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 Gerogia** are shown below. A total of **323 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.
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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		323	100%
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=**	**323**	**100%**

In what region is your organization located?

Respondents by Region
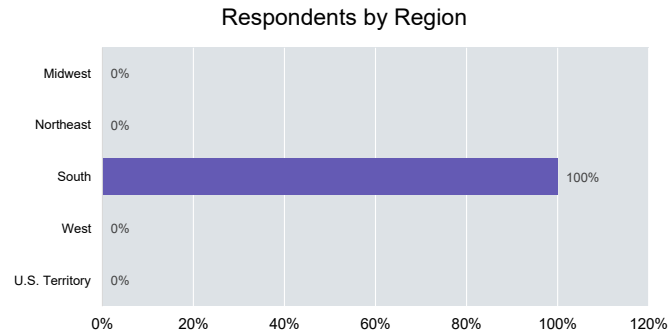
Region	Total #	% of Total
Midwest	0	0%
Northeast	0	0%
South	323	100%
West	0	0%
U.S. Territory	0	0%
Base = All Respondents N=	**323**	**100%**

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

Respondents by Key Area of Work
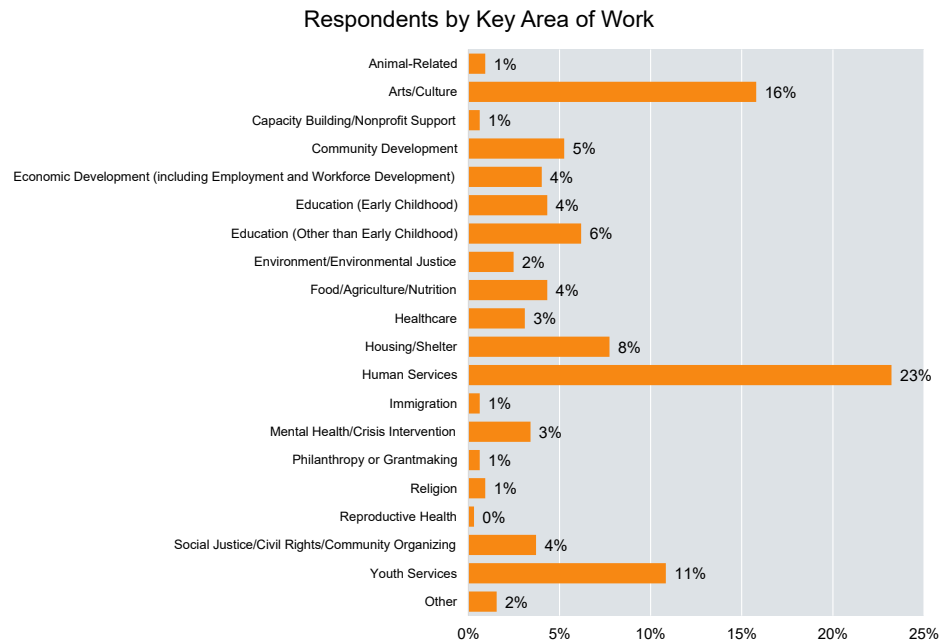
Key Area of Work	Total #	% of Total
Animal-Related	3	1%
Arts/Culture	51	16%
Capacity Building/Nonprofit Support	2	1%
Community Development	17	5%
Economic Development (including Employment and Workforce Development)	13	4%
Education (Early Childhood)	14	4%
Education (Other than Early Childhood)	20	6%
Environment/Environmental Justice	8	2%
Food/Agriculture/Nutrition	14	4%
Healthcare	10	3%
Housing/Shelter	25	8%
Human Services	75	23%
Immigration	2	1%
Mental Health/Crisis Intervention	11	3%
Philanthropy or Grantmaking	2	1%
Religion	3	1%
Reproductive Health	1	0%
Social Justice/Civil Rights/Community Organizing	12	4%
Youth Services	35	11%
Other	5	2%
Base = All Respondents N=	**323**	**100%**

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

Respondents by Key Area of Work
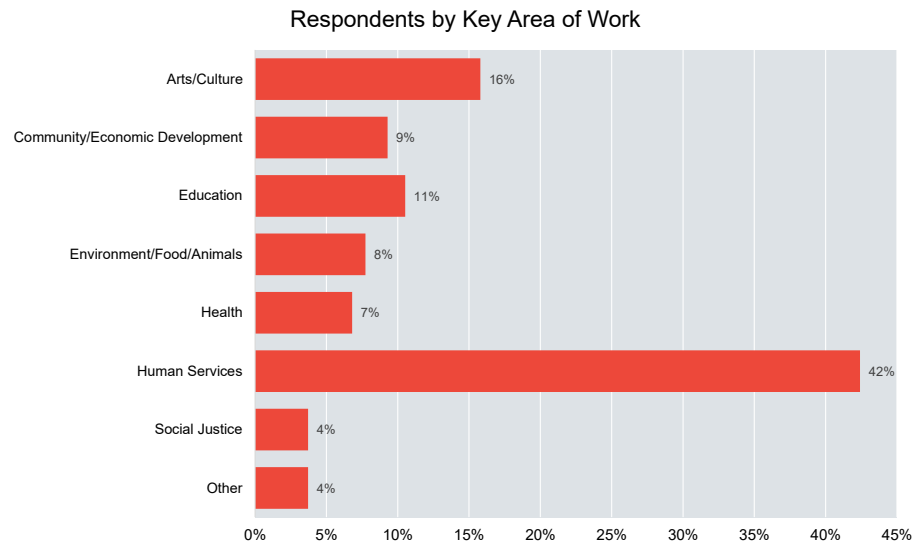
Key Area of Work - Consolidated		Total #	% of Total
Arts/Culture		51	16%
Community/Economic Development		30	9%
Education		34	11%
Environment/Food/Animals		25	8%
Health		22	7%
Human Services		137	42%
Social Justice		12	4%
Other		12	4%
Base = All Respondents	**N=**	**323**	**100%**

Which one of the following best describes your organization?

Organizational Status

- 501(c)(3) organization
- 501(c)(4) organization
- 501(c)(3) organization with an affiliated 501(c)(4)
- Fiscally sponsored organization or project without your own 501(c)(3) status
- 501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or project(s)
- Other
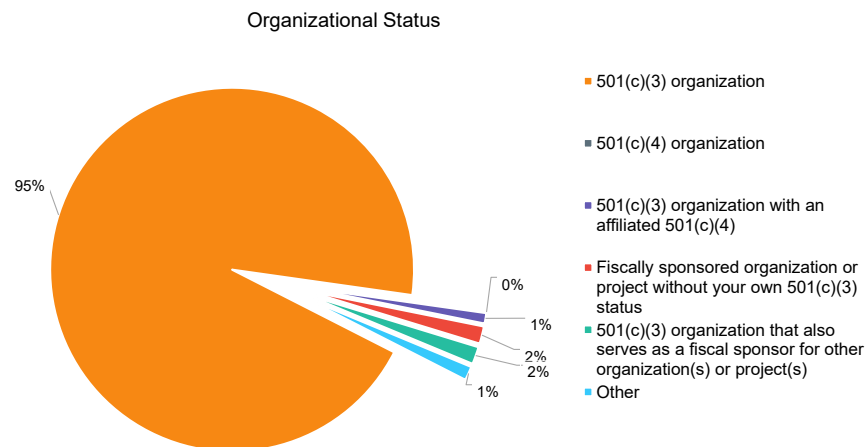
Organizational Status		Total #	% of Total
501(c)(3) organization		306	95%
501(c)(4) organization		0	0%
501(c)(3) organization with an affiliated 501(c)(4)		3	1%
Fiscally sponsored organization or project without your own 501(c)(3) status		5	2%
501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or pr		5	2%
Other		4	1%
Base = All Respondents	**N=**	**323**	**100%**

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

Relationship with Fiscal Sponsor

Statement	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
We need them for access to 501(c)(3) status because we do not have our own 501(c)(3) determination letter	40%	60%	0%		
We receive valuable services that match our needs (e.g., financial bookkeeping) and are worth the fees we pay	0%	40%	60%		0%
Working with them is a cost saving measure for us	0%	60%	40%		0%
It is easier for us to secure and manage funding because of them	0%	60%	40%		0%
They provide us with helpful technical assistance, capacity building, or training	0%	20%	20%	40%	20%
We plan to stay in a fiscal sponsor relationship for the long-term	0%	60%	40%		0%

Legend: ■ Strongly agree ■ Agree ■ Neither agree nor disagree ■ Disagree ■ Strongly disagree

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

Scope of Geographic Area Served

Area	Percentage
Nationally	13%
State-wide	32%
Regionally or locally	73%
Other	2%

Geographic Area Served - Scope	Total #	% of Total
Nationally	35	13%
State-wide	90	32%
Regionally or locally	205	73%
Other	6	2%
Base = Respondents Who Selected At Least One Geographic Scope Response Option N=	**280**	

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

Type of Geographic Area Served
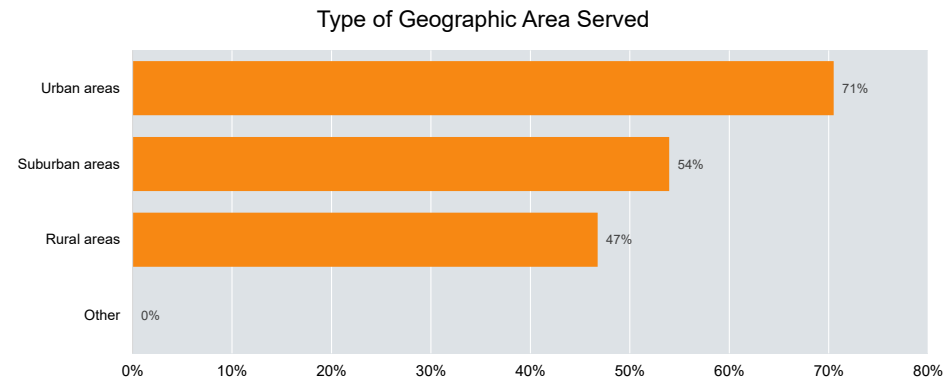
Geographic Area Served - Type		Total #	% of Total
Urban areas		98	71%
Suburban areas		75	54%
Rural areas		65	47%
Other		0	0%
Base = Respondents Who Selected At Least One Geographic Type Response Option	**N=**	**139**	

In what year was your organization established?
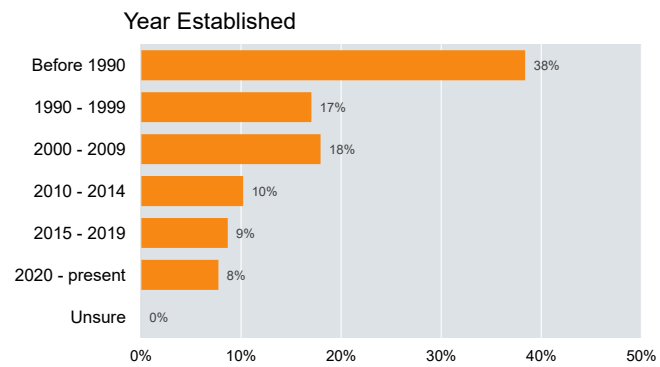
Year Established

Year Established		Total #	% of Total
Before 1990		124	38%
1990 - 1999		55	17%
2000 - 2009		58	18%
2010 - 2014		33	10%
2015 - 2019		28	9%
2020 - present		25	8%
Unsure		0	0%
Base = All Respondents	**N=**	**323**	**100%**

Does your organization serve people with lower incomes?

Serve People with Lower Incomes?
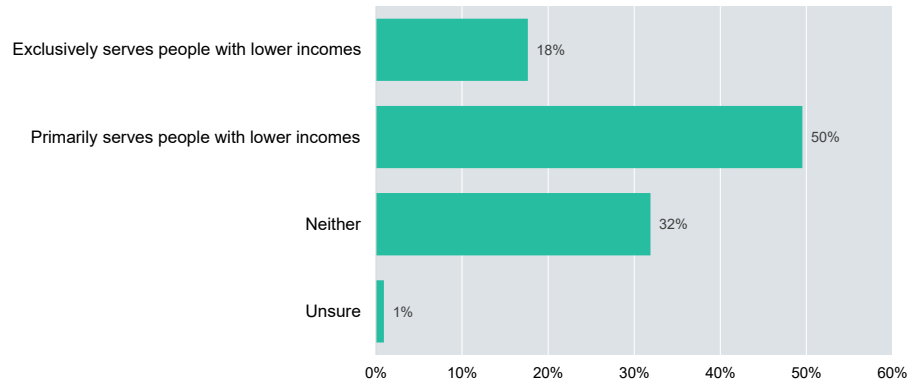
Serve People with Lower Incomes?		Total #	% of Total
Exclusively serves people with lower incomes		57	18%
Primarily serves people with lower incomes		160	50%
Neither		103	32%
Unsure		3	1%
Base = All Respondents	**N=**	**323**	**100%**

Does your organization primarily serve communities of color?

Primarily Serve Communities of Color?
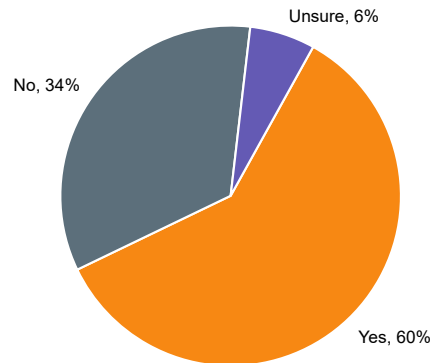
Primarily Serve Communities of Color?		Total #	% of Total
Yes		183	60%
No		104	34%
Unsure		19	6%
Base = All Respondents	**N=**	**306**	**100%**

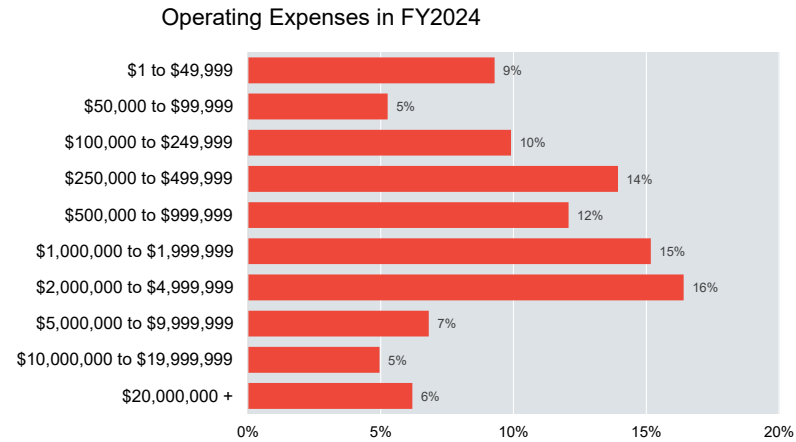**Approximately what were your organization's total operating expenses for Fiscal Year 2024 (FY2024)?**

Operating Expenses in FY2024

Operating Expenses in FY2024		Total #	% of Total
$1 to $49,999		30	9%
$50,000 to $99,999		17	5%
$100,000 to $249,999		32	10%
$250,000 to $499,999		45	14%
$500,000 to $999,999		39	12%
$1,000,000 to $1,999,999		49	15%
$2,000,000 to $4,999,999		53	16%
$5,000,000 to $9,999,999		22	7%
$10,000,000 to $19,999,999		16	5%
$20,000,000 +		20	6%
Base = All Respondents	**N=**	**323**	**100%**

Chart — Operating Expenses in FY2024:
- $1 to $49,999: 9%
- $50,000 to $99,999: 5%
- $100,000 to $249,999: 10%
- $250,000 to $499,999: 14%
- $500,000 to $999,999: 12%
- $1,000,000 to $1,999,999: 15%
- $2,000,000 to $4,999,999: 16%
- $5,000,000 to $9,999,999: 7%
- $10,000,000 to $19,999,999: 5%
- $20,000,000 +: 6%

Approximately how many people did your organization serve in FY2024?

People Served in FY2024
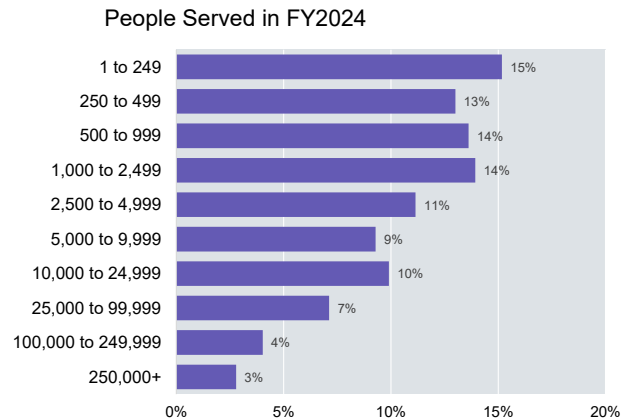
People Served in FY2024		Total #	% of Total
1 to 249		49	15%
250 to 499		42	13%
500 to 999		44	14%
1,000 to 2,499		45	14%
2,500 to 4,999		36	11%
5,000 to 9,999		30	9%
10,000 to 24,999		32	10%
25,000 to 99,999		23	7%
100,000 to 249,999		13	4%
250,000+		9	3%
Base = All Respondents	**N=**	**323**	**100%**

Chart — People Served in FY2024:
- 1 to 249: 15%
- 250 to 499: 13%
- 500 to 999: 14%
- 1,000 to 2,499: 14%
- 2,500 to 4,999: 11%
- 5,000 to 9,999: 9%
- 10,000 to 24,999: 10%
- 25,000 to 99,999: 7%
- 100,000 to 249,999: 4%
- 250,000+: 3%

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

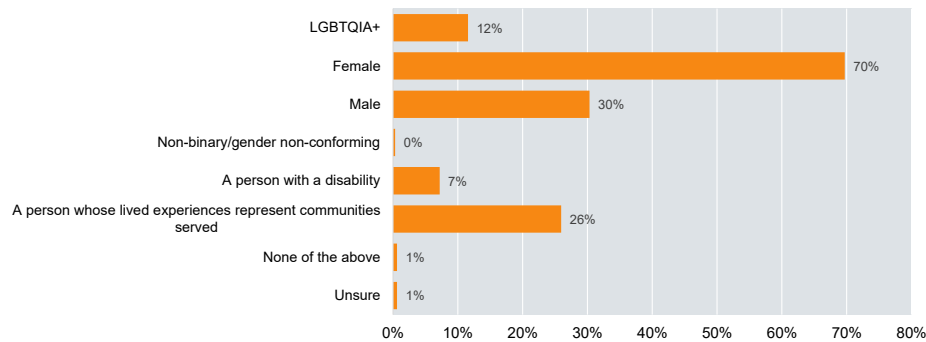| Need	Rank 1 (most critical)	Rank 2	Rank 3
Access to capital	7%	3%	5%
Access to medical care	2%	4%	3%
Access to mental and behavioral health services	7%	9%	7%
Affordable housing	19%	10%	9%
Childcare/Early childhood education	4%	6%	2%
Community building	5%	6%	9%
Cultural opportunities (theater, museums, etc.)	5%	4%	3%
Disaster preparedness and relief	1%	1%	2%
Economic development	3%	4%	3%
Environmental health and resilience (clean air, water, etc)	1%	2%	1%
Financial security/stability/capability	11%	13%	13%
Food security	5%	5%	5%
Improving K-12 education/Readiness for post-secondary education	5%	6%	6%
Racial Justice/Advancing racial equity	2%	5%	5%
Reproductive education and abortion services	0%	1%	1%
Services for immigrants/refugees	2%	2%	2%
Services for people experiencing homelessness	4%	5%	8%
Youth programs and services	10%	11%	8%
Other	6%	2%	3%

Legend: Rank 1 (most critical), Rank 2, Rank 3

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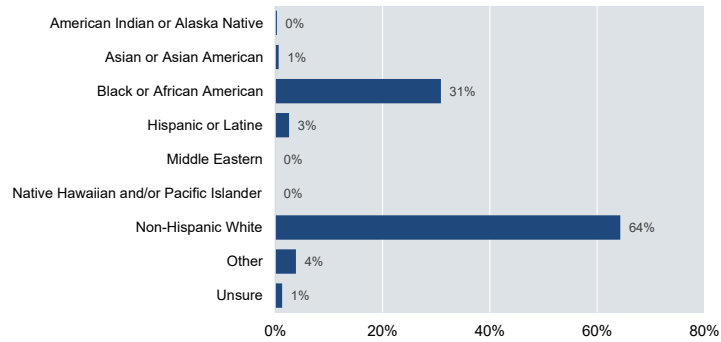
Identity of Organizational Leader

Identity	%
LGBTQIA+	12%
Female	70%
Male	30%
Non-binary/gender non-conforming	0%
A person with a disability	7%
A person whose lived experiences represent communities served	26%
None of the above	1%
Unsure	1%

Identity of Organizational Leader		Total #	% of Total
LGBTQIA+		37	12%
Female		223	70%
Male		97	30%
Non-binary/gender non-conforming		1	0%
A person with a disability		23	7%
A person whose lived experiences represent communities served		83	26%
None of the above		2	1%
Unsure		2	1%
Base = All Respondents	N=	**320**	

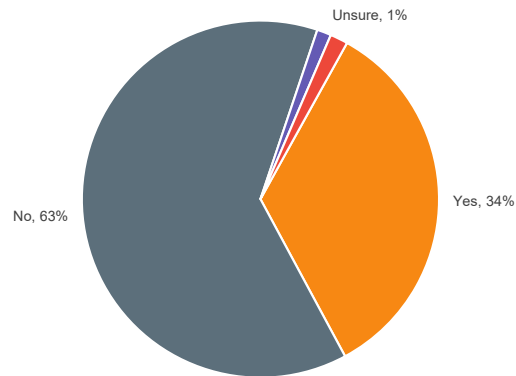**Does your organizational leader (Executive Director/CEO/President) identify as…? (select all that apply)**

Identity of Organizational Leader - Race/Ethnicity

Identity of Organizational Leader - Race/Ethnicity		Total #	% of Total
American Indian or Alaska Native		1	0%
Asian or Asian American		2	1%
Black or African American		96	31%
Hispanic or Latine		8	3%
Middle Eastern		0	0%
Native Hawaiian and/or Pacific Islander		0	0%
Non-Hispanic White		200	64%
Other		12	4%
Unsure		4	1%
Base = All Respondents	N=	311	

**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		106	34%
No		196	63%
Unsure		4	1%
Other		5	2%
Base = All Respondents	N=	311	100%

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

Tenure of Organizational Leader
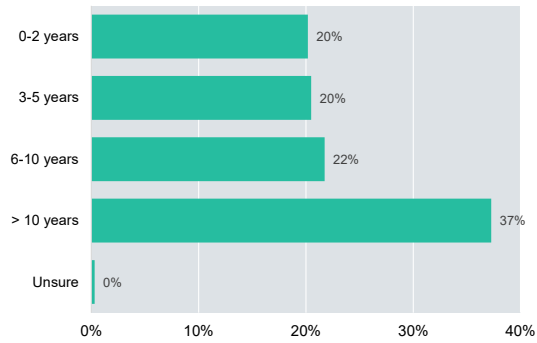
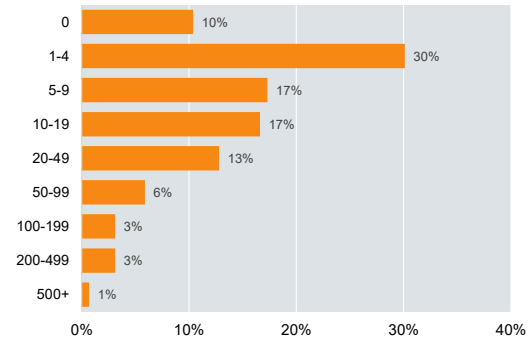| Tenure of Organizational Leader		Total #	% of Total
0-2 years		65	20%
3-5 years		66	20%
6-10 years		70	22%
> 10 years		120	37%
Unsure		1	0%
Base = All Respondents	**N=**	**322**	**100%**

How many full time staff did you employ in FY2024?

Full Time Staff in FY2024

Full Time Staff in FY2024		Total #	% of Total
0		30	10%
1-4		87	30%
5-9		50	17%
10-19		48	17%
20-49		37	13%
50-99		17	6%
100-199		9	3%
200-499		9	3%
500+		2	1%
Base = All Respondents	**N=**	**289**	**100%**

Chart: Full Time Staff in FY2024
- 0: 10%
- 1-4: 30%
- 5-9: 17%
- 10-19: 17%
- 20-49: 13%
- 50-99: 6%
- 100-199: 3%
- 200-499: 3%
- 500+: 1%

How many part time staff did you employ in FY2024?

Part Time Staff in FY2024
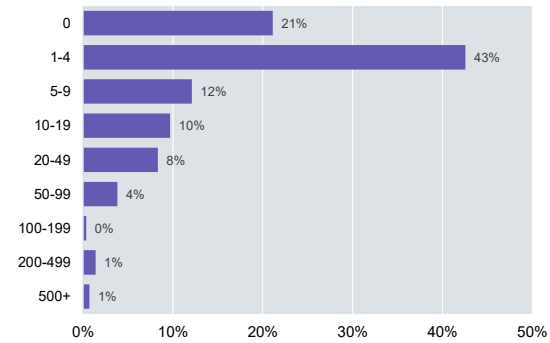
Part Time Staff in FY2024		Total #	% of Total
0		61	21%
1-4		123	43%
5-9		35	12%
10-19		28	10%
20-49		24	8%
50-99		11	4%
100-199		1	0%
200-499		4	1%
500+		2	1%
Base = All Respondents	**N=**	**289**	**100%**

Chart: Part Time Staff in FY2024
- 0: 21%
- 1-4: 43%
- 5-9: 12%
- 10-19: 10%
- 20-49: 8%
- 50-99: 4%
- 100-199: 0%
- 200-499: 1%
- 500+: 1%

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

Total Staff (Full Time and Part Time) in FY2024
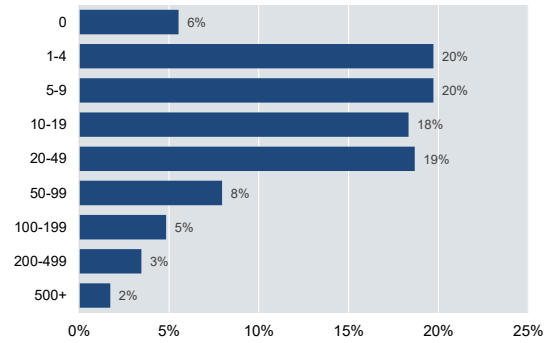
Total Staff (Full Time and Part Time) in FY2024	Total #	% of Total
0	16	6%
1-4	57	20%
5-9	57	20%
10-19	53	18%
20-49	54	19%
50-99	23	8%
100-199	14	5%
200-499	10	3%
500+	5	2%
Base = All Respondents	**N= 289**	**100%**

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

Staff Turnover in FY2024
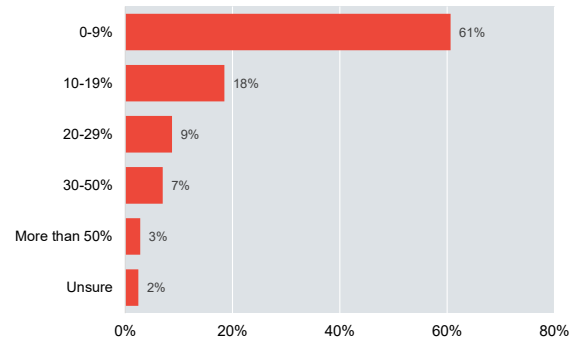
Staff Turnover in FY2024	Total #	% of Total
0-9%	174	61%
10-19%	53	18%
20-29%	25	9%
30-50%	20	7%
More than 50%	8	3%
Unsure	7	2%
Base = All Respondents	**N= 287**	**100%**

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

Salary Expense in FY2024

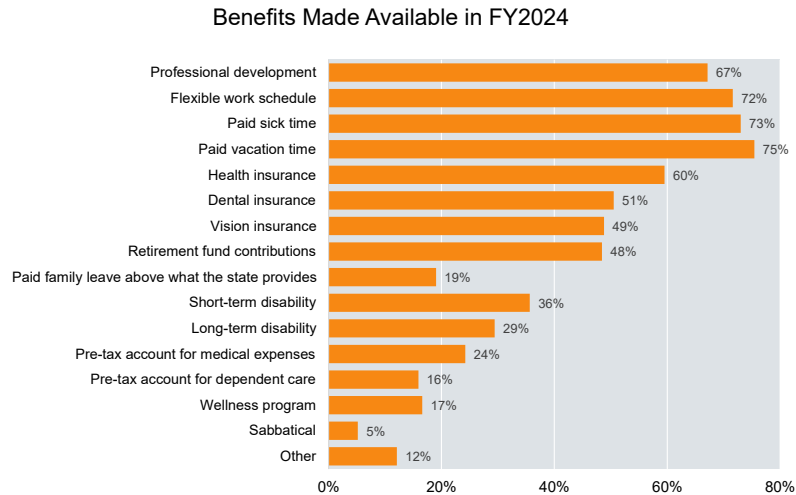| Range	Percentage
$1 to $49,999	9%
$50,000 to $99,999	9%
$100,000 to $249,999	17%
$250,000 to $499,999	16%
$500,000 to $999,999	16%
$1,000,000 to $1,999,999	10%
$2,000,000 to $4,999,999	12%
$5,000,000 to $9,999,999	3%
$10,000,000 to $19,999,999	4%
$20,000,000 +	1%
Unsure	3%
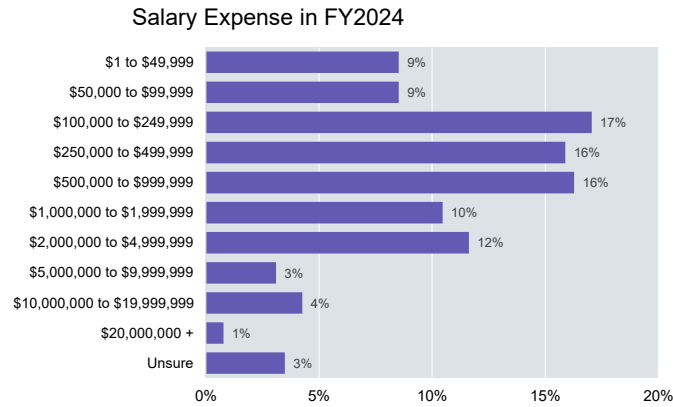
Salary Expense in FY2024		Total #	% of Total
$1 to $49,999		22	9%
$50,000 to $99,999		22	9%
$100,000 to $249,999		44	17%
$250,000 to $499,999		41	16%
$500,000 to $999,999		42	16%
$1,000,000 to $1,999,999		27	10%
$2,000,000 to $4,999,999		30	12%
$5,000,000 to $9,999,999		8	3%
$10,000,000 to $19,999,999		11	4%
$20,000,000 +		2	1%
Unsure		9	3%
Base = All Respondents	**N=**	**258**	**100%**

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

Benefits Made Available in FY2024

Benefit	Percentage
Professional development	67%
Flexible work schedule	72%
Paid sick time	73%
Paid vacation time	75%
Health insurance	60%
Dental insurance	51%
Vision insurance	49%
Retirement fund contributions	48%
Paid family leave above what the state provides	19%
Short-term disability	36%
Long-term disability	29%
Pre-tax account for medical expenses	24%
Pre-tax account for dependent care	16%
Wellness program	17%
Sabbatical	5%
Other	12%

Benefits Made Available in FY2024		Total #	% of Total
Professional development		194	67%
Flexible work schedule		207	72%
Paid sick time		211	73%
Paid vacation time		218	75%
Health insurance		172	60%
Dental insurance		146	51%
Vision insurance		141	49%
Retirement fund contributions		140	48%
Paid family leave above what the state provides		55	19%
Short-term disability		103	36%
Long-term disability		85	29%
Pre-tax account for medical expenses		70	24%
Pre-tax account for dependent care		46	16%
Wellness program		48	17%
Sabbatical		15	5%
Other		35	12%
Base = All Respondents	**N=**	**289**	

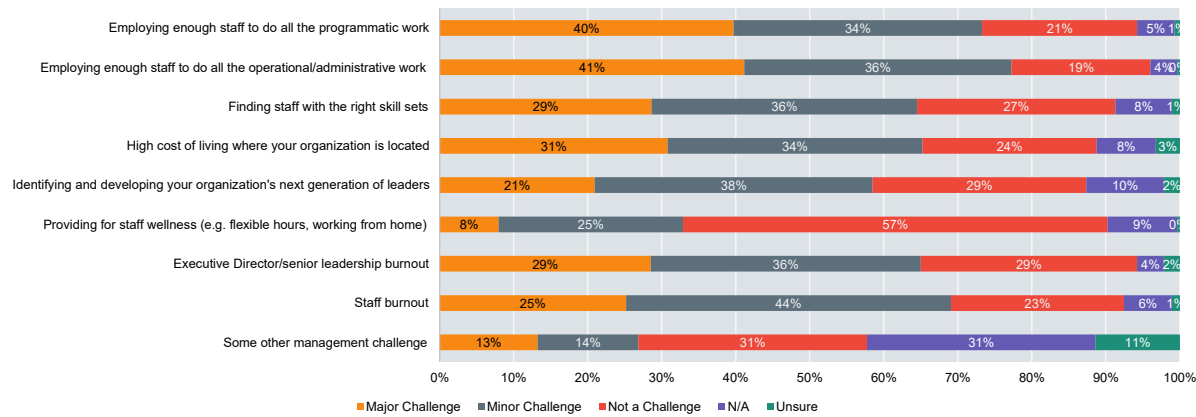**In FY2024, did your organization take any of the following staff-related actions? (select all that apply)**

Staff-Related Actions Taken in FY2024
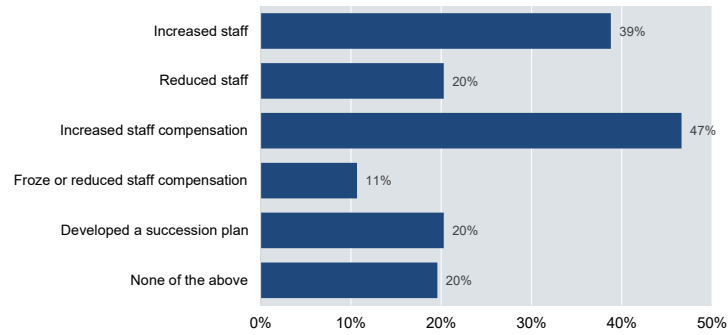
Staff-Related Actions Taken in FY2024		Total #	% of Total
Increased staff		109	39%
Reduced staff		57	20%
Increased staff compensation		131	47%
Froze or reduced staff compensation		30	11%
Developed a succession plan		57	20%
None of the above		55	20%
Base = All Respondents	N=	281	

Increased staff — 39%
Reduced staff — 20%
Increased staff compensation — 47%
Froze or reduced staff compensation — 11%
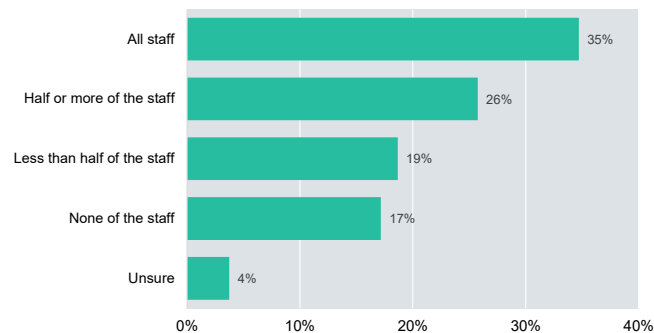Developed a succession plan — 20%
None of the above — 20%

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

Management Challenges in FY2024

Challenge	Major Challenge	Minor Challenge	Not a Challenge	N/A	Unsure
Employing enough staff to do all the programmatic work	40%	34%	21%	5%	1%
Employing enough staff to do all the operational/administrative work	41%	36%	19%	4%	0%
Finding staff with the right skill sets	29%	36%	27%	8%	1%
High cost of living where your organization is located	31%	34%	24%	8%	3%
Identifying and developing your organization's next generation of leaders	21%	38%	29%	10%	2%
Providing for staff wellness (e.g. flexible hours, working from home)	8%	25%	57%	9%	0%
Executive Director/senior leadership burnout	29%	36%	29%	4%	2%
Staff burnout	25%	44%	23%	6%	1%
Some other management challenge	13%	14%	31%	31%	11%

■Major Challenge ■Minor Challenge ■Not a Challenge ■N/A ■Unsure

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?
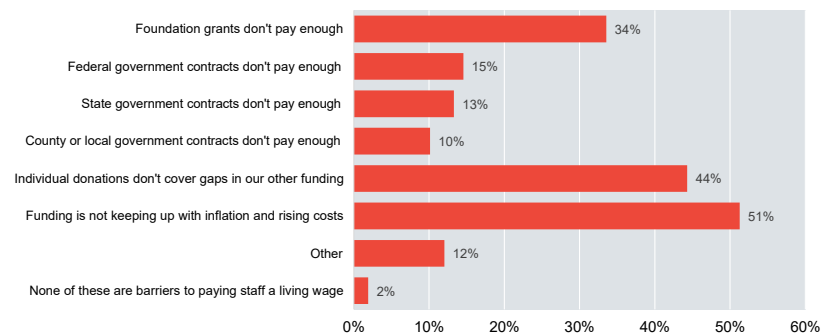
Full Time Staff Paid a Living Wage

All staff	35%
Half or more of the staff	26%
Less than half of the staff	19%
None of the staff	17%
Unsure	4%

Full Time Staff Paid a Living Wage		Total #	% of Total
All staff		93	35%
Half or more of the staff		69	26%
Less than half of the staff		50	19%
None of the staff		46	17%
Unsure		10	4%
Base = All Respondents	**N=**	**268**	**100%**

What are the top two structurural 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

Foundation grants don't pay enough	34%
Federal government contracts don't pay enough	15%
State government contracts don't pay enough	13%
County or local government contracts don't pay enough	10%
Individual donations don't cover gaps in our other funding	44%
Funding is not keeping up with inflation and rising costs	51%
Other	12%
None of these are barriers to paying staff a living wage	2%

Top Two Barriers to Paying All Staff a Living Wage		Total #	% of Total
Foundation grants don't pay enough		53	34%
Federal government contracts don't pay enough		23	15%
State government contracts don't pay enough		21	13%
County or local government contracts don't pay enough		16	10%
Individual donations don't cover gaps in our other funding		70	44%
Funding is not keeping up with inflation and rising costs		81	51%
Other		19	12%
None of these are barriers to paying staff a living wage		3	2%
Base = Respondents Unable to Pay All Full Time Staff a Living Wage	**N=**	**158**	

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

Between FY2023 and FY2024, Did Service Demand...
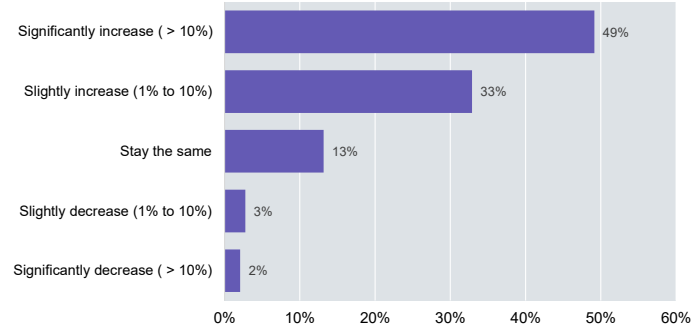
Between FY2023 and FY2024, Did Service Demand…		Total #	% of Total
Significantly increase (> 10%)		142	49%
Slightly increase (1% to 10%)		95	33%
Stay the same		38	13%
Slightly decrease (1% to 10%)		8	3%
Significantly decrease (> 10%)		6	2%
Base = All Respondents	N=	**289**	**100%**

In FY2024, was your organization able to fully meet the demand for its services?
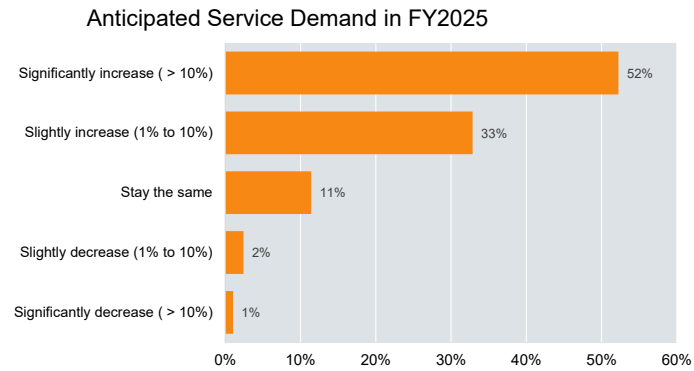
Able to Meet Service Demand in FY2024?

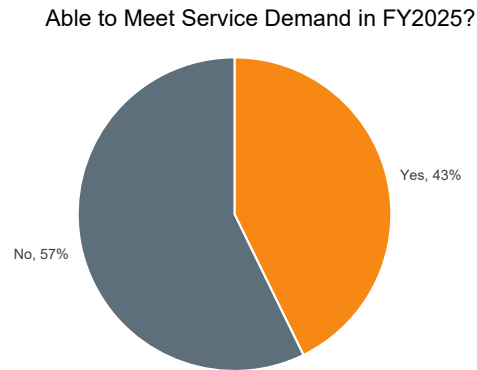| Able to Meet Service Demand in FY2024?		Total #	% of Total
Yes		143	49%
No		147	51%
Base = All Respondents	N=	**290**	**100%**

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

Anticipated Service Demand in FY2025

| Anticipated Service Demand in FY2025		Total #	% of Total
Significantly increase (> 10%)		151	52%
Slightly increase (1% to 10%)		95	33%
Stay the same		33	11%
Slightly decrease (1% to 10%)		7	2%
Significantly decrease (> 10%)		3	1%
Base = All Respondents	**N=**	**289**	**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?

Yes, 43%

No, 57%

Able to Meet Service Demand in FY2025?		Total #	% of Total
Yes		121	43%
No		162	57%
Base = All Respondents	**N=**	**283**	**100%**

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

Major Focus Areas
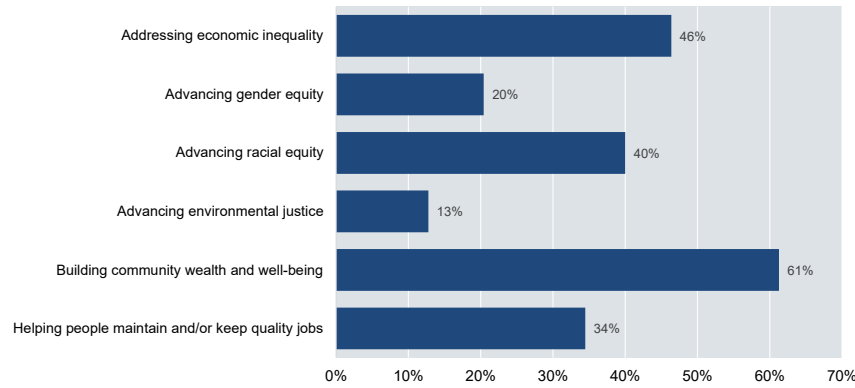
Major Focus Areas		Total #	% of Total
Addressing economic inequality		109	46%
Advancing gender equity		48	20%
Advancing racial equity		94	40%
Advancing environmental justice		30	13%
Building community wealth and well-being		144	61%
Helping people maintain and/or keep quality jobs		81	34%
Base = All Respondents	**N=**	**235**	

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

Change in Focus on Advancing Racial Equity Over the Last Year
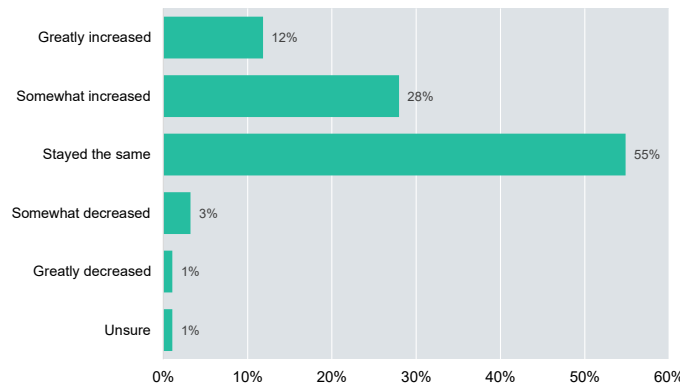
Change in Focus on Advancing Racial Equity Over the Last Year		Total #	% of Total
Greatly increased		11	12%
Somewhat increased		26	28%
Stayed the same		51	55%
Somewhat decreased		3	3%
Greatly decreased		1	1%
Unsure		1	1%
Base = Respondents with a Major Focus on Advancing Racial Equity	**N=**	**93**	**100%**

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

Barriers to Advancing Racial Equity in FY2024
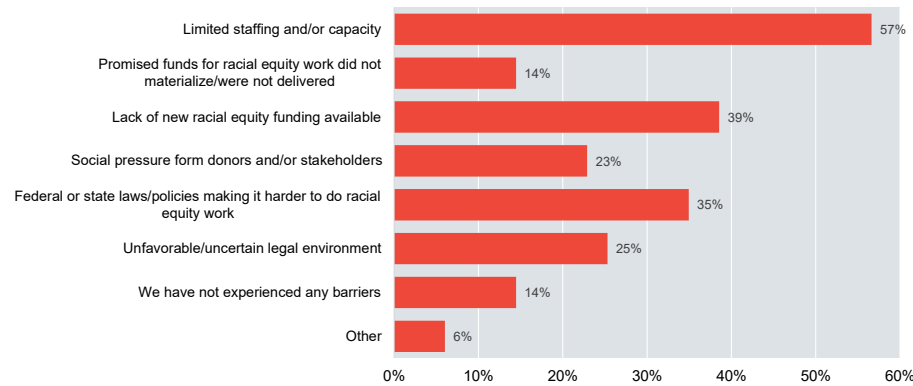
Barriers to Advancing Racial Equity in FY2024	Total #	% of Total
Limited staffing and/or capacity	47	57%
Promised funds for racial equity work did not materialize/were not delivered	12	14%
Lack of new racial equity funding available	32	39%
Social pressure form donors and/or stakeholders	19	23%
Federal or state laws/policies making it harder to do racial equity work	29	35%
Unfavorable/uncertain legal environment	21	25%
We have not experienced any barriers	12	14%
Other	5	6%
N = Respondents with a Major Focus on Advancing Racial Equity	**N=**	**83**

Limited staffing and/or capacity — 57%
Promised funds for racial equity work did not materialize/were not delivered — 14%
Lack of new racial equity funding available — 39%
Social pressure form donors and/or stakeholders — 23%
Federal or state laws/policies making it harder to do racial equity work — 35%
Unfavorable/uncertain legal environment — 25%
We have not experienced any barriers — 14%
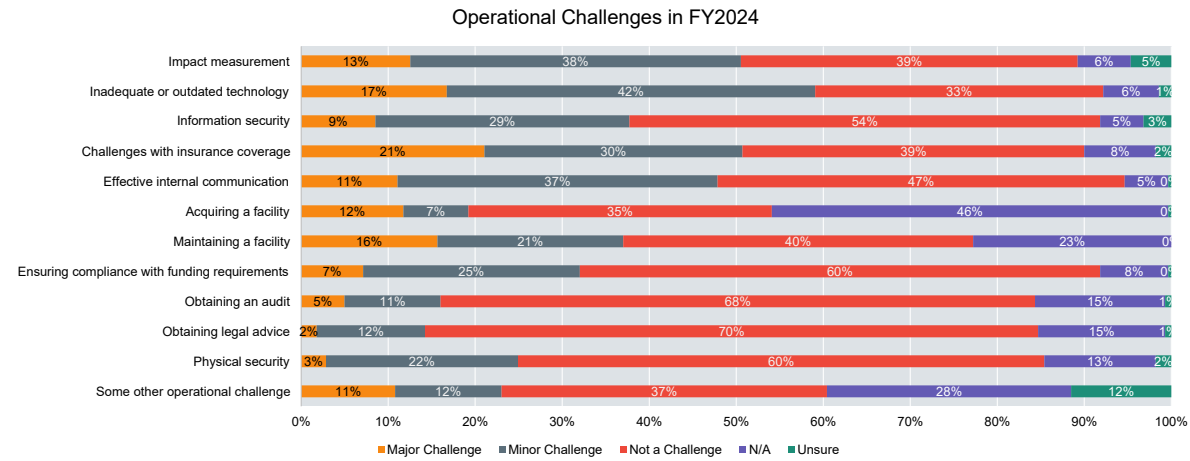Other — 6%

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

Operational Actions Taken in FY2024
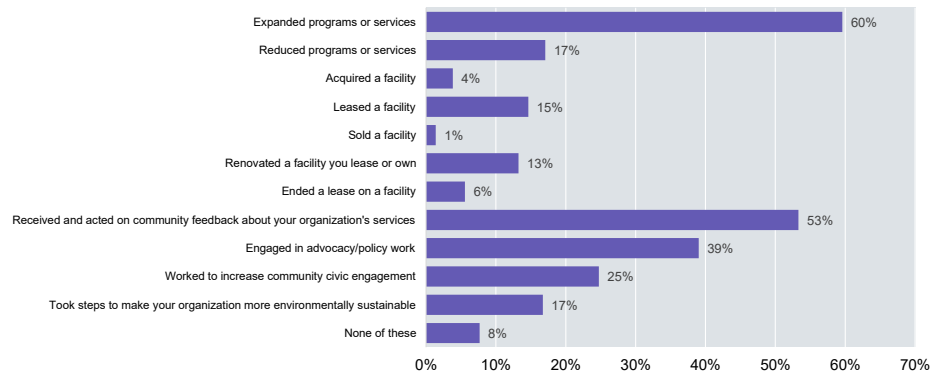
Operational Actions Taken in FY2024	Total #	% of Total
Expanded programs or services	171	60%
Reduced programs or services	49	17%
Acquired a facility	11	4%
Leased a facility	42	15%
Sold a facility	4	1%
Renovated a facility you lease or own	38	13%
Ended a lease on a facility	16	6%
Received and acted on community feedback about your organization's services	153	53%
Engaged in advocacy/policy work	112	39%
Worked to increase community civic engagement	71	25%
Took steps to make your organization more environmentally sustainable	48	17%
None of these	22	8%
Base = All Respondents	**N=**	**287**

Expanded programs or services — 60%
Reduced programs or services — 17%
Acquired a facility — 4%
Leased a facility — 15%
Sold a facility — 1%
Renovated a facility you lease or own — 13%
Ended a lease on a facility — 6%
Received and acted on community feedback about your organization's services — 53%
Engaged in advocacy/policy work — 39%
Worked to increase community civic engagement — 25%
Took steps to make your organization more environmentally sustainable — 17%
None of these — 8%

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

Operational Challenges in FY2024

Challenge	Major Challenge	Minor Challenge	Not a Challenge	N/A	Unsure
Impact measurement	13%	38%	39%	6%	5%
Inadequate or outdated technology	17%	42%	33%	6%	1%
Information security	9%	29%	54%	5%	3%
Challenges with insurance coverage	21%	30%	39%	8%	2%
Effective internal communication	11%	37%	47%	5%	0%
Acquiring a facility	12%	7%	35%	46%	0%
Maintaining a facility	16%	21%	40%	23%	0%
Ensuring compliance with funding requirements	7%	25%	60%	8%	0%
Obtaining an audit	5%	11%	68%	15%	1%
Obtaining legal advice	2%	12%	70%	15%	1%
Physical security	3%	22%	60%	13%	2%
Some other operational challenge	11%	12%	37%	28%	12%

Legend: ■ Major Challenge ■ Minor Challenge ■ Not a Challenge ■ N/A ■ Unsure

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

Event	A great deal	Somewhat	Not very much	Not at all	Unsure
2024 Federal elections	44%	27%	8%	11%	10%
2024 State elections	18%	30%	25%	18%	9%
2024 County or Local elections	13%	27%	32%	17%	10%
Changes to state abortion laws/policies after Supreme Court overturned Roe v. Wade	6%	18%	18%	49%	10%
Judicial decisions striking down affirmative action	16%	19%	19%	32%	15%
Changes to immigration laws and policies	18%	30%	14%	29%	8%
Policies and backlash against LGBTQIA+ rights	17%	22%	19%	31%	10%
General pullback from and decline in commitment to DEI initiatives	37%	22%	12%	21%	7%
High costs dues to inflation	56%	32%	6%	4%	3%
Instances of politically or racially motivated violence and threats of violence	13%	24%	20%	35%	8%
Extreme weather events, such as hurricanes, droughts, and wildfires	23%	28%	23%	23%	3%

Legend: ■ A great deal ■ Somewhat ■ Not very much ■ Not at all ■ Unsure

What were the sources of your organization's FY2024 revenue? (select all that apply)
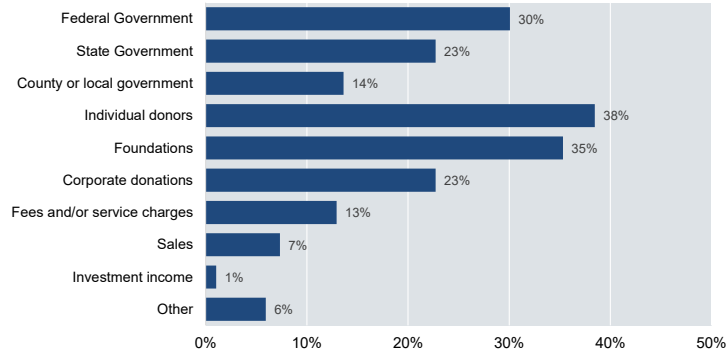
Revenue Sources in FY2024
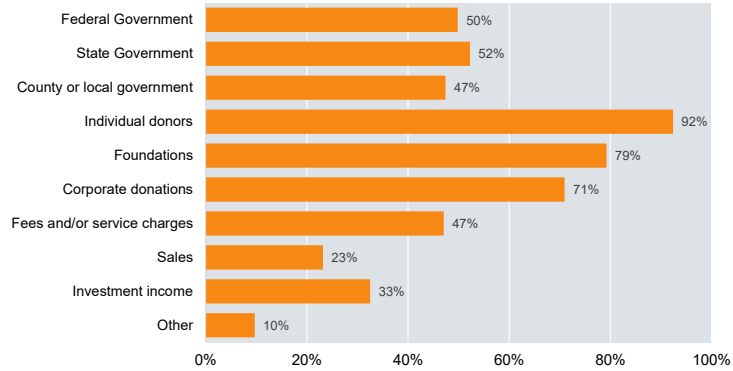
Revenue Sources in FY2024		Total #	% of Total
Federal Government		144	50%
State Government		151	52%
County or local government		137	47%
Individual donors		267	92%
Foundations		229	79%
Corporate donations		205	71%
Fees and/or service charges		136	47%
Sales		67	23%
Investment income		94	33%
Other		28	10%
Base = All Respondents	N=	**289**	

Revenue Sources chart:
- Federal Government: 50%
- State Government: 52%
- County or local government: 47%
- Individual donors: 92%
- Foundations: 79%
- Corporate donations: 71%
- Fees and/or service charges: 47%
- Sales: 23%
- Investment income: 33%
- Other: 10%

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		86	30%
State Government		65	23%
County or local government		39	14%
Individual donors		110	38%
Foundations		101	35%
Corporate donations		65	23%
Fees and/or service charges		37	13%
Sales		21	7%
Investment income		3	1%
Other		17	6%
Base = All Respondents	N=	**286**	

Two Largest Revenue Sources chart:
- Federal Government: 30%
- State Government: 23%
- County or local government: 14%
- Individual donors: 38%
- Foundations: 35%
- Corporate donations: 23%
- Fees and/or service charges: 13%
- Sales: 7%
- Investment income: 1%
- Other: 6%

Changes in Revenue Sources Between FY2023 and FY2024

Revenue Source	Increased	Stayed the Same	Decreased	N/A	Unsure
Federal Government	15%	22%	19%	39%	4%
State Government	15%	20%	20%	41%	5%
County or local government	16%	23%	17%	41%	4%
Individual donors	33%	31%	31%	3%	3%
Foundations	34%	29%	21%	13%	3%
Corporate donations	27%	28%	24%	16%	5%
Fees and/or service charges	21%	26%	11%	38%	3%
Sales	11%	12%	9%	64%	4%
Investment income	21%	22%	6%	44%	8%

Legend: Increased, Stayed the Same, Decreased, N/A, Unsure

Ever Applied for a Goverment Grant or Contract?

No, 14%

Yes, 86%

| Ever Applied for a Government Grant or Contract?		Total #	% of Total
Yes		244	86%
No		41	14%
Base = All Respondents	**N=**	**285**	**100%**
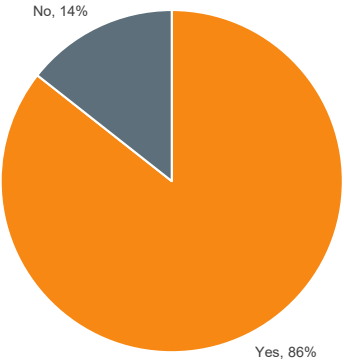
You indicated that your organization has never applied for government funding. Please indicate the reasons you have not. (select all that apply)

Reason for Not Applying for Government Funding
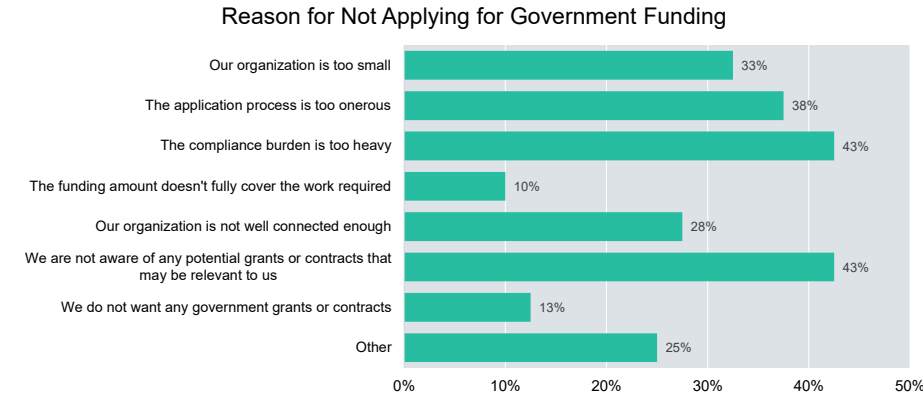
Reason for Not Applying for Government Funding		Total #	% of Total
Our organization is too small		13	33%
The application process is too onerous		15	38%
The compliance burden is too heavy		17	43%
The funding amount doesn't fully cover the work required		4	10%
Our organization is not well connected enough		11	28%
We are not aware of any potential grants or contracts that may be relevant to us		17	43%
We do not want any government grants or contracts		5	13%
Other		10	25%
Base = Respondents Who Never Applied for Government Funding	**N=**	**40**	

Reason for Not Applying for Government Funding (chart):
- Our organization is too small — 33%
- The application process is too onerous — 38%
- The compliance burden is too heavy — 43%
- The funding amount doesn't fully cover the work required — 10%
- Our organization is not well connected enough — 28%
- We are not aware of any potential grants or contracts that may be relevant to us — 43%
- We do not want any government grants or contracts — 13%
- Other — 25%

After submitting an invoice for services rendered on a FY2024 government grant or contract, when did you typically receive payment?
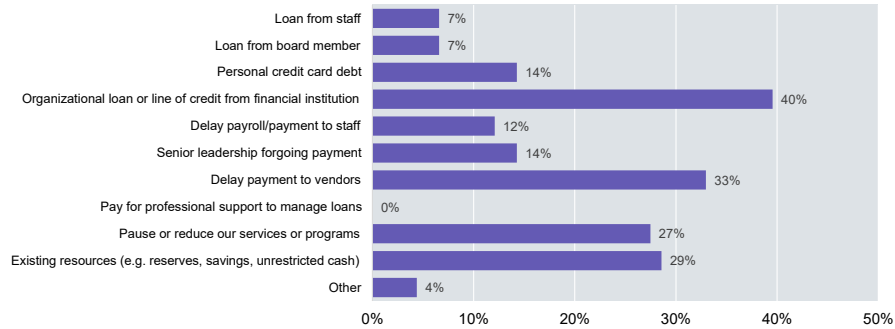
How Long Did it Take to Receive Payment from Gov't in FY2024?
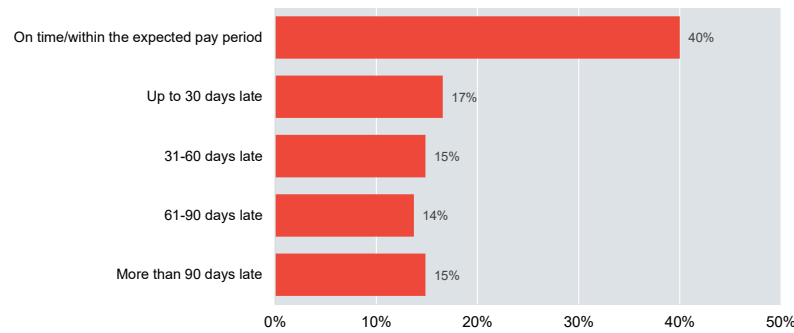
How Long Did it Take to Receive Payment from Gov't in FY2024?		Total #	% of Total
On time/within the expected pay period		70	40%
Up to 30 days late		29	17%
31-60 days late		26	15%
61-90 days late		24	14%
More than 90 days late		26	15%
Base = Respondents Receiving Government Funding in FY2024	**N=**	**175**	**100%**

How Long Did it Take to Receive Payment from Gov't in FY2024? (chart):
- On time/within the expected pay period — 40%
- Up to 30 days late — 17%
- 31-60 days late — 15%
- 61-90 days late — 14%
- More than 90 days late — 15%

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

How Have You Coped with Government Payment Delays?

Category	%
Loan from staff	7%
Loan from board member	7%
Personal credit card debt	14%
Organizational loan or line of credit from financial institution	40%
Delay payroll/payment to staff	12%
Senior leadership forgoing payment	14%
Delay payment to vendors	33%
Pay for professional support to manage loans	0%
Pause or reduce our services or programs	27%
Existing resources (e.g. reserves, savings, unrestricted cash)	29%
Other	4%

How Have You Coped with Government Payment Delays?		Total #	% of Total
Loan from staff		6	7%
Loan from board member		6	7%
Personal credit card debt		13	14%
Organizational loan or line of credit from financial institution		36	40%
Delay payroll/payment to staff		11	12%
Senior leadership forgoing payment		13	14%
Delay payment to vendors		30	33%
Pay for professional support to manage loans		0	0%
Pause or reduce our services or programs		25	27%
Existing resources (e.g. reserves, savings, unrestricted cash)		26	29%
Other		4	4%
Base = Respondents Receiving Late Government Payment in FY2024	**N=**	**91**	

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

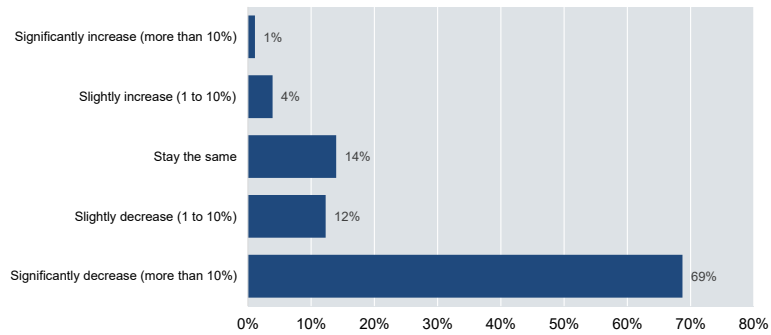## What Indirect Rate Were You Allowed to Charge in FY2024?

Rate	%
0-5%	33%
6-10%	45%
11-15%	15%
16-20%	4%
21% or more	2%
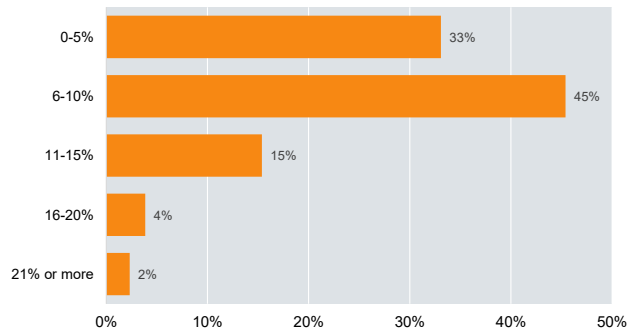
What Indirect Rate Were You Allowed to Charge in FY2024?		Total #	% of Total
0-5%		43	33%
6-10%		59	45%
11-15%		20	15%
16-20%		5	4%
21% or more		3	2%
Base = Respondents Receiving Government Funding in FY2024	**N=**	**130**	**100%**

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

Category	Value
Significantly increase (more than 10%)	1%
Slightly increase (1 to 10%)	4%
Stay the same	14%
Slightly decrease (1 to 10%)	12%
Significantly decrease (more than 10%)	69%

Anticipated Change in Gov't Funding as a Result of 2024 Election		Total #	% of Total
Significantly increase (more than 10%)		2	1%
Slightly increase (1 to 10%)		7	4%
Stay the same		25	14%
Slightly decrease (1 to 10%)		22	12%
Significantly decrease (more than 10%)		123	69%
Base = Respondents Receiving Government Funding in FY2024	**N=**	**179**	**100%**

Did your organization finish FY2024 with:

Operating Results in FY2024

Category	Value
A significant operating surplus (more than 10%)	6%
A slight operating surplus (1% to 10%)	34%
Break-even financials	22%
A slight operating deficit (1% to 10%)	23%
A significant operating deficit (more than 10%)	15%
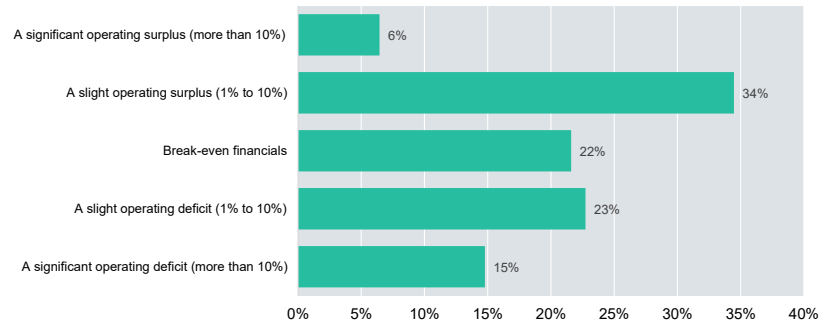
Operating Results in FY2024		Total #	% of Total
A significant operating deficit (more than 10%)		39	15%
A slight operating deficit (1% to 10%)		60	23%
Break-even financials		57	22%
A slight operating surplus (1% to 10%)		91	34%
A significant operating surplus (more than 10%)		17	6%
Base = All Respondents	**N=**	**264**	**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
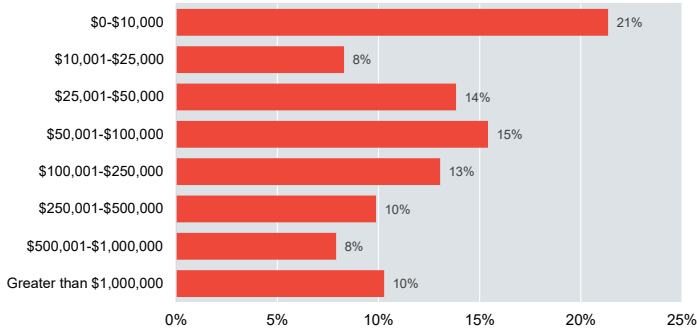
| Amount Spent on Local Vendors in FY2024		Total #	% of Total
$0-$10,000		54	21%
$10,001-$25,000		21	8%
$25,001-$50,000		35	14%
$50,001-$100,000		39	15%
$100,001-$250,000		33	13%
$250,001-$500,000		25	10%
$500,001-$1,000,000		20	8%
Greater than $1,000,000		26	10%
Base = All Respondents	**N=**	**253**	**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?
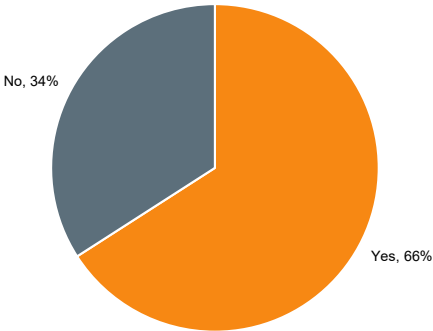
| Does Your Organization Have Reserve Funds?		Total #	% of Total
Yes		176	66%
No		91	34%
Base = All Respondents	**N=**	**267**	**100%**

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
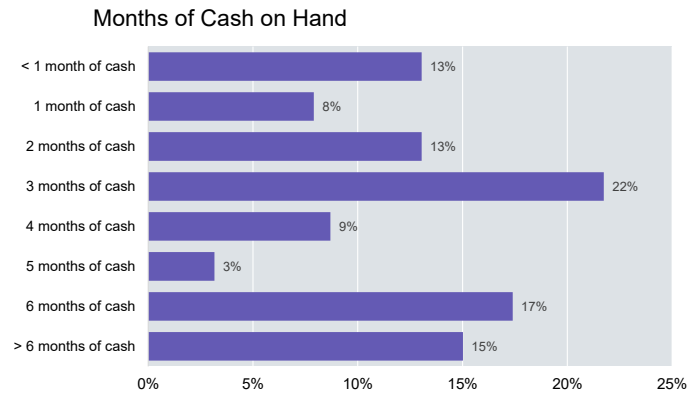
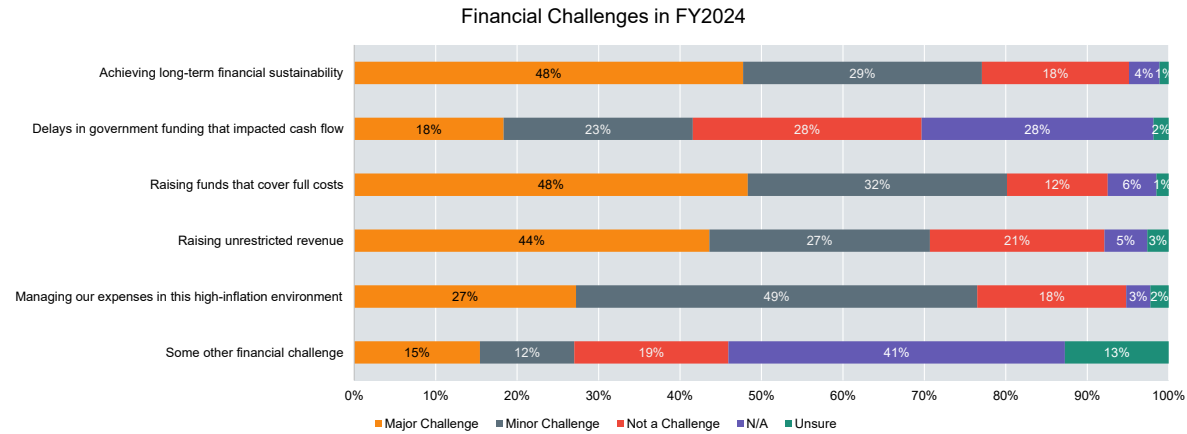| Months of Cash on Hand		Total #	% of Total
< 1 month of cash		33	13%
1 month of cash		20	8%
2 months of cash		33	13%
3 months of cash		55	22%
4 months of cash		22	9%
5 months of cash		8	3%
6 months of cash		44	17%
> 6 months of cash		38	15%
Base = All Respondents	**N=**	**253**	**100%**

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

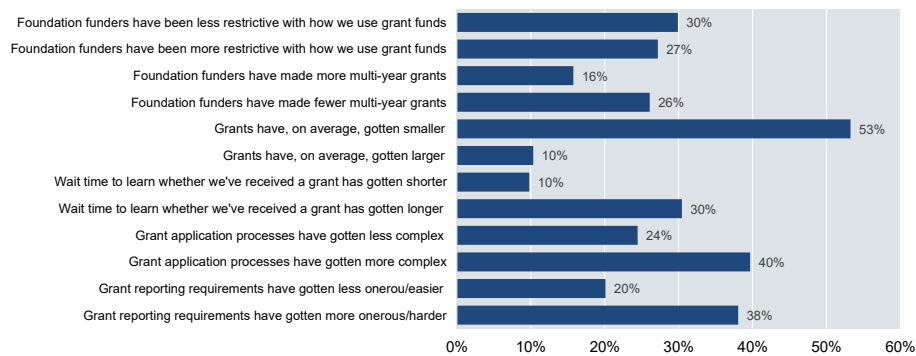## Percentage of Unrestricted Grants and Donations in FY2024
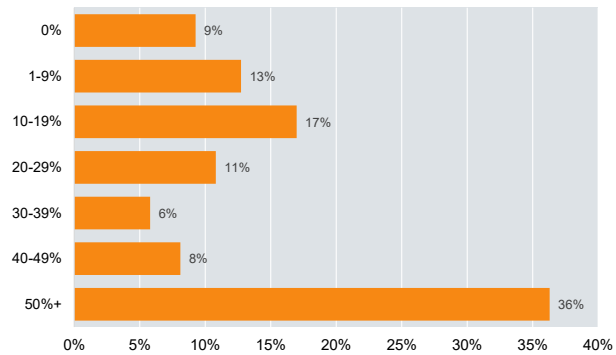
Percentage of Unrestricted Grants and Donations in FY2024		Total #	% of Total
0%		24	9%
1-9%		33	13%
10-19%		44	17%
20-29%		28	11%
30-39%		15	6%
40-49%		21	8%
50%+		94	36%
Base = All Respondents	**N=**	**259**	**100%**

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

Financial Challenges in FY2024

Challenge	Major Challenge	Minor Challenge	Not a Challenge	N/A	Unsure
Achieving long-term financial sustainability	48%	29%	18%	4%	1%
Delays in government funding that impacted cash flow	18%	23%	28%	28%	2%
Raising funds that cover full costs	48%	32%	12%	6%	1%
Raising unrestricted revenue	44%	27%	21%	5%	3%
Managing our expenses in this high-inflation environment	27%	49%	18%	3%	2%
Some other financial challenge	15%	12%	19%	41%	13%

Legend: Major Challenge · Minor Challenge · Not a Challenge · N/A · Unsure

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)
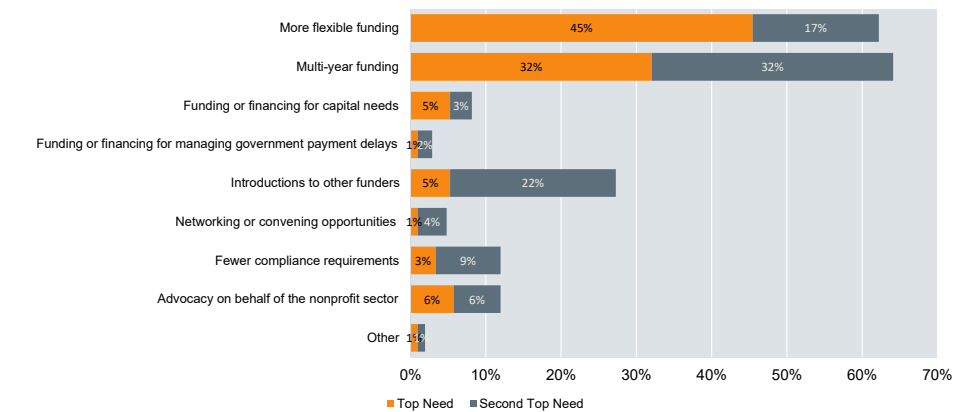
Changes in Foundation Funding Practices Since Late 2022

	30%
Foundation funders have been less restrictive with how we use grant funds	30%
Foundation funders have been more restrictive with how we use grant funds	27%
Foundation funders have made more multi-year grants	16%
Foundation funders have made fewer multi-year grants	26%
Grants have, on average, gotten smaller	53%
Grants have, on average, gotten larger	10%
Wait time to learn whether we've received a grant has gotten shorter	10%
Wait time to learn whether we've received a grant has gotten longer	30%
Grant application processes have gotten less complex	24%
Grant application processes have gotten more complex	40%
Grant reporting requirements have gotten less onerou/easier	20%
Grant reporting requirements have gotten more onerous/harder	38%

| Changes in Foundation Funding Practices Since Late 2022	Total #	% of Total
Foundation funders have been less restrictive with how we use grant funds	55	30%
Foundation funders have been more restrictive with how we use grant funds	50	27%
Foundation funders have made more multi-year grants	29	16%
Foundation funders have made fewer multi-year grants	48	26%
Grants have, on average, gotten smaller	98	53%
Grants have, on average, gotten larger	19	10%
Wait time to learn whether we've received a grant has gotten shorter	18	10%
Wait time to learn whether we've received a grant has gotten longer	56	30%
Grant application processes have gotten less complex	45	24%
Grant application processes have gotten more complex	73	40%
Grant reporting requirements have gotten less onerou/easier	37	20%
Grant reporting requirements have gotten more onerous/harder	70	38%
Base = Respondents Receiving Foundation Funding in FY2024 N=	**184**	

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

Need	Top Need	Second Top Need
More flexible funding	45%	17%
Multi-year funding	32%	32%
Funding or financing for capital needs	5%	3%
Funding or financing for managing government payment delays	1%	2%
Introductions to other funders	5%	22%
Networking or convening opportunities	1%	4%
Fewer compliance requirements	3%	9%
Advocacy on behalf of the nonprofit sector	6%	6%
Other	1%	

Legend: ■ Top Need ■ Second Top Need

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

Have Loans and/or Lines of Credit?

No, 60%
Unsure, 4%
Yes, 36%
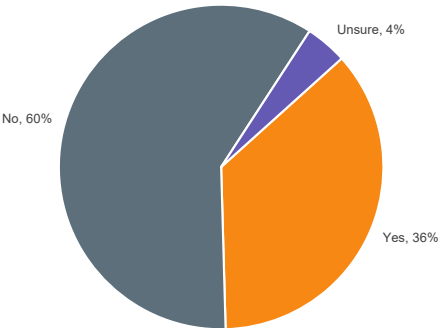
Have Loans and/or Lines of Credit?		Total #	% of Total
Yes		96	36%
No		158	60%
Unsure		11	4%
Base = All Respondents	N=	**265**	**100%**

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

Use of Loans and/or Lines of Credit
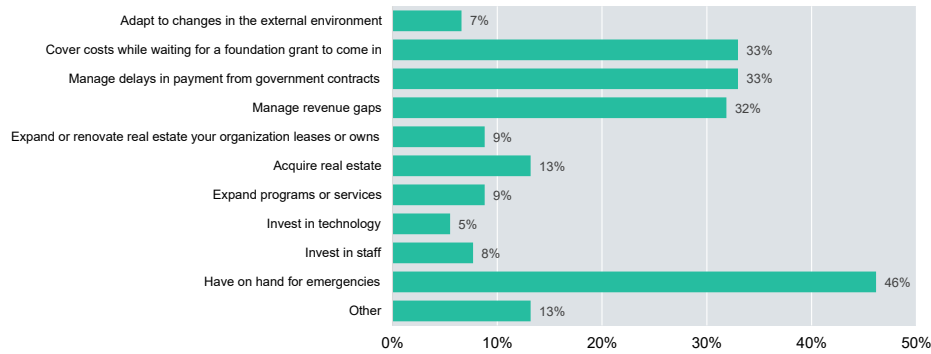
Use of Loans and/or Lines of Credit	Total #	% of Total
Adapt to changes in the external environment	6	7%
Cover costs while waiting for a foundation grant to come in	30	33%
Manage delays in payment from government contracts	30	33%
Manage revenue gaps	29	32%
Expand or renovate real estate your organization leases or owns	8	9%
Acquire real estate	12	13%
Expand programs or services	8	9%
Invest in technology	5	5%
Invest in staff	7	8%
Have on hand for emergencies	42	46%
Other	12	13%
Base = Respondents with Loans and/or Lines of Credit N=	**91**	

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

In FY2024, Did your Organization...?
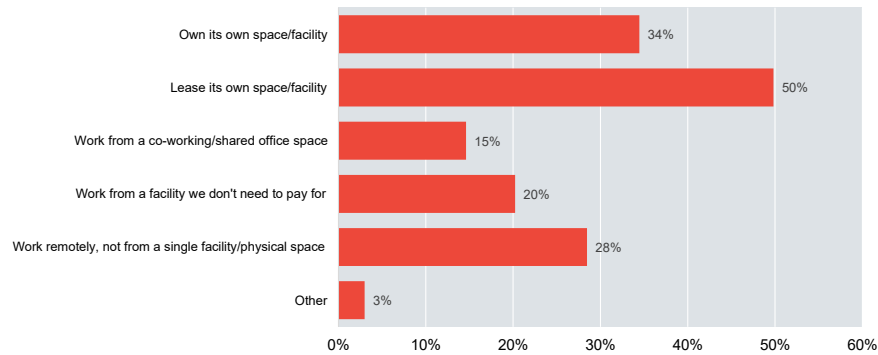
In FY2024, Did Your Organization...?	Total #	% of Total
Own its own space/facility	92	34%
Lease its own space/facility	133	50%
Work from a co-working/shared office space	39	15%
Work from a facility we don't need to pay for	54	20%
Work remotely, not from a single facility/physical space	76	28%
Other	8	3%
Base = All Respondents N=	**267**	

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
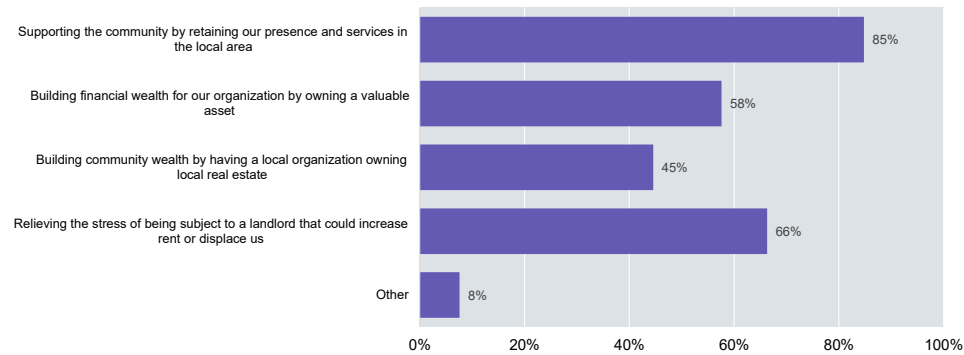
Benefits to Organization and/or Community of Owning a Facility		Total #	% of Total
Supporting the community by retaining our presence and services in the local area		78	85%
Building financial wealth for our organization by owning a valuable asset		53	58%
Building community wealth by having a local organization owning local real estate		41	45%
Relieving the stress of being subject to a landlord that could increase rent or displace us		61	66%
Other		7	8%
Base = Respondents Who Own a Facility	**N=**	**92**	

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

Would You Like to Own a Facility?
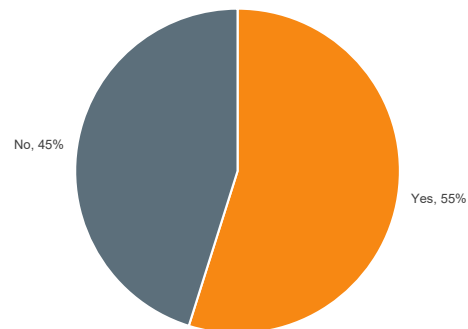
Would Your Organization Like to Own a Facility?		Total #	% of Total
Yes		96	55%
No		79	45%
Base = Respondents Who Do Not Own a Facility	**N=**	**175**	**100%**

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

Why Would Your Organization Like to Own a Facility?
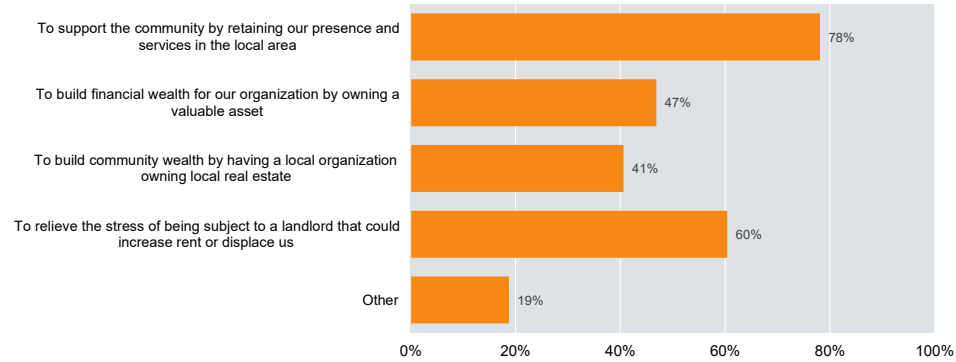
| Why Would Your Organization Like to Own a Facility?	Total #	% of Total
To support the community by retaining our presence and services in the local area	75	78%
To build financial wealth for our organization by owning a valuable asset	45	47%
To build community wealth by having a local organization owning local real estate	39	41%
To relieve the stress of being subject to a landlord that could increase rent or displace us	58	60%
Other	18	19%
Base = Respondents Who Do Not Own a Facility And Would Like To N=	**96**	

Chart values:
- To support the community by retaining our presence and services in the local area: 78%
- To build financial wealth for our organization by owning a valuable asset: 47%
- To build community wealth by having a local organization owning local real estate: 41%
- To relieve the stress of being subject to a landlord that could increase rent or displace us: 60%
- Other: 19%

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:
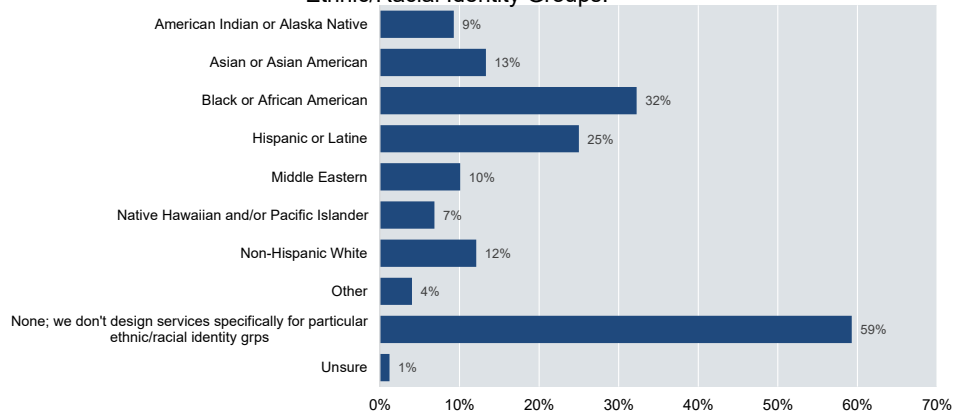
We Provide Services Designed to Specifically and Directly Serve These Ethnic/Racial Identity Groups:	Total #	% of Total
American Indian or Alaska Native	23	9%
Asian or Asian American	33	13%
Black or African American	80	32%
Hispanic or Latine	62	25%
Middle Eastern	25	10%
Native Hawaiian and/or Pacific Islander	17	7%
Non-Hispanic White	30	12%
Other	10	4%
None; we don't design services specifically for particular ethnic/racial identity grps	147	59%
Unsure	3	1%
Base = All Respondents N=	**248**	

Chart values:
- American Indian or Alaska Native: 9%
- Asian or Asian American: 13%
- Black or African American: 32%
- Hispanic or Latine: 25%
- Middle Eastern: 10%
- Native Hawaiian and/or Pacific Islander: 7%
- Non-Hispanic White: 12%
- Other: 4%
- None; we don't design services specifically for particular ethnic/racial identity grps: 59%
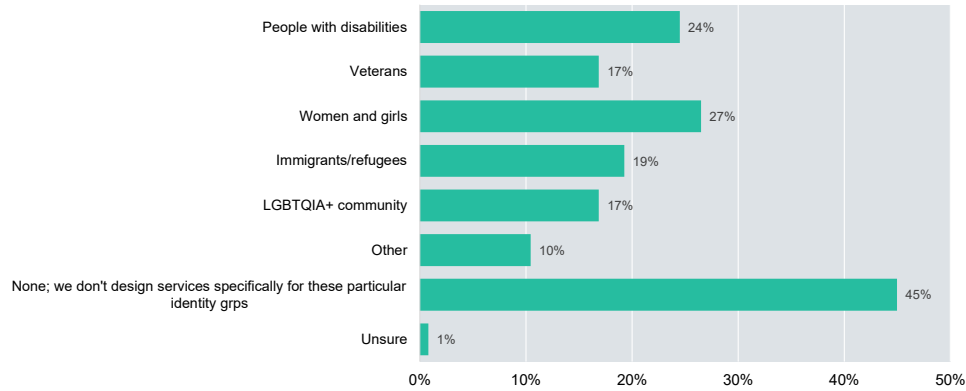- Unsure: 1%

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		61	24%
Veterans		42	17%
Women and girls		66	27%
Immigrants/refugees		48	19%
LGBTQIA+ community		42	17%
Other		26	10%
None; we don't design services specifically for these particular identity grps		112	45%
Unsure		2	1%
Base = All Respondents	N=	**249**	

- People with disabilities — 24%
- Veterans — 17%
- Women and girls — 27%
- Immigrants/refugees — 19%
- LGBTQIA+ community — 17%
- Other — 10%
- None; we don't design services specifically for these particular identity grps — 45%
- Unsure — 1%

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

	0-24%	25-49%	50-74%	75-100%	Unsure
The leadership team	41%	18%	16%	24%	2%
The staff	27%	17%	25%	29%	1%
The board	33%	28%	20%	17%	2%