

**Nonprofit Finance Fund**  
**2025 State of the Nonprofit Sector Survey**  
September 2025



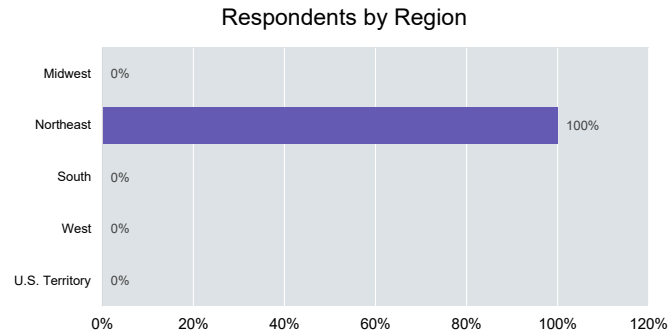
The State of the Nonprofit Sector Survey – Nonprofit Finance Fund’s tenth – collects data about US nonprofits’ health, including their collective challenges, successes, and the required investments to continue enriching millions of lives, and transforms this data into an accessible, evidence-based illustration 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 Greater Philadelphia** are shown below. A total of **97 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**

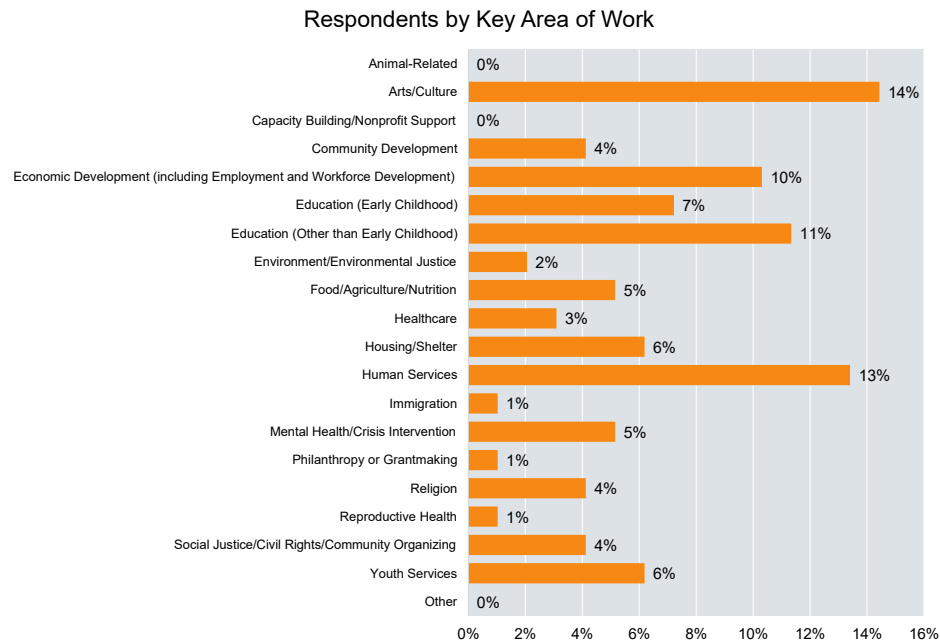
Respondents by State	Total #	% of Total
Alabama	0	0%
Alaska	0	0%
Arizona	0	0%
Arkansas	0	0%
California	0	0%
Colorado	0	0%
Connecticut	0	0%
Delaware	0	0%
Florida	0	0%
Georgia	0	0%
Hawaii	0	0%
Idaho	0	0%
Illinois	0	0%
Indiana	0	0%
Iowa	0	0%
Kansas	0	0%
Kentucky	0	0%
Louisiana	0	0%
Maine	0	0%
Maryland	0	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	97	100%
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%
<b>Base = All Respondents</b>	<b>N= 97</b>	<b>100%</b>

#### In what region is your organization located?



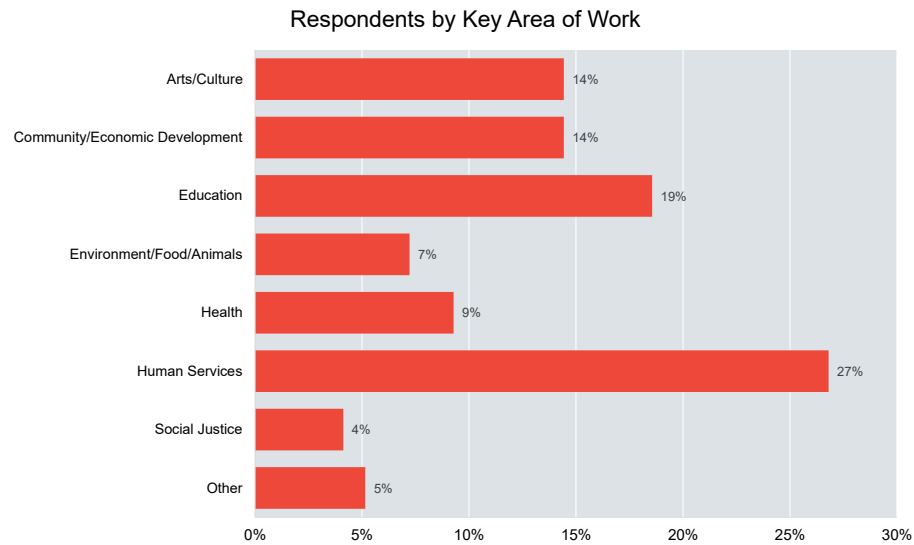
Region	Total #	% of Total
Midwest	0	0%
Northeast	97	100%
South	0	0%
West	0	0%
U.S. Territory	0	0%
<b>Base = All Respondents</b>	<b>N= 97</b>	<b>100%</b>

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



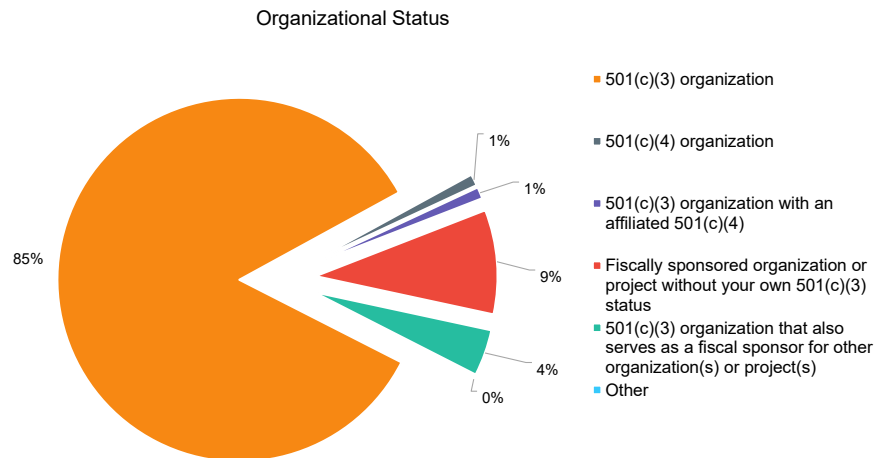
Key Area of Work	Total #	% of Total
Animal-Related	0	0%
Arts/Culture	14	14%
Capacity Building/Nonprofit Support	0	0%
Community Development	4	4%
Economic Development (including Employment and Workforce Development)	10	10%
Education (Early Childhood)	7	7%
Education (Other than Early Childhood)	11	11%
Environment/Environmental Justice	2	2%
Food/Agriculture/Nutrition	5	5%
Healthcare	3	3%
Housing/Shelter	6	6%
Human Services	13	13%
Immigration	1	1%
Mental Health/Crisis Intervention	5	5%
Philanthropy or Grantmaking	1	1%
Religion	4	4%
Reproductive Health	1	1%
Social Justice/Civil Rights/Community Organizing	4	4%
Youth Services	6	6%
Other	0	0%
<b>Base = All Respondents</b>	<b>N= 97</b>	<b>100%</b>

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



Key Area of Work - Consolidated	Total #	% of Total
Arts/Culture	14	14%
Community/Economic Development	14	14%
Education	18	19%
Environment/Food/Animals	7	7%
Health	9	9%
Human Services	26	27%
Social Justice	4	4%
Other	5	5%
<b>Base = All Respondents</b>	<b>N= 97</b>	<b>100%</b>

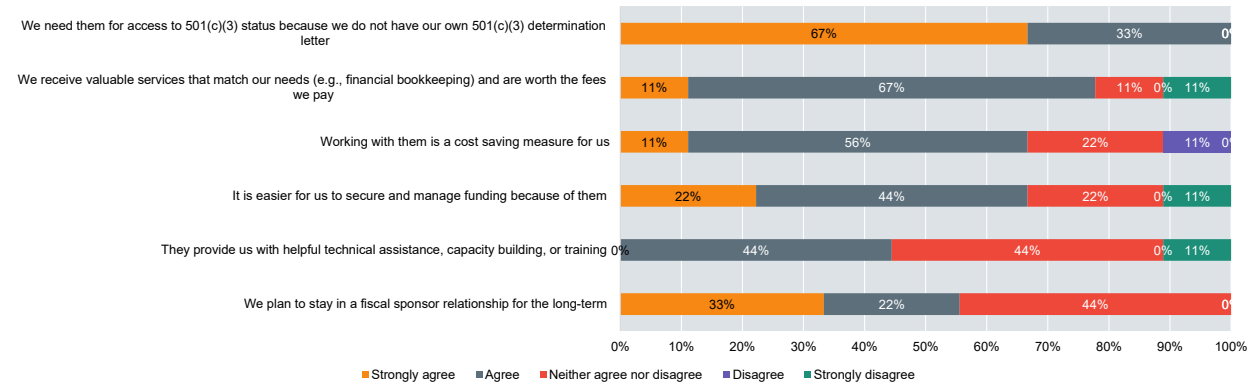
Which one of the following best describes your organization?



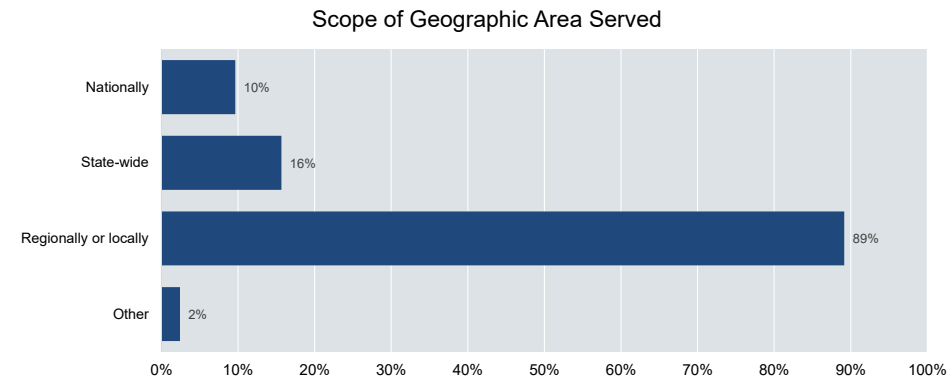
Organizational Status	Total #	% of Total
501(c)(3) organization	82	85%
501(c)(4) organization	1	1%
501(c)(3) organization with an affiliated 501(c)(4)	1	1%
Fiscally sponsored organization or project without your own 501(c)(3) status	9	9%
501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or pr	4	4%
Other	0	0%
<b>Base = All Respondents</b>	<b>N= 97</b>	<b>100%</b>

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

### Relationship with Fiscal Sponsor

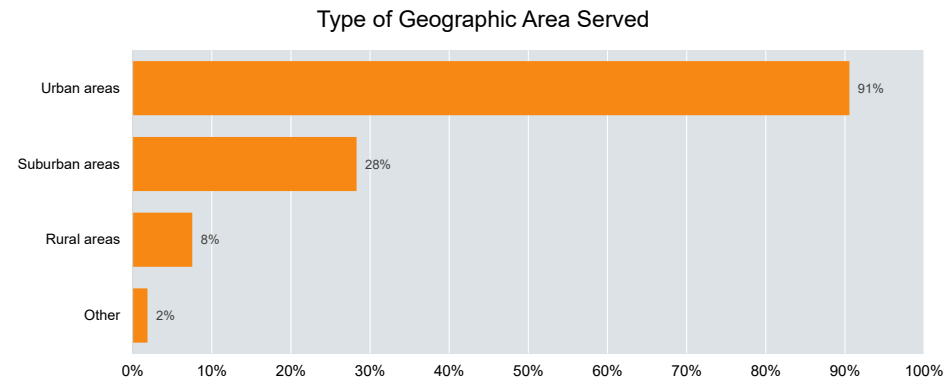


Which geographic areas does your organization primarily serve? (select all that apply)



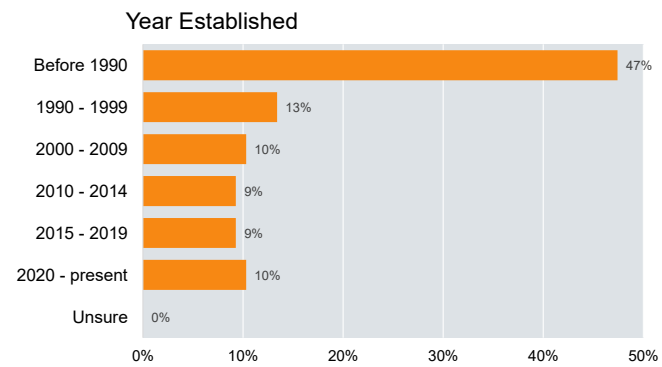
Geographic Area Served - Scope	Total #	% of Total
Nationally	8	10%
State-wide	13	16%
Regionally or locally	74	89%
Other	2	2%
<b>Base = Respondents Who Selected At Least One Geographic Scope Response Option</b>	<b>N= 83</b>	

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



Geographic Area Served - Type	Total #	% of Total
Urban areas	48	91%
Suburban areas	15	28%
Rural areas	4	8%
Other	1	2%
<b>Base = Respondents Who Selected At Least One Geographic Type</b>		
<b>Response Option</b>	<b>N=</b>	<b>53</b>

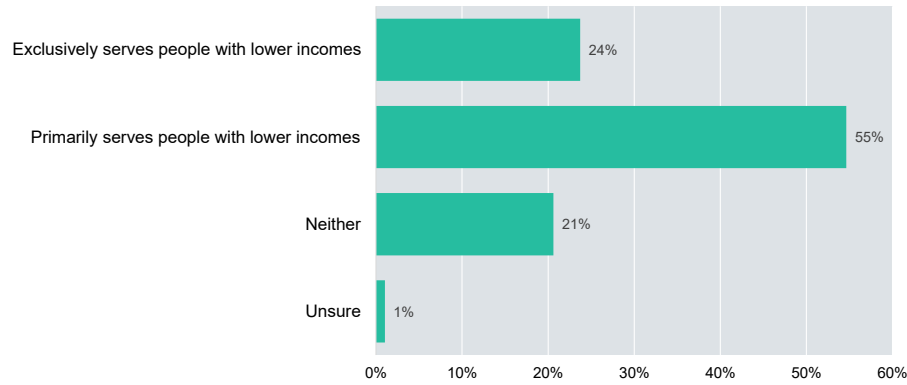
In what year was your organization established?



Year Established	Total #	% of Total
Before 1990	46	47%
1990 - 1999	13	13%
2000 - 2009	10	10%
2010 - 2014	9	9%
2015 - 2019	9	9%
2020 - present	10	10%
Unsure	0	0%
<b>Base = All Respondents</b>		
<b>Response Option</b>	<b>N=</b>	<b>97</b>
		<b>100%</b>

Does your organization serve people with lower incomes?

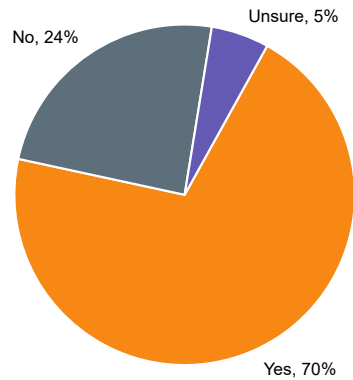
Serve People with Lower Incomes?



Serve People with Lower Incomes?	Total #	% of Total
Exclusively serves people with lower incomes	23	24%
Primarily serves people with lower incomes	53	55%
Neither	20	21%
Unsure	1	1%
<b>Base = All Respondents</b>	<b>N= 97</b>	<b>100%</b>

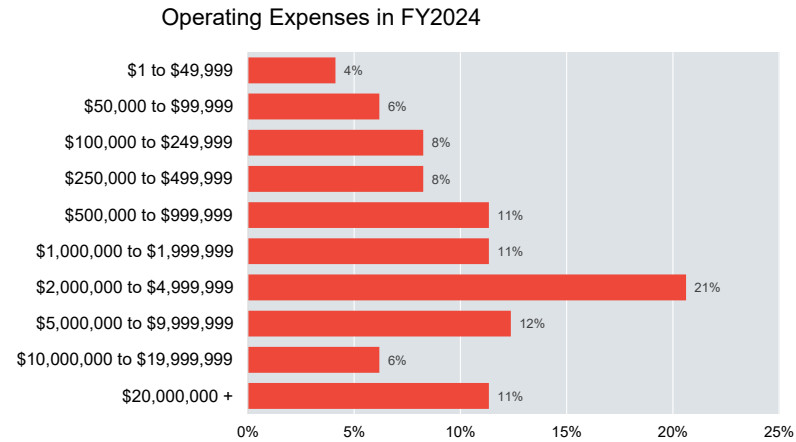
Does your organization primarily serve communities of color?

Primarily Serve Communities of Color?



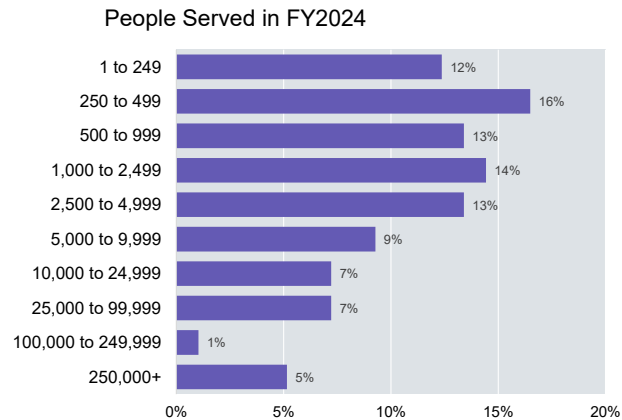
Primarily Serve Communities of Color?	Total #	% of Total
Yes	64	70%
No	22	24%
Unsure	5	5%
<b>Base = All Respondents</b>	<b>N= 91</b>	<b>100%</b>

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	4	4%
\$50,000 to \$99,999	6	6%
\$100,000 to \$249,999	8	8%
\$250,000 to \$499,999	8	8%
\$500,000 to \$999,999	11	11%
\$1,000,000 to \$1,999,999	11	11%
\$2,000,000 to \$4,999,999	20	21%
\$5,000,000 to \$9,999,999	12	12%
\$10,000,000 to \$19,999,999	6	6%
\$20,000,000 +	11	11%
<b>Base = All Respondents</b>	<b>N= 97</b>	<b>100%</b>

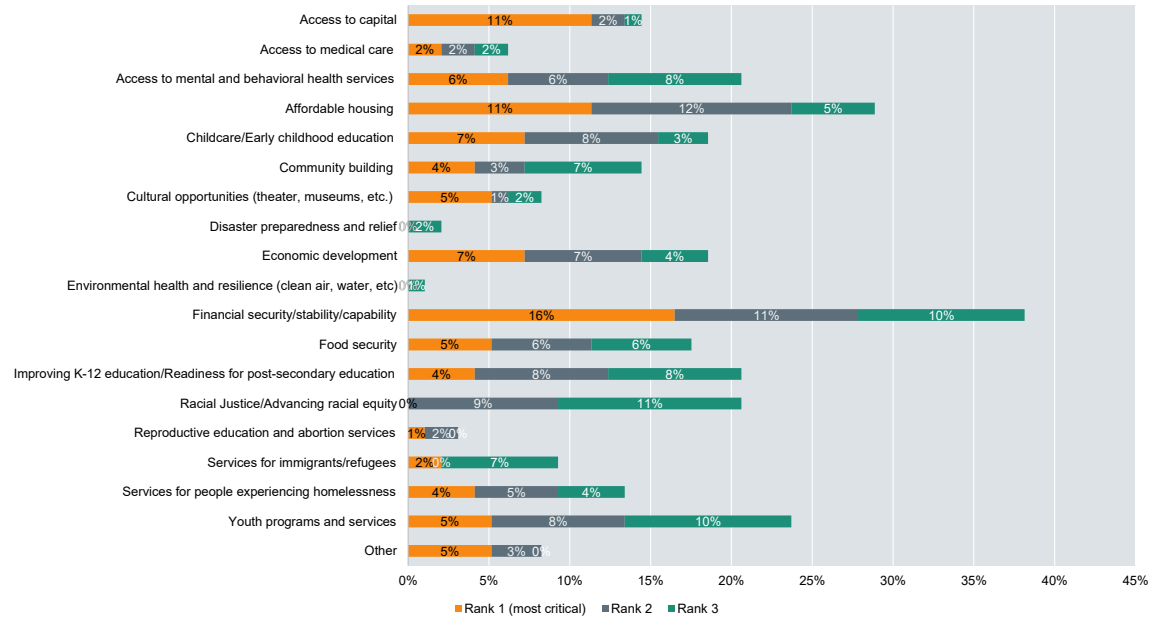
Approximately how many people did your organization serve in FY2024?



People Served in FY2024	Total #	% of Total
1 to 249	12	12%
250 to 499	16	16%
500 to 999	13	13%
1,000 to 2,499	14	14%
2,500 to 4,999	13	13%
5,000 to 9,999	9	9%
10,000 to 24,999	7	7%
25,000 to 99,999	7	7%
100,000 to 249,999	1	1%
250,000+	5	5%
<b>Base = All Respondents</b>	<b>N= 97</b>	<b>100%</b>

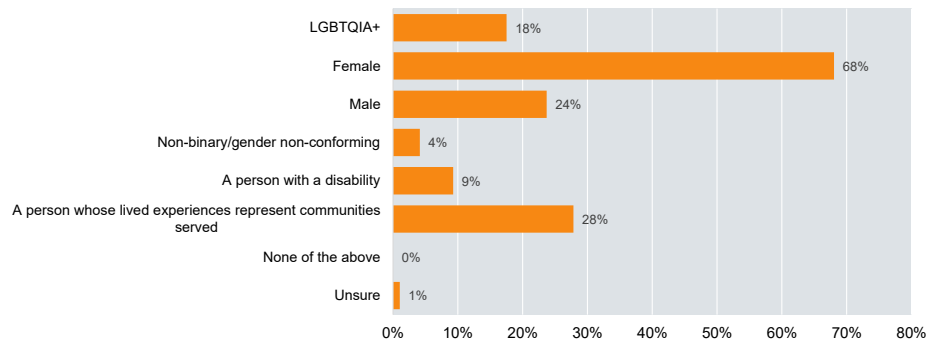
What are the three most critical needs of the broader community in which your organization does most of its work?

### 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

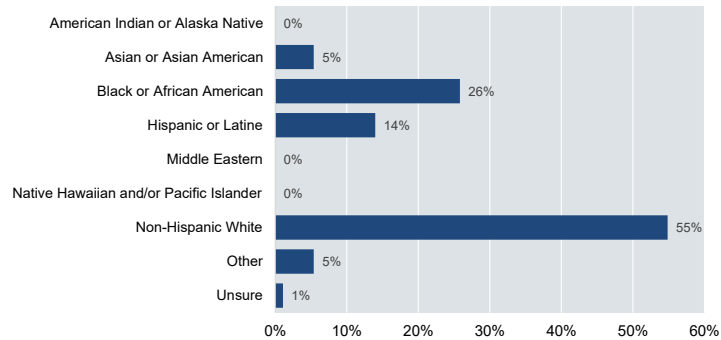


Identity of Organizational Leader	Total #	% of Total
LGBTQIA+	17	18%
Female	66	68%
Male	23	24%
Non-binary/gender non-conforming	4	4%
A person with a disability	9	9%
A person whose lived experiences represent communities served	27	28%
None of the above	0	0%
Unsure	1	1%
<b>Base = All Respondents</b>	<b>N= 97</b>	



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

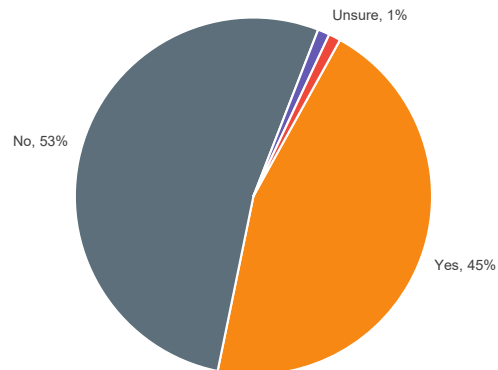
### Identity of Organizational Leader - Race/Ethnicity



Identity of Organizational Leader - Race/Ethnicity	Total #	% of Total
American Indian or Alaska Native	0	0%
Asian or Asian American	5	5%
Black or African American	24	26%
Hispanic or Latine	13	14%
Middle Eastern	0	0%
Native Hawaiian and/or Pacific Islander	0	0%
Non-Hispanic White	51	55%
Other	5	5%
Unsure	1	1%
<b>Base = All Respondents</b>	<b>N= 93</b>	

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

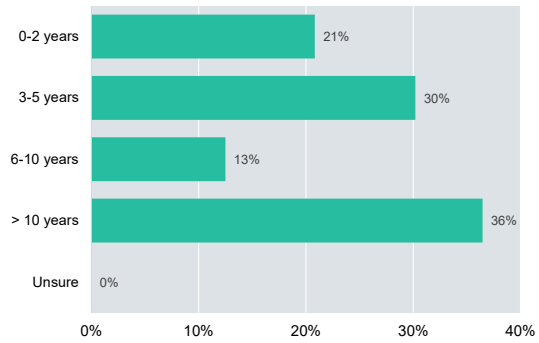
### Does your Organizational Leader Identify as a Person of Color?



Identity of Organizational Leader - Person of Color	Total #	% of Total
Yes	42	45%
No	49	53%
Unsure	1	1%
Other	1	1%
<b>Base = All Respondents</b>	<b>N= 93</b>	<b>100%</b>

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

Tenure of Organizational Leader

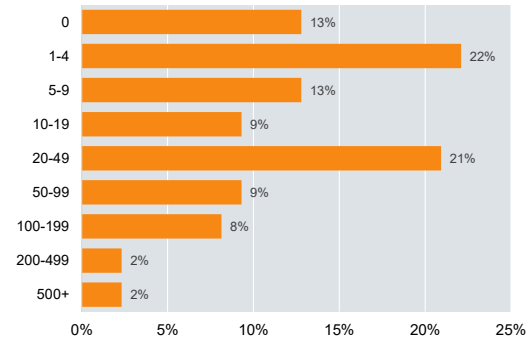


Tenure of Organizational Leader	Total #	% of Total
0-2 years	20	21%
3-5 years	29	30%
6-10 years	12	13%
> 10 years	35	36%
Unsure	0	0%
Base = All Respondents	N= 96	100%

## Supporting Your Staff

How many full time staff did you employ in FY2024?

Full Time Staff in FY2024

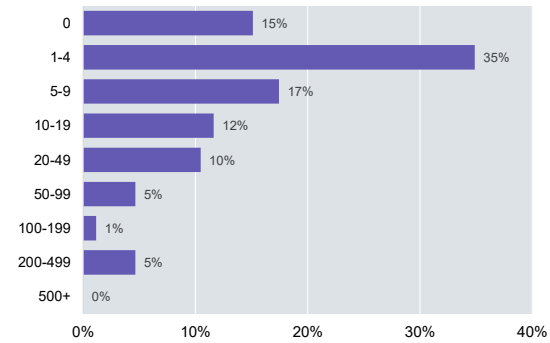


Full Time Staff in FY2024

	Total #	% of Total
0	11	13%
1-4	19	22%
5-9	11	13%
10-19	8	9%
20-49	18	21%
50-99	8	9%
100-199	7	8%
200-499	2	2%
500+	2	2%
<b>Base = All Respondents</b>	<b>N= 86</b>	<b>100%</b>

How many part time staff did you employ in FY2024?

Part Time Staff in FY2024

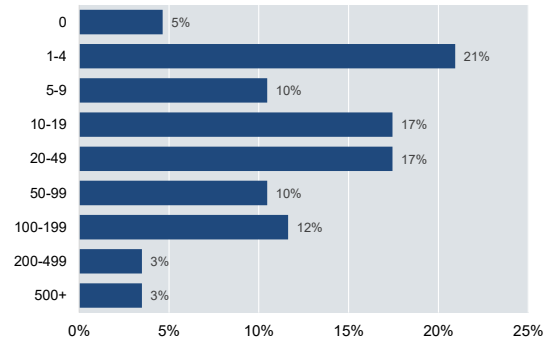


Part Time Staff in FY2024

	Total #	% of Total
0	13	15%
1-4	30	35%
5-9	15	17%
10-19	10	12%
20-49	9	10%
50-99	4	5%
100-199	1	1%
200-499	4	5%
500+	0	0%
<b>Base = All Respondents</b>	<b>N= 86</b>	<b>100%</b>

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

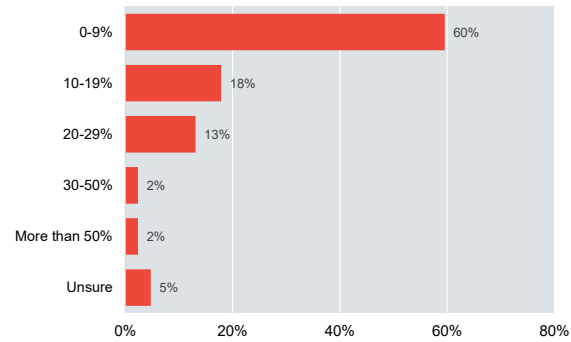
Total Staff (Full Time and Part Time) in FY2024



Total Staff (Full Time and Part Time) in FY2024	Total #	% of Total
0	4	5%
1-4	18	21%
5-9	9	10%
10-19	15	17%
20-49	15	17%
50-99	9	10%
100-199	10	12%
200-499	3	3%
500+	3	3%
<b>Base = All Respondents</b>	<b>N= 86</b>	<b>100%</b>

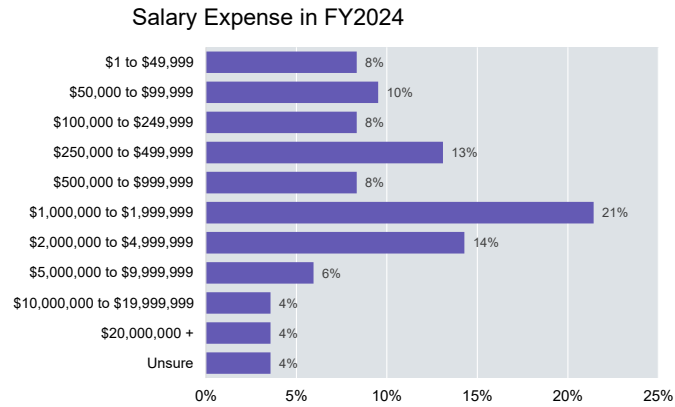
Thinking about staff turnover, approximately what percentage of the staff left your organization in FY2024?

Staff Turnover in FY2024



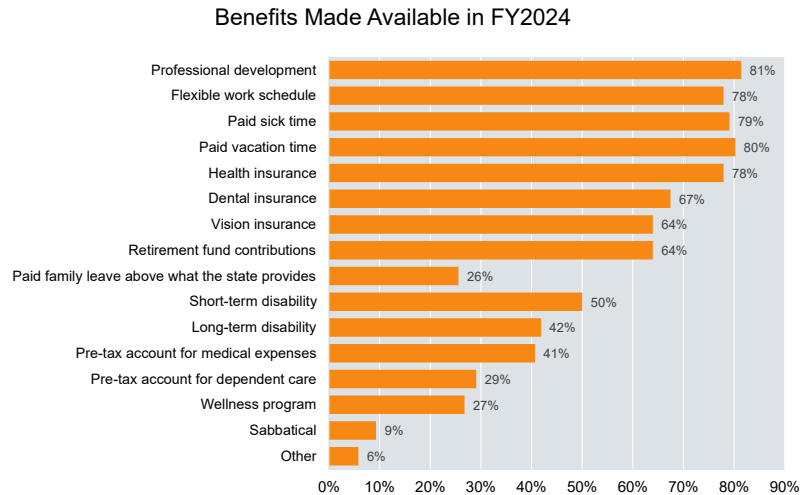
Staff Turnover in FY2024	Total #	% of Total
0-9%	50	60%
10-19%	15	18%
20-29%	11	13%
30-50%	2	2%
More than 50%	2	2%
Unsure	4	5%
<b>Base = All Respondents</b>	<b>N= 84</b>	<b>100%</b>

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



Salary Expense in FY2024	Total #	% of Total
\$1 to \$49,999	7	8%
\$50,000 to \$99,999	8	10%
\$100,000 to \$249,999	7	8%
\$250,000 to \$499,999	11	13%
\$500,000 to \$999,999	7	8%
\$1,000,000 to \$1,999,999	18	21%
\$2,000,000 to \$4,999,999	12	14%
\$5,000,000 to \$9,999,999	5	6%
\$10,000,000 to \$19,999,999	3	4%
\$20,000,000 +	3	4%
Unsure	3	4%
<b>Base = All Respondents</b>	<b>N= 84</b>	<b>100%</b>

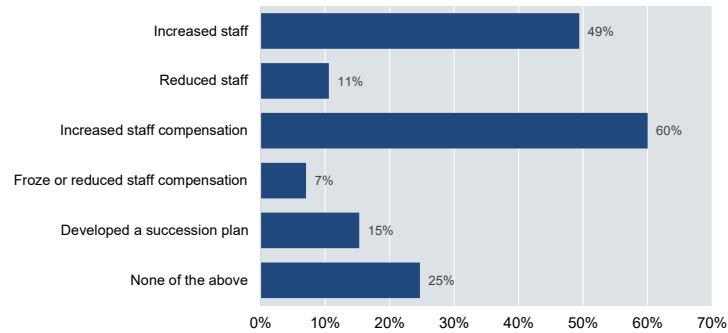
Which benefits did your organization make available to staff in FY2024? (select all that apply)



Benefits Made Available in FY2024	Total #	% of Total
Professional development	70	81%
Flexible work schedule	67	78%
Paid sick time	68	79%
Paid vacation time	69	80%
Health insurance	67	78%
Dental insurance	58	67%
Vision insurance	55	64%
Retirement fund contributions	55	64%
Paid family leave above what the state provides	22	26%
Short-term disability	43	50%
Long-term disability	36	42%
Pre-tax account for medical expenses	35	41%
Pre-tax account for dependent care	25	29%
Wellness program	23	27%
Sabbatical	8	9%
Other	5	6%
<b>Base = All Respondents</b>	<b>N= 86</b>	

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

### Staff-Related Actions Taken in FY2024

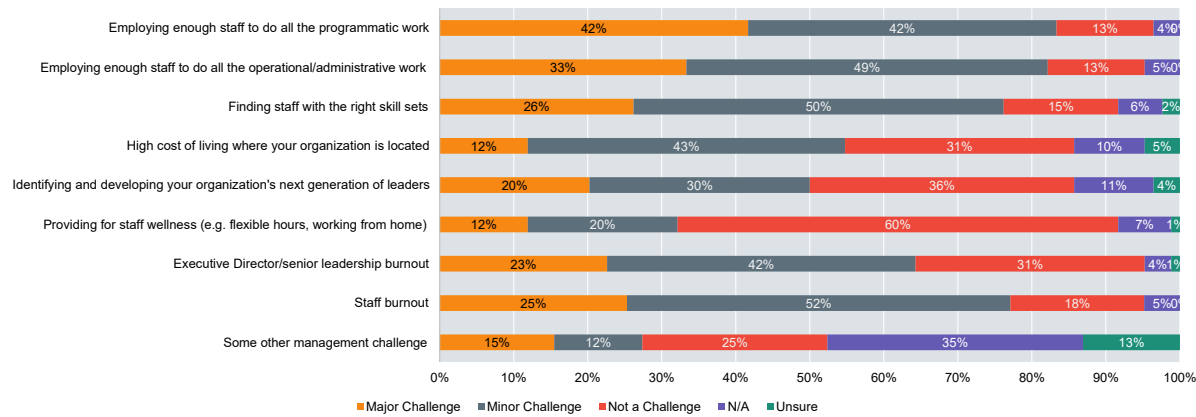


### Staff-Related Actions Taken in FY2024

	Total #	% of Total
Increased staff	42	49%
Reduced staff	9	11%
Increased staff compensation	51	60%
Froze or reduced staff compensation	6	7%
Developed a succession plan	13	15%
None of the above	21	25%
<b>Base = All Respondents</b>	<b>N= 85</b>	

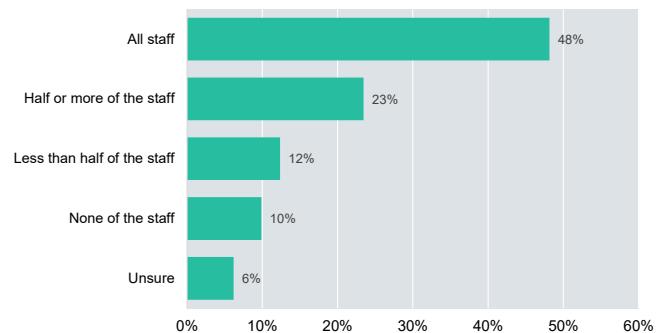
Did your organization experience any of the following management challenges in FY2024? (select all that apply)

### 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?

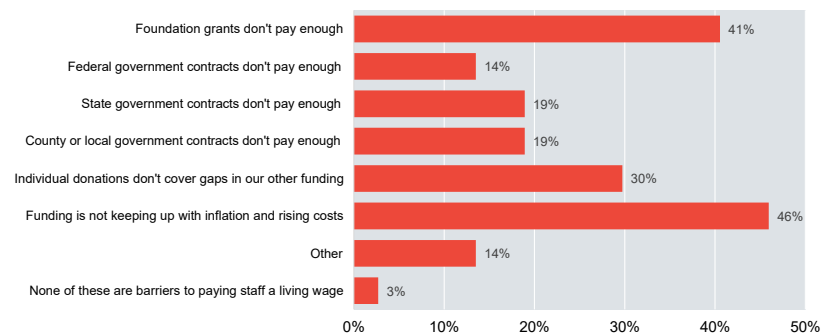
Full Time Staff Paid a Living Wage



Full Time Staff Paid a Living Wage	Total #	% of Total
All staff	39	48%
Half or more of the staff	19	23%
Less than half of the staff	10	12%
None of the staff	8	10%
Unsure	5	6%
<b>Base = All Respondents</b>	<b>N= 81</b>	<b>100%</b>

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

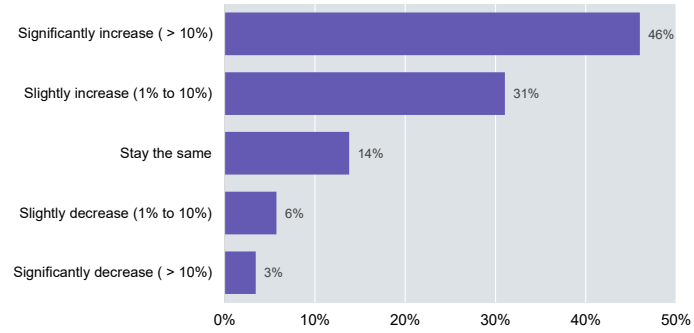


Top Two Barriers to Paying All Staff a Living Wage	Total #	% of Total
Foundation grants don't pay enough	15	41%
Federal government contracts don't pay enough	5	14%
State government contracts don't pay enough	7	19%
County or local government contracts don't pay enough	7	19%
Individual donations don't cover gaps in our other funding	11	30%
Funding is not keeping up with inflation and rising costs	17	46%
Other	5	14%
None of these are barriers to paying staff a living wage	1	3%
<b>Base = Respondents Unable to Pay All Full Time Staff a Living Wage</b>	<b>N= 37</b>	

## 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
40	46%
27	31%
12	14%
5	6%
3	3%
<b>N= 87</b>	<b>100%</b>

Base = All Respondents

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

Able to Meet Service Demand in FY2024?



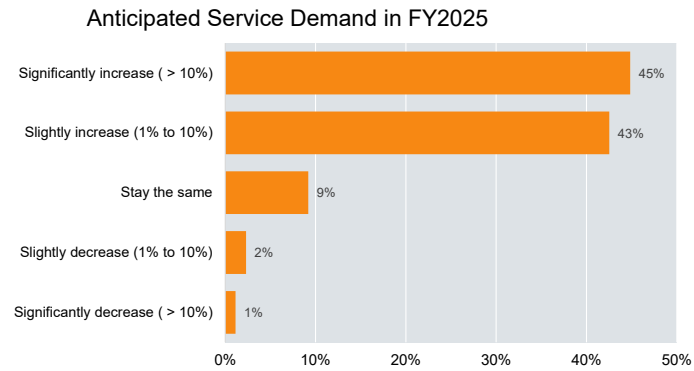
Able to Meet Service Demand in FY2024?

Total #	% of Total
43	49%
44	51%
<b>N= 87</b>	<b>100%</b>

Base = All Respondents

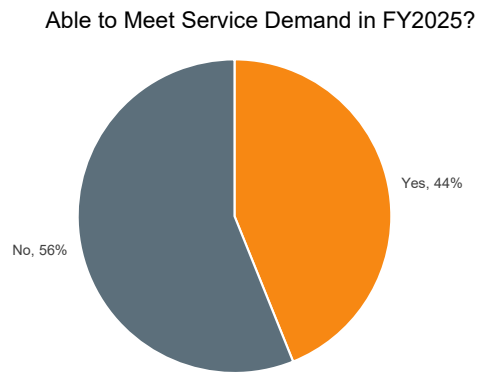


In FY2025, do you anticipate the amount of demand for your organization's services will...?



Anticipated Service Demand in FY2025	Total #	% of Total
Significantly increase (> 10%)	39	45%
Slightly increase (1% to 10%)	37	43%
Stay the same	8	9%
Slightly decrease (1% to 10%)	2	2%
Significantly decrease (> 10%)	1	1%
<b>Base = All Respondents</b>	<b>N= 87</b>	<b>100%</b>

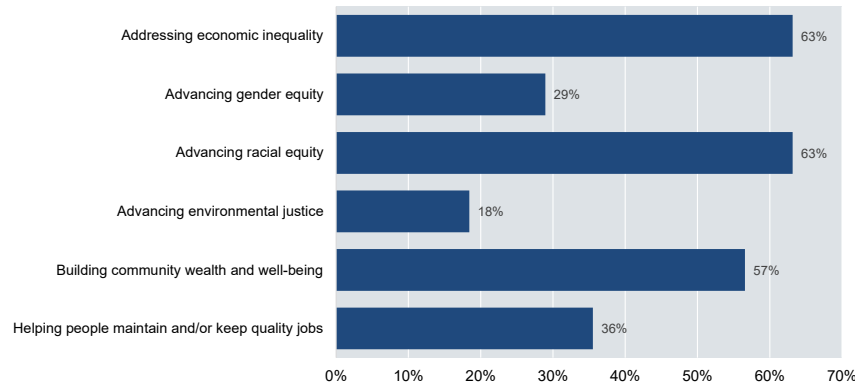
In FY2025, do you anticipate your organization will be able to fully meet the demand for its services?



Able to Meet Service Demand in FY2025?	Total #	% of Total
Yes	36	44%
No	46	56%
<b>Base = All Respondents</b>	<b>N= 82</b>	<b>100%</b>

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

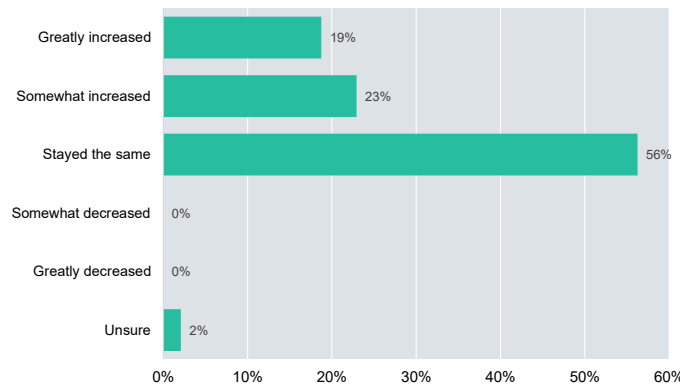
### Major Focus Areas



Major Focus Areas	Total #	% of Total
Addressing economic inequality	48	63%
Advancing gender equity	22	29%
Advancing racial equity	48	63%
Advancing environmental justice	14	18%
Building community wealth and well-being	43	57%
Helping people maintain and/or keep quality jobs	27	36%
<b>Base = All Respondents</b>	<b>N= 76</b>	

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

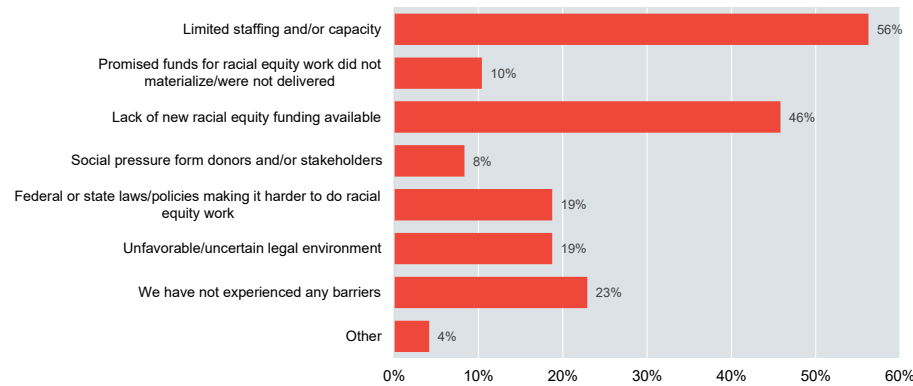
### Change in Focus on Advancing Racial Equity Over the Last Year



Change in Focus on Advancing Racial Equity Over the Last Year	Total #	% of Total
Greatly increased	9	19%
Somewhat increased	11	23%
Stayed the same	27	56%
Somewhat decreased	0	0%
Greatly decreased	0	0%
Unsure	1	2%
<b>Base = Respondents with a Major Focus on Advancing Racial Equity</b>	<b>N= 48</b>	<b>100%</b>

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

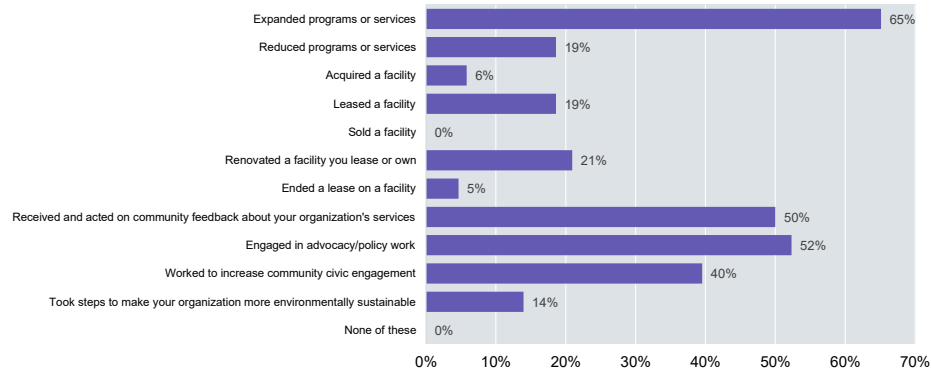
### Barriers to Advancing Racial Equity in FY2024



Barriers to Advancing Racial Equity in FY2024	Total #	% of Total
Limited staffing and/or capacity	27	56%
Promised funds for racial equity work did not materialize/were not delivered	5	10%
Lack of new racial equity funding available	22	46%
Social pressure from donors and/or stakeholders	4	8%
Federal or state laws/policies making it harder to do racial equity work	9	19%
Unfavorable/uncertain legal environment	9	19%
We have not experienced any barriers	11	23%
Other	2	4%
<b>N = Respondents with a Major Focus on Advancing Racial Equity</b>	<b>N=</b>	<b>48</b>

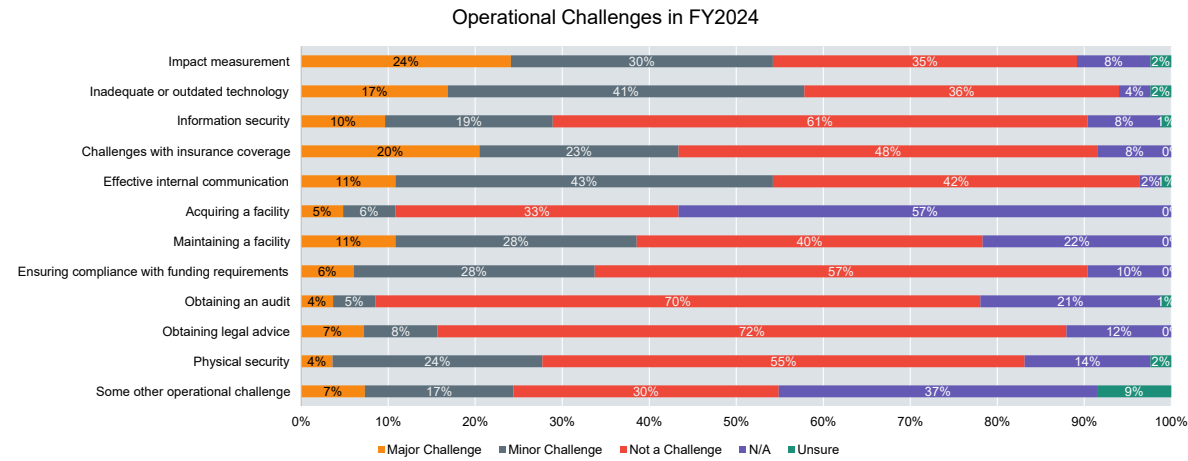
In FY2024, did your organization take any of the following actions? (select all that apply)

### Operational Actions Taken in FY2024

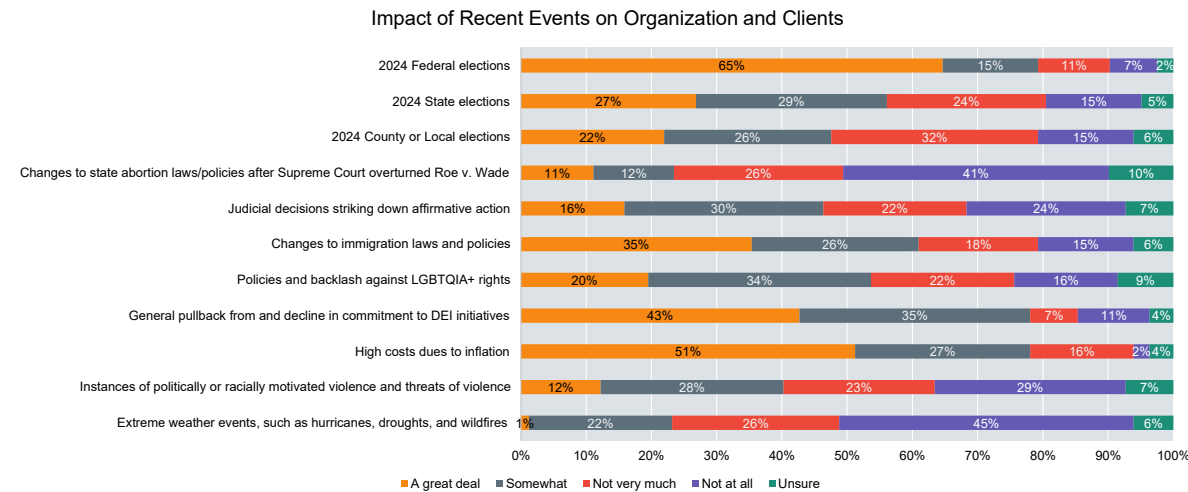


Operational Actions Taken in FY2024	Total #	% of Total
Expanded programs or services	56	65%
Reduced programs or services	16	19%
Acquired a facility	5	6%
Leased a facility	16	19%
Sold a facility	0	0%
Renovated a facility you lease or own	18	21%
Ended a lease on a facility	4	5%
Received and acted on community feedback about your organization's services	43	50%
Engaged in advocacy/policy work	45	52%
Worked to increase community civic engagement	34	40%
Took steps to make your organization more environmentally sustainable	12	14%
None of these	0	0%
<b>Base = All Respondents</b>	<b>N=</b>	<b>86</b>

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



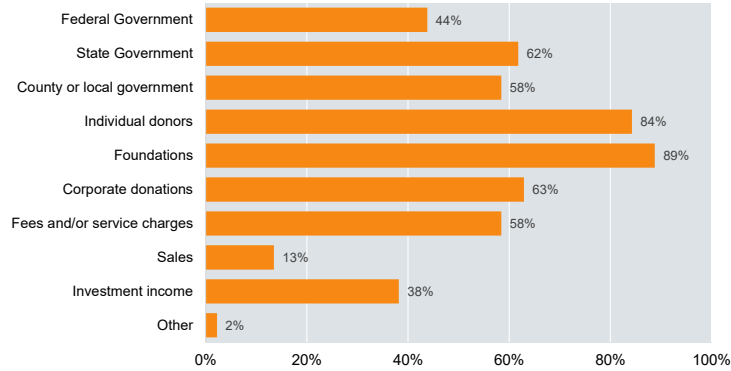
To what extent did the following impact your organization and the clients you serve? (select all that apply)



## Your Organization's Financial Story

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

Revenue Sources in FY2024

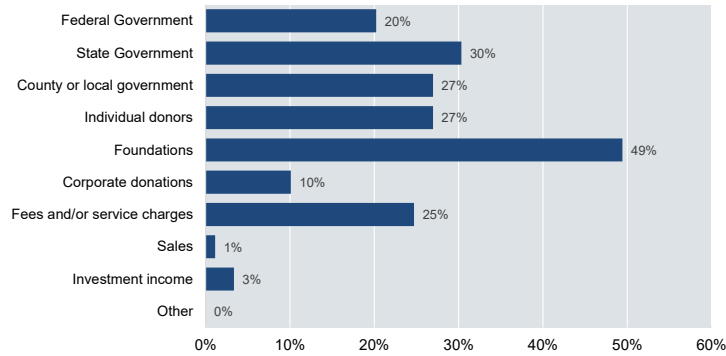


### Revenue Sources in FY2024

	Total #	% of Total
Federal Government	39	44%
State Government	55	62%
County or local government	52	58%
Individual donors	75	84%
Foundations	79	89%
Corporate donations	56	63%
Fees and/or service charges	52	58%
Sales	12	13%
Investment income	34	38%
Other	2	2%
<b>Base = All Respondents</b>	<b>N= 89</b>	

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

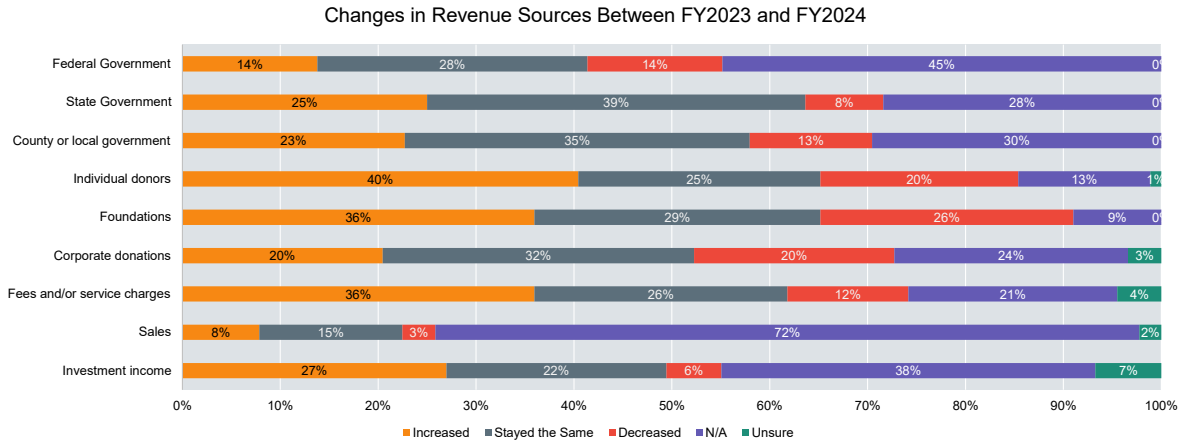
Two Largest Revenue Sources in FY2024



### Two Largest Revenue Sources in FY2024

	Total #	% of Total
Federal Government	18	20%
State Government	27	30%
County or local government	24	27%
Individual donors	24	27%
Foundations	44	49%
Corporate donations	9	10%
Fees and/or service charges	22	25%
Sales	1	1%
Investment income	3	3%
Other	0	0%
<b>Base = All Respondents</b>	<b>N= 89</b>	

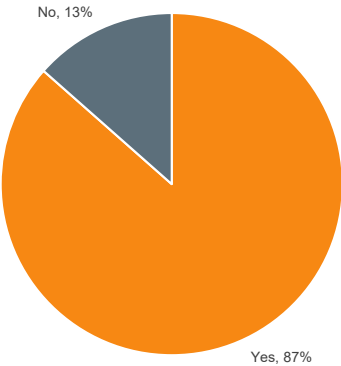
As compared to FY2023, how, if at all, has your organization's revenue from the following sources changed in FY2024?



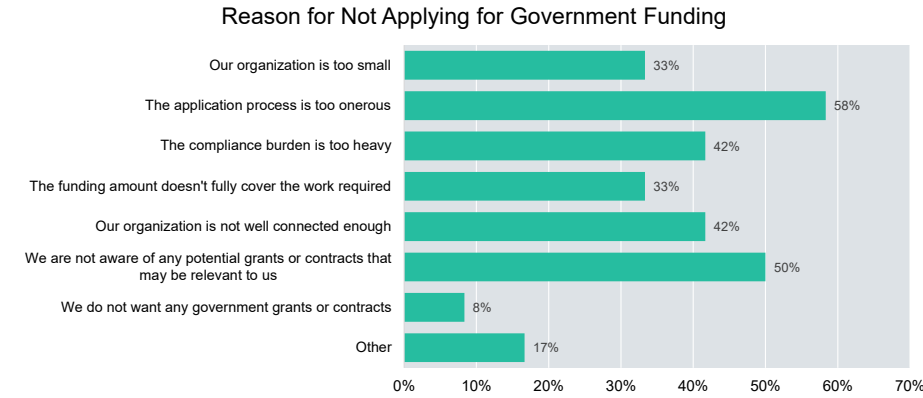
Has your organization ever applied for a government grant or contract?

Ever Applied for a Government Grant or Contract?	Total #	% of Total
Yes	77	87%
No	12	13%
Base = All Respondents	N= 89	100%

Ever Applied for a Government Grant or Contract?



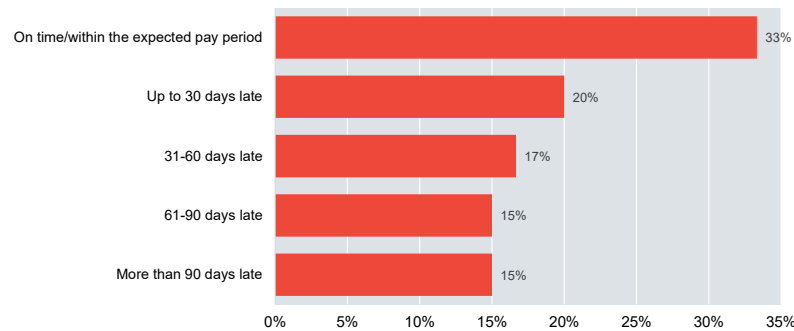
You indicated that your organization has never applied for government funding. Please indicate the reasons you have not. (select all that apply)



Reason for Not Applying for Government Funding	Total #	% of Total
Our organization is too small	4	33%
The application process is too onerous	7	58%
The compliance burden is too heavy	5	42%
The funding amount doesn't fully cover the work required	4	33%
Our organization is not well connected enough	5	42%
We are not aware of any potential grants or contracts that may be relevant to us	6	50%
We do not want any government grants or contracts	1	8%
Other	2	17%
<b>Base = Respondents Who Never Applied for Government Funding</b>	<b>N= 12</b>	

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

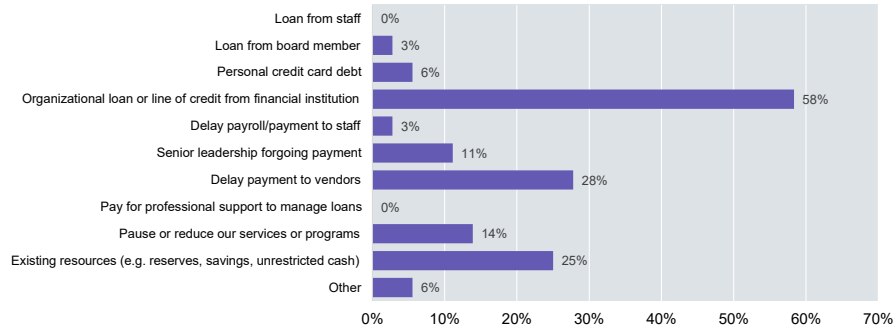
### How Long Did it Take to Receive Payment from Gov't in FY2024?



How Long Did it Take to Receive Payment from Gov't in FY2024?	Total #	% of Total
On time/within the expected pay period	20	33%
Up to 30 days late	12	20%
31-60 days late	10	17%
61-90 days late	9	15%
More than 90 days late	9	15%
<b>Base = Respondents Receiving Government Funding in FY2024</b>	<b>N= 60</b>	<b>100%</b>

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

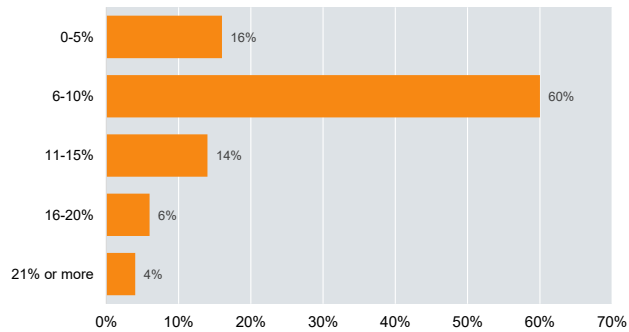
### How Have You Coped with Government Payment Delays?



How Have You Coped with Government Payment Delays?	Total #	% of Total
Loan from staff	0	0%
Loan from board member	1	3%
Personal credit card debt	2	6%
Organizational loan or line of credit from financial institution	21	58%
Delay payroll/payment to staff	1	3%
Senior leadership forgoing payment	4	11%
Delay payment to vendors	10	28%
Pay for professional support to manage loans	0	0%
Pause or reduce our services or programs	5	14%
Existing resources (e.g. reserves, savings, unrestricted cash)	9	25%
Other	2	6%
<b>Base = Respondents Receiving Late Government Payment in FY2024</b>	<b>N= 36</b>	

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?

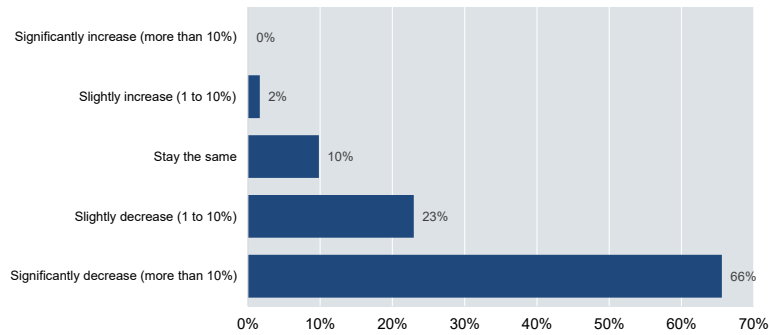


What Indirect Rate Were You Allowed to Charge in FY2024?	Total #	% of Total
0-5%	8	16%
6-10%	30	60%
11-15%	7	14%
16-20%	3	6%
21% or more	2	4%
<b>Base = Respondents Receiving Government Funding in FY2024</b>	<b>N= 50</b>	<b>100%</b>



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

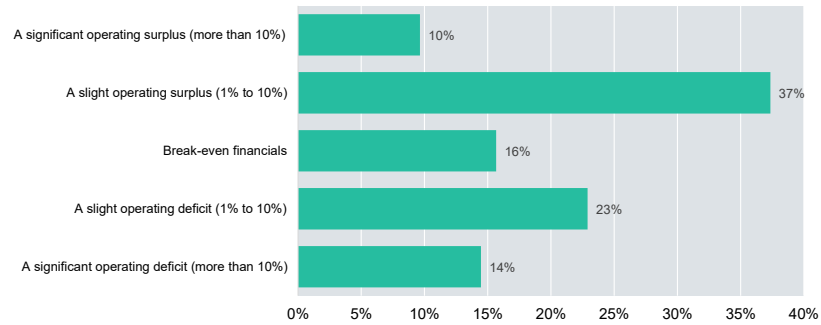
### Anticipated Change in Gov't Funding as a Result of 2024 Election



Anticipated Change in Gov't Funding as a Result of 2024 Election	Total #	% of Total
Significantly increase (more than 10%)	0	0%
Slightly increase (1 to 10%)	1	2%
Stay the same	6	10%
Slightly decrease (1 to 10%)	14	23%
Significantly decrease (more than 10%)	40	66%
<b>Base = Respondents Receiving Government Funding in FY2024</b>	<b>N= 61</b>	<b>100%</b>

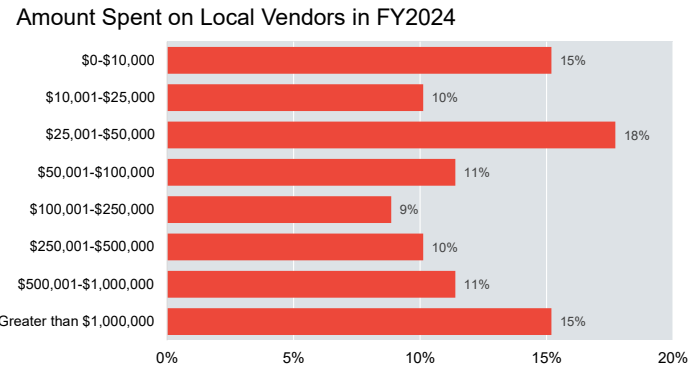
Did your organization finish FY2024 with:

### Operating Results in FY2024



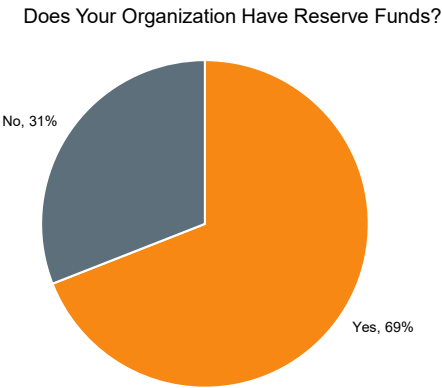
Operating Results in FY2024	Total #	% of Total
A significant operating deficit (more than 10%)	12	14%
A slight operating deficit (1% to 10%)	19	23%
Break-even financials	13	16%
A slight operating surplus (1% to 10%)	31	37%
A significant operating surplus (more than 10%)	8	10%
<b>Base = All Respondents</b>	<b>N= 83</b>	<b>100%</b>

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?



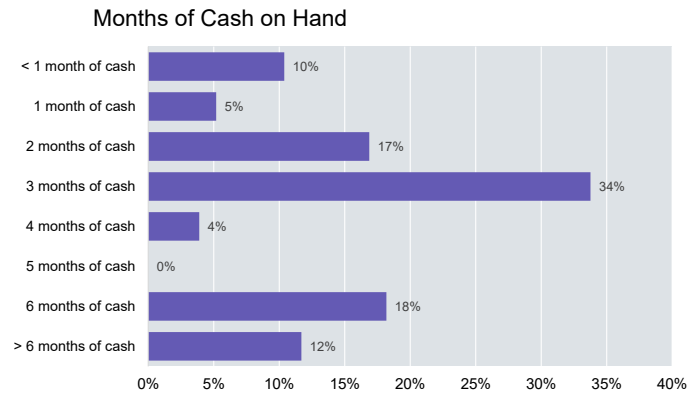
Amount Spent on Local Vendors in FY2024	Total #	% of Total
\$0-\$10,000	12	15%
\$10,001-\$25,000	8	10%
\$25,001-\$50,000	14	18%
\$50,001-\$100,000	9	11%
\$100,001-\$250,000	7	9%
\$250,001-\$500,000	8	10%
\$500,001-\$1,000,000	9	11%
Greater than \$1,000,000	12	15%
Base = All Respondents	N= 79	100%

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?	Total #	% of Total
Yes	58	69%
No	26	31%
Base = All Respondents	N= 84	100%

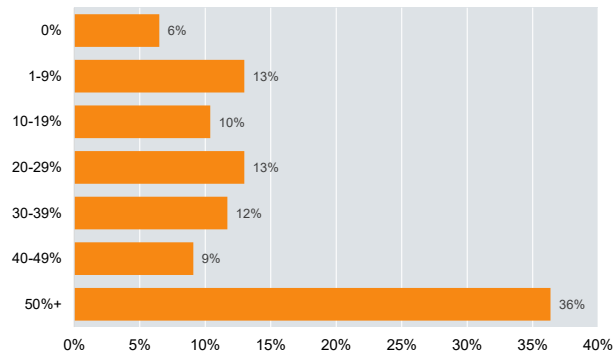
Approximately how many months of cash does your organization have on hand, not including any cash held in a separate reserve fund?



Months of Cash on Hand	Total #	% of Total
< 1 month of cash	8	10%
1 month of cash	4	5%
2 months of cash	13	17%
3 months of cash	26	34%
4 months of cash	3	4%
5 months of cash	0	0%
6 months of cash	14	18%
> 6 months of cash	9	12%
<b>Base = All Respondents</b>	<b>N= 77</b>	<b>100%</b>

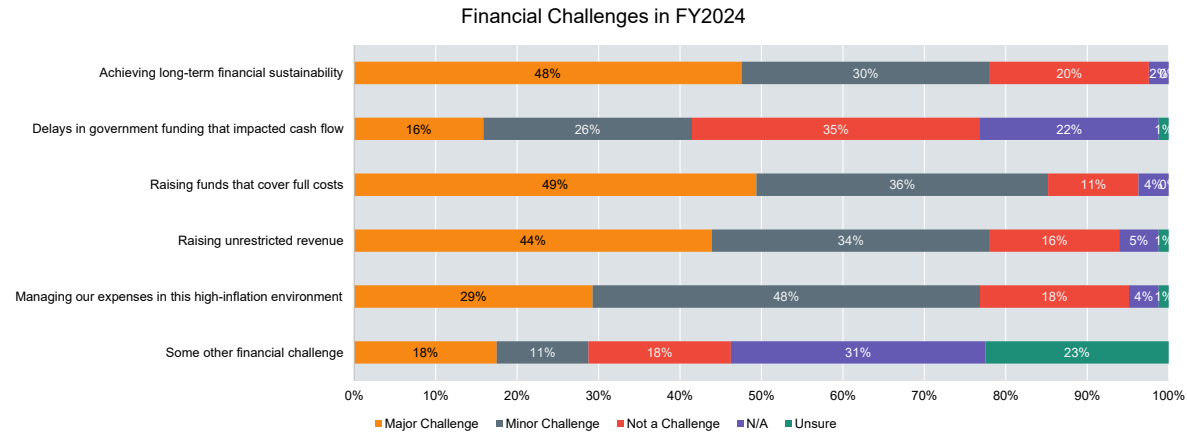
In FY2024, approximately what percentage of your total grants and donations were unrestricted?

Percentage of Unrestricted Grants and Donations in FY2024



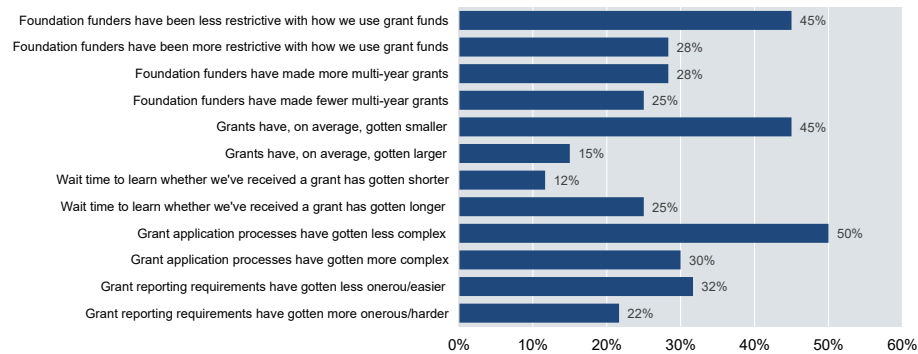
Percentage of Unrestricted Grants and Donations in FY2024	Total #	% of Total
0%	5	6%
1-9%	10	13%
10-19%	8	10%
20-29%	10	13%
30-39%	9	12%
40-49%	7	9%
50%+	28	36%
<b>Base = All Respondents</b>	<b>N= 77</b>	<b>100%</b>

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)

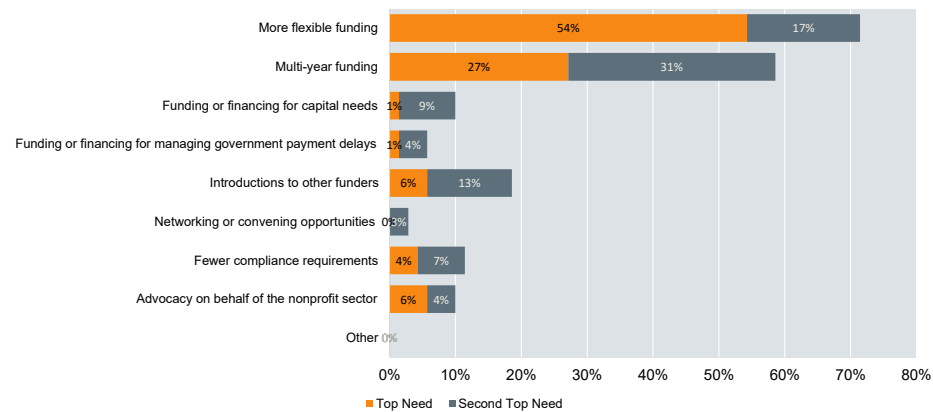
### Changes in Foundation Funding Practices Since Late 2022



Changes in Foundation Funding Practices Since Late 2022	Total #	% of Total
Foundation funders have been less restrictive with how we use grant funds	27	45%
Foundation funders have been more restrictive with how we use grant funds	17	28%
Foundation funders have made more multi-year grants	17	28%
Foundation funders have made fewer multi-year grants	15	25%
Grants have, on average, gotten smaller	27	45%
Grants have, on average, gotten larger	9	15%
Wait time to learn whether we've received a grant has gotten shorter	7	12%
Wait time to learn whether we've received a grant has gotten longer	15	25%
Grant application processes have gotten less complex	30	50%
Grant application processes have gotten more complex	18	30%
Grant reporting requirements have gotten less onerous/easier	19	32%
Grant reporting requirements have gotten more onerous/harder	13	22%
<b>Base = Respondents Receiving Foundation Funding in FY2024</b>	<b>N= 60</b>	

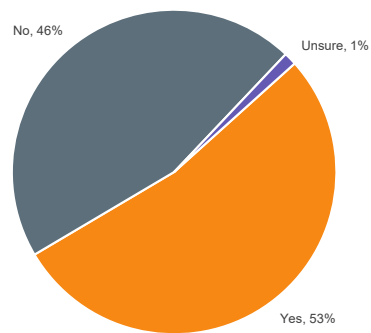
What does your organization need most from foundation funders to help you best deliver on yor mission? While many of these needs may apply to your organization, please select your **top two** needs.

Top Two Needs from Foundation Funders



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

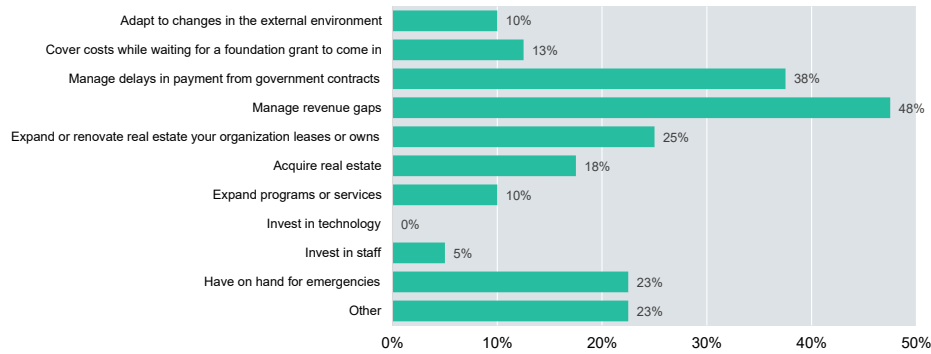
Have Loans and/or Lines of Credit?



Have Loans and/or Lines of Credit?	Total #	% of Total
Yes	42	53%
No	36	46%
Unsure	1	1%
Base = All Respondents	N= 79	100%

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

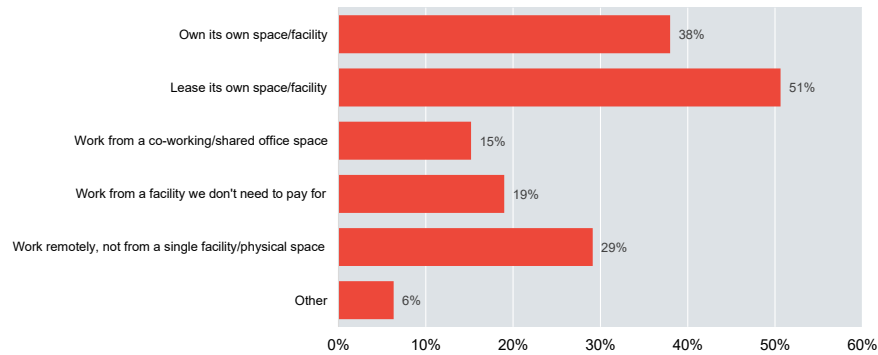
### Use of Loans and/or Lines of Credit



Use of Loans and/or Lines of Credit	Total #	% of Total
Adapt to changes in the external environment	4	10%
Cover costs while waiting for a foundation grant to come in	5	13%
Manage delays in payment from government contracts	15	38%
Manage revenue gaps	19	48%
Expand or renovate real estate your organization leases or owns	10	25%
Acquire real estate	7	18%
Expand programs or services	4	10%
Invest in technology	0	0%
Invest in staff	2	5%
Have on hand for emergencies	9	23%
Other	9	23%
<b>Base = Respondents with Loans and/or Lines of Credit</b>	<b>N= 40</b>	

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

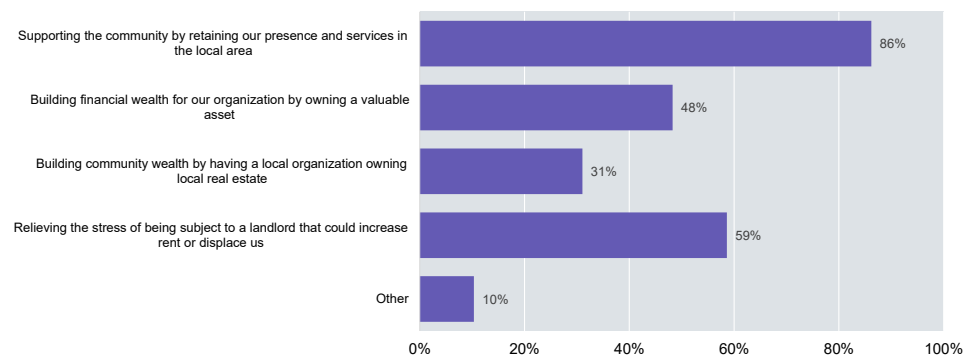
### In FY2024, Did your Organization...?



In FY2024, Did Your Organization...?	Total #	% of Total
Own its own space/facility	30	38%
Lease its own space/facility	40	51%
Work from a co-working/shared office space	12	15%
Work from a facility we don't need to pay for	15	19%
Work remotely, not from a single facility/physical space	23	29%
Other	5	6%
<b>Base = All Respondents</b>	<b>N= 79</b>	

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

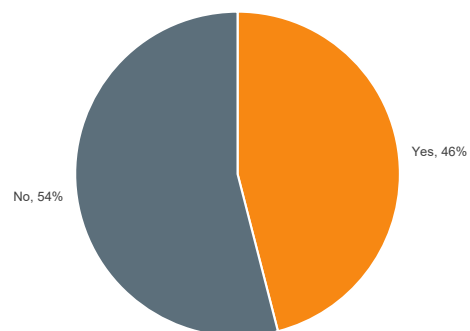
### Benefits to Organization and/or Community of Owning a Facility



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	25	86%
Building financial wealth for our organization by owning a valuable asset	14	48%
Building community wealth by having a local organization owning local real estate	9	31%
Relieving the stress of being subject to a landlord that could increase rent or displace us	17	59%
Other	3	10%
<b>Base = Respondents Who Own a Facility</b>	<b>N= 29</b>	

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

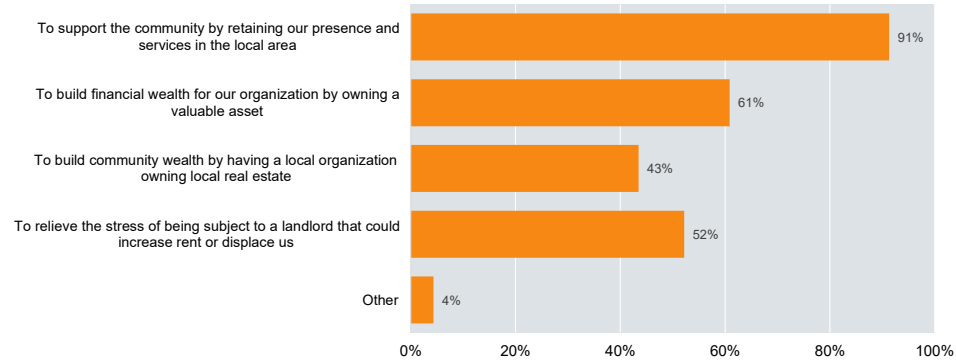
### Would You Like to Own a Facility?



Would Your Organization Like to Own a Facility?	Total #	% of Total
Yes	23	46%
No	27	54%
<b>Base = Respondents Who Do Not Own a Facility</b>	<b>N= 50</b>	<b>100%</b>

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	21	91%
To build financial wealth for our organization by owning a valuable asset	14	61%
To build community wealth by having a local organization owning local real estate	10	43%
To relieve the stress of being subject to a landlord that could increase rent or displace u	12	52%
Other	1	4%

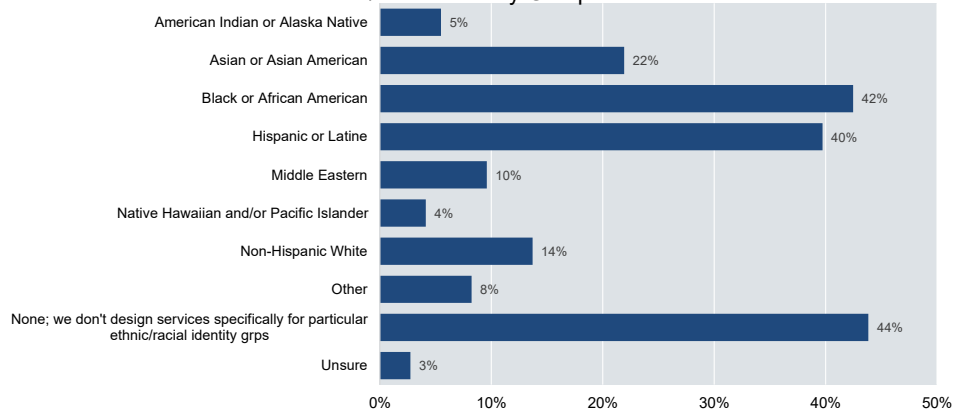
Base = Respondents Who Do Not Own a Facility And Would Like To

N=

23

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	4	5%
Asian or Asian American	16	22%
Black or African American	31	42%
Hispanic or Latine	29	40%
Middle Eastern	7	10%
Native Hawaiian and/or Pacific Islander	3	4%
Non-Hispanic White	10	14%
Other	6	8%
None; we don't design services specifically for particular ethnic/racial identity grps	32	44%
Unsure	2	3%

Base = All Respondents

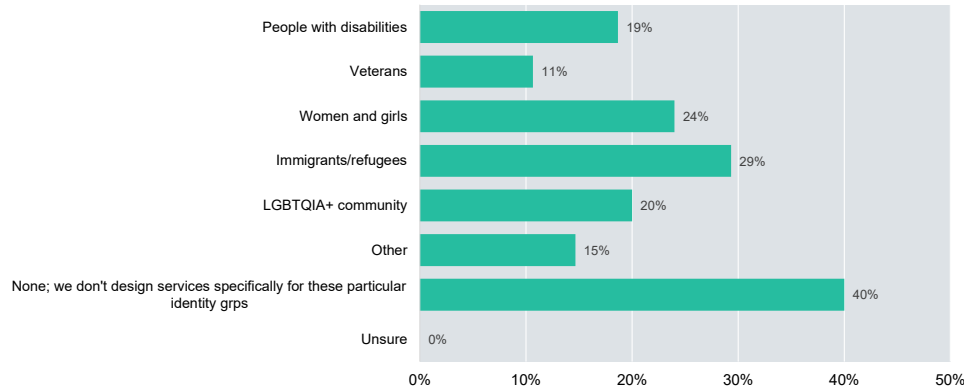
N=

73



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	14	19%
Veterans	8	11%
Women and girls	18	24%
Immigrants/refugees	22	29%
LGBTQIA+ community	15	20%
Other	11	15%
None; we don't design services specifically for these particular identity grps	30	40%
Unsure	0	0%
<b>Base = All Respondents</b>	<b>N= 75</b>	

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

