

Nonprofit Finance Fund
2025 State of the Nonprofit Sector Survey
 October 2025



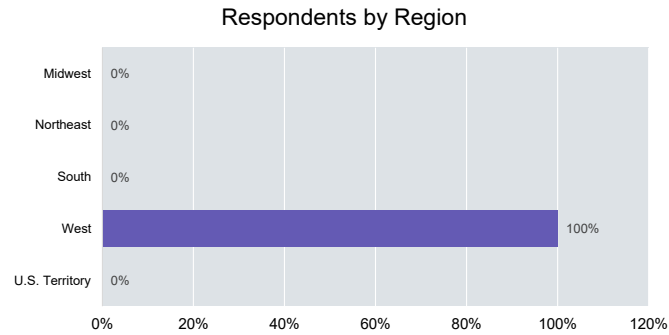
The State of the Nonprofit Sector Survey – Nonprofit Finance Fund’s tenth – collects data about US nonprofits’ health, including their collective challenges, successes, and the required investments to continue enriching millions of lives, and transforms this data into an accessible, evidence-based illustration of the sector’s current landscape and needs. The 2025 Survey, conducted in collaboration with EVITARUS and Ambit 360 Consulting, explored how nonprofits are faring in today’s changing environment and the investments needed to secure their long-term futures. From January 30 to March 14, 2025, we asked US nonprofit leaders a series of closed- and open-ended questions to understand the management, operational, and financial picture they navigated in 2024 and anticipated in 2025.

The results for each survey question for **organizations in the California Bay Area** are shown below. A total of **129 responses** met our criteria for inclusion in the analysis. Because some questions were only shown to certain respondents (i.e., conditional questions) or were not answered (i.e., respondents selected ‘prefer not to answer’ or didn’t complete the survey) the number of responses (N=) varies by question. For conditional questions, we also note which group of respondents was asked the question.

Your Organization and the People You Serve

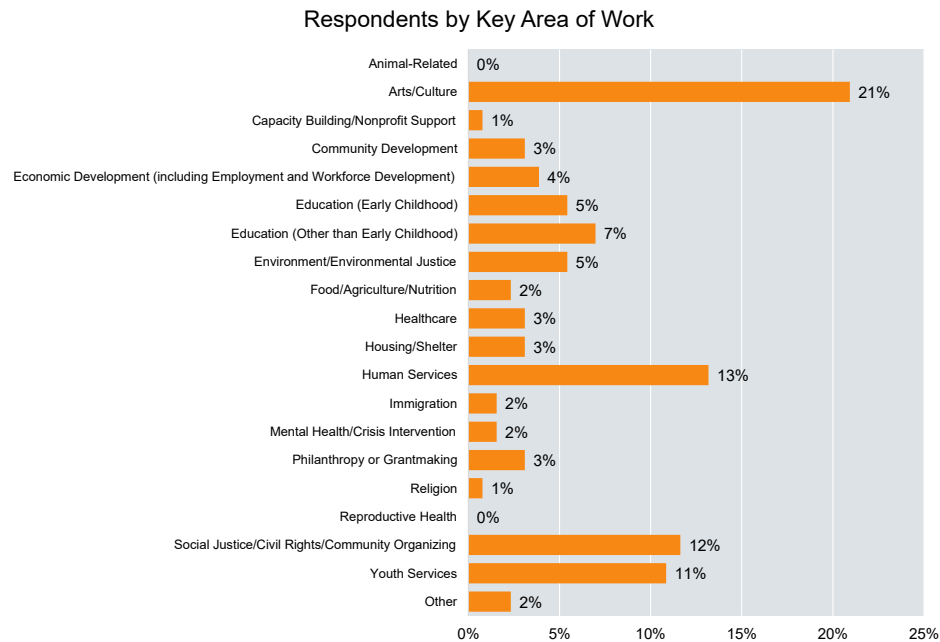
Respondents by State	Total #	% of Total
Alabama	0	0%
Alaska	0	0%
Arizona	0	0%
Arkansas	0	0%
California	129	100%
Colorado	0	0%
Connecticut	0	0%
Delaware	0	0%
Florida	0	0%
Georgia	0	0%
Hawaii	0	0%
Idaho	0	0%
Illinois	0	0%
Indiana	0	0%
Iowa	0	0%
Kansas	0	0%
Kentucky	0	0%
Louisiana	0	0%
Maine	0	0%
Maryland	0	0%
Massachusetts	0	0%
Michigan	0	0%
Minnesota	0	0%
Mississippi	0	0%
Missouri	0	0%
Montana	0	0%
Nebraska	0	0%
Nevada	0	0%
New Hampshire	0	0%
New Jersey	0	0%
New Mexico	0	0%
New York	0	0%
North Carolina	0	0%
North Dakota	0	0%
Ohio	0	0%
Oklahoma	0	0%
Oregon	0	0%
Pennsylvania	0	0%
Puerto Rico	0	0%
Rhode Island	0	0%
South Carolina	0	0%
South Dakota	0	0%
Tennessee	0	0%
Texas	0	0%
U.S. Virgin Islands	0	0%
Utah	0	0%
Vermont	0	0%
Virginia	0	0%
Washington	0	0%
Washington, D.C.	0	0%
West Virginia	0	0%
Wisconsin	0	0%
Wyoming	0	0%
Base = All Respondents	N=	129 100%

In what region is your organization located?



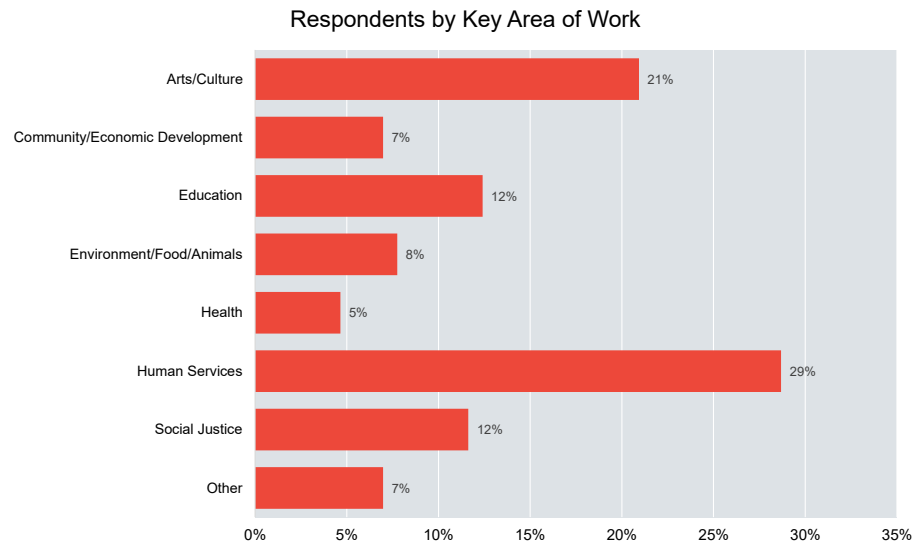
Region	Total #	% of Total
Midwest	0	0%
Northeast	0	0%
South	0	0%
West	129	100%
U.S. Territory	0	0%
Base = All Respondents	N= 129	100%

What is your nonprofit organization's key area of work?



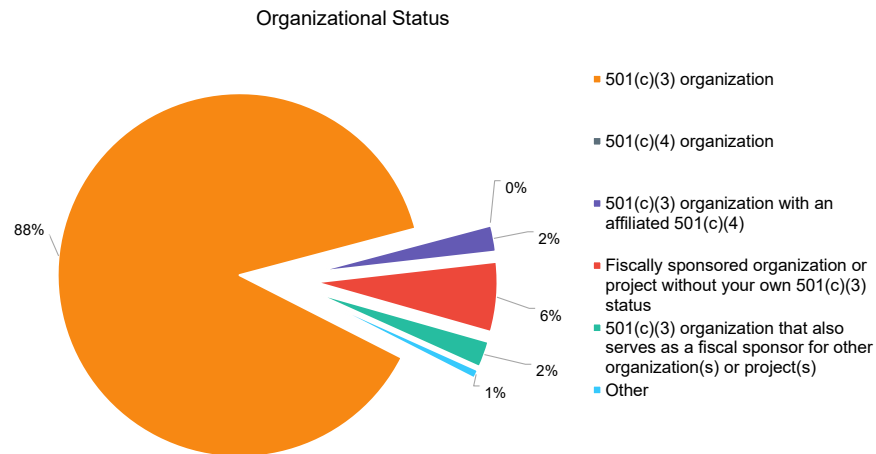
Key Area of Work	Total #	% of Total
Animal-Related	0	0%
Arts/Culture	27	21%
Capacity Building/Nonprofit Support	1	1%
Community Development	4	3%
Economic Development (including Employment and Workforce Development)	5	4%
Education (Early Childhood)	7	5%
Education (Other than Early Childhood)	9	7%
Environment/Environmental Justice	7	5%
Food/Agriculture/Nutrition	3	2%
Healthcare	4	3%
Housing/Shelter	4	3%
Human Services	17	13%
Immigration	2	2%
Mental Health/Crisis Intervention	2	2%
Philanthropy or Grantmaking	4	3%
Religion	1	1%
Reproductive Health	0	0%
Social Justice/Civil Rights/Community Organizing	15	12%
Youth Services	14	11%
Other	3	2%
Base = All Respondents	N= 129	100%

What is your nonprofit organization's key area of work?



Key Area of Work - Consolidated	Total #	% of Total
Arts/Culture	27	21%
Community/Economic Development	9	7%
Education	16	12%
Environment/Food/Animals	10	8%
Health	6	5%
Human Services	37	29%
Social Justice	15	12%
Other	9	7%
Base = All Respondents	N= 129	100%

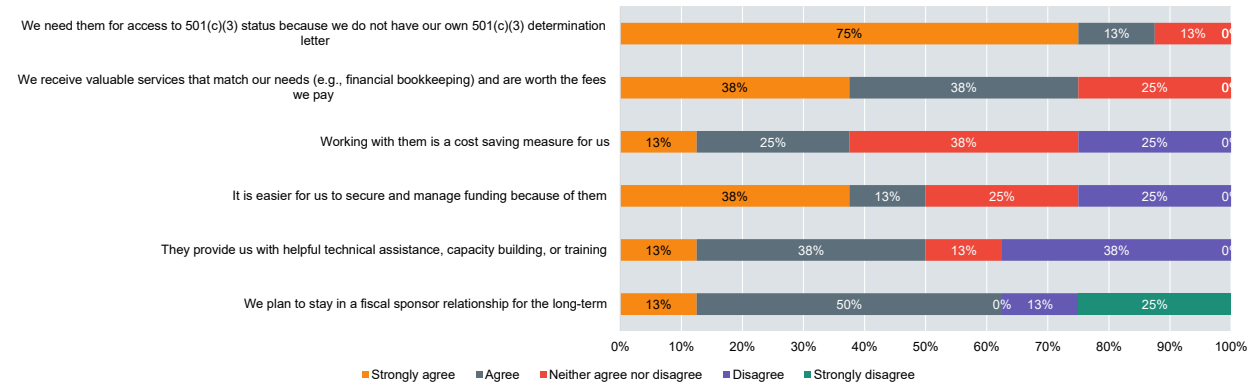
Which one of the following best describes your organization?



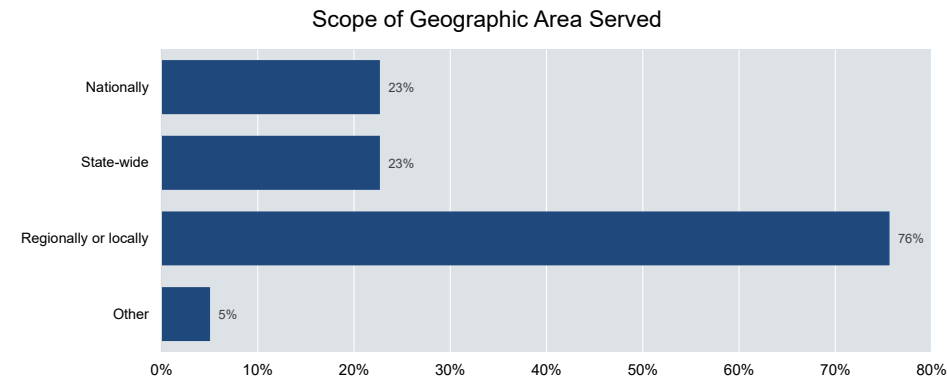
Organizational Status	Total #	% of Total
501(c)(3) organization	114	88%
501(c)(4) organization	0	0%
501(c)(3) organization with an affiliated 501(c)(4)	3	2%
Fiscally sponsored organization or project without your own 501(c)(3) status	8	6%
501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or pr	3	2%
Other	1	1%
Base = All Respondents	N= 129	100%

To what extent do you agree or disagree with each of the following statements about your fiscal sponsor?

Relationship with Fiscal Sponsor

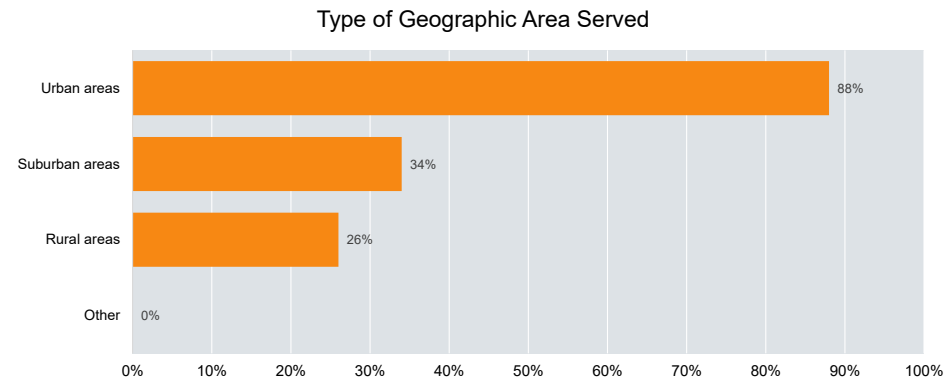


Which geographic areas does your organization primarily serve? (select all that apply)



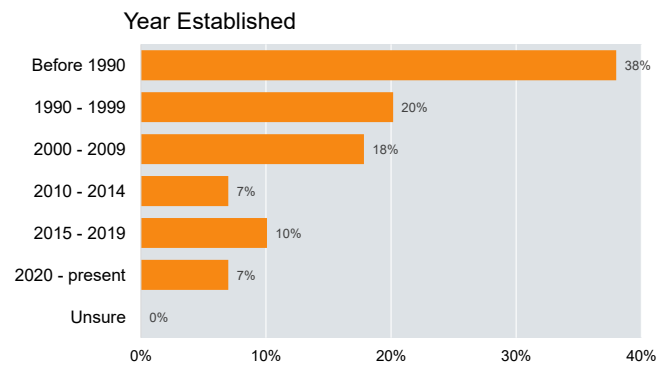
Geographic Area Served - Scope	Total #	% of Total
Nationally	27	23%
State-wide	27	23%
Regionally or locally	90	76%
Other	6	5%
Base = Respondents Who Selected At Least One Geographic Scope Response Option	N= 119	

Which geographic areas does your organization primarily serve? (select all that apply)



Geographic Area Served - Type	Total #	% of Total
Urban areas	44	88%
Suburban areas	17	34%
Rural areas	13	26%
Other	0	0%
Base = Respondents Who Selected At Least One Geographic Type		
Response Option	N=	50

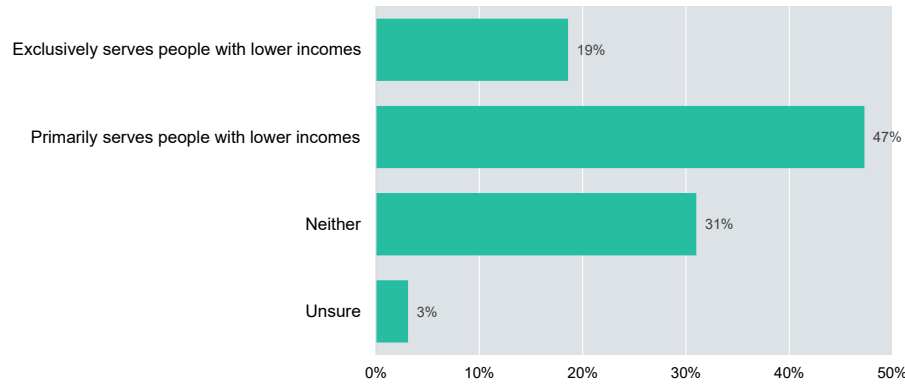
In what year was your organization established?



Year Established	Total #	% of Total
Before 1990	49	38%
1990 - 1999	26	20%
2000 - 2009	23	18%
2010 - 2014	9	7%
2015 - 2019	13	10%
2020 - present	9	7%
Unsure	0	0%
Base = All Respondents		
Response Option	N=	129
		100%

Does your organization serve people with lower incomes?

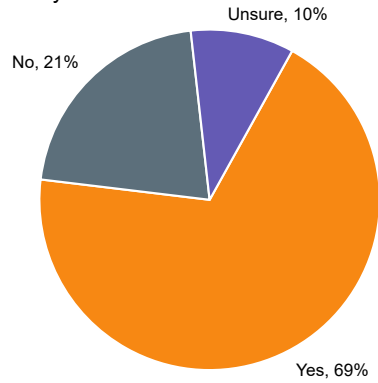
Serve People with Lower Incomes?



Serve People with Lower Incomes?	Total #	% of Total
Exclusively serves people with lower incomes	24	19%
Primarily serves people with lower incomes	61	47%
Neither	40	31%
Unsure	4	3%
Base = All Respondents	N= 129	100%

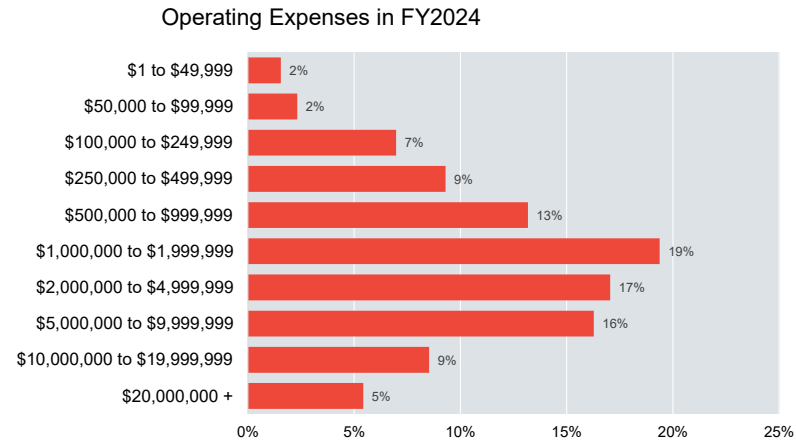
Does your organization primarily serve communities of color?

Primarily Serve Communities of Color?



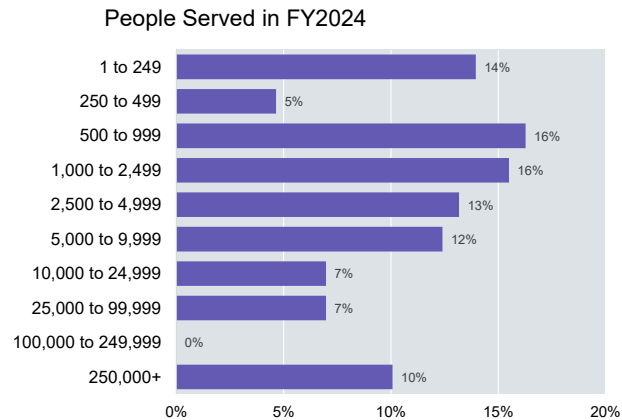
Primarily Serve Communities of Color?	Total #	% of Total
Yes	84	69%
No	26	21%
Unsure	12	10%
Base = All Respondents	N= 122	100%

Approximately what were your organization's total operating expenses for Fiscal Year 2024 (FY2024)?



Operating Expenses in FY2024	Total #	% of Total
\$1 to \$49,999	2	2%
\$50,000 to \$99,999	3	2%
\$100,000 to \$249,999	9	7%
\$250,000 to \$499,999	12	9%
\$500,000 to \$999,999	17	13%
\$1,000,000 to \$1,999,999	25	19%
\$2,000,000 to \$4,999,999	22	17%
\$5,000,000 to \$9,999,999	21	16%
\$10,000,000 to \$19,999,999	11	9%
\$20,000,000 +	7	5%
Base = All Respondents	N= 129	100%

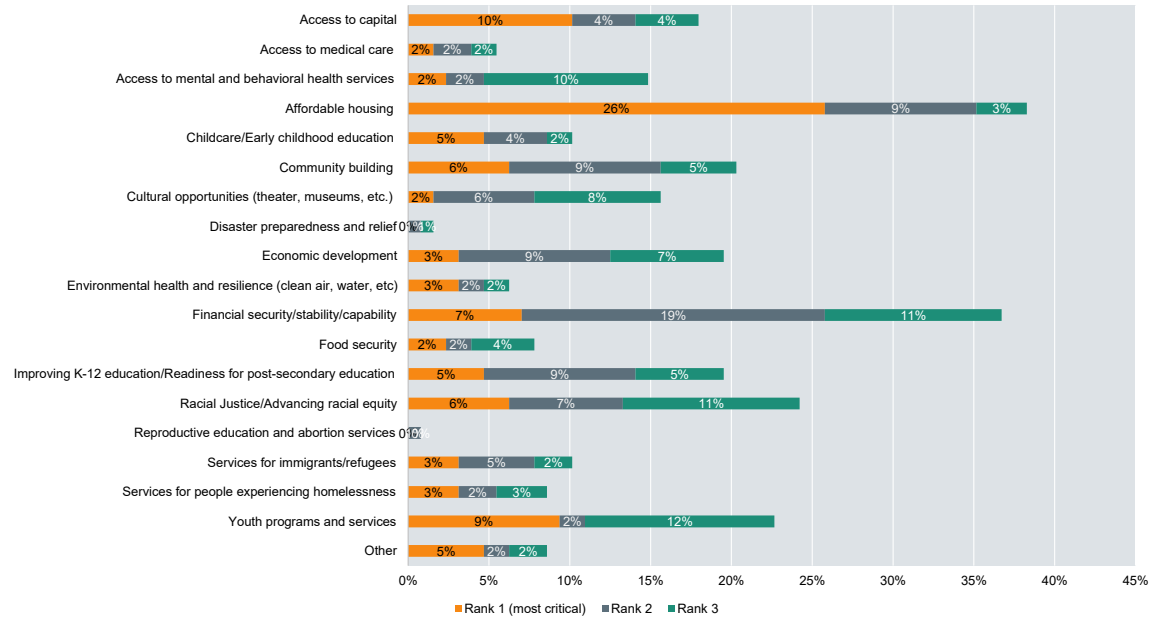
Approximately how many people did your organization serve in FY2024?



People Served in FY2024	Total #	% of Total
1 to 249	18	14%
250 to 499	6	5%
500 to 999	21	16%
1,000 to 2,499	20	16%
2,500 to 4,999	17	13%
5,000 to 9,999	16	12%
10,000 to 24,999	9	7%
25,000 to 99,999	9	7%
100,000 to 249,999	0	0%
250,000+	13	10%
Base = All Respondents	N= 129	100%

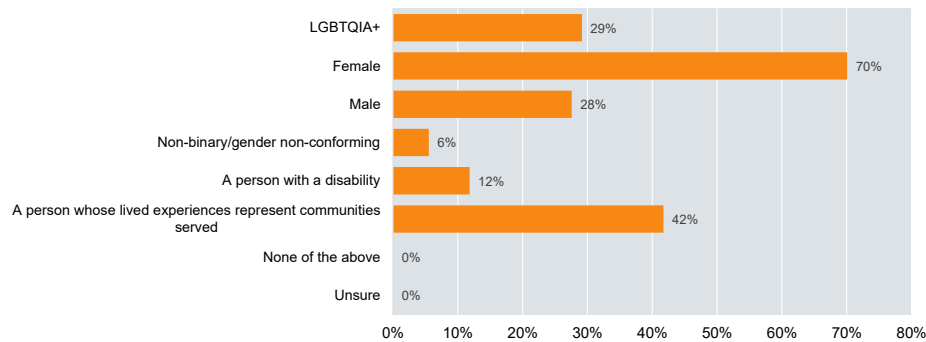
What are the three most critical needs of the broader community in which your organization does most of its work?

Top 3 Critical Needs of the Community in Which Organization Works



Does your organizational leader (Executive Director/CEO/President) identify as...? (select all that apply)

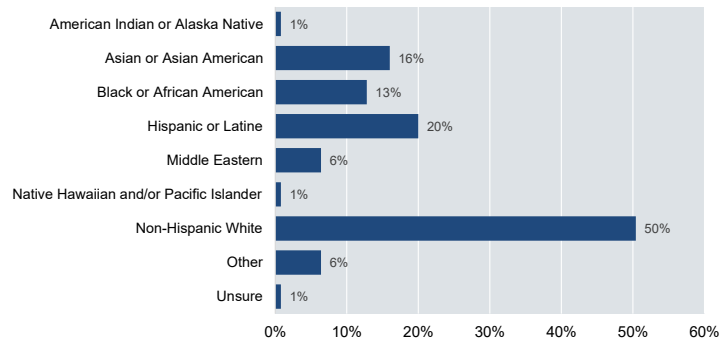
Identity of Organizational Leader



Identity of Organizational Leader	Total #	% of Total
LGBTQIA+	37	29%
Female	89	70%
Male	35	28%
Non-binary/gender non-conforming	7	6%
A person with a disability	15	12%
A person whose lived experiences represent communities served	53	42%
None of the above	0	0%
Unsure	0	0%
Base = All Respondents	N= 127	

Does your organizational leader (Executive Director/CEO/President) identify as...? (select all that apply)

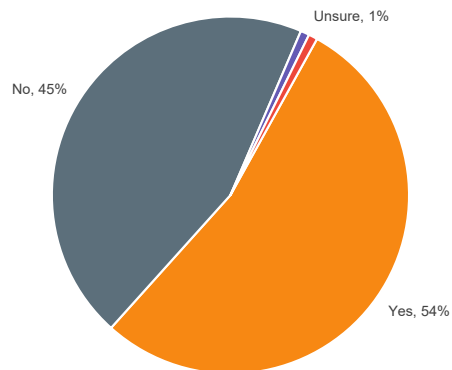
Identity of Organizational Leader - Race/Ethnicity



Identity of Organizational Leader - Race/Ethnicity	Total #	% of Total
American Indian or Alaska Native	1	1%
Asian or Asian American	20	16%
Black or African American	16	13%
Hispanic or Latine	25	20%
Middle Eastern	8	6%
Native Hawaiian and/or Pacific Islander	1	1%
Non-Hispanic White	63	50%
Other	8	6%
Unsure	1	1%
Base = All Respondents	N= 125	

Does your organizational leader (Executive Director/CEO/President) identify as a person of color?

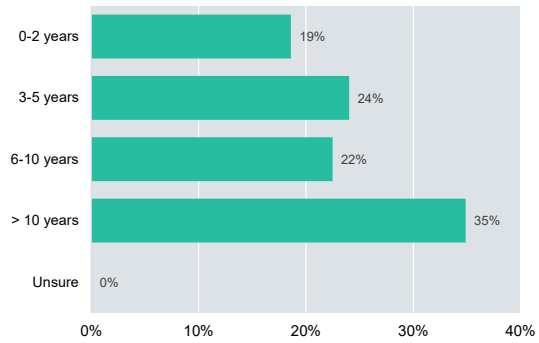
Does your Organizational Leader Identify as a Person of Color?



Identity of Organizational Leader - Person of Color	Total #	% of Total
Yes	67	54%
No	56	45%
Unsure	1	1%
Other	1	1%
Base = All Respondents	N= 125	100%

How long has your organizational leader (Executive Director/CEO/President) held that position at your organization?

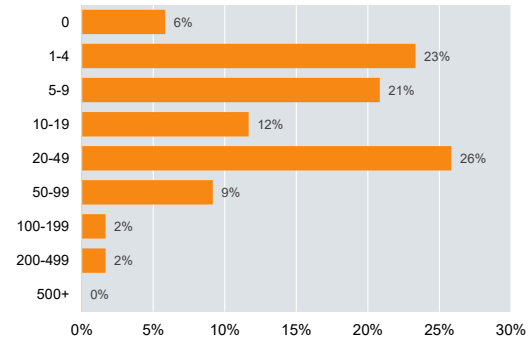
Tenure of Organizational Leader



Tenure of Organizational Leader	Total #	% of Total
0-2 years	24	19%
3-5 years	31	24%
6-10 years	29	22%
> 10 years	45	35%
Unsure	0	0%
Base = All Respondents	N= 129	100%

How many full time staff did you employ in FY2024?

Full Time Staff in FY2024

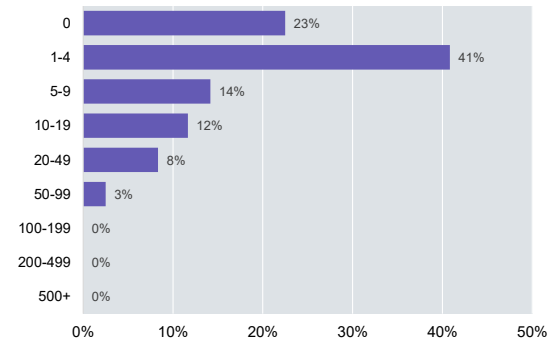


Full Time Staff in FY2024

	Total #	% of Total
0	7	6%
1-4	28	23%
5-9	25	21%
10-19	14	12%
20-49	31	26%
50-99	11	9%
100-199	2	2%
200-499	2	2%
500+	0	0%
Base = All Respondents	N= 120	100%

How many part time staff did you employ in FY2024?

Part Time Staff in FY2024

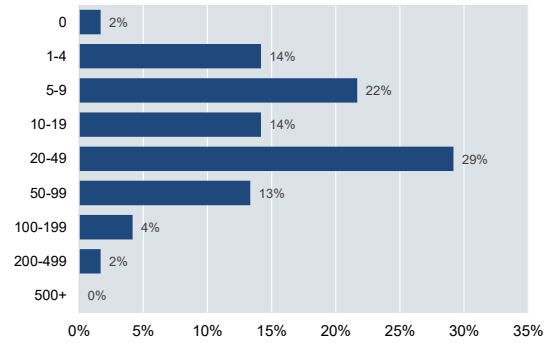


Part Time Staff in FY2024

	Total #	% of Total
0	27	23%
1-4	49	41%
5-9	17	14%
10-19	14	12%
20-49	10	8%
50-99	3	3%
100-199	0	0%
200-499	0	0%
500+	0	0%
Base = All Respondents	N= 120	100%

How many total staff (full time and part time) did you employ in FY2024?

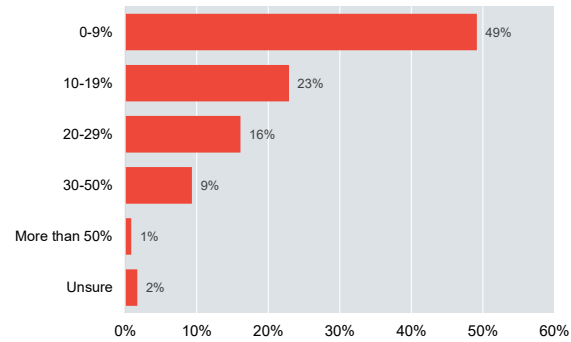
Total Staff (Full Time and Part Time) in FY2024



Total Staff (Full Time and Part Time) in FY2024	Total #	% of Total
0	2	2%
1-4	17	14%
5-9	26	22%
10-19	17	14%
20-49	35	29%
50-99	16	13%
100-199	5	4%
200-499	2	2%
500+	0	0%
Base = All Respondents	N= 120	100%

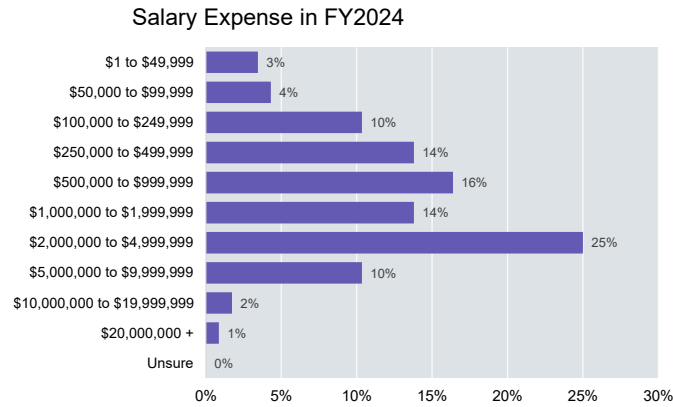
Thinking about staff turnover, approximately what percentage of the staff left your organization in FY2024?

Staff Turnover in FY2024



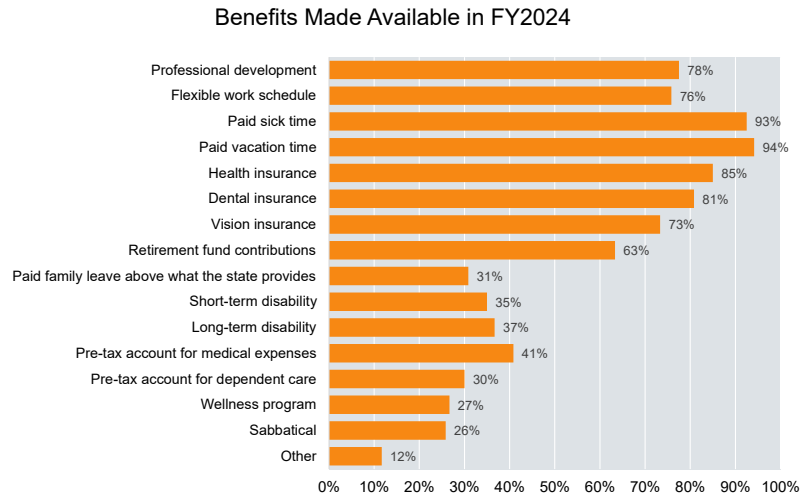
Staff Turnover in FY2024	Total #	% of Total
0-9%	58	49%
10-19%	27	23%
20-29%	19	16%
30-50%	11	9%
More than 50%	1	1%
Unsure	2	2%
Base = All Respondents	N= 118	100%

Approximately what was the total amount your organization paid in salaries in FY2024?



Salary Expense in FY2024	Total #	% of Total
\$1 to \$49,999	4	3%
\$50,000 to \$99,999	5	4%
\$100,000 to \$249,999	12	10%
\$250,000 to \$499,999	16	14%
\$500,000 to \$999,999	19	16%
\$1,000,000 to \$1,999,999	16	14%
\$2,000,000 to \$4,999,999	29	25%
\$5,000,000 to \$9,999,999	12	10%
\$10,000,000 to \$19,999,999	2	2%
\$20,000,000 +	1	1%
Unsure	0	0%
Base = All Respondents	N= 116	100%

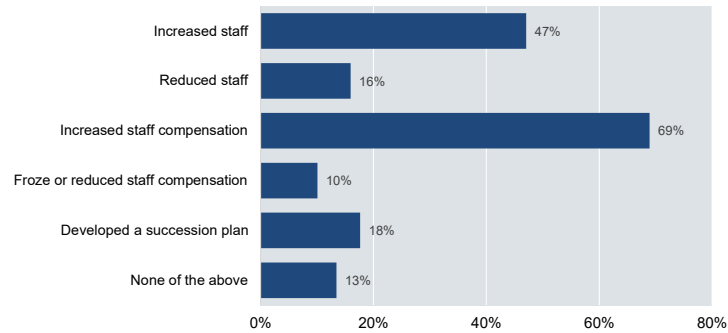
Which benefits did your organization make available to staff in FY2024? (select all that apply)



Benefits Made Available in FY2024	Total #	% of Total
Professional development	93	78%
Flexible work schedule	91	76%
Paid sick time	111	93%
Paid vacation time	113	94%
Health insurance	102	85%
Dental insurance	97	81%
Vision insurance	88	73%
Retirement fund contributions	76	63%
Paid family leave above what the state provides	37	31%
Short-term disability	42	35%
Long-term disability	44	37%
Pre-tax account for medical expenses	49	41%
Pre-tax account for dependent care	36	30%
Wellness program	32	27%
Sabbatical	31	26%
Other	14	12%
Base = All Respondents	N= 120	

In FY2024, did your organization take any of the following staff-related actions? (select all that apply)

Staff-Related Actions Taken in FY2024

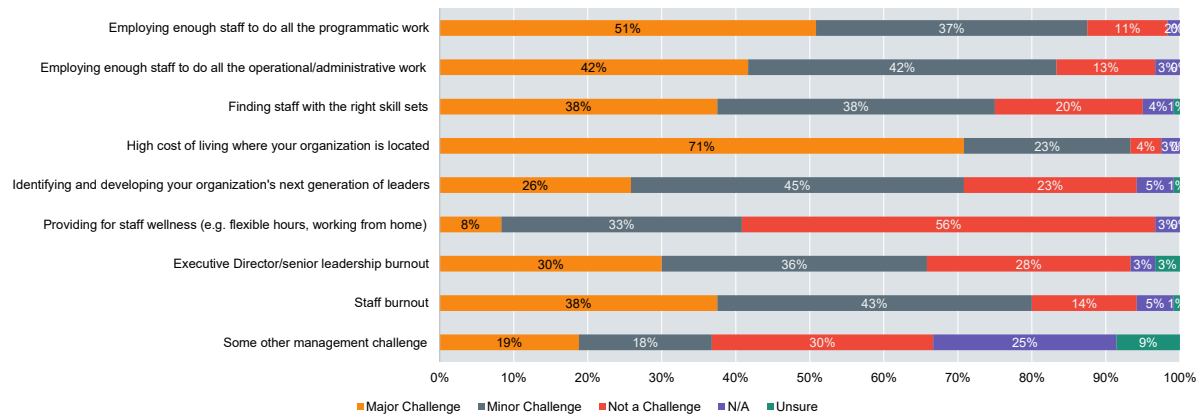


Staff-Related Actions Taken in FY2024

	Total #	% of Total
Increased staff	56	47%
Reduced staff	19	16%
Increased staff compensation	82	69%
Froze or reduced staff compensation	12	10%
Developed a succession plan	21	18%
None of the above	16	13%
Base = All Respondents	N= 119	

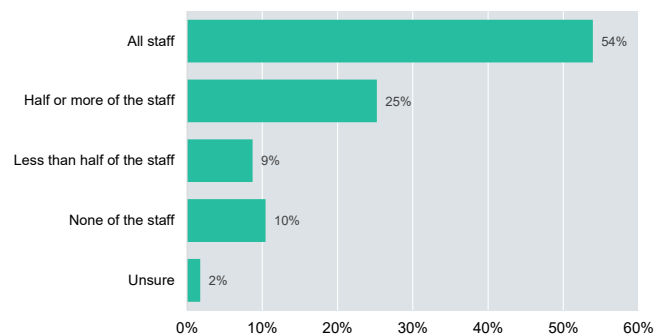
Did your organization experience any of the following management challenges in FY2024? (select all that apply)

Management Challenges in FY2024



Many nonprofits face challenges raising sufficient revenue to meet expenses, including staff salaries that meet local living wage standards. How much of your full time staff is your organization able to pay a living wage?

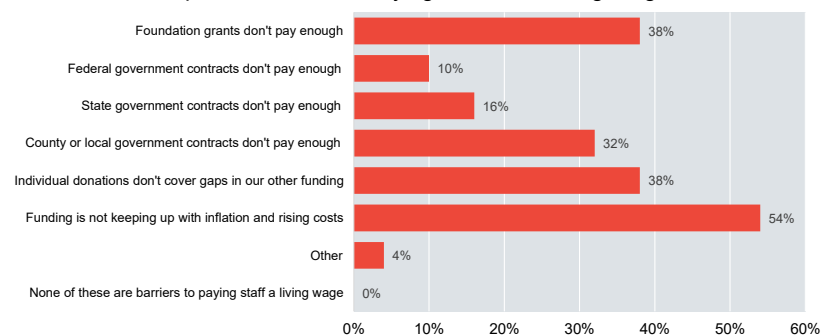
Full Time Staff Paid a Living Wage



Full Time Staff Paid a Living Wage	Total #	% of Total
All staff	62	54%
Half or more of the staff	29	25%
Less than half of the staff	10	9%
None of the staff	12	10%
Unsure	2	2%
Base = All Respondents	N= 115	100%

What are the top two structural barriers that make it difficult to pay living wages to all of your organization's staff?

Top Two Barriers to Paying All Staff a Living Wage

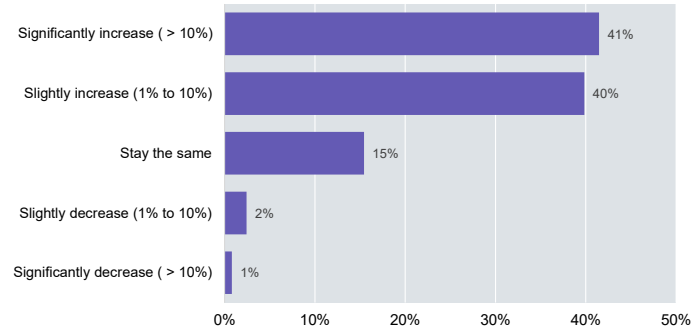


Top Two Barriers to Paying All Staff a Living Wage	Total #	% of Total
Foundation grants don't pay enough	19	38%
Federal government contracts don't pay enough	5	10%
State government contracts don't pay enough	8	16%
County or local government contracts don't pay enough	16	32%
Individual donations don't cover gaps in our other funding	19	38%
Funding is not keeping up with inflation and rising costs	27	54%
Other	2	4%
None of these are barriers to paying staff a living wage	0	0%
Base = Respondents Unable to Pay All Full Time Staff a Living Wage	N= 50	

Responding to the Current Landscape

As compared to FY2023, did the amount of demand for your organization's services in FY2024...?

Between FY2023 and FY2024, Did Service Demand...

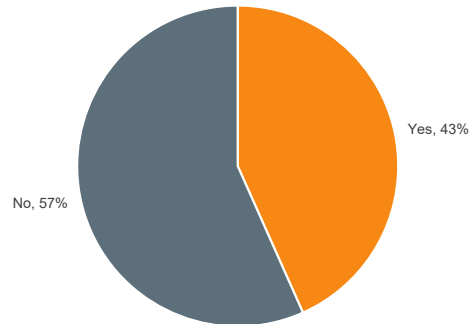


Between FY2023 and FY2024, Did Service Demand...

	Total #	% of Total
Significantly increase (> 10%)	51	41%
Slightly increase (1% to 10%)	49	40%
Stay the same	19	15%
Slightly decrease (1% to 10%)	3	2%
Significantly decrease (> 10%)	1	1%
Base = All Respondents	N= 123	100%

In FY2024, was your organization able to fully meet the demand for its services?

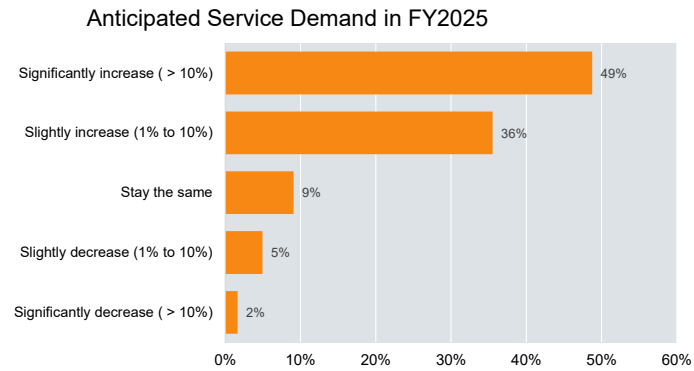
Able to Meet Service Demand in FY2024?



Able to Meet Service Demand in FY2024?

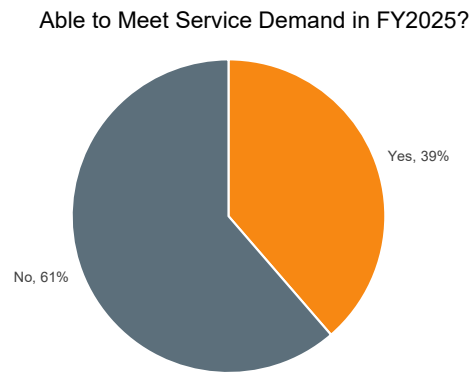
	Total #	% of Total
Yes	52	43%
No	68	57%
Base = All Respondents	N= 120	100%

In FY2025, do you anticipate the amount of demand for your organization's services will...?



Anticipated Service Demand in FY2025	Total #	% of Total
Significantly increase (> 10%)	59	49%
Slightly increase (1% to 10%)	43	36%
Stay the same	11	9%
Slightly decrease (1% to 10%)	6	5%
Significantly decrease (> 10%)	2	2%
Base = All Respondents	N= 121	100%

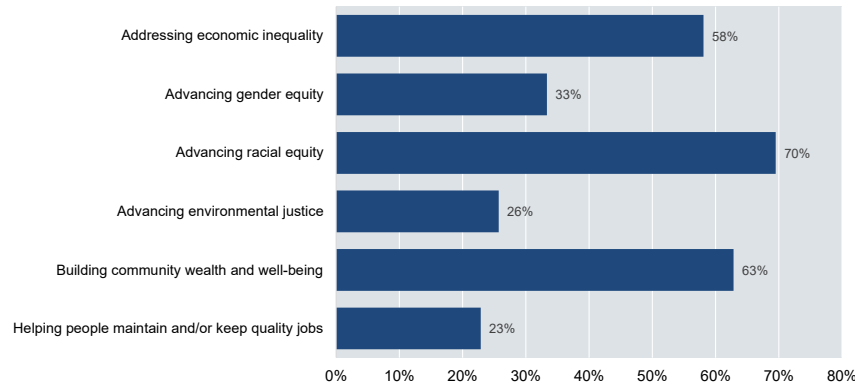
In FY2025, do you anticipate your organization will be able to fully meet the demand for its services?



Able to Meet Service Demand in FY2025?	Total #	% of Total
Yes	46	39%
No	73	61%
Base = All Respondents	N= 119	100%

Are any of these major focus areas for your organization? (select all that apply)

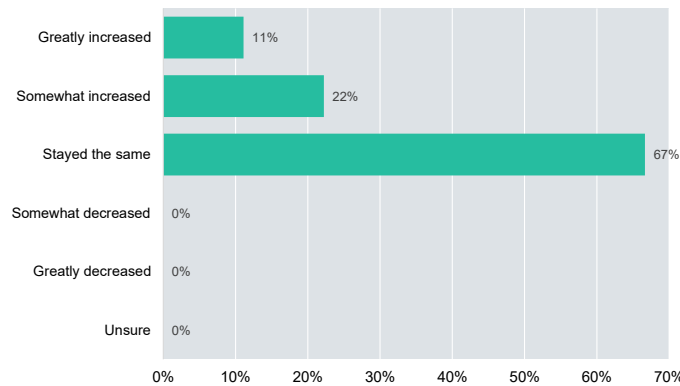
Major Focus Areas



Major Focus Areas	Total #	% of Total
Addressing economic inequality	61	58%
Advancing gender equity	35	33%
Advancing racial equity	73	70%
Advancing environmental justice	27	26%
Building community wealth and well-being	66	63%
Helping people maintain and/or keep quality jobs	24	23%
Base = All Respondents	N= 105	

To what extent, if at all, has your organization's focus on advancing racial equity changed over the last year?

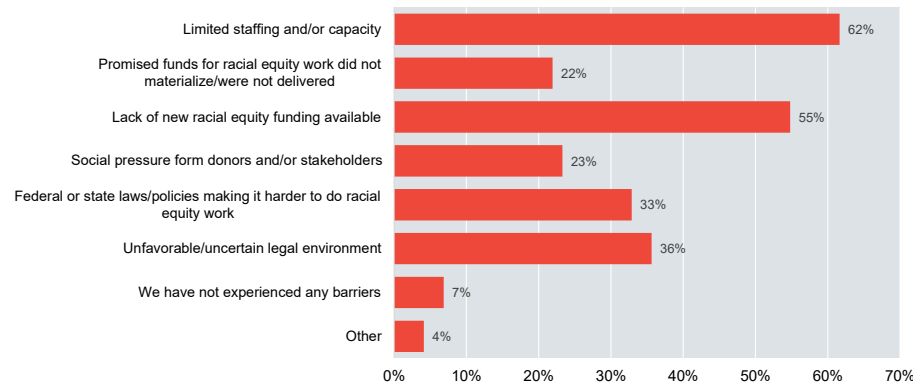
Change in Focus on Advancing Racial Equity Over the Last Year



Change in Focus on Advancing Racial Equity Over the Last Year	Total #	% of Total
Greatly increased	8	11%
Somewhat increased	16	22%
Stayed the same	48	67%
Somewhat decreased	0	0%
Greatly decreased	0	0%
Unsure	0	0%
Base = Respondents with a Major Focus on Advancing Racial Equity	N= 72	100%

What, if any, barriers did you experience in advancing racial equity in FY2024? (select all that apply)

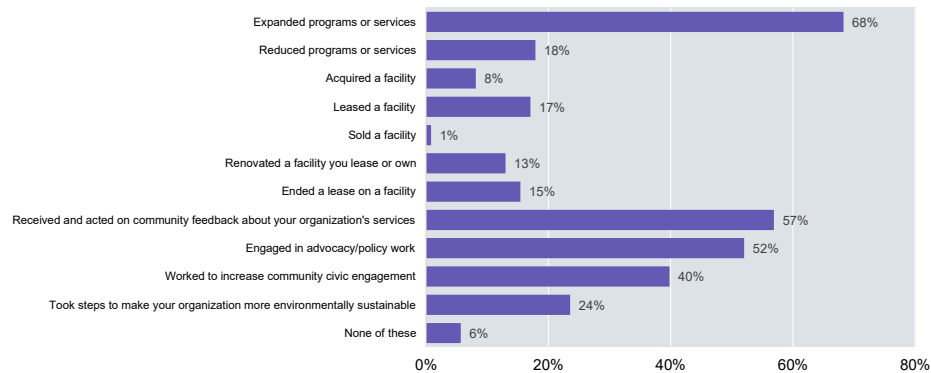
Barriers to Advancing Racial Equity in FY2024



Barriers to Advancing Racial Equity in FY2024	Total #	% of Total
Limited staffing and/or capacity	45	62%
Promised funds for racial equity work did not materialize/were not delivered	16	22%
Lack of new racial equity funding available	40	55%
Social pressure from donors and/or stakeholders	17	23%
Federal or state laws/policies making it harder to do racial equity work	24	33%
Unfavorable/uncertain legal environment	26	36%
We have not experienced any barriers	5	7%
Other	3	4%
N = Respondents with a Major Focus on Advancing Racial Equity	N=	73

In FY2024, did your organization take any of the following actions? (select all that apply)

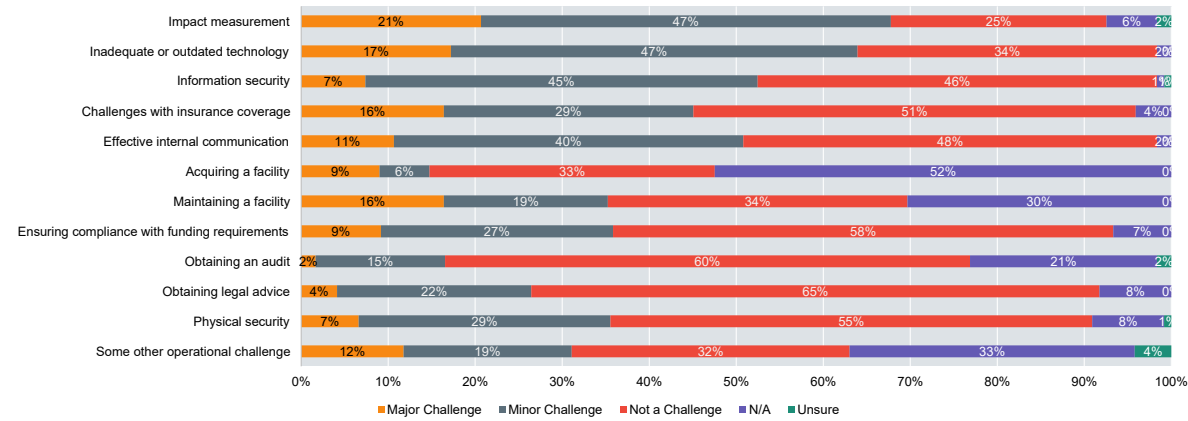
Operational Actions Taken in FY2024



Operational Actions Taken in FY2024	Total #	% of Total
Expanded programs or services	84	68%
Reduced programs or services	22	18%
Acquired a facility	10	8%
Leased a facility	21	17%
Sold a facility	1	1%
Renovated a facility you lease or own	16	13%
Ended a lease on a facility	19	15%
Received and acted on community feedback about your organization's services	70	57%
Engaged in advocacy/policy work	64	52%
Worked to increase community civic engagement	49	40%
Took steps to make your organization more environmentally sustainable	29	24%
None of these	7	6%
Base = All Respondents	N=	123

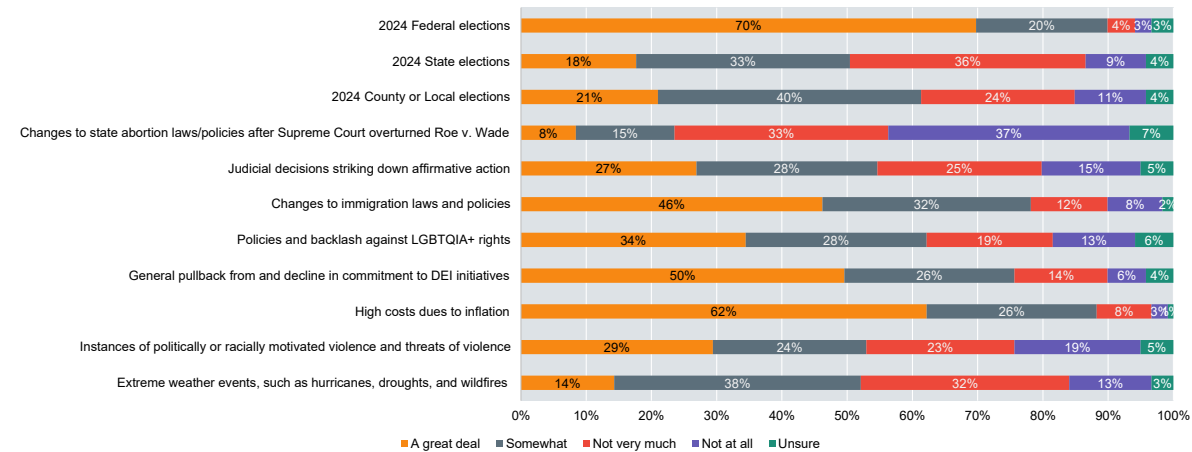
Did your organization experience any of the following operational challenges in FY2024? (select all that apply)

Operational Challenges in FY2024



To what extent did the following impact your organization and the clients you serve? (select all that apply)

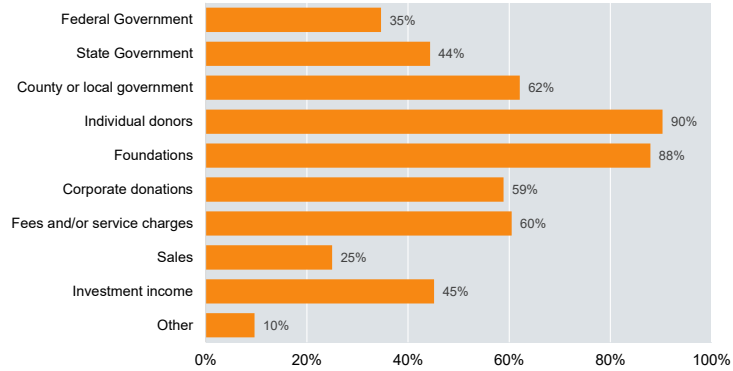
Impact of Recent Events on Organization and Clients



Your Organization's Financial Story

What were the sources of your organization's FY2024 revenue? (select all that apply)

Revenue Sources in FY2024

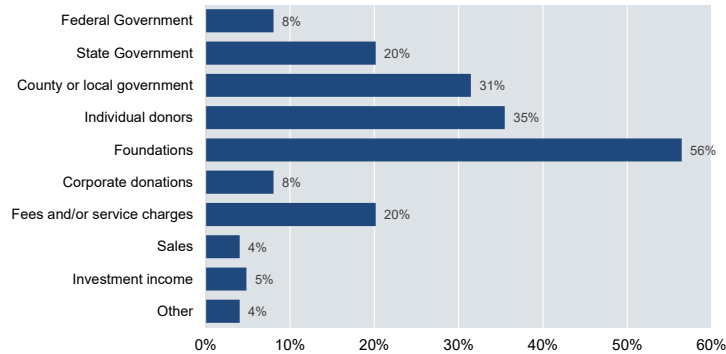


Revenue Sources in FY2024

	Total #	% of Total
Federal Government	43	35%
State Government	55	44%
County or local government	77	62%
Individual donors	112	90%
Foundations	109	88%
Corporate donations	73	59%
Fees and/or service charges	75	60%
Sales	31	25%
Investment income	56	45%
Other	12	10%
Base = All Respondents	N= 124	

What were the two largest sources of your organization's FY2024 revenue?

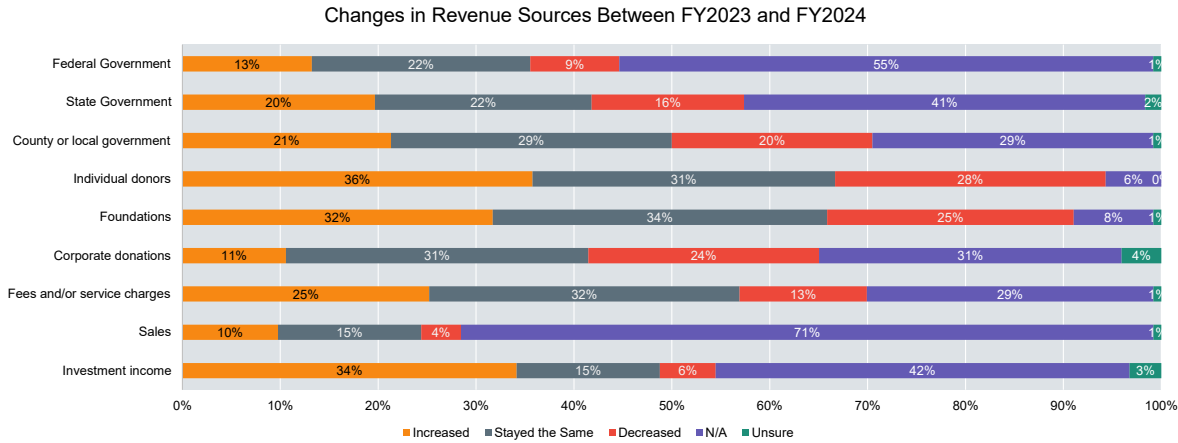
Two Largest Revenue Sources in FY2024



Two Largest Revenue Sources in FY2024

	Total #	% of Total
Federal Government	10	8%
State Government	25	20%
County or local government	39	31%
Individual donors	44	35%
Foundations	70	56%
Corporate donations	10	8%
Fees and/or service charges	25	20%
Sales	5	4%
Investment income	6	5%
Other	5	4%
Base = All Respondents	N= 124	

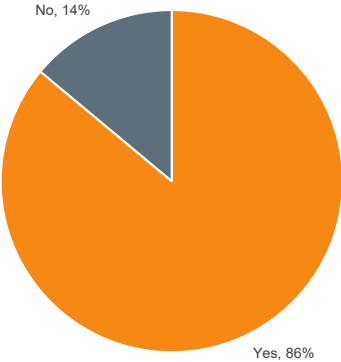
As compared to FY2023, how, if at all, has your organization's revenue from the following sources changed in FY2024?



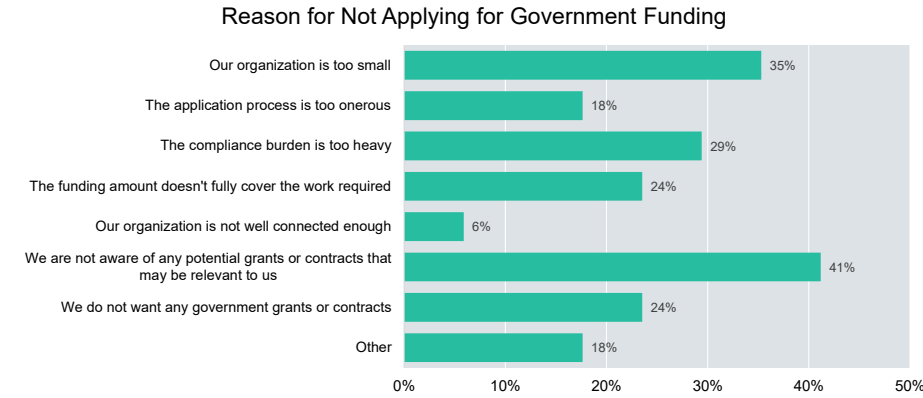
Has your organization ever applied for a government grant or contract?

Ever Applied for a Government Grant or Contract?	Total #	% of Total
Yes	105	86%
No	17	14%
Base = All Respondents	N= 122	100%

Ever Applied for a Government Grant or Contract?



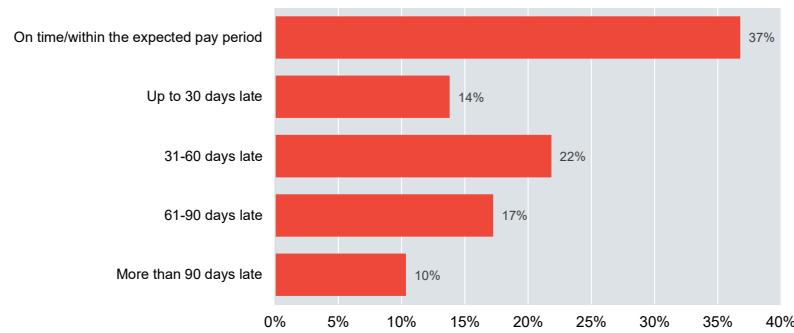
You indicated that your organization has never applied for government funding. Please indicate the reasons you have not. (select all that apply)



Reason for Not Applying for Government Funding	Total #	% of Total
Our organization is too small	6	35%
The application process is too onerous	3	18%
The compliance burden is too heavy	5	29%
The funding amount doesn't fully cover the work required	4	24%
Our organization is not well connected enough	1	6%
We are not aware of any potential grants or contracts that may be relevant to us	7	41%
We do not want any government grants or contracts	4	24%
Other	3	18%
Base = Respondents Who Never Applied for Government Funding	N= 17	

After submitting an invoice for services rendered on a FY2024 government grant or contract, when did you typically receive payment?

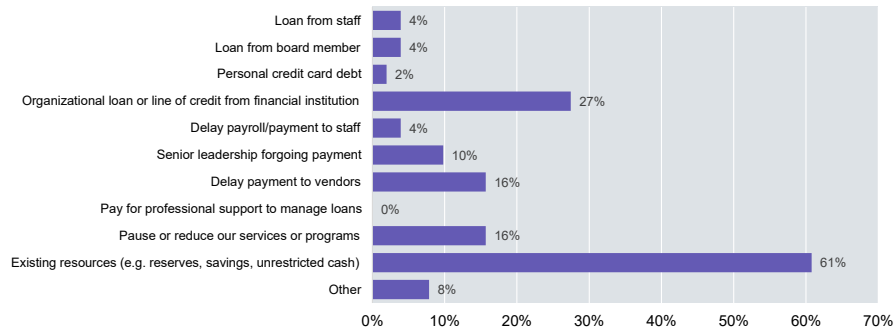
How Long Did it Take to Receive Payment from Gov't in FY2024?



How Long Did it Take to Receive Payment from Gov't in FY2024?	Total #	% of Total
On time/within the expected pay period	32	37%
Up to 30 days late	12	14%
31-60 days late	19	22%
61-90 days late	15	17%
More than 90 days late	9	10%
Base = Respondents Receiving Government Funding in FY2024	N= 87	100%

How have you coped with government payment delays? (select all that apply)

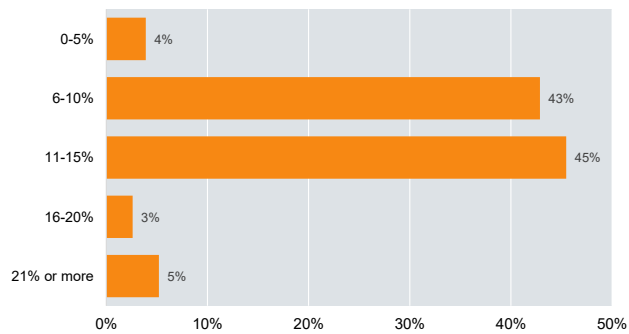
How Have You Coped with Government Payment Delays?



How Have You Coped with Government Payment Delays?	Total #	% of Total
Loan from staff	2	4%
Loan from board member	2	4%
Personal credit card debt	1	2%
Organizational loan or line of credit from financial institution	14	27%
Delay payroll/payment to staff	2	4%
Senior leadership forgoing payment	5	10%
Delay payment to vendors	8	16%
Pay for professional support to manage loans	0	0%
Pause or reduce our services or programs	8	16%
Existing resources (e.g. reserves, savings, unrestricted cash)	31	61%
Other	4	8%
Base = Respondents Receiving Late Government Payment in FY2024	N= 51	

Thinking about government grants or contracts you received in FY2024, what was the typical indirect rate you were allowed to charge?

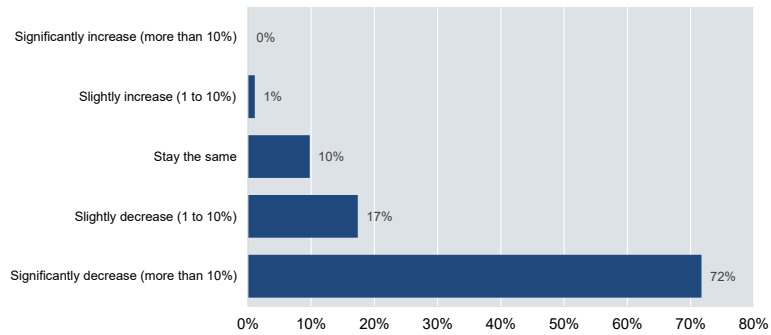
What Indirect Rate Were You Allowed to Charge in FY2024?



What Indirect Rate Were You Allowed to Charge in FY2024?	Total #	% of Total
0-5%	3	4%
6-10%	33	43%
11-15%	35	45%
16-20%	2	3%
21% or more	4	5%
Base = Respondents Receiving Government Funding in FY2024	N= 77	100%

As a result of 2024 election results, we believe our government funding will:

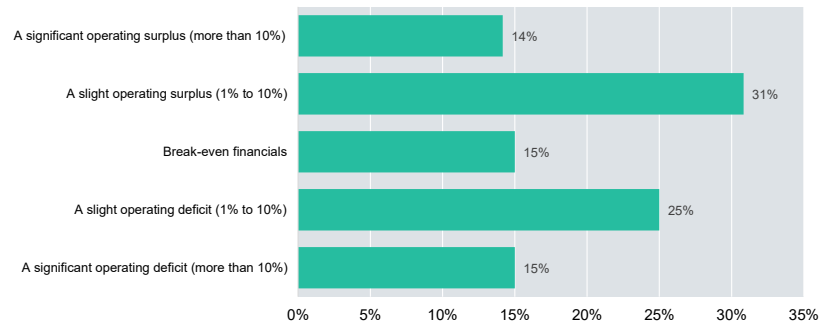
Anticipated Change in Gov't Funding as a Result of 2024 Election



Anticipated Change in Gov't Funding as a Result of 2024 Election	Total #	% of Total
Significantly increase (more than 10%)	0	0%
Slightly increase (1 to 10%)	1	1%
Stay the same	9	10%
Slightly decrease (1 to 10%)	16	17%
Significantly decrease (more than 10%)	66	72%
Base = Respondents Receiving Government Funding in FY2024	N= 92	100%

Did your organization finish FY2024 with:

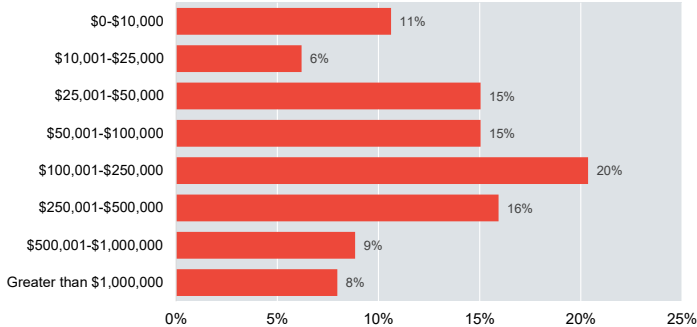
Operating Results in FY2024



Operating Results in FY2024	Total #	% of Total
A significant operating deficit (more than 10%)	18	15%
A slight operating deficit (1% to 10%)	30	25%
Break-even financials	18	15%
A slight operating surplus (1% to 10%)	37	31%
A significant operating surplus (more than 10%)	17	14%
Base = All Respondents	N= 120	100%

What is your best estimate of the total amount of money you spent in FY2024 on buying services, food, or other supplies (e.g., restaurants, printing, facility rental, professional services such as accounting, taxes, marketing) from local vendors?

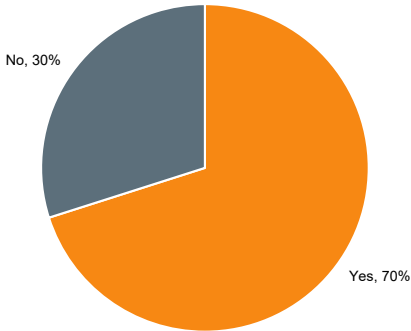
Amount Spent on Local Vendors in FY2024



Amount Spent on Local Vendors in FY2024	Total #	% of Total
\$0-\$10,000	12	11%
\$10,001-\$25,000	7	6%
\$25,001-\$50,000	17	15%
\$50,001-\$100,000	17	15%
\$100,001-\$250,000	23	20%
\$250,001-\$500,000	18	16%
\$500,001-\$1,000,000	10	9%
Greater than \$1,000,000	9	8%
Base = All Respondents	N= 113	100%

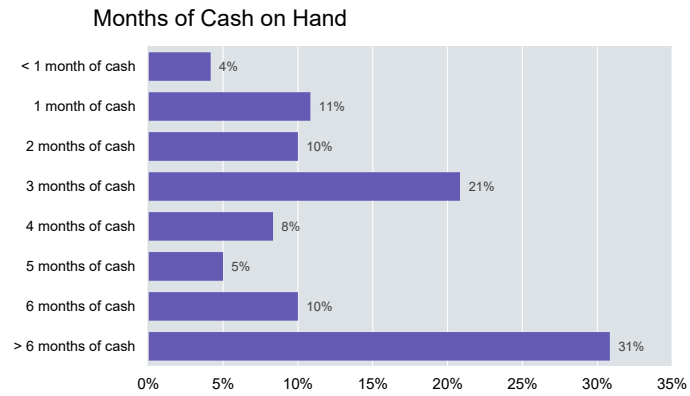
Does your organization have reserve funds specifically designated for emergencies and/or opportunities, separate from operating cash on hand?

Does Your Organization Have Reserve Funds?



Does Your Organization Have Reserve Funds?	Total #	% of Total
Yes	82	70%
No	35	30%
Base = All Respondents	N= 117	100%

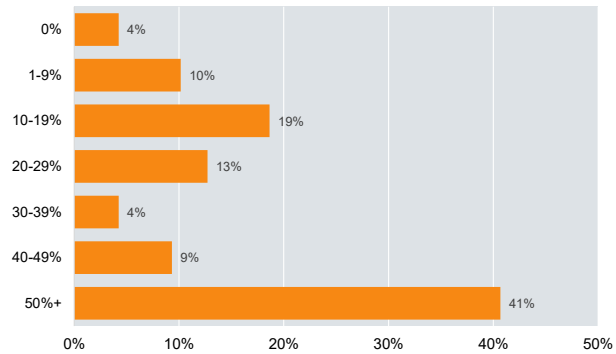
Approximately how many months of cash does your organization have on hand, not including any cash held in a separate reserve fund?



Months of Cash on Hand	Total #	% of Total
< 1 month of cash	5	4%
1 month of cash	13	11%
2 months of cash	12	10%
3 months of cash	25	21%
4 months of cash	10	8%
5 months of cash	6	5%
6 months of cash	12	10%
> 6 months of cash	37	31%
Base = All Respondents	N= 120	100%

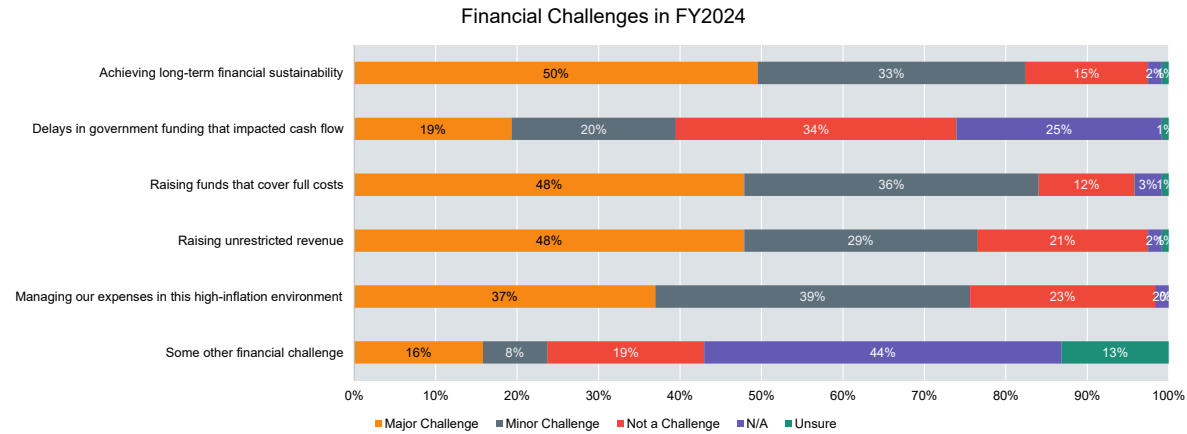
In FY2024, approximately what percentage of your total grants and donations were unrestricted?

Percentage of Unrestricted Grants and Donations in FY2024

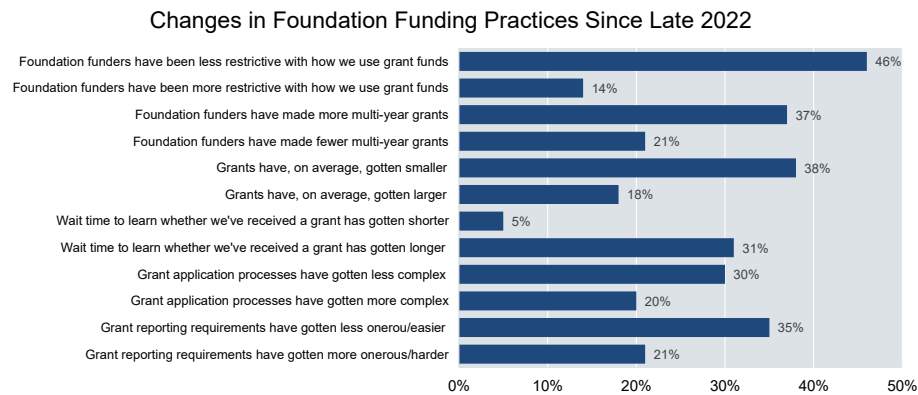


Percentage of Unrestricted Grants and Donations in FY2024	Total #	% of Total
0%	5	4%
1-9%	12	10%
10-19%	22	19%
20-29%	15	13%
30-39%	5	4%
40-49%	11	9%
50%+	48	41%
Base = All Respondents	N= 118	100%

Did your organization experience any of the following financial challenges in FY2024?



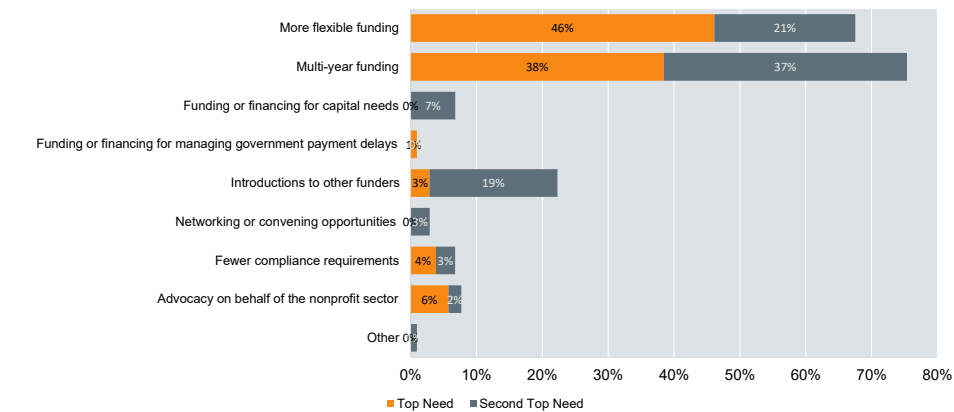
The COVID-19 pandemic had a significant effect on funding practices, and we're interested in how they have changed over time. How have you seen foundation funding practices change from late 2022 to today? (select all that apply)



Changes in Foundation Funding Practices Since Late 2022	Total #	% of Total
Foundation funders have been less restrictive with how we use grant funds	46	46%
Foundation funders have been more restrictive with how we use grant funds	14	14%
Foundation funders have made more multi-year grants	37	37%
Foundation funders have made fewer multi-year grants	21	21%
Grants have, on average, gotten smaller	38	38%
Grants have, on average, gotten larger	18	18%
Wait time to learn whether we've received a grant has gotten shorter	5	5%
Wait time to learn whether we've received a grant has gotten longer	31	31%
Grant application processes have gotten less complex	30	30%
Grant application processes have gotten more complex	20	20%
Grant reporting requirements have gotten less onerous/easier	35	35%
Grant reporting requirements have gotten more onerous/harder	21	21%
Base = Respondents Receiving Foundation Funding in FY2024	N= 100	

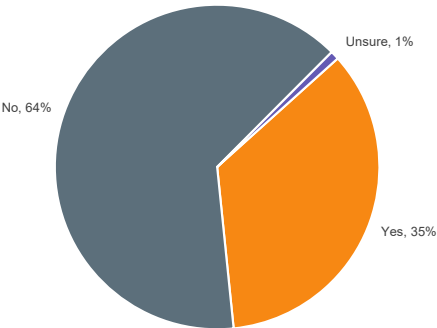
What does your organization need most from foundation funders to help you best deliver on yor mission? While many of these needs may apply to your organization, please select your top two needs.

Top Two Needs from Foundation Funders



Does your organization currently have loans and/or lines of credit?

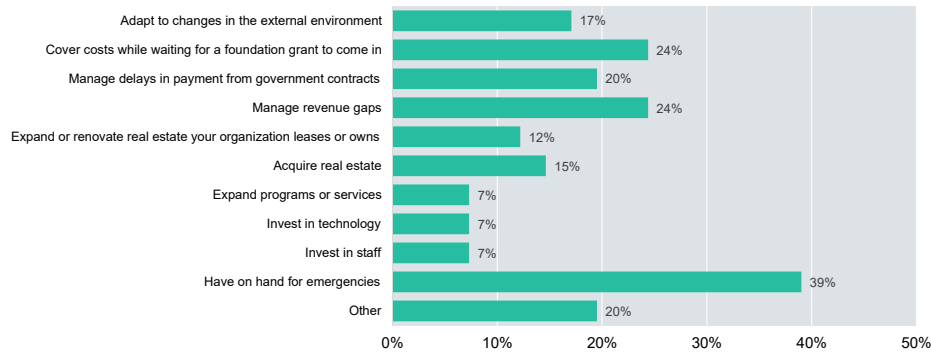
Have Loans and/or Lines of Credit?



Have Loans and/or Lines of Credit?	Total #	% of Total
Yes	41	35%
No	75	64%
Unsure	1	1%
Base = All Respondents	N= 117	100%

How has your organization used its loans and/or lines of credit? (select all that apply)

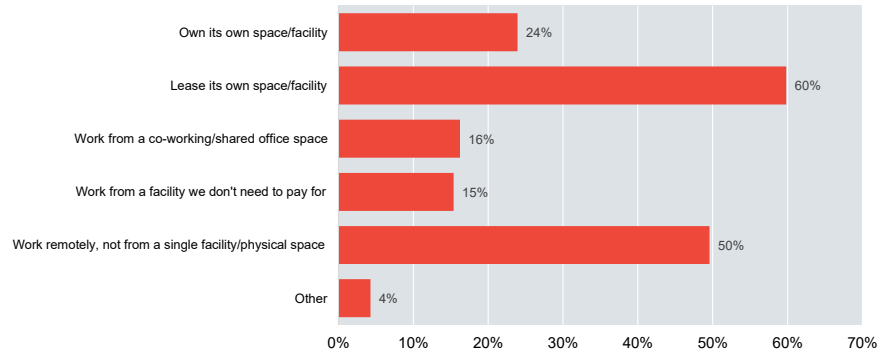
Use of Loans and/or Lines of Credit



Use of Loans and/or Lines of Credit	Total #	% of Total
Adapt to changes in the external environment	7	17%
Cover costs while waiting for a foundation grant to come in	10	24%
Manage delays in payment from government contracts	8	20%
Manage revenue gaps	10	24%
Expand or renovate real estate your organization leases or owns	5	12%
Acquire real estate	6	15%
Expand programs or services	3	7%
Invest in technology	3	7%
Invest in staff	3	7%
Have on hand for emergencies	16	39%
Other	8	20%
Base = Respondents with Loans and/or Lines of Credit	N= 41	

In FY2024, did your organization...? (select all that apply)

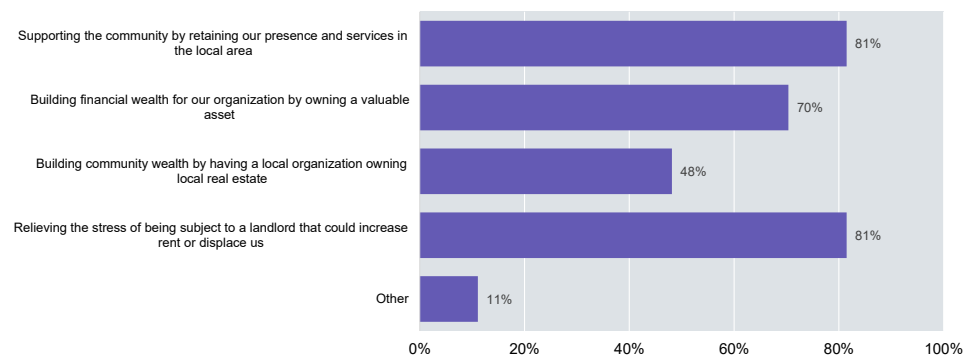
In FY2024, Did your Organization...?



In FY2024, Did Your Organization...?	Total #	% of Total
Own its own space/facility	28	24%
Lease its own space/facility	70	60%
Work from a co-working/shared office space	19	16%
Work from a facility we don't need to pay for	18	15%
Work remotely, not from a single facility/physical space	58	50%
Other	5	4%
Base = All Respondents	N= 117	

What do you see as the benefits to your organization and/or your community of owning your facility? (select all that apply)

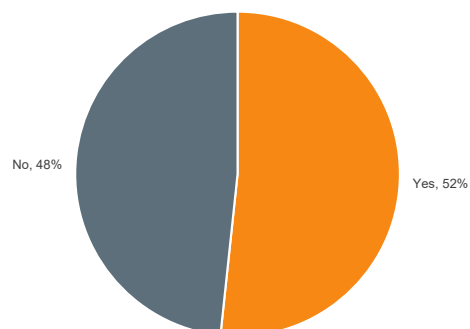
Benefits to Organization and/or Community of Owning a Facility



Benefits to Organization and/or Community of Owning a Facility	Total #	% of Total
Supporting the community by retaining our presence and services in the local area	22	81%
Building financial wealth for our organization by owning a valuable asset	19	70%
Building community wealth by having a local organization owning local real estate	13	48%
Relieving the stress of being subject to a landlord that could increase rent or displace us	22	81%
Other	3	11%
Base = Respondents Who Own a Facility	N= 27	

Would your organization like to own it's own facility?

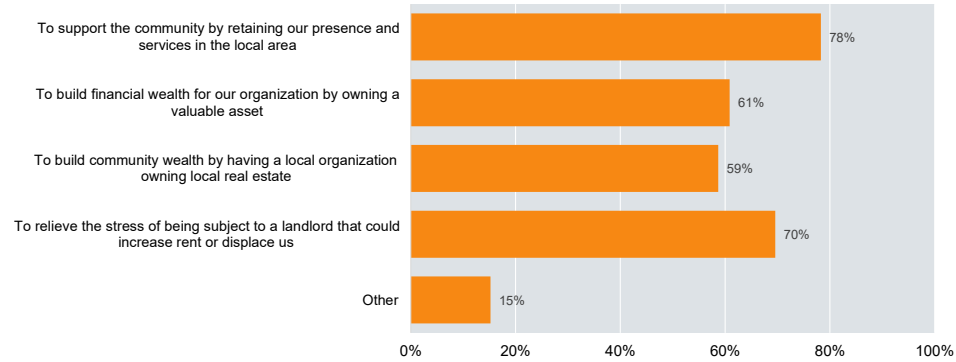
Would You Like to Own a Facility?



Would Your Organization Like to Own a Facility?	Total #	% of Total
Yes	46	52%
No	43	48%
Base = Respondents Who Do Not Own a Facility	N= 89	100%

Why would your organization like to own its facility? (select all that apply)

Why Would Your Organization Like to Own a Facility?



Why Would Your Organization Like to Own a Facility?

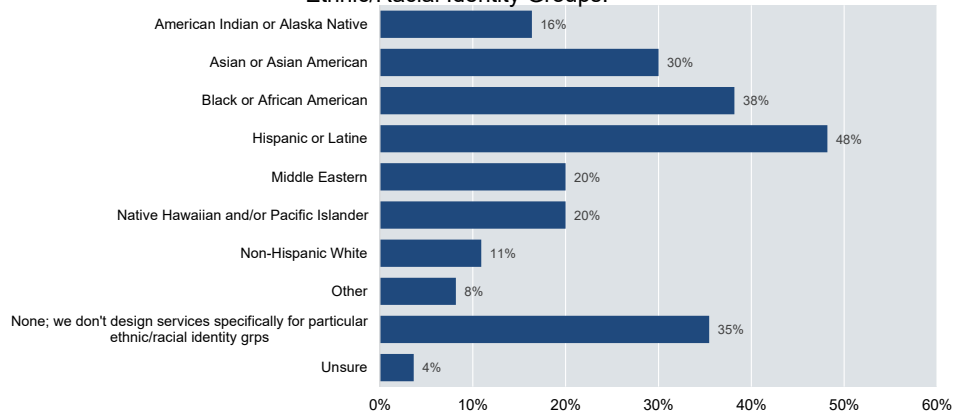
	Total #	% of Total
To support the community by retaining our presence and services in the local area	36	78%
To build financial wealth for our organization by owning a valuable asset	28	61%
To build community wealth by having a local organization owning local real estate	27	59%
To relieve the stress of being subject to a landlord that could increase rent or displace u	32	70%
Other	7	15%

Base = Respondents Who Do Not Own a Facility And Would Like To

N= 46

Does your organization intentionally provide services designed to specifically and directly serve any of the following ethnic/racial groups? (select all that apply)

We Provide Services Designed to Specifically and Directly Serve These Ethnic/Racial Identity Groups:



We Provide Services Designed to Specifically and Directly Serve These Ethnic/Racial Identity Groups:

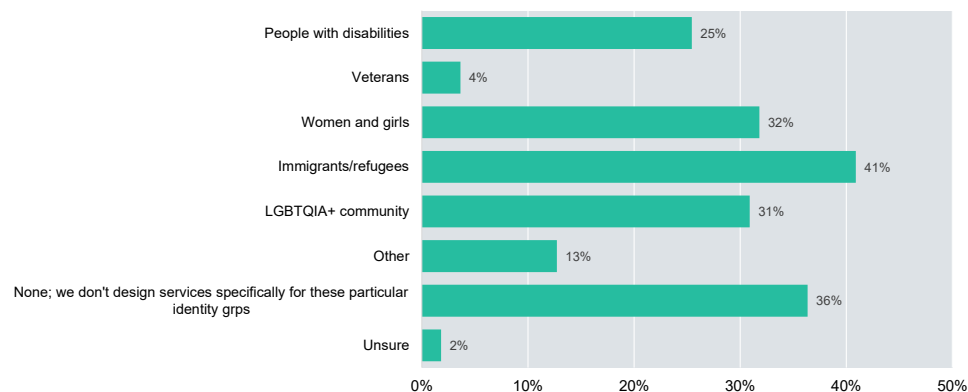
	Total #	% of Total
American Indian or Alaska Native	18	16%
Asian or Asian American	33	30%
Black or African American	42	38%
Hispanic or Latine	53	48%
Middle Eastern	22	20%
Native Hawaiian and/or Pacific Islander	22	20%
Non-Hispanic White	12	11%
Other	9	8%
None; we don't design services specifically for particular ethnic/racial identity grps	39	35%
Unsure	4	4%

Base = All Respondents

N= 110

Does your organization intentionally provide services designed to specifically and directly serve any of the following groups? (select all that apply)

We Provide Services Designed to Specifically and Directly Serve These Identity Groups:



We Provide Services Designed to Specifically and Directly Serve These Identity Groups:	Total #	% of Total
People with disabilities	28	25%
Veterans	4	4%
Women and girls	35	32%
Immigrants/refugees	45	41%
LGBTQIA+ community	34	31%
Other	14	13%
None; we don't design services specifically for these particular identity grps	40	36%
Unsure	2	2%

Base = All Respondents

N=

110

What percentage of each of the following groups at your organization identifies as people of color?

Percentage of Leadership Team/Staff/Board Identifying as People of Color

