

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



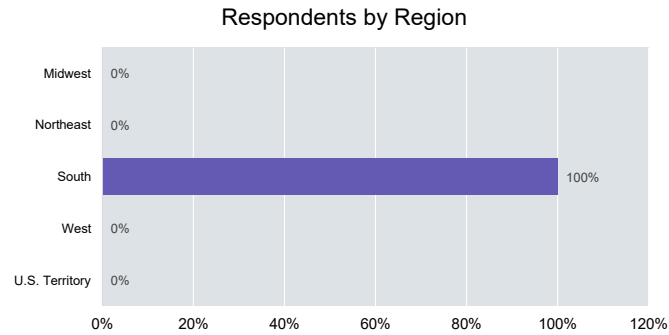
The State of the Nonprofit Sector Survey – Nonprofit Finance Fund’s tenth – collects data about US nonprofits’ health, including their collective challenges, successes, and the required investments to continue enriching millions of lives, and transforms this data into an accessible, evidence-based illustration 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 based in the Dallas-Fort Worth region** are shown below. A total of **131 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

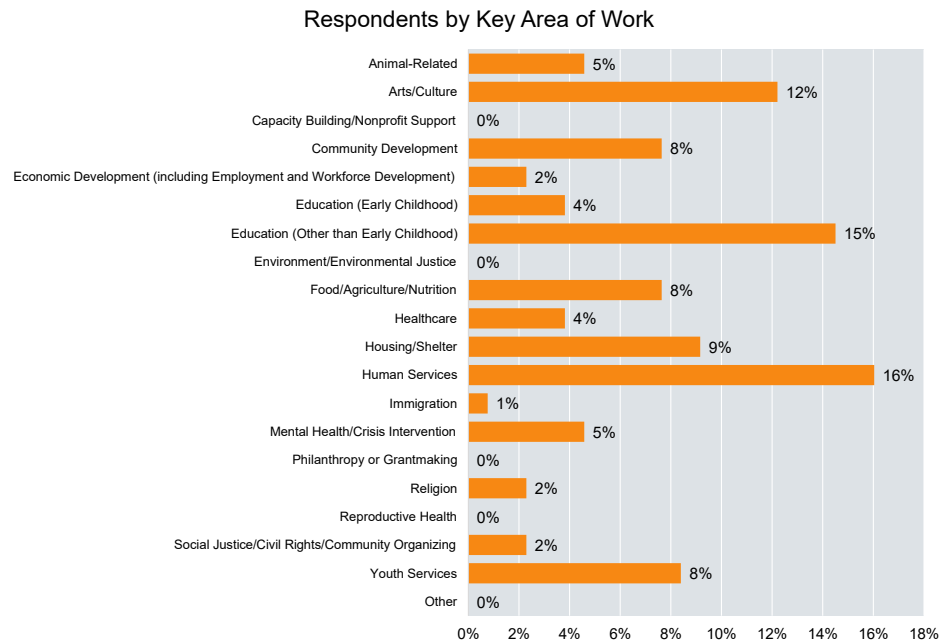
Respondents by State	Total #	% of Total
Alabama	0	0%
Alaska	0	0%
Arizona	0	0%
Arkansas	0	0%
California	0	0%
Colorado	0	0%
Connecticut	0	0%
Delaware	0	0%
Florida	0	0%
Georgia	0	0%
Hawaii	0	0%
Idaho	0	0%
Illinois	0	0%
Indiana	0	0%
Iowa	0	0%
Kansas	0	0%
Kentucky	0	0%
Louisiana	0	0%
Maine	0	0%
Maryland	0	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	131	100%
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=	131 100%

In what region is your organization located?



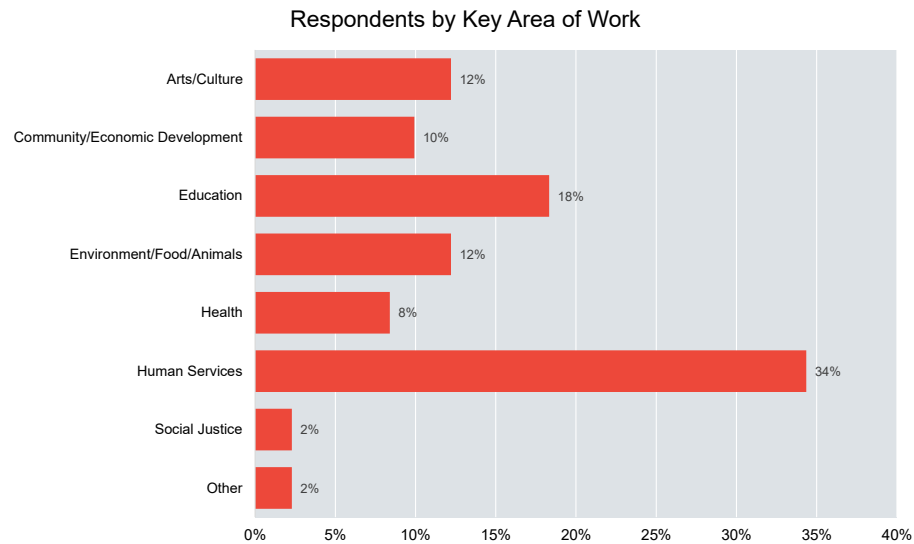
Region	Total #	% of Total
Midwest	0	0%
Northeast	0	0%
South	131	100%
West	0	0%
U.S. Territory	0	0%
Base = All Respondents	N= 131	100%

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



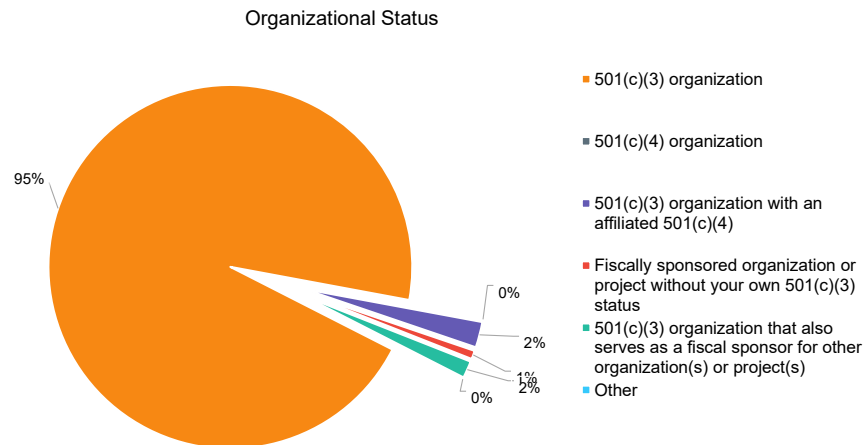
Key Area of Work	Total #	% of Total
Animal-Related	6	5%
Arts/Culture	16	12%
Capacity Building/Nonprofit Support	0	0%
Community Development	10	8%
Economic Development (including Employment and Workforce Development)	3	2%
Education (Early Childhood)	5	4%
Education (Other than Early Childhood)	19	15%
Environment/Environmental Justice	0	0%
Food/Agriculture/Nutrition	10	8%
Healthcare	5	4%
Housing/Shelter	12	9%
Human Services	21	16%
Immigration	1	1%
Mental Health/Crisis Intervention	6	5%
Philanthropy or Grantmaking	0	0%
Religion	3	2%
Reproductive Health	0	0%
Social Justice/Civil Rights/Community Organizing	3	2%
Youth Services	11	8%
Other	0	0%
Base = All Respondents	N= 131	100%

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



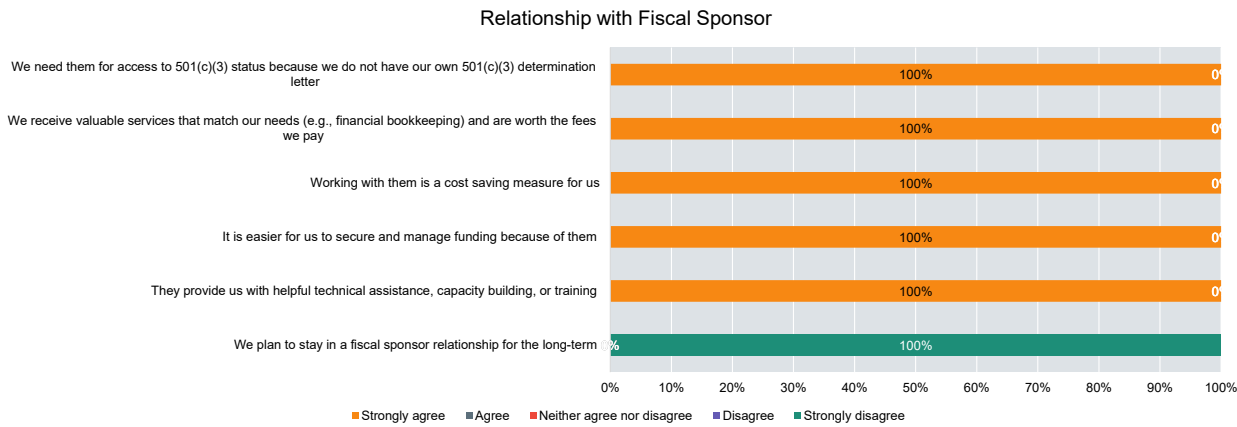
Key Area of Work - Consolidated	Total #	% of Total
Arts/Culture	16	12%
Community/Economic Development	13	10%
Education	24	18%
Environment/Food/Animals	16	12%
Health	11	8%
Human Services	45	34%
Social Justice	3	2%
Other	3	2%
Base = All Respondents	N= 131	100%

Which one of the following best describes your organization?

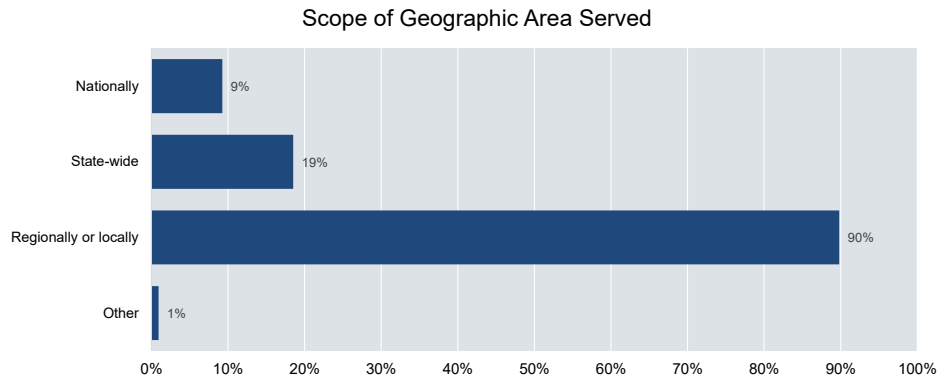


Organizational Status	Total #	% of Total
501(c)(3) organization	125	95%
501(c)(4) organization	0	0%
501(c)(3) organization with an affiliated 501(c)(4)	3	2%
Fiscally sponsored organization or project without your own 501(c)(3) status	1	1%
501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or pr	2	2%
Other	0	0%
Base = All Respondents	N= 131	100%

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

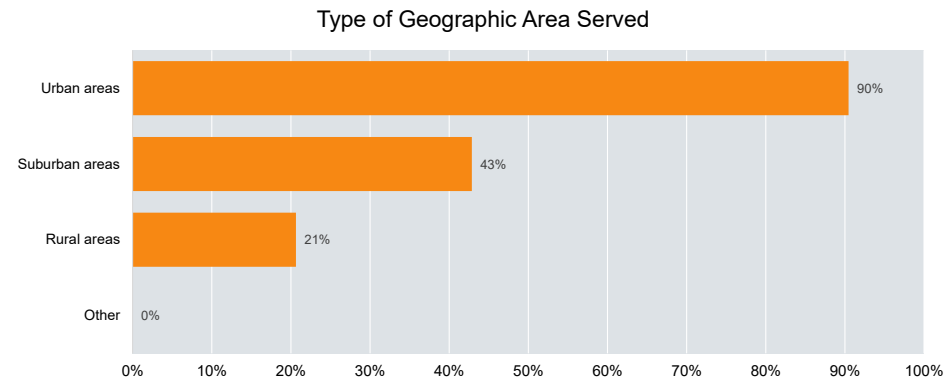


Which geographic areas does your organization primarily serve? (select all that apply)



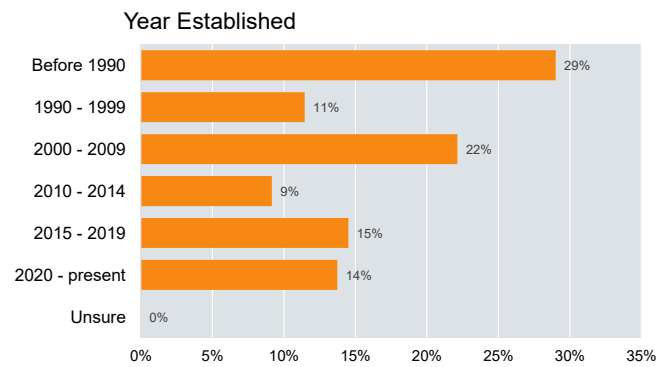
Geographic Area Served - Scope	Total #	% of Total
Nationally	10	9%
State-wide	20	19%
Regionally or locally	97	90%
Other	1	1%
Base = Respondents Who Selected At Least One Geographic Scope Response Option	N= 108	

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



Geographic Area Served - Type	Total #	% of Total
Urban areas	57	90%
Suburban areas	27	43%
Rural areas	13	21%
Other	0	0%
Base = Respondents Who Selected At Least One Geographic Type		
Response Option	N=	63

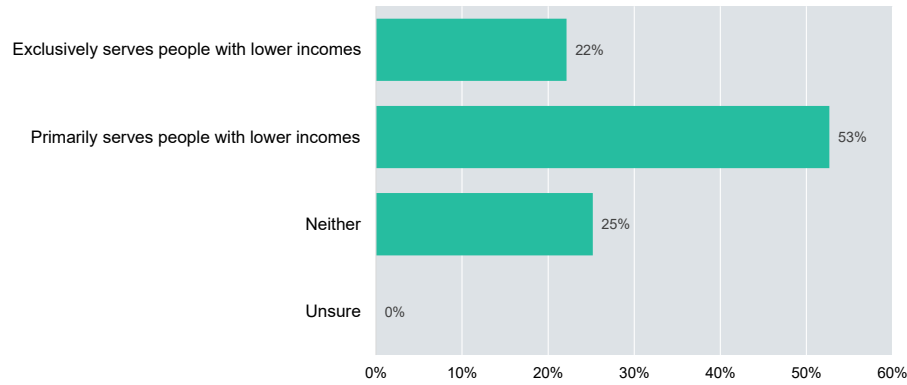
In what year was your organization established?



Year Established	Total #	% of Total
Before 1990	38	29%
1990 - 1999	15	11%
2000 - 2009	29	22%
2010 - 2014	12	9%
2015 - 2019	19	15%
2020 - present	18	14%
Unsure	0	0%
Base = All Respondents		
Response Option	N=	131
		100%

Does your organization serve people with lower incomes?

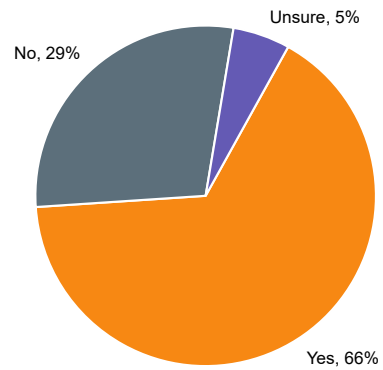
Serve People with Lower Incomes?



Serve People with Lower Incomes?	Total #	% of Total
Exclusively serves people with lower incomes	29	22%
Primarily serves people with lower incomes	69	53%
Neither	33	25%
Unsure	0	0%
Base = All Respondents	N= 131	100%

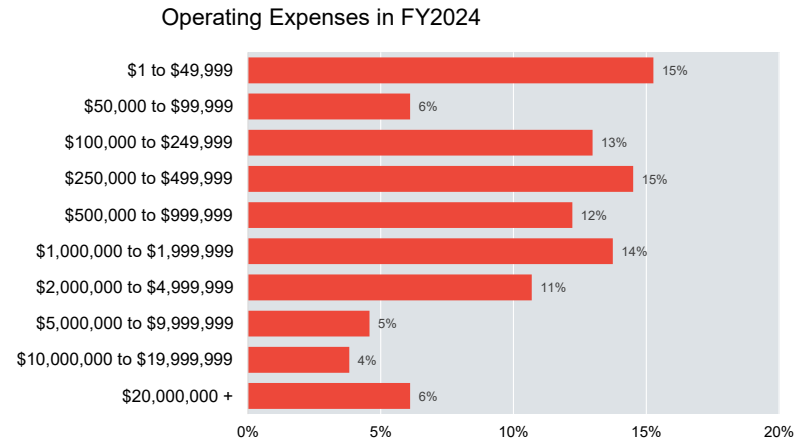
Does your organization primarily serve communities of color?

Primarily Serve Communities of Color?



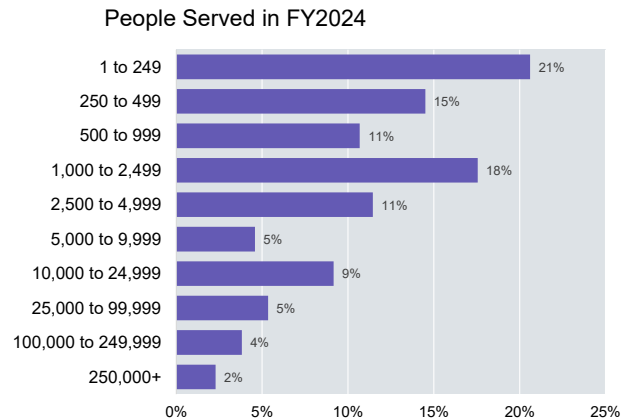
Primarily Serve Communities of Color?	Total #	% of Total
Yes	85	66%
No	37	29%
Unsure	7	5%
Base = All Respondents	N= 129	100%

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	20	15%
\$50,000 to \$99,999	8	6%
\$100,000 to \$249,999	17	13%
\$250,000 to \$499,999	19	15%
\$500,000 to \$999,999	16	12%
\$1,000,000 to \$1,999,999	18	14%
\$2,000,000 to \$4,999,999	14	11%
\$5,000,000 to \$9,999,999	6	5%
\$10,000,000 to \$19,999,999	5	4%
\$20,000,000 +	8	6%
Base = All Respondents	N= 131	100%

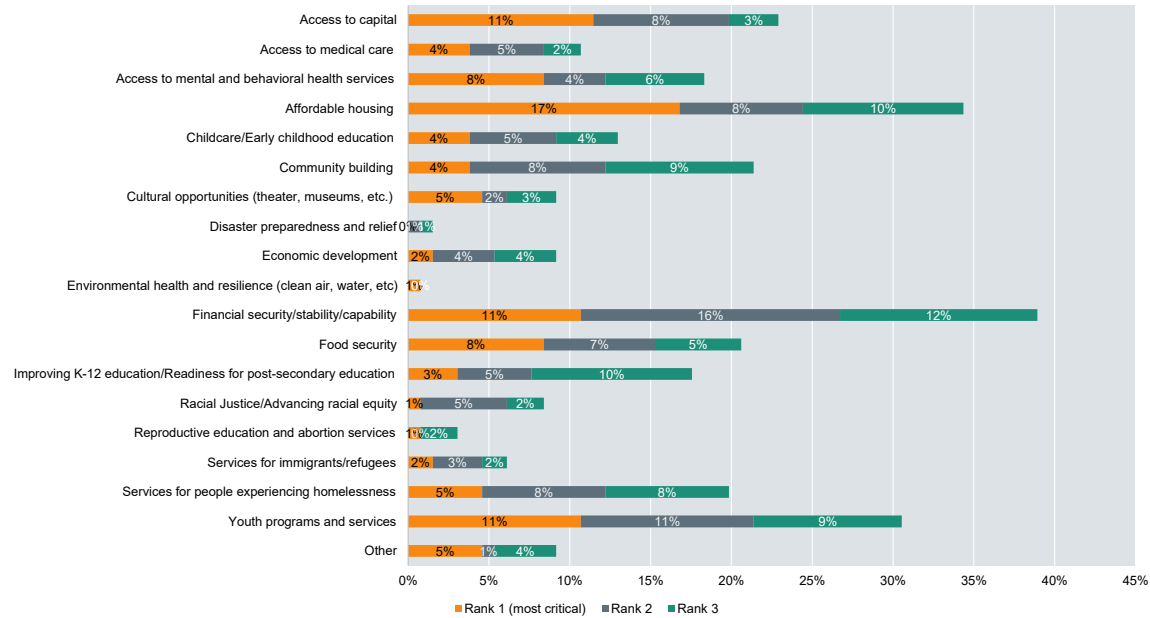
Approximately how many people did your organization serve in FY2024?



People Served in FY2024	Total #	% of Total
1 to 249	27	21%
250 to 499	19	15%
500 to 999	14	11%
1,000 to 2,499	23	18%
2,500 to 4,999	15	11%
5,000 to 9,999	6	5%
10,000 to 24,999	12	9%
25,000 to 99,999	7	5%
100,000 to 249,999	5	4%
250,000+	3	2%
Base = All Respondents	N= 131	100%

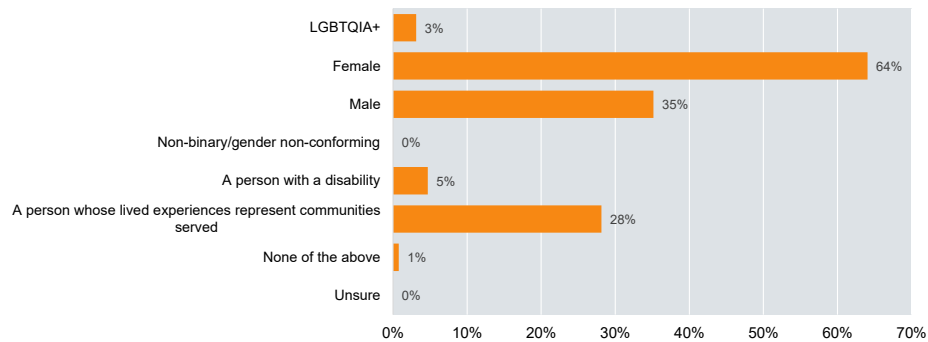
What are the three most critical needs of the broader community in which your organization does most of its work?

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)

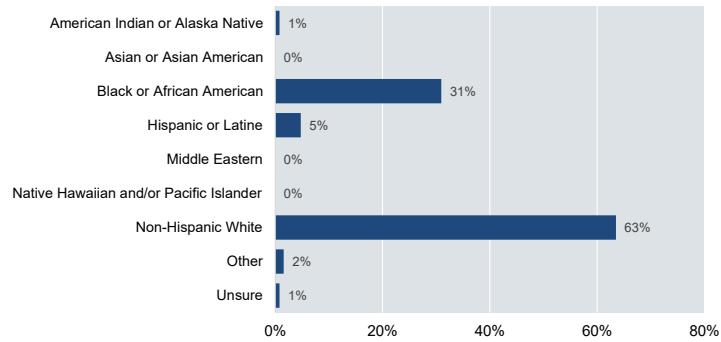
Identity of Organizational Leader



Identity of Organizational Leader	Total #	% of Total
LGBTQIA+	4	3%
Female	82	64%
Male	45	35%
Non-binary/gender non-conforming	0	0%
A person with a disability	6	5%
A person whose lived experiences represent communities served	36	28%
None of the above	1	1%
Unsure	0	0%
Base = All Respondents	N= 128	

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

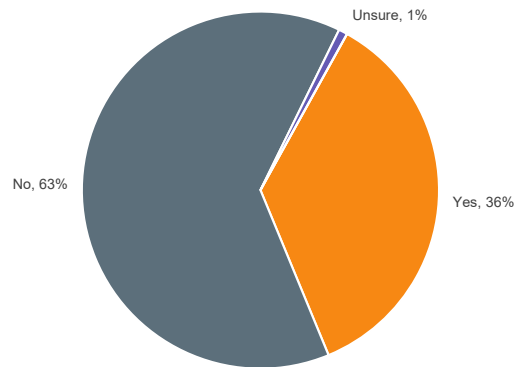
Identity of Organizational Leader - Race/Ethnicity



Identity of Organizational Leader - Race/Ethnicity	Total #	% of Total
American Indian or Alaska Native	1	1%
Asian or Asian American	0	0%
Black or African American	39	31%
Hispanic or Latine	6	5%
Middle Eastern	0	0%
Native Hawaiian and/or Pacific Islander	0	0%
Non-Hispanic White	80	63%
Other	2	2%
Unsure	1	1%
Base = All Respondents	N= 126	

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

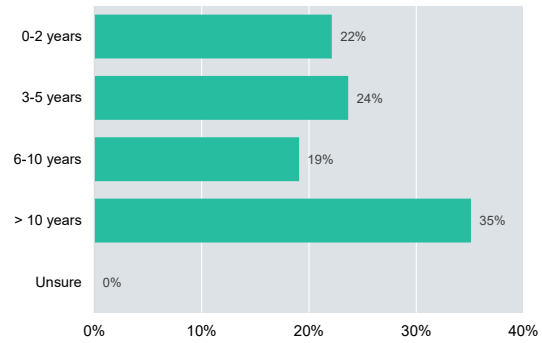
Does your Organizational Leader Identify as a Person of Color?



Identity of Organizational Leader - Person of Color	Total #	% of Total
Yes	45	36%
No	80	63%
Unsure	1	1%
Other	0	0%
Base = All Respondents	N= 126	100%

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

Tenure of Organizational Leader

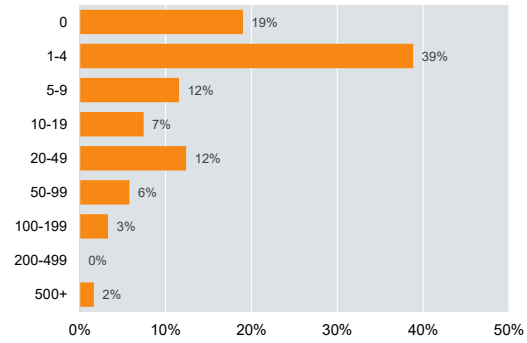


Tenure of Organizational Leader	Total #	% of Total
0-2 years	29	22%
3-5 years	31	24%
6-10 years	25	19%
> 10 years	46	35%
Unsure	0	0%
Base = All Respondents	N= 131	100%

Supporting Your Staff

How many full time staff did you employ in FY2024?

Full Time Staff in FY2024

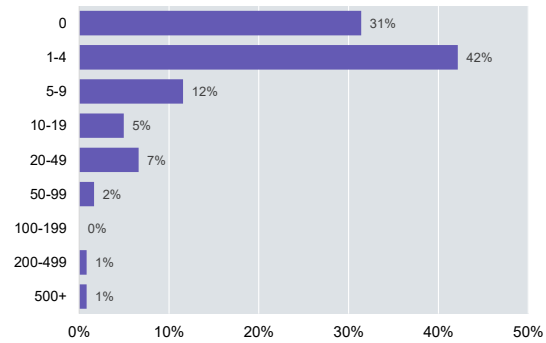


Full Time Staff in FY2024

	Total #	% of Total
0	23	19%
1-4	47	39%
5-9	14	12%
10-19	9	7%
20-49	15	12%
50-99	7	6%
100-199	4	3%
200-499	0	0%
500+	2	2%
Base = All Respondents	N= 121	100%

How many part time staff did you employ in FY2024?

Part Time Staff in FY2024

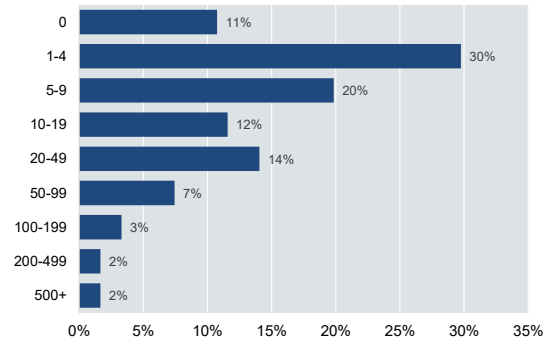


Part Time Staff in FY2024

	Total #	% of Total
0	38	31%
1-4	51	42%
5-9	14	12%
10-19	6	5%
20-49	8	7%
50-99	2	2%
100-199	0	0%
200-499	1	1%
500+	1	1%
Base = All Respondents	N= 121	100%

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

Total Staff (Full Time and Part Time) in FY2024

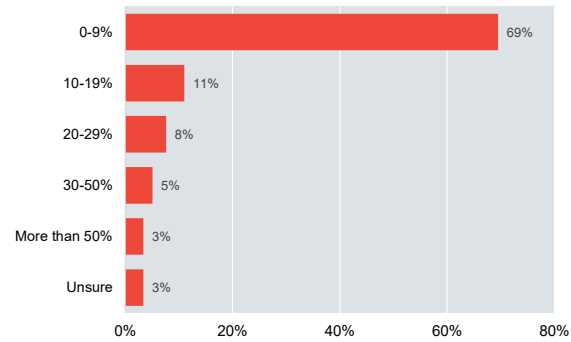


Total Staff (Full Time and Part Time) in FY2024

	Total #	% of Total
0	13	11%
1-4	36	30%
5-9	24	20%
10-19	14	12%
20-49	17	14%
50-99	9	7%
100-199	4	3%
200-499	2	2%
500+	2	2%
Base = All Respondents	N= 121	100%

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

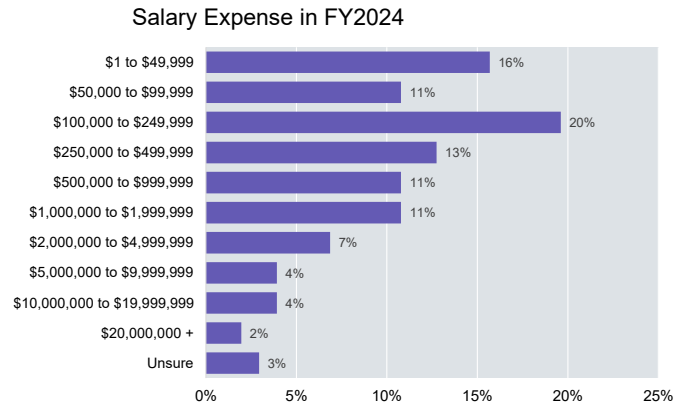
Staff Turnover in FY2024



Staff Turnover in FY2024

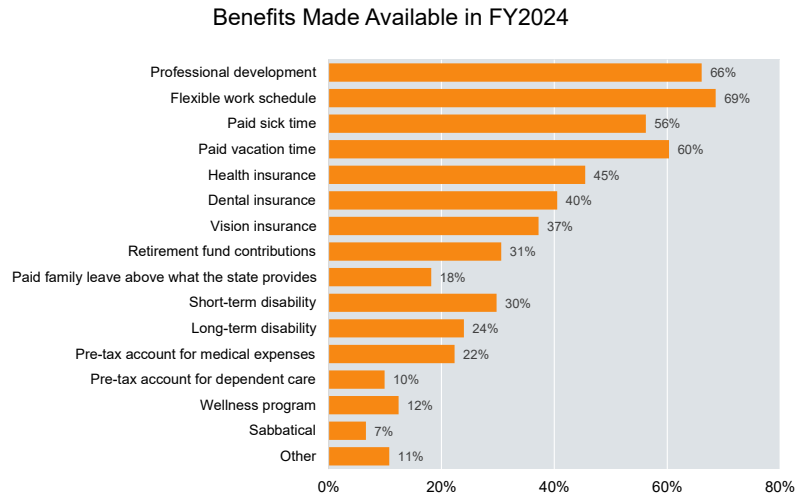
	Total #	% of Total
0-9%	82	69%
10-19%	13	11%
20-29%	9	8%
30-50%	6	5%
More than 50%	4	3%
Unsure	4	3%
Base = All Respondents	N= 118	100%

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



Salary Expense in FY2024	Total #	% of Total
\$1 to \$49,999	16	16%
\$50,000 to \$99,999	11	11%
\$100,000 to \$249,999	20	20%
\$250,000 to \$499,999	13	13%
\$500,000 to \$999,999	11	11%
\$1,000,000 to \$1,999,999	11	11%
\$2,000,000 to \$4,999,999	7	7%
\$5,000,000 to \$9,999,999	4	4%
\$10,000,000 to \$19,999,999	4	4%
\$20,000,000 +	2	2%
Unsure	3	3%
Base = All Respondents	N= 102	100%

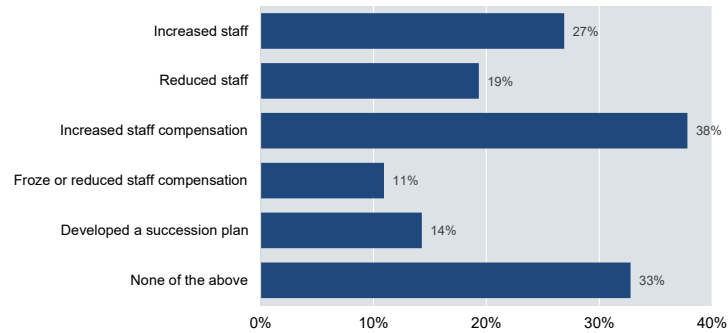
Which benefits did your organization make available to staff in FY2024? (select all that apply)



Benefits Made Available in FY2024	Total #	% of Total
Professional development	80	66%
Flexible work schedule	83	69%
Paid sick time	68	56%
Paid vacation time	73	60%
Health insurance	55	45%
Dental insurance	49	40%
Vision insurance	45	37%
Retirement fund contributions	37	31%
Paid family leave above what the state provides	22	18%
Short-term disability	36	30%
Long-term disability	29	24%
Pre-tax account for medical expenses	27	22%
Pre-tax account for dependent care	12	10%
Wellness program	15	12%
Sabbatical	8	7%
Other	13	11%
Base = All Respondents	N= 121	

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

Staff-Related Actions Taken in FY2024

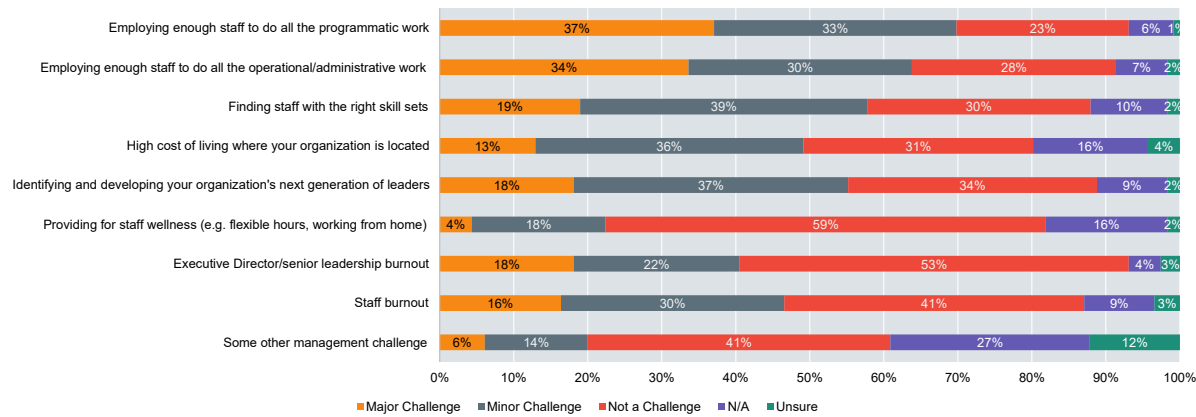


Staff-Related Actions Taken in FY2024

	Total #	% of Total
Increased staff	32	27%
Reduced staff	23	19%
Increased staff compensation	45	38%
Froze or reduced staff compensation	13	11%
Developed a succession plan	17	14%
None of the above	39	33%
Base = All Respondents	N= 119	

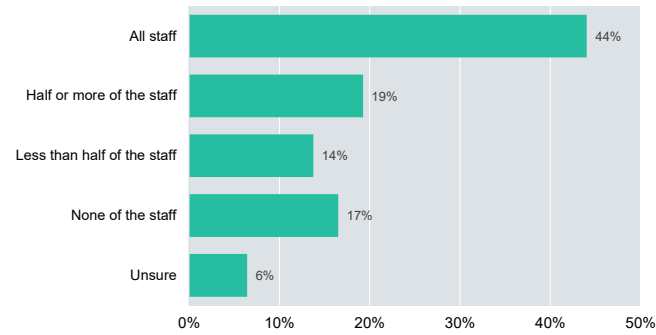
Did your organization experience any of the following management challenges in FY2024? (select all that apply)

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?

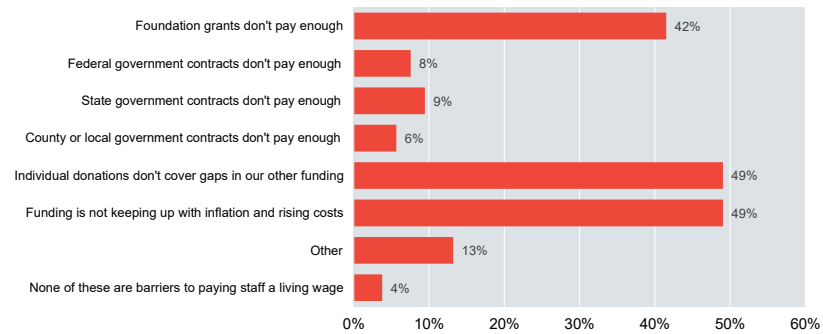
Full Time Staff Paid a Living Wage



Full Time Staff Paid a Living Wage	Total #	% of Total
All staff	48	44%
Half or more of the staff	21	19%
Less than half of the staff	15	14%
None of the staff	18	17%
Unsure	7	6%
Base = All Respondents	N= 109	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

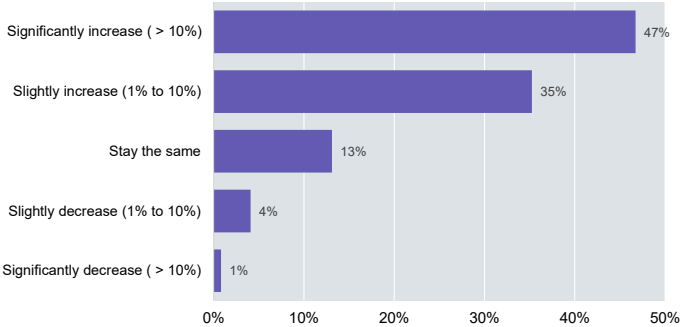


Top Two Barriers to Paying All Staff a Living Wage	Total #	% of Total
Foundation grants don't pay enough	22	42%
Federal government contracts don't pay enough	4	8%
State government contracts don't pay enough	5	9%
County or local government contracts don't pay enough	3	6%
Individual donations don't cover gaps in our other funding	26	49%
Funding is not keeping up with inflation and rising costs	26	49%
Other	7	13%
None of these are barriers to paying staff a living wage	2	4%
Base = Respondents Unable to Pay All Full Time Staff a Living Wage	N= 53	

Responding to the Current Landscape

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

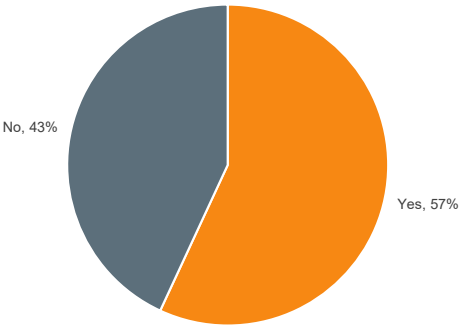
Between FY2023 and FY2024, Did Service Demand...



Between FY2023 and FY2024, Did Service Demand...	Total #	% of Total
Significantly increase (> 10%)	57	47%
Slightly increase (1% to 10%)	43	35%
Stay the same	16	13%
Slightly decrease (1% to 10%)	5	4%
Significantly decrease (> 10%)	1	1%
Base = All Respondents	N= 122	100%

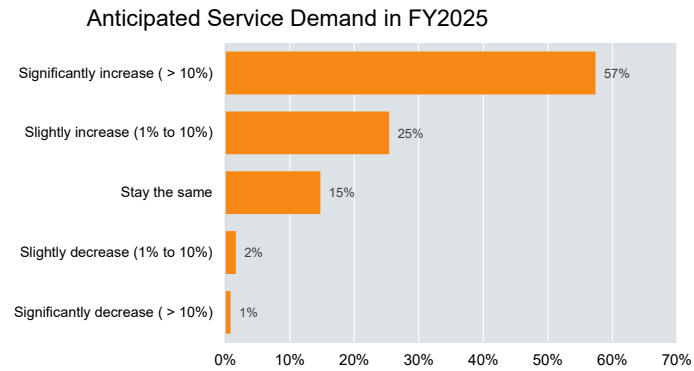
In FY2024, was your organization able to fully meet the demand for its services?

Able to Meet Service Demand in FY2024?



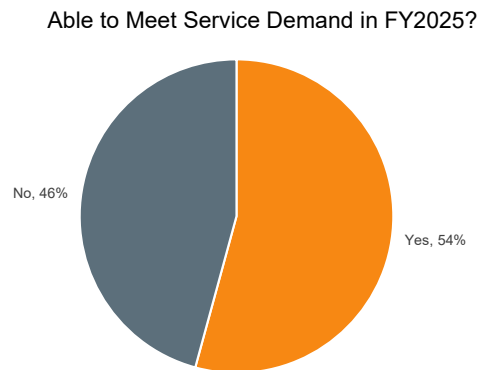
Able to Meet Service Demand in FY2024?	Total #	% of Total
Yes	70	57%
No	53	43%
Base = All Respondents	N= 123	100%

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%)	70	57%
Slightly increase (1% to 10%)	31	25%
Stay the same	18	15%
Slightly decrease (1% to 10%)	2	2%
Significantly decrease (> 10%)	1	1%
Base = All Respondents	N= 122	100%

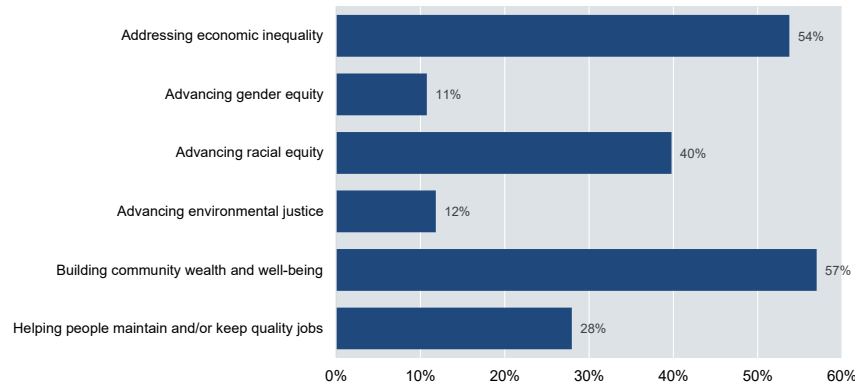
In FY2025, do you anticipate your organization will be able to fully meet the demand for its services?



Able to Meet Service Demand in FY2025?	Total #	% of Total
Yes	64	54%
No	54	46%
Base = All Respondents	N= 118	100%

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

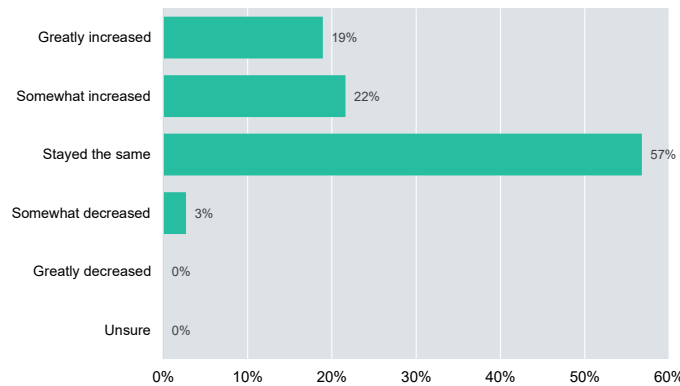
Major Focus Areas



Major Focus Areas	Total #	% of Total
Addressing economic inequality	50	54%
Advancing gender equity	10	11%
Advancing racial equity	37	40%
Advancing environmental justice	11	12%
Building community wealth and well-being	53	57%
Helping people maintain and/or keep quality jobs	26	28%
Base = All Respondents	N= 93	

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

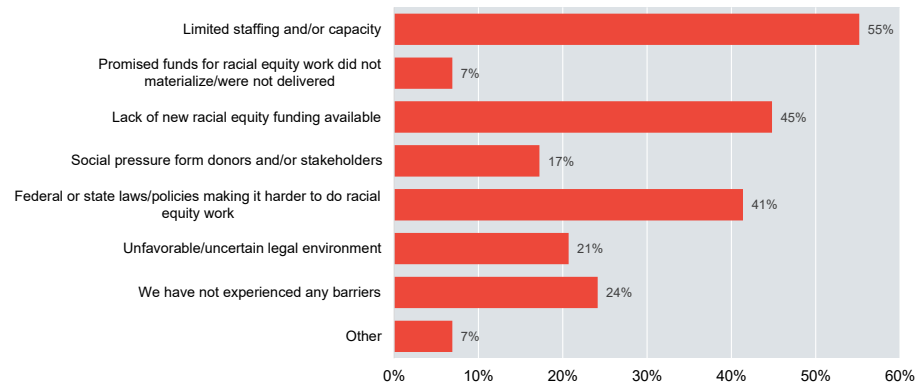
Change in Focus on Advancing Racial Equity Over the Last Year



Change in Focus on Advancing Racial Equity Over the Last Year	Total #	% of Total
Greatly increased	7	19%
Somewhat increased	8	22%
Stayed the same	21	57%
Somewhat decreased	1	3%
Greatly decreased	0	0%
Unsure	0	0%
Base = Respondents with a Major Focus on Advancing Racial Equity	N= 37	100%

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

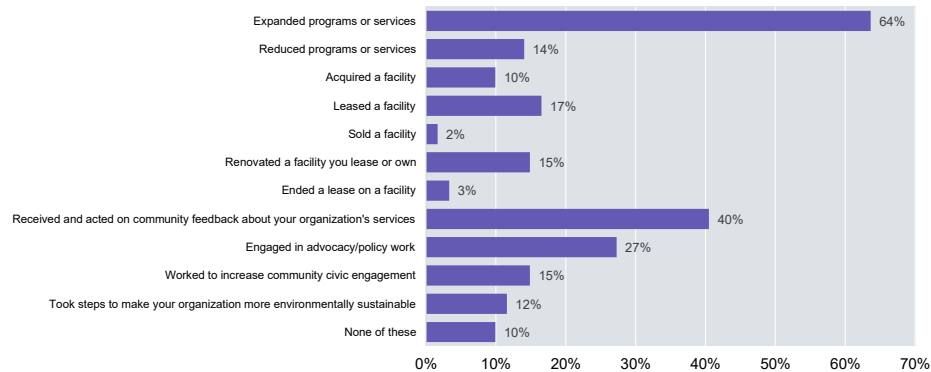
Barriers to Advancing Racial Equity in FY2024



Barriers to Advancing Racial Equity in FY2024	Total #	% of Total
Limited staffing and/or capacity	16	55%
Promised funds for racial equity work did not materialize/were not delivered	2	7%
Lack of new racial equity funding available	13	45%
Social pressure from donors and/or stakeholders	5	17%
Federal or state laws/policies making it harder to do racial equity work	12	41%
Unfavorable/uncertain legal environment	6	21%
We have not experienced any barriers	7	24%
Other	2	7%
N = Respondents with a Major Focus on Advancing Racial Equity	N=	29

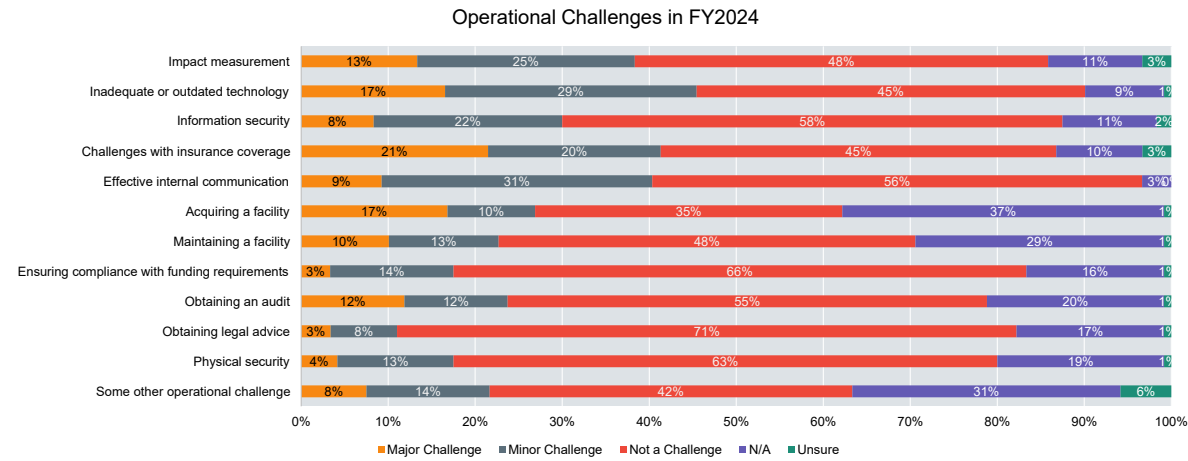
In FY2024, did your organization take any of the following actions? (select all that apply)

Operational Actions Taken in FY2024

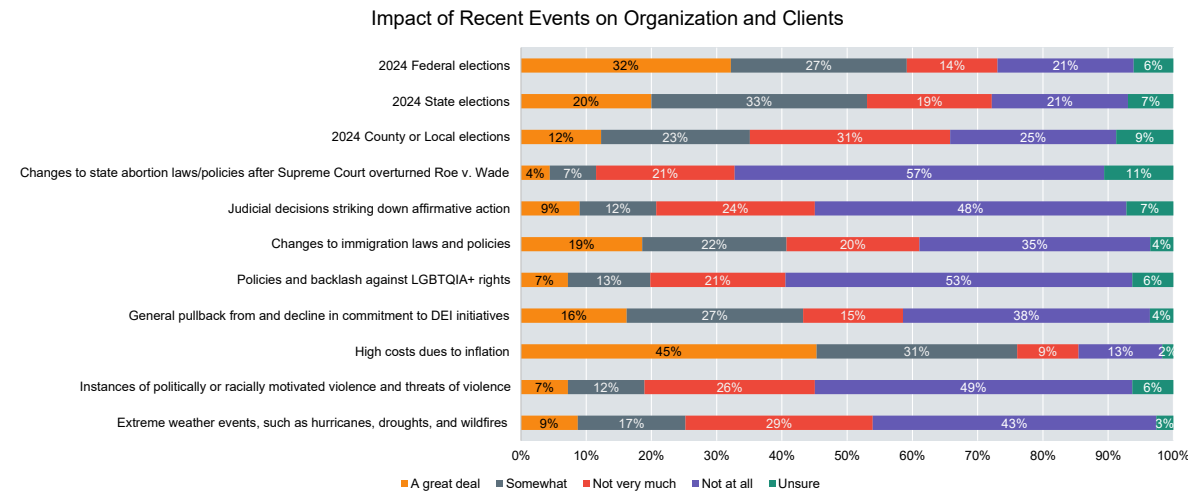


Operational Actions Taken in FY2024	Total #	% of Total
Expanded programs or services	77	64%
Reduced programs or services	17	14%
Acquired a facility	12	10%
Leased a facility	20	17%
Sold a facility	2	2%
Renovated a facility you lease or own	18	15%
Ended a lease on a facility	4	3%
Received and acted on community feedback about your organization's services	49	40%
Engaged in advocacy/policy work	33	27%
Worked to increase community civic engagement	18	15%
Took steps to make your organization more environmentally sustainable	14	12%
None of these	12	10%
Base = All Respondents	N=	121

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



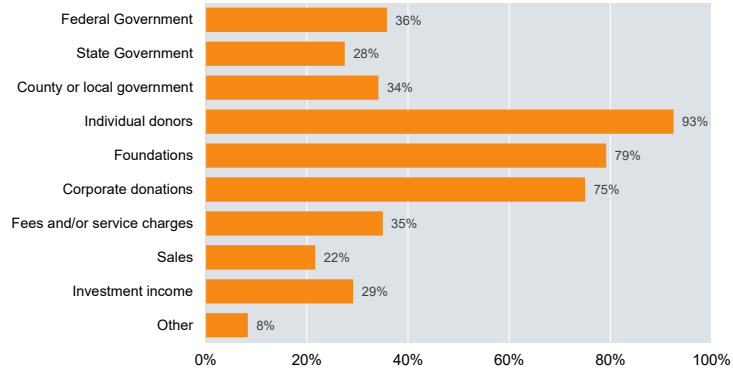
To what extent did the following impact your organization and the clients you serve? (select all that apply)



Your Organization's Financial Story

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

Revenue Sources in FY2024

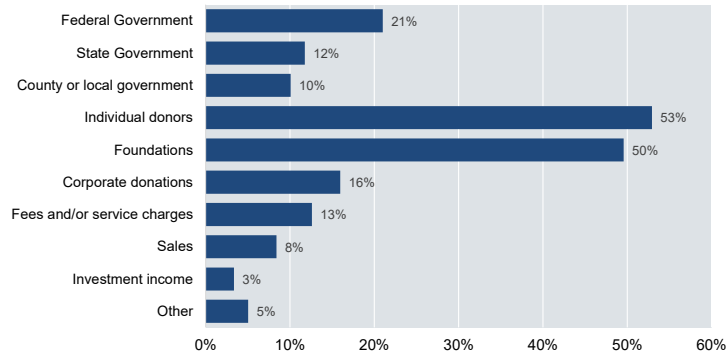


Revenue Sources in FY2024

	Total #	% of Total
Federal Government	43	36%
State Government	33	28%
County or local government	41	34%
Individual donors	111	93%
Foundations	95	79%
Corporate donations	90	75%
Fees and/or service charges	42	35%
Sales	26	22%
Investment income	35	29%
Other	10	8%
Base = All Respondents	N= 120	

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

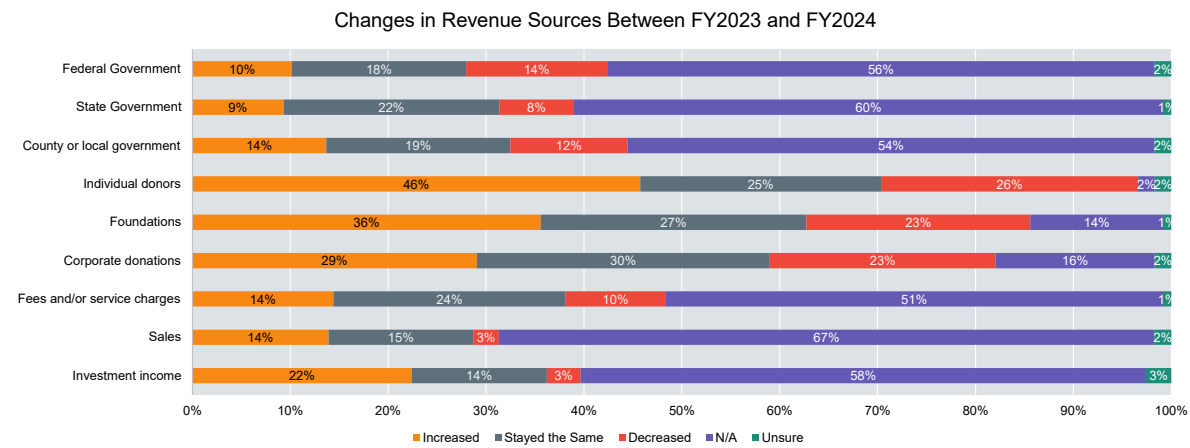
Two Largest Revenue Sources in FY2024



Two Largest Revenue Sources in FY2024

	Total #	% of Total
Federal Government	25	21%
State Government	14	12%
County or local government	12	10%
Individual donors	63	53%
Foundations	59	50%
Corporate donations	19	16%
Fees and/or service charges	15	13%
Sales	10	8%
Investment income	4	3%
Other	6	5%
Base = All Respondents	N= 119	

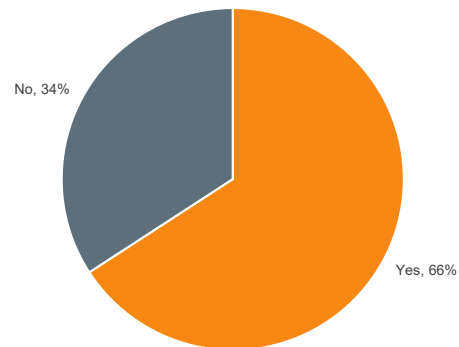
As compared to FY2023, how, if at all, has your organization's revenue from the following sources changed in FY2024?



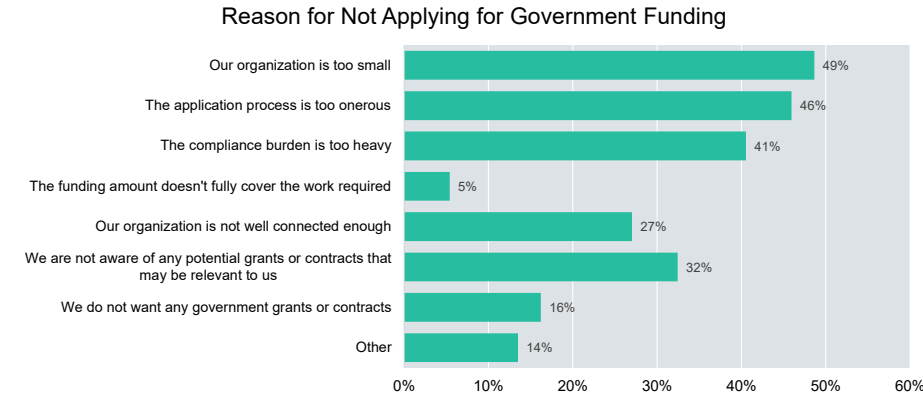
Has your organization ever applied for a government grant or contract?

Ever Applied for a Government Grant or Contract?	Total #	% of Total
Yes	79	66%
No	41	34%
Base = All Respondents	N= 120	100%

Ever Applied for a Government Grant or Contract?



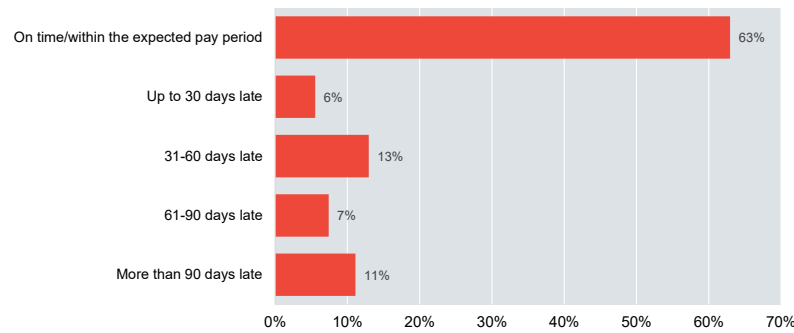
You indicated that your organization has never applied for government funding. Please indicate the reasons you have not. (select all that apply)



Reason for Not Applying for Government Funding	Total #	% of Total
Our organization is too small	18	49%
The application process is too onerous	17	46%
The compliance burden is too heavy	15	41%
The funding amount doesn't fully cover the work required	2	5%
Our organization is not well connected enough	10	27%
We are not aware of any potential grants or contracts that may be relevant to us	12	32%
We do not want any government grants or contracts	6	16%
Other	5	14%
Base = Respondents Who Never Applied for Government Funding	N= 37	

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

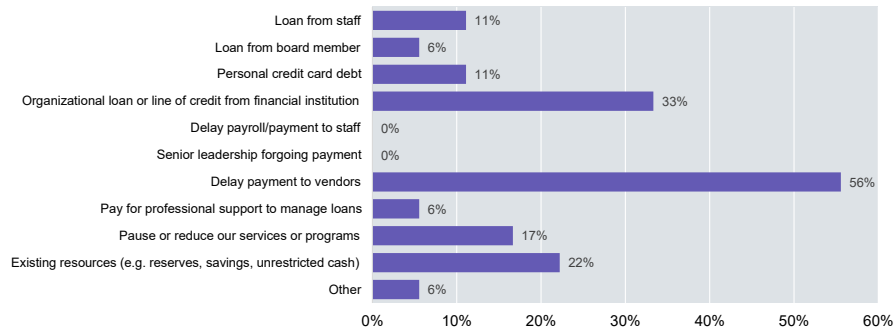
How Long Did it Take to Receive Payment from Gov't in FY2024?



How Long Did it Take to Receive Payment from Gov't in FY2024?	Total #	% of Total
On time/within the expected pay period	34	63%
Up to 30 days late	3	6%
31-60 days late	7	13%
61-90 days late	4	7%
More than 90 days late	6	11%
Base = Respondents Receiving Government Funding in FY2024	N= 54	100%

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

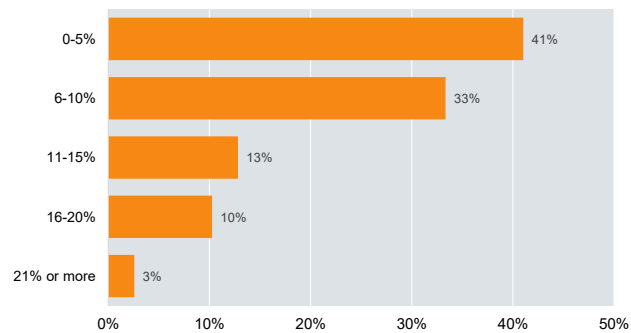
How Have You Coped with Government Payment Delays?



How Have You Coped with Government Payment Delays?	Total #	% of Total
Loan from staff	2	11%
Loan from board member	1	6%
Personal credit card debt	2	11%
Organizational loan or line of credit from financial institution	6	33%
Delay payroll/payment to staff	0	0%
Senior leadership forgoing payment	0	0%
Delay payment to vendors	10	56%
Pay for professional support to manage loans	1	6%
Pause or reduce our services or programs	3	17%
Existing resources (e.g. reserves, savings, unrestricted cash)	4	22%
Other	1	6%
Base = Respondents Receiving Late Government Payment in FY2024	N= 18	

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

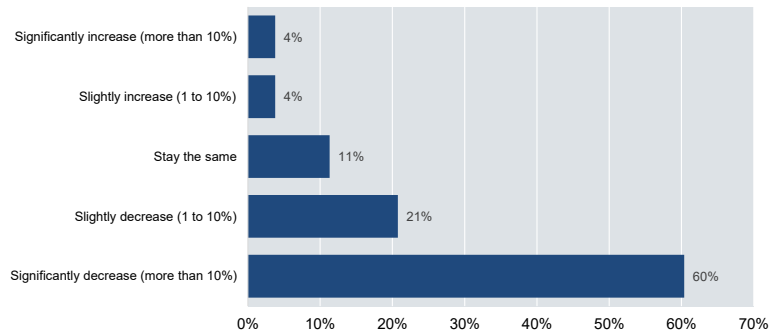
What Indirect Rate Were You Allowed to Charge in FY2024?



What Indirect Rate Were You Allowed to Charge in FY2024?	Total #	% of Total
0-5%	16	41%
6-10%	13	33%
11-15%	5	13%
16-20%	4	10%
21% or more	1	3%
Base = Respondents Receiving Government Funding in FY2024	N= 39	100%

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

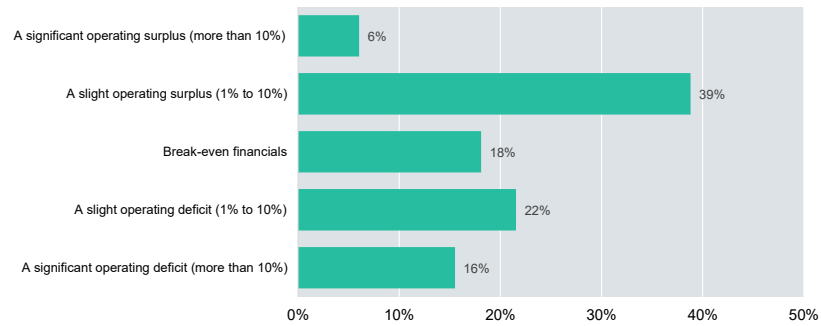
Anticipated Change in Gov't Funding as a Result of 2024 Election



Anticipated Change in Gov't Funding as a Result of 2024 Election	Total #	% of Total
Significantly increase (more than 10%)	2	4%
Slightly increase (1 to 10%)	2	4%
Stay the same	6	11%
Slightly decrease (1 to 10%)	11	21%
Significantly decrease (more than 10%)	32	60%
Base = Respondents Receiving Government Funding in FY2024	N= 53	100%

Did your organization finish FY2024 with:

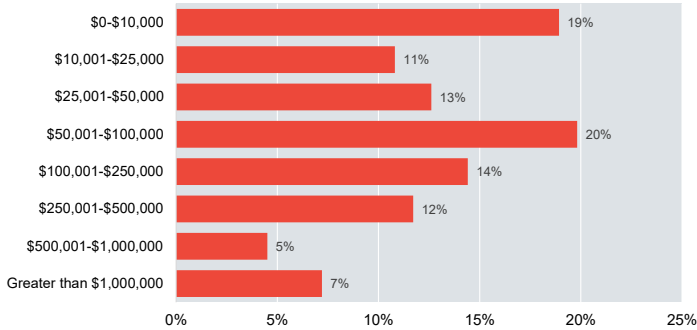
Operating Results in FY2024



Operating Results in FY2024	Total #	% of Total
A significant operating deficit (more than 10%)	18	16%
A slight operating deficit (1% to 10%)	25	22%
Break-even financials	21	18%
A slight operating surplus (1% to 10%)	45	39%
A significant operating surplus (more than 10%)	7	6%
Base = All Respondents	N= 116	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?

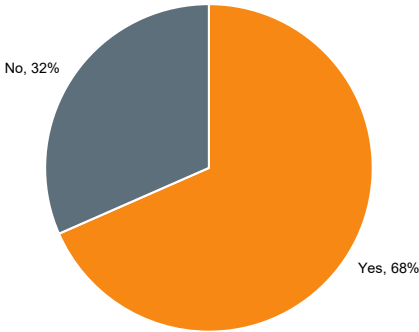
Amount Spent on Local Vendors in FY2024



Amount Spent on Local Vendors in FY2024	Total #	% of Total
\$0-\$10,000	21	19%
\$10,001-\$25,000	12	11%
\$25,001-\$50,000	14	13%
\$50,001-\$100,000	22	20%
\$100,001-\$250,000	16	14%
\$250,001-\$500,000	13	12%
\$500,001-\$1,000,000	5	5%
Greater than \$1,000,000	8	7%
Base = All Respondents	N= 111	100%

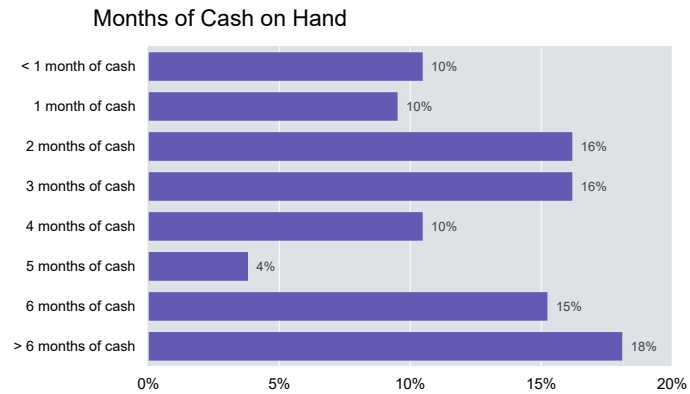
Does your organization have reserve funds specifically designated for emergencies and/or opportunities, separate from operating cash on hand?

Does Your Organization Have Reserve Funds?



Does Your Organization Have Reserve Funds?	Total #	% of Total
Yes	78	68%
No	36	32%
Base = All Respondents	N= 114	100%

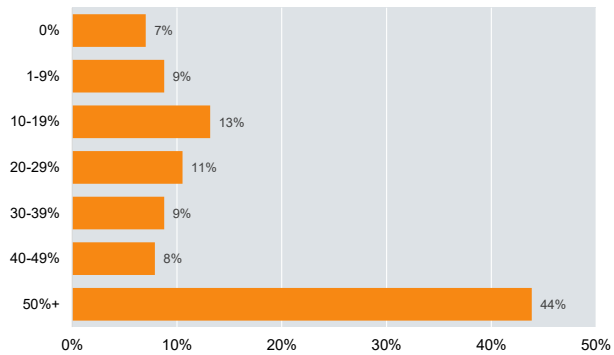
Approximately how many months of cash does your organization have on hand, not including any cash held in a separate reserve fund?



Months of Cash on Hand	Total #	% of Total
< 1 month of cash	11	10%
1 month of cash	10	10%
2 months of cash	17	16%
3 months of cash	17	16%
4 months of cash	11	10%
5 months of cash	4	4%
6 months of cash	16	15%
> 6 months of cash	19	18%
Base = All Respondents	N= 105	100%

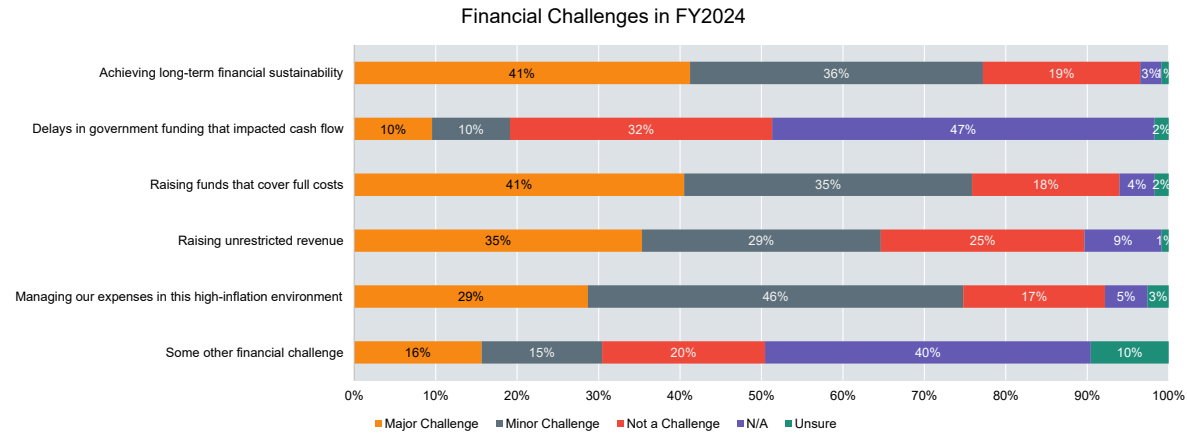
In FY2024, approximately what percentage of your total grants and donations were unrestricted?

Percentage of Unrestricted Grants and Donations in FY2024



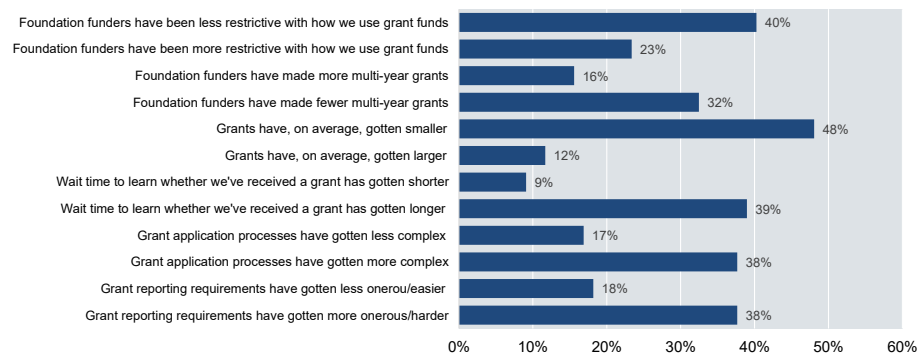
Percentage of Unrestricted Grants and Donations in FY2024	Total #	% of Total
0%	8	7%
1-9%	10	9%
10-19%	15	13%
20-29%	12	11%
30-39%	10	9%
40-49%	9	8%
50%+	50	44%
Base = All Respondents	N= 114	100%

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)

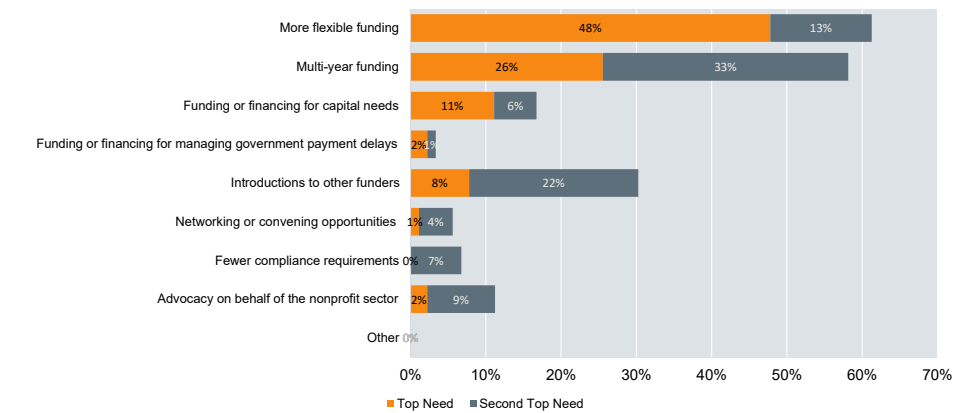
Changes in Foundation Funding Practices Since Late 2022



Changes in Foundation Funding Practices Since Late 2022	Total #	% of Total
Foundation funders have been less restrictive with how we use grant funds	31	40%
Foundation funders have been more restrictive with how we use grant funds	18	23%
Foundation funders have made more multi-year grants	12	16%
Foundation funders have made fewer multi-year grants	25	32%
Grants have, on average, gotten smaller	37	48%
Grants have, on average, gotten larger	9	12%
Wait time to learn whether we've received a grant has gotten shorter	7	9%
Wait time to learn whether we've received a grant has gotten longer	30	39%
Grant application processes have gotten less complex	13	17%
Grant application processes have gotten more complex	29	38%
Grant reporting requirements have gotten less onerous/easier	14	18%
Grant reporting requirements have gotten more onerous/harder	29	38%
Base = Respondents Receiving Foundation Funding in FY2024	N= 77	

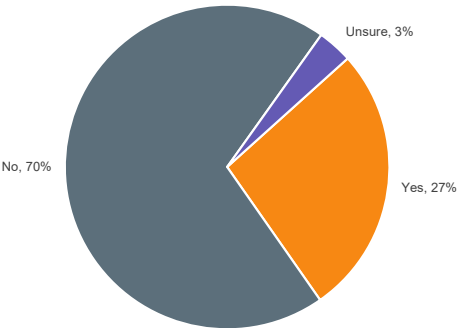
What does your organization need most from foundation funders to help you best deliver on yor mission? While many of these needs may apply to your organization, please select your top two needs.

Top Two Needs from Foundation Funders



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

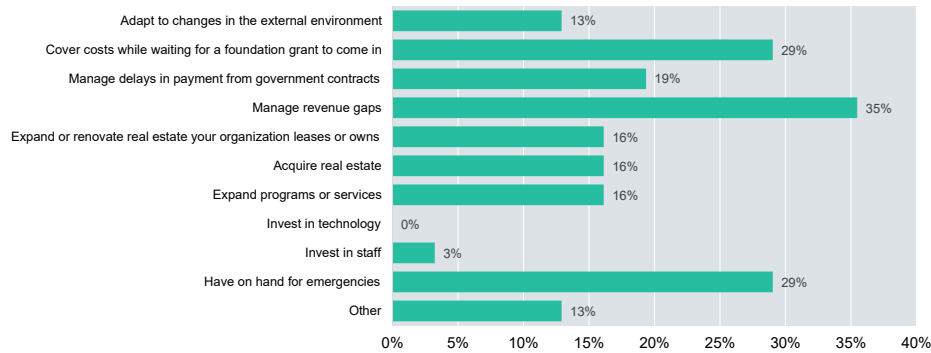
Have Loans and/or Lines of Credit?



Have Loans and/or Lines of Credit?	Total #	% of Total
Yes	31	27%
No	80	70%
Unsure	4	3%
Base = All Respondents	N= 115	100%

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

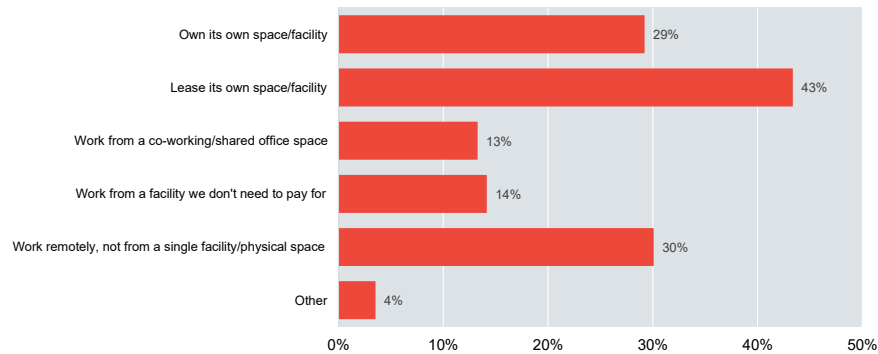
Use of Loans and/or Lines of Credit



Use of Loans and/or Lines of Credit	Total #	% of Total
Adapt to changes in the external environment	4	13%
Cover costs while waiting for a foundation grant to come in	9	29%
Manage delays in payment from government contracts	6	19%
Manage revenue gaps	11	35%
Expand or renovate real estate your organization leases or owns	5	16%
Acquire real estate	5	16%
Expand programs or services	5	16%
Invest in technology	0	0%
Invest in staff	1	3%
Have on hand for emergencies	9	29%
Other	4	13%
Base = Respondents with Loans and/or Lines of Credit	N= 31	

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

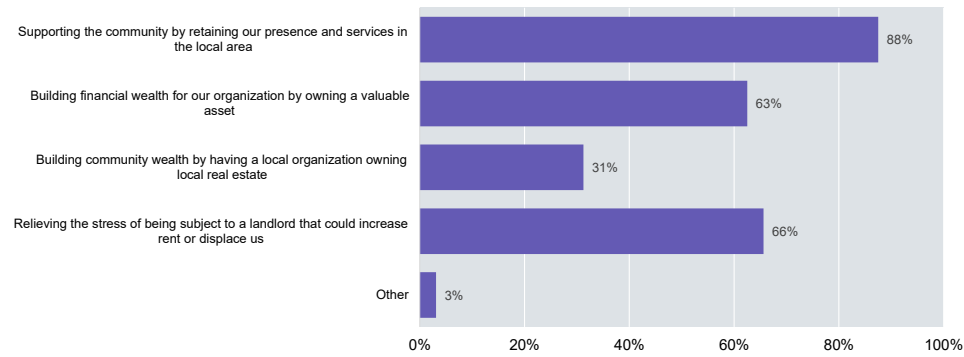
In FY2024, Did your Organization...?



In FY2024, Did Your Organization...?	Total #	% of Total
Own its own space/facility	33	29%
Lease its own space/facility	49	43%
Work from a co-working/shared office space	15	13%
Work from a facility we don't need to pay for	16	14%
Work remotely, not from a single facility/physical space	34	30%
Other	4	4%
Base = All Respondents	N= 113	

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

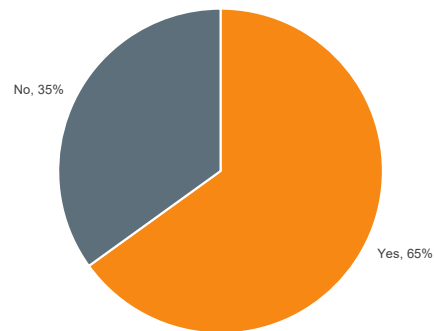
Benefits to Organization and/or Community of Owning a Facility



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	28	88%
Building financial wealth for our organization by owning a valuable asset	20	63%
Building community wealth by having a local organization owning local real estate	10	31%
Relieving the stress of being subject to a landlord that could increase rent or displace us	21	66%
Other	1	3%
Base = Respondents Who Own a Facility	N= 32	

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

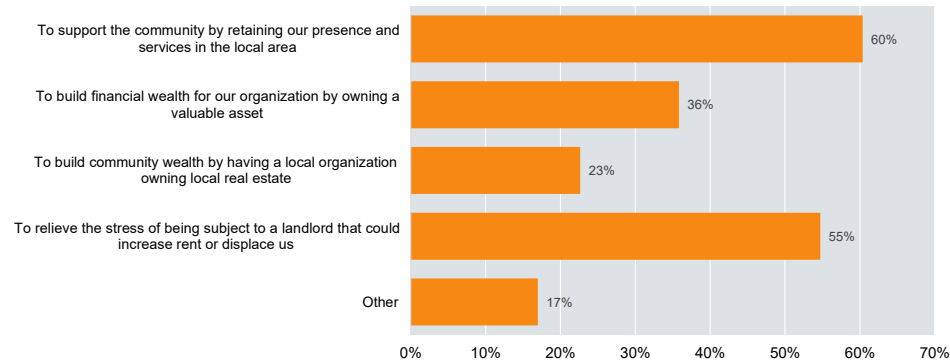
Would You Like to Own a Facility?



Would Your Organization Like to Own a Facility?	Total #	% of Total
Yes	54	65%
No	29	35%
Base = Respondents Who Do Not Own a Facility	N= 83	100%

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

Why Would Your Organization Like to Own a Facility?



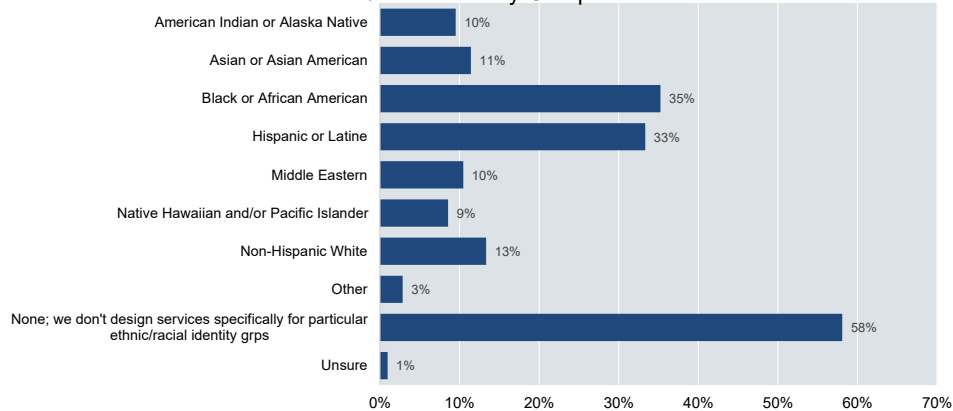
Why Would Your Organization Like to Own a Facility?

	Total #	% of Total
To support the community by retaining our presence and services in the local area	32	60%
To build financial wealth for our organization by owning a valuable asset	19	36%
To build community wealth by having a local organization owning local real estate	12	23%
To relieve the stress of being subject to a landlord that could increase rent or displace u	29	55%
Other	9	17%

Base = Respondents Who Do Not Own a Facility And Would Like To N= 53

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:



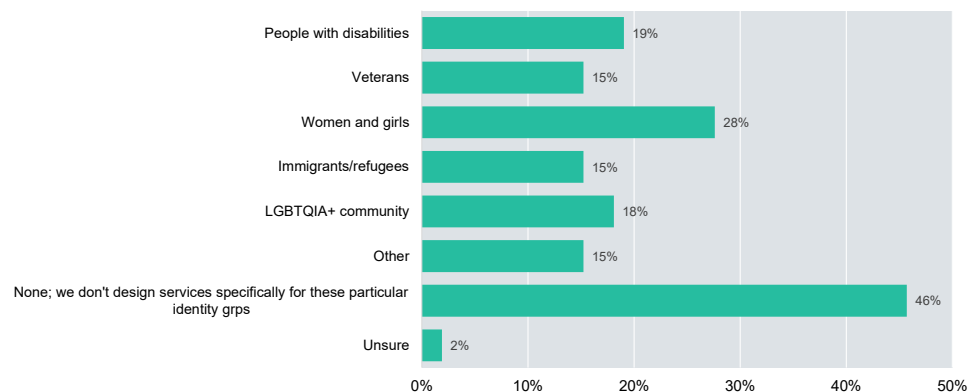
We Provide Services Designed to Specifically and Directly Serve These Ethnic/Racial Identity Groups:

	Total #	% of Total
American Indian or Alaska Native	10	10%
Asian or Asian American	12	11%
Black or African American	37	35%
Hispanic or Latine	35	33%
Middle Eastern	11	10%
Native Hawaiian and/or Pacific Islander	9	9%
Non-Hispanic White	14	13%
Other	3	3%
None; we don't design services specifically for particular ethnic/racial identity grps	61	58%
Unsure	1	1%

Base = All Respondents N= 105

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	20	19%
Veterans	16	15%
Women and girls	29	28%
Immigrants/refugees	16	15%
LGBTQIA+ community	19	18%
Other	16	15%
None; we don't design services specifically for these particular identity grps	48	46%
Unsure	2	2%
Base = All Respondents	N= 105	

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

