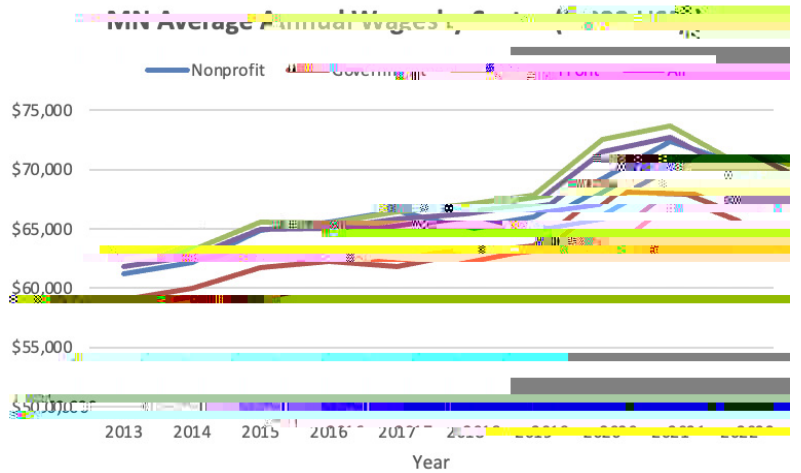
' 7-13! , " 035/ < B/ 19753; >:=G 3<B2/B' 7' B3<C; 03@-4B/B'E 73'<=<>@ B3; >:=G33A'6/A'2=CO:32'

NONPROFIT EMPLOYEES

Minnesota Wages Across Sectors Drop For the First Time in Years

Minnesota's average annual wages across all sectors fell for the first time in years, according to a new report from the Bureau of Economic Analysis. The report shows that wages in the nonprofit sector, which includes hospitals and higher education, fell by 1.1% in 2022. This is the first time since 2009 that wages in this sector have declined. The report also shows that wages in the government sector fell by 0.5% in 2022, and wages in the private sector fell by 0.3%.

The report also shows that wages in the nonprofit sector have been rising since 2009, but the rate of growth has slowed in recent years. The report also shows that wages in the government sector have been rising since 2009, but the rate of growth has slowed in recent years.



NONPROFIT EMPLOYEES

82% of nonprofit workers work full time

Part Time and Full Time Nonprofit Workers by Activity Area (2022)



Nonprofit workers are employed across a wide range of activity areas. The largest activity area is Health Care, which employs 17,388 workers, with 14,292 full-time and 3,096 part-time employees. The next largest activity area is Religious, with 11,717 workers, including 9,654 full-time and 2,063 part-time employees. Other significant activity areas include Individual, Family, and Childcare (7,200 workers), Advocacy, Grantmaking, Civic, and Professional (6,535 workers), and Education (2,500 workers).

74% of the nonprofit workforce is female



The nonprofit workforce is predominantly female, with 74% of workers being women. This gender distribution is consistent across most activity areas, with the largest gender gap seen in Health Care, where 80% of workers are female. In contrast, the Vocational activity area has a higher percentage of male workers at 24%.

Health Care is the largest activity area, employing 17,388 workers, with 14,292 full-time and 3,096 part-time employees. The next largest activity area is Religious, with 11,717 workers, including 9,654 full-time and 2,063 part-time employees.

Gender Distribution of Nonprofit Workers by Activity Area (2022)



Health Care has the highest percentage of female workers at 78%. The next highest percentage is in Religious activity areas at 82%.

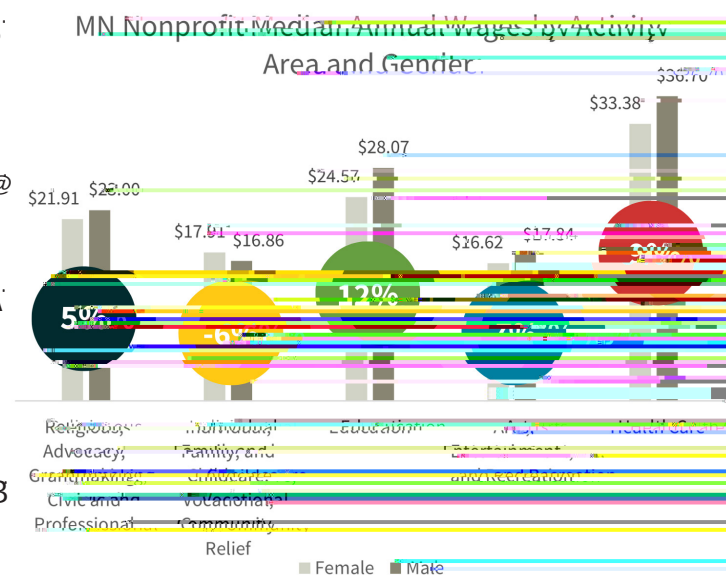
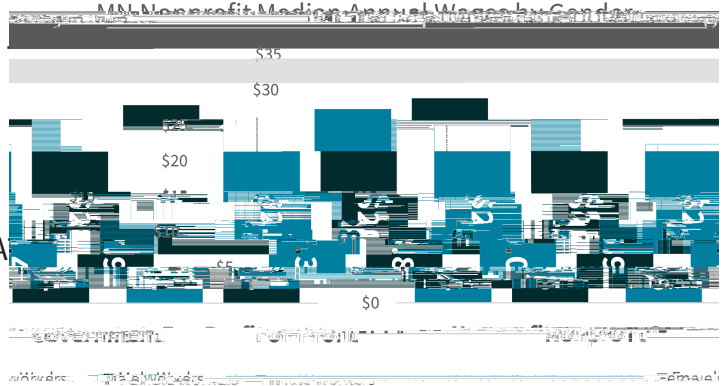
Sex data is provided by the Minnesota Department of Employment and Economic Development based on OCEW reporting. MCN recognizes the broad spectrum of sexual and gender identities that transcend the binary of male and female. However, until a change is made at the federal or state agency level, this report series is limited to existing data reporting categories.

NONPROFIT EMPLOYEES

+ 673B63'67AB=@1 E /53>3</:BG=4>/GK5'4B; /:3'
 3; >:=G33A:3AA'66/<; /:3A'7AE 3: 3AB/O:7632 '4@B63'
 @ABB7 3'7A'>=AAD:3B=@>=@=<B63E /53'27 3@<B7/
 O3EE 33<'4B; /:3A/'<2; /:3AOGA31B=@4B63'31=<=; G'
 (6@C56=CBB63'B-B'! 7<3A=B' E =@4@3'4B; /:3'
 E=@3A E 356B32; 327<'<<C/:E /53A /@'
 >3@3<B=4B637@; /:3'1=::3/5C3A k<'1=; >/@A=<'7'B63'
 @AB=4B63) <B32' B'BA'4B; /:3A; 327<'<<C/:E /53A
 /@' >3@3<B=4B637@; /:3'1=::3/5C3A "

&35C:/@?C/@B@G@>=@A' :32E B6''11~ 'A6=E 'B6/B
 4B; /:3AE =@3A'7'B63'<=<>@ BA31B=@6/D3; 327<'<
 /<<C/:E /53A'66/B/@' >3@3<B=4B637@; /:3'
 1=::3/5C3A '(6AE /535/>'A'A 56BG5@/B@B6/ <'7'B63'
 5=D3@; 3<B':A31B=@E 63@'4B; /:3A; 327<'<<C/:
 E /53A/@' >3@3<B=4B637@; /:3'1=::3/5C3A 'OCB/'
 ; C16'A /::3@5/>'B6/<'7'B63'4@>@ BA31B=@E 63@'
 4B; /:3A; 327<'<<C/:E /53A/@' >3@3<B=4B637@
 ; /:3'1=::3/5C3A "

! 7<3A=B' A; 327<'<<C/:E /53A/1@AA'31B=@A'B<2A'
 B=03'6763@B6/<'=B63@AB'BA' /<2! 7<3A=B' '@<9A'
 B6'=D3@::'7'53<23@E /53'3?C'BG" /B'</:'+ =; 3<A'
 ž/E' 3<B@ ž7BB7 3+ /53'fi/>ž=AA3A'4@+ =; 3<'
 ' B'BB'&/<97'5A ! =AB=4B63'>/G5/>'OG'53<23@
 7! 7<3A=B' 'A/B@OCB2 B=1=; >3<A/B'<'=44@>@ B
 3; >:=G33A "

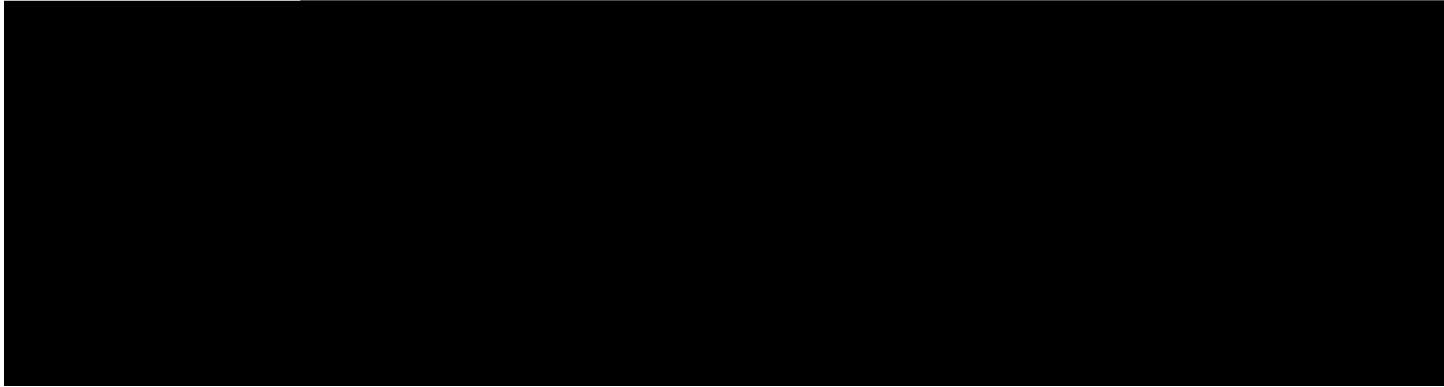


+ 673B63'<=<>@ B/<2'4@>@ B
 A31B=@/ @A7 7/@K'/53'27AB@OCB'<'
 B63'5=D3@; 3<B':A31B=@A93E A'A 56BG'
 =:23@B6/<O=B6 '(63; /8@BG=4
 <=<>@ BE =@3A/ @O3EE 33<'



TWIN CITIES REGION

Counties: Anoka, Carver, Dakota, Hennepin, Ramsey, Scott, Washington



+ B6' =@/ <HY/B/= <A B63' (E 7' BBA! 3B@° @/ 'A'6=; 3B' =D3@6/:4=4! 7<3A=B/ A'<=<>@ BA '(63'
! 3B@° @/ 'A/:A= B63; =AB23<A3.G>=>C./B32 @57=<'=4! 7<3A=B/ E B6' 2D3@3'1=; ; C<BBA/ <2' <332A'

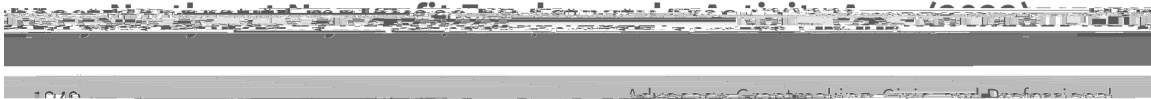


NORTHEAST REGION

Aitkin, Carlton, Cook, Itasca, Koochiching, Lake, St. Louis



(63A3D3< T=C<B5" =@63/AB&35F< AB63A31=<2:/@53AB@5F< K! K<3A=B' K B3@ A=453=5@ >6//AFB
E B6; =AB=4BA<=<>@ B/1BD6G:=1/B32'K' BA:/@53AB1=C<B6' "/K Bz=CA (63" =@63/AB7AB63:3/AB23<A3:G
>=>C:/B32'@57</'<2'6/AB63:=E 3AB<C; 03@=4<=<>@ B3AB/O:76; 3<BA'K! 7<3A=B' ~ 3A> B3'B6'A B63'
@57<'6/AB63'6763ABA6/@'=4BA'B-B': E =@4@3'/B /<2'B63' <=<>@ BE =@3@; /93'C>'`
>3@3<B=4B-B':! 7<3A=B' <=<>@ B3; >:=G33A



Nonprofit: 75% Female

Government: 56% Female

For-Profit: 41% Female

Total Workforce: 50% Female

'=4<=<>@ BE =@3@'7'B63" =@63/AB/@'4; /:3'
1=; >/@2'B' '=4B63B-B': E =@4@3'/<2'
AB/B3E 723 " =B/O:G E 673'B63'<=<>@ BA31B-@@>=@A/'
A 76BG6763@>3@ DE^a Ê



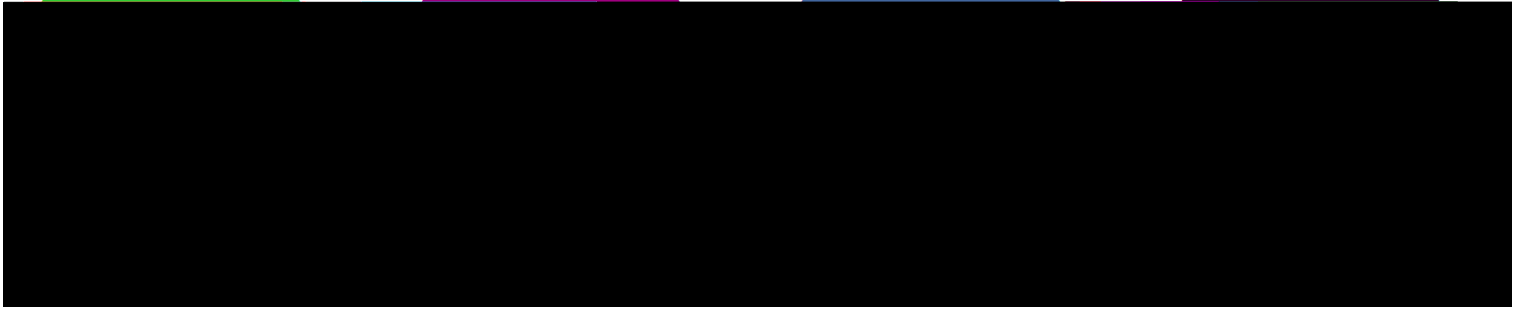
NORTHWEST REGION





CENTRAL REGION

Benton, Chisago, Isanti, Kanabec, Kandiyohi, McLeod, Mille Lacs, Pine, Renville, Sherburne, Stearns, Wright





SOUTHEAST REGION

Dodge, Fillmore, Freeborn, Goodhue, Houston, Mower, Olmsted, Rice, Steele, Wabasha, Winona



(63" =CB63/AB@57<=4! k<3A=B' A6=; 3B=B63! /G=.;:K7I E 676'3; >:=GA' =4B63" =CB63/ABA' <=<>@ B3; >:=G33A (63" =CB63/AB6/AB63'A31=<2 67563AB<C; O3@=43; >:=G33A>3@@57<'O31/CA3' =4B67A' /<2' >3@13<B=4/::! " <=<>@ B3; >:=G33A fl=E 3D3@B63" =CB63/AB6/AB63'A31=<2 :=E 3AB<C; O3@ =4=@/ <7H/B7<A>3@@57<'



Analysis of the Maximum Civil and Professional 911

(63' =CB63/AB3; >:=GA' >3@13<B=4! 7<3A=B' A'63/:B6'1/@'E =@3A + 7B=CB63/:B6'1/@ B63'67563AB /1BD7B/@/ A'32C1/B7<

Nonprofit: 69% Female

t< B63" =CB63/AB B63>3@13<B' 53'=4B; /:3'<=<>@ B 3; >:=G33A7A' :=E 3@B6/<! 7<3A=B' /A/ E 6=:3 E 673' 5=D3@; 3<B/ <2'4@>@ BA31B=@/ @'A7 7/@B' =B63@ @57<A

Government: 60% Female

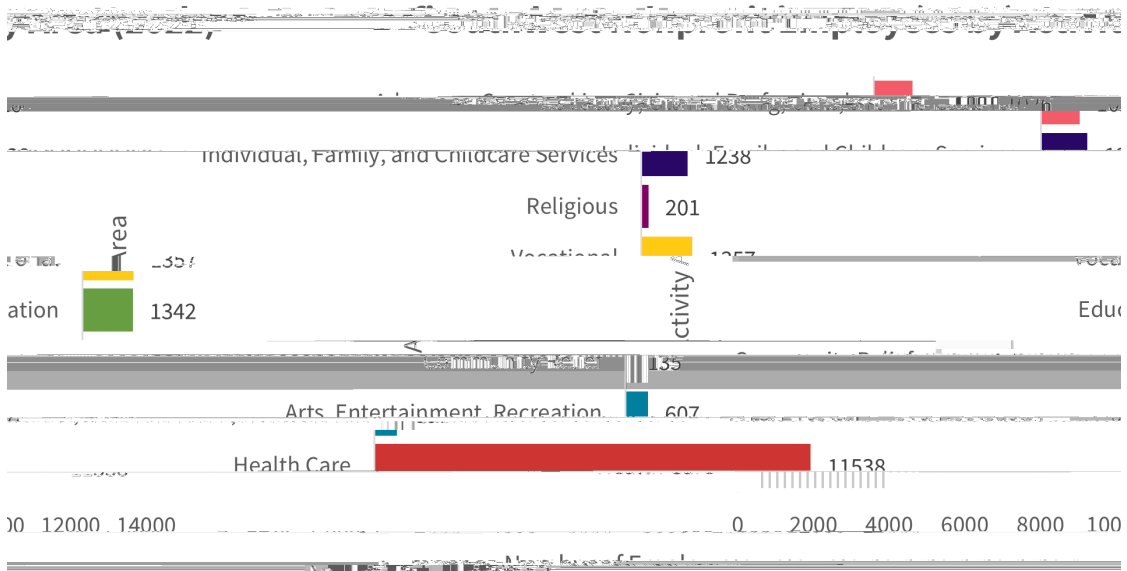
For-Prof t: 44% Female

Total Workforce: 51% Female

SOUTHWEST REGION

Big Stone, Blue Earth, Brown, Chippewa, Cottonwood, Fairbault, Jackson, Lac Qui Parle, Le Sueur, Lincoln, Lyon, Martin, Murray, Nicollet, Nobles, Pipestone, Redwood, Rock, Sibley, Swift, Waseca, Watonwan, Yellow Medicine

(63" =CB6E 3AB6/AB63A' /::3AB<C; 03@=4<=<>@ B3; >:=G33A/1@AA/:: @57<A /<2'1=<AAB3<BG"6/A /D3@53'/<<C/:'<=<>@ BE /53A'03:=E '=B63@@57<A 'fl=E 3D3@B63' =CB6E 3AB6/A'1/C56BC>'B= B63' " =@6E 3AB=D3@B63>/AB1=C>:3=4G3/@ /<2 /:='<5'E B' B63' =CB63/AB'6/AA33< B63'07553AB7k1@/A3'K' <C; 03@=43; >:=G3A=D3@B63>/ABG3/@



(63' =CB6E 3AB3; >:=GA'BE 3@32C1/B7=</: E =@3@B6/ <='B63@A31B=@ /<2'K-AB3/2'6/A/':/@53@A31B=@=4 D=1/B7=</: E =@'

Nonprofit: 79% Female

Government: 62% Female

For-Prof t: 45% Female

Total Workforce: 51% Female

(63' =CB6E 3AB6/A'67563@@B3A'=44B; /:3'3; >:=G33A/1@AA' A31B=@B6/ <='B63@@57<A 'K'>/@71C:/@B63G'6/D3'B63' A31=<2'67563AB@B3'=44B; /:3'<=<>@ BE =@3A / 3@B63' ,3<B@:'@57<'=4! K<3A=B'



APPENDIX A: North American Industry Classification System (NAICS)

(67'@>=@CA3A'B63" ° Ł ' '4@B63' /</:GAT'=4<=<>@ B3; >:=G3@ '3; >:=G33A' /<2'E /53A'

Ambulatory Health Care Services (NAICS 621) \$@DZ3'

63/:B6'1/ @A3@713AB= /; OC:/B=@>/B3<BA' /<2'71:C23'

>6GA77/<A = 713A ; 3<B':63/:B6'>@1BB7=<3@ 23<BABA'

=>B=; 3B@ABA' >6GA77/; =11C>/B7</: /<2'A>3316'B63@>7ABA'

4; 7G>:/<<75'13<B3@ =CB>/B3<B; 3<B':63/:B6' /<2'

ACOAB' <13/OCA3'13<B3@ ; 3271/; ! B'

63 A /:B6'>@713AB



APPENDIX A: North American Industry Classification System (NAICS)

(67A@>=B/:A=CA3A" (11 1=23A4@B63'</:GAT=4B6327B@OCB7=<=4<=<>@ BA'OG72CABG/1@AA' 53=5@>6G/<2'OG>=>C:/B7< (63'k<B3@/:&3D3<C3" 3@D713' k& "035/<CA7<5B63" (11 AGAB3; B=AC>=>=B /</:GAT=42/B' OGEG>3A=4<=<>@ B=@5/<H/B7<A'/<2B637@/1BD7BA (63" (11 1=23'A/'4C@25B1=23' CA32B=1:/AA7G/<3F3; >B=@5/<H/B7<7'B3@ A=4BA>@ /@3F3; >B/1BD7G (63" (11 1:/AA7 1/B7< AGAB3; E/A'23D3=>32'OGB63" /B7</: 3<B3@4@ 6/@B'O.3' B/BAB7A/<22D723AB63C<D3@3'=4<=<>@ B =@5/<H/B7<A7B= ; /8=@5@C>AC<23@B634::=E 7<5' O@/21/B35=@3A "

Arts, Culture, and Humanities - A

Educational Institutions and Related Activities - B

Environment and Animals - C, D

 i <D7@<; 3<B/:%C/:BG \$@B31B7</'<2" 3/CB/ 1/B7<"

 ~ "" <7 /: &3;/B32'f13/:B6"

Health - E, F, G, H



APPENDIX B: Data Sources

Quarterly Census of Employment and Wages

(63%C/@B@G, 3<ACA=4; >:=G 3<B/<2'+/53A'%.1+ .

/1=>3@BD3'3<23/D=@033' <1.7%
#<P>3@1 (G/B<B7k2)P, 3@/BEBAD \$ 63 = /<2" 7%C ALC A



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