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 Hawaii** are shown below. A total of **102 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	0	0%
Hawaii	102	100%
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=	**102**	**100%**

In what region is your organization located?

Respondents by Region
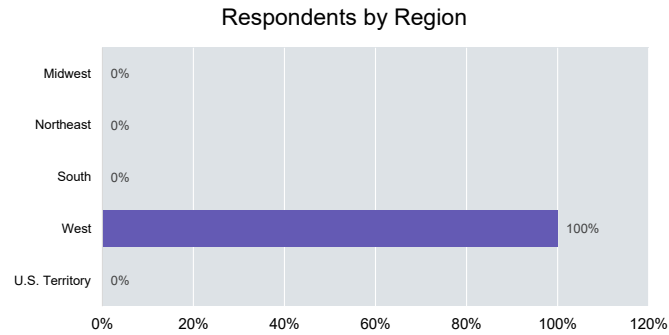
Region	Total #	% of Total
Midwest	0	0%
Northeast	0	0%
South	0	0%
West	102	100%
U.S. Territory	0	0%
Base = All Respondents N=	**102**	**100%**

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

Respondents by Key Area of Work
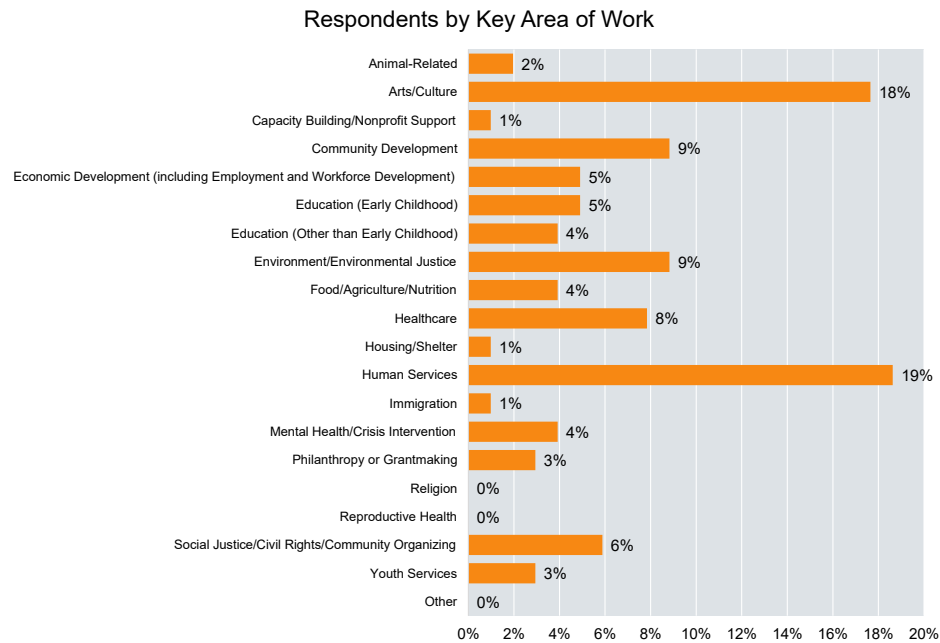
Key Area of Work	Total #	% of Total
Animal-Related	2	2%
Arts/Culture	18	18%
Capacity Building/Nonprofit Support	1	1%
Community Development	9	9%
Economic Development (including Employment and Workforce Development)	5	5%
Education (Early Childhood)	5	5%
Education (Other than Early Childhood)	4	4%
Environment/Environmental Justice	9	9%
Food/Agriculture/Nutrition	4	4%
Healthcare	8	8%
Housing/Shelter	1	1%
Human Services	19	19%
Immigration	1	1%
Mental Health/Crisis Intervention	4	4%
Philanthropy or Grantmaking	3	3%
Religion	0	0%
Reproductive Health	0	0%
Social Justice/Civil Rights/Community Organizing	6	6%
Youth Services	3	3%
Other	0	0%
Base = All Respondents N=	**102**	**100%**

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

Respondents by Key Area of Work
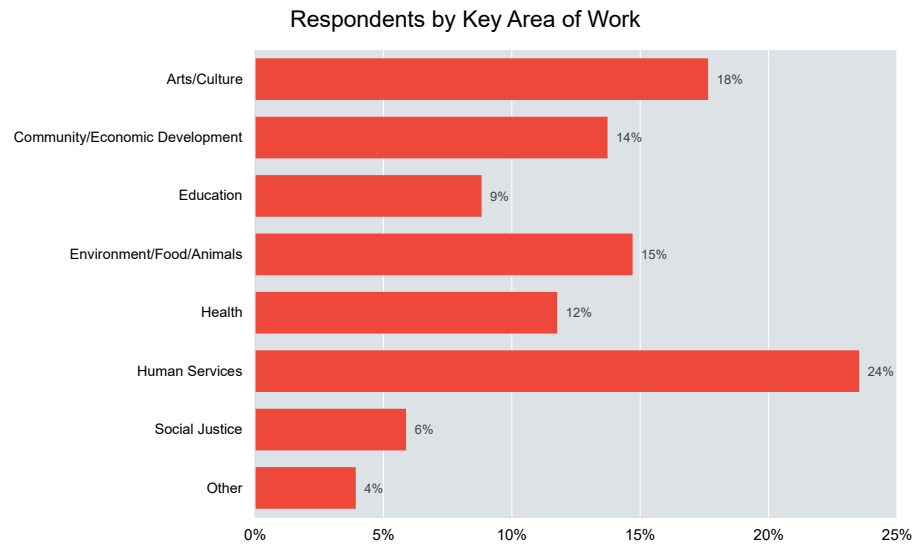
Key Area of Work - Consolidated	Total #	% of Total
Arts/Culture	18	18%
Community/Economic Development	14	14%
Education	9	9%
Environment/Food/Animals	15	15%
Health	12	12%
Human Services	24	24%
Social Justice	6	6%
Other	4	4%
Base = All Respondents N=	**102**	**100%**

Arts/Culture 18%
Community/Economic Development 14%
Education 9%
Environment/Food/Animals 15%
Health 12%
Human Services 24%
Social Justice 6%
Other 4%

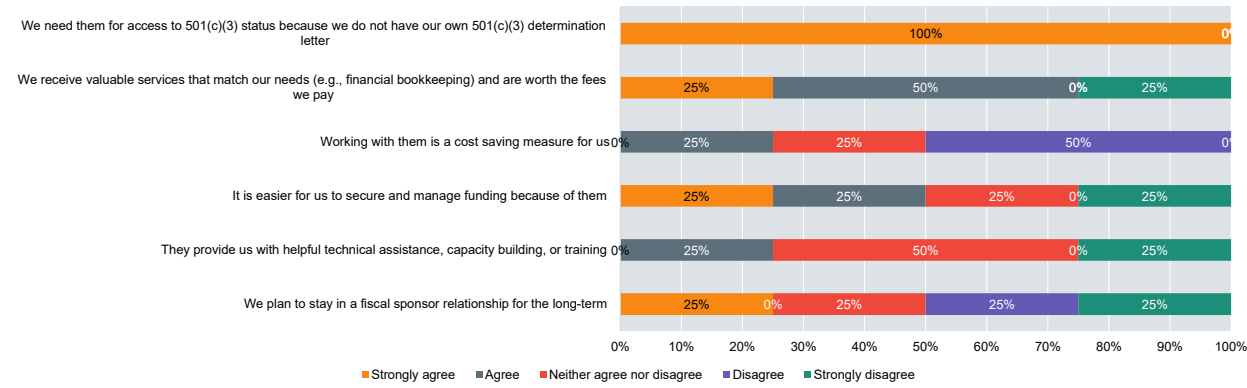**Which one of the following best describes your organization?**

Organizational Status

- 501(c)(3) organization 90%
- 501(c)(4) organization 0%
- 501(c)(3) organization with an affiliated 501(c)(4) 0%
- Fiscally sponsored organization or project without your own 501(c)(3) status 4%
- 501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or project(s) 4%
- Other 2%
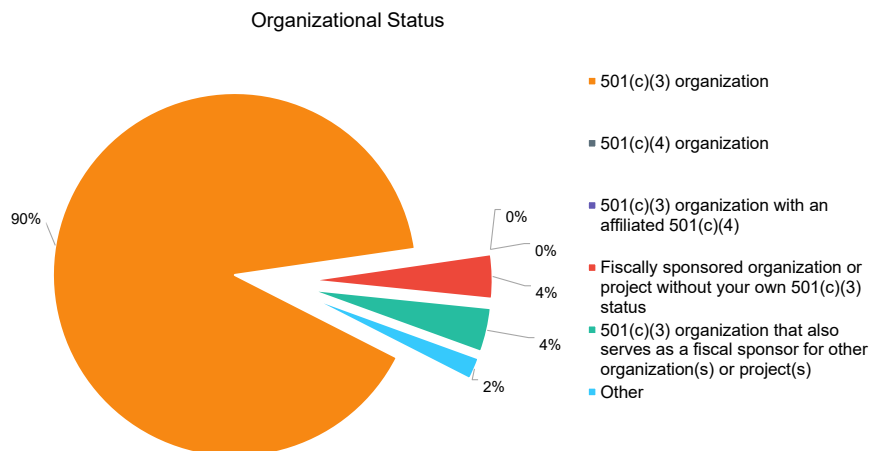
Organizational Status	Total #	% of Total
501(c)(3) organization	92	90%
501(c)(4) organization	0	0%
501(c)(3) organization with an affiliated 501(c)(4)	0	0%
Fiscally sponsored organization or project without your own 501(c)(3) status	4	4%
501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or pr	4	4%
Other	2	2%
Base = All Respondents N=	**102**	**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	100%				0%
We receive valuable services that match our needs (e.g., financial bookkeeping) and are worth the fees we pay	25%	50%	0%		25%
Working with them is a cost saving measure for us	0%	25%	25%	50%	0%
It is easier for us to secure and manage funding because of them	25%	25%	25%	0%	25%
They provide us with helpful technical assistance, capacity building, or training	0%	25%	50%	0%	25%
We plan to stay in a fiscal sponsor relationship for the long-term	25%	0%	25%	25%	25%

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

Scope	%
Nationally	3%
State-wide	58%
Regionally or locally	53%
Other	1%

Geographic Area Served - Scope	Total #	% of Total
Nationally	3	3%
State-wide	52	58%
Regionally or locally	48	53%
Other	1	1%
Base = Respondents Who Selected At Least One Geographic Scope Response Option		
Response Option	N=	**90**

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

Type of Geographic Area Served
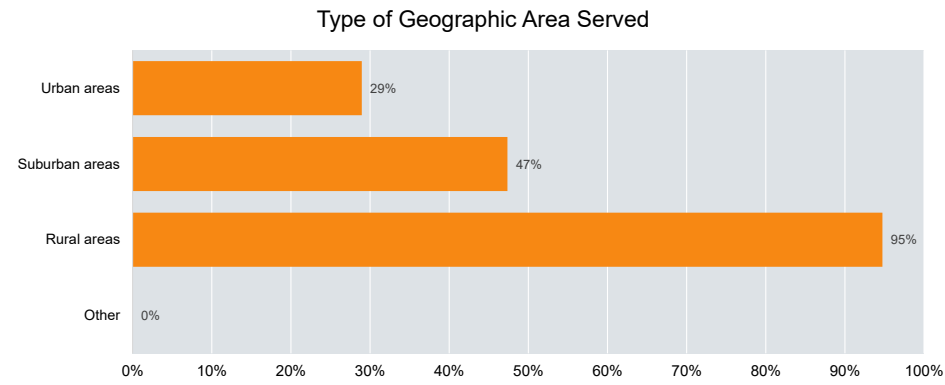
Geographic Area Served - Type		Total #	% of Total
Urban areas		11	29%
Suburban areas		18	47%
Rural areas		36	95%
Other		0	0%
Base = Respondents Who Selected At Least One Geographic Type			
Response Option	N=	38	

In what year was your organization established?
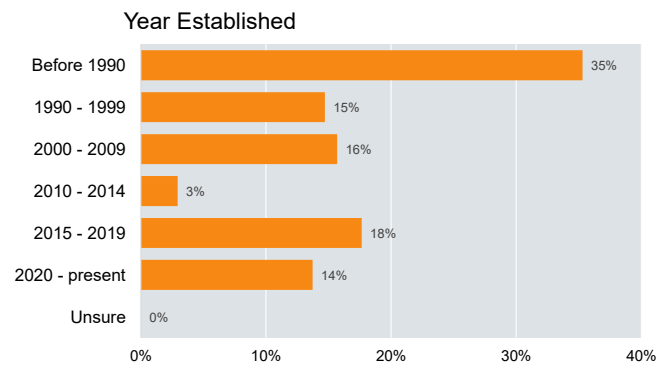
Year Established

Year Established		Total #	% of Total
Before 1990		36	35%
1990 - 1999		15	15%
2000 - 2009		16	16%
2010 - 2014		3	3%
2015 - 2019		18	18%
2020 - present		14	14%
Unsure		0	0%
Base = All Respondents	N=	102	100%

Does your organization serve people with lower incomes?

Serve People with Lower Incomes?
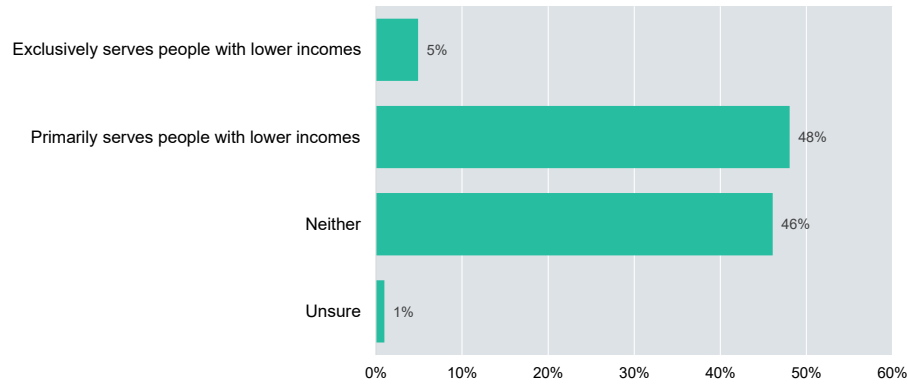
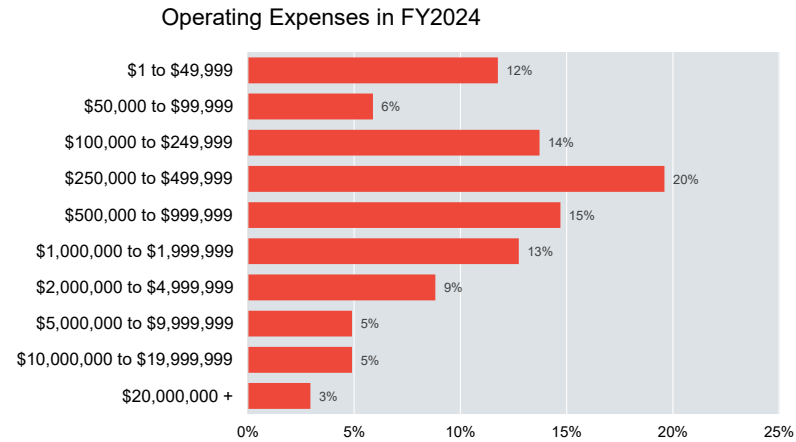| Serve People with Lower Incomes?		Total #	% of Total
Exclusively serves people with lower incomes		5	5%
Primarily serves people with lower incomes		49	48%
Neither		47	46%
Unsure		1	1%
Base = All Respondents	N=	102	100%

Does your organization primarily serve communities of color?
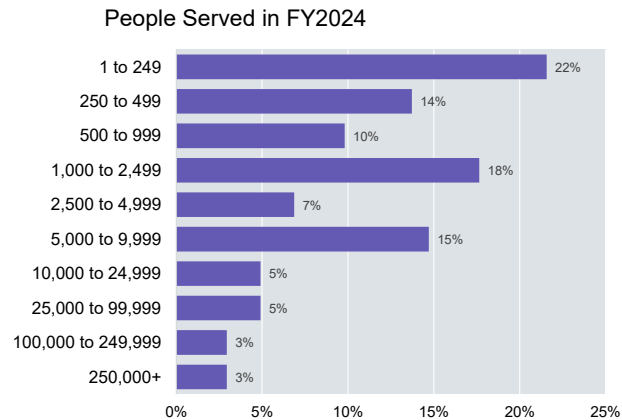
Primarily Serve Communities of Color?
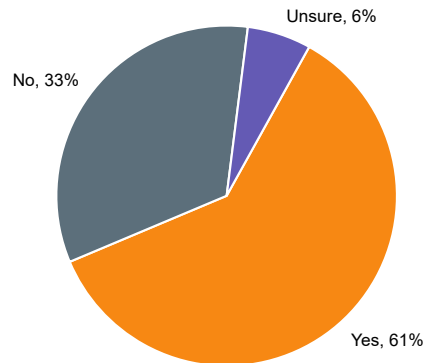
Primarily Serve Communities of Color?		Total #	% of Total
Yes		60	61%
No		33	33%
Unsure		6	6%
Base = All Respondents	N=	99	100%

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

Operating Expenses in FY2024

Category	Percentage
$1 to $49,999	12%
$50,000 to $99,999	6%
$100,000 to $249,999	14%
$250,000 to $499,999	20%
$500,000 to $999,999	15%
$1,000,000 to $1,999,999	13%
$2,000,000 to $4,999,999	9%
$5,000,000 to $9,999,999	5%
$10,000,000 to $19,999,999	5%
$20,000,000 +	3%

Operating Expenses in FY2024		Total #	% of Total
$1 to $49,999		12	12%
$50,000 to $99,999		6	6%
$100,000 to $249,999		14	14%
$250,000 to $499,999		20	20%
$500,000 to $999,999		15	15%
$1,000,000 to $1,999,999		13	13%
$2,000,000 to $4,999,999		9	9%
$5,000,000 to $9,999,999		5	5%
$10,000,000 to $19,999,999		5	5%
$20,000,000 +		3	3%
Base = All Respondents	**N=**	**102**	**100%**

Approximately how many people did your organization serve in FY2024?

People Served in FY2024

Category	Percentage
1 to 249	22%
250 to 499	14%
500 to 999	10%
1,000 to 2,499	18%
2,500 to 4,999	7%
5,000 to 9,999	15%
10,000 to 24,999	5%
25,000 to 99,999	5%
100,000 to 249,999	3%
250,000+	3%

People Served in FY2024		Total #	% of Total
1 to 249		22	22%
250 to 499		14	14%
500 to 999		10	10%
1,000 to 2,499		18	18%
2,500 to 4,999		7	7%
5,000 to 9,999		15	15%
10,000 to 24,999		5	5%
25,000 to 99,999		5	5%
100,000 to 249,999		3	3%
250,000+		3	3%
Base = All Respondents	**N=**	**102**	**100%**

What are the <u>three</u> most critical needs of the broader community in which your organization does most of its work?
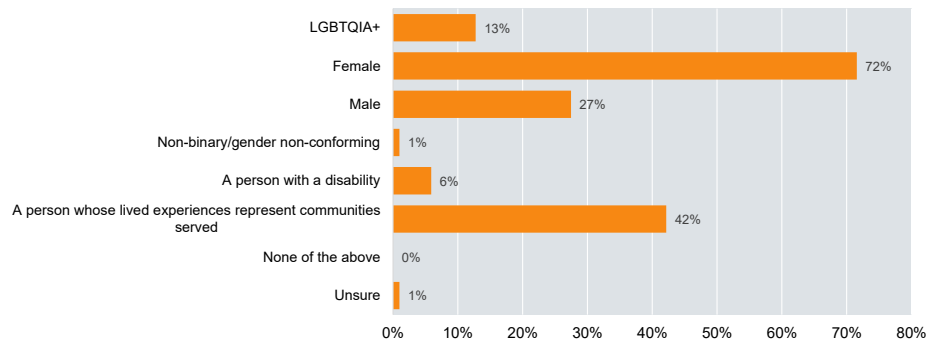
Top 3 Critical Needs of the Community in Which Organization Works

Category	Rank 1 (most critical)	Rank 2	Rank 3
Access to capital	5%	3%	5%
Access to medical care	5%	3%	5%
Access to mental and behavioral health services	3%	4%	10%
Affordable housing	26%	11%	1%
Childcare/Early childhood education	4%	3%	3%
Community building	4%	4%	13%
Cultural opportunities (theater, museums, etc.)	7%	3%	4%
Disaster preparedness and relief	2%	3%	5%
Economic development	4%	6%	4%
Environmental health and resilience (clean air, water, etc)	1%	9%	5%
Financial security/stability/capability	15%	18%	8%
Food security	2%	14%	7%
Improving K-12 education/Readiness for post-secondary education	5%	3%	5%
Racial Justice/Advancing racial equity	1%	0%	2%
Reproductive education and abortion services	0%		
Services for immigrants/refugees	0%	2%	2%
Services for people experiencing homelessness	4%	5%	7%
Youth programs and services	5%	5%	7%
Other	7%	2%	2%

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

LGBTQIA+	13%
Female	72%
Male	27%
Non-binary/gender non-conforming	1%
A person with a disability	6%
A person whose lived experiences represent communities served	42%
None of the above	0%
Unsure	1%

Identity of Organizational Leader	Total #	% of Total
LGBTQIA+	13	13%
Female	73	72%
Male	28	27%
Non-binary/gender non-conforming	1	1%
A person with a disability	6	6%
A person whose lived experiences represent communities served	43	42%
None of the above	0	0%
Unsure	1	1%
Base = All Respondents	**N= 102**	

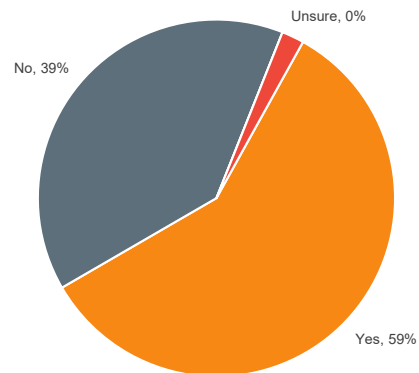**Does your organizational leader (Executive Director/CEO/President) identify as…? (select all that apply)**

Identity of Organizational Leader - Race/Ethnicity
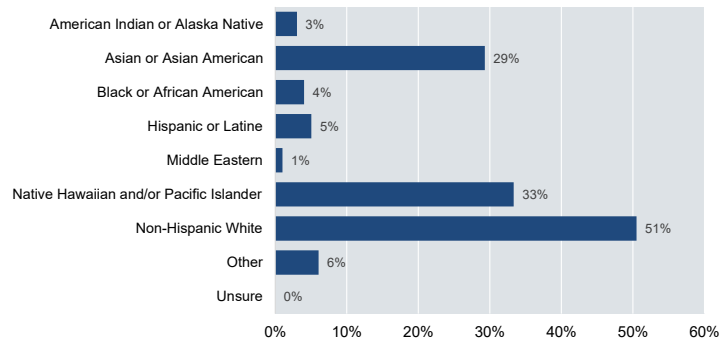
Identity of Organizational Leader - Race/Ethnicity		Total #	% of Total
American Indian or Alaska Native		3	3%
Asian or Asian American		29	29%
Black or African American		4	4%
Hispanic or Latine		5	5%
Middle Eastern		1	1%
Native Hawaiian and/or Pacific Islander		33	33%
Non-Hispanic White		50	51%
Other		6	6%
Unsure		0	0%
Base = All Respondents	**N=**	**99**	

**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		58	59%
No		39	39%
Unsure		0	0%
Other		2	2%
Base = All Respondents	**N=**	**99**	**100%**

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

Tenure of Organizational Leader
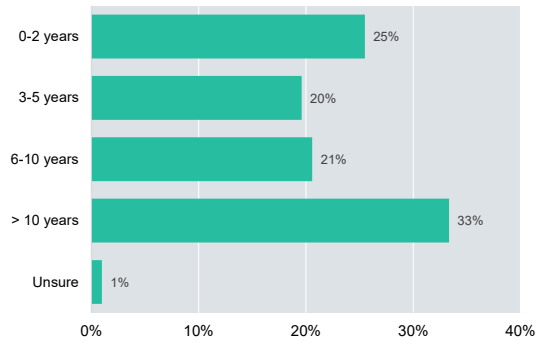
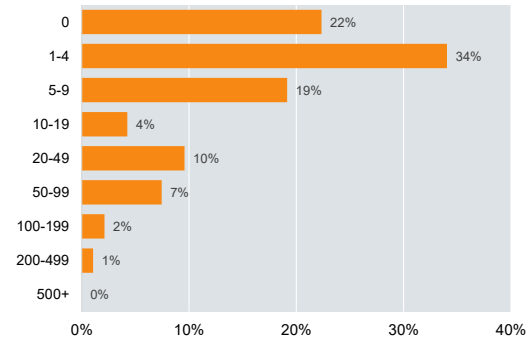| Tenure of Organizational Leader		Total #	% of Total
0-2 years		26	25%
3-5 years		20	20%
6-10 years		21	21%
> 10 years		34	33%
Unsure		1	1%
Base = All Respondents	N=	102	100%

How many full time staff did you employ in FY2024?

Full Time Staff in FY2024

Full Time Staff in FY2024		Total #	% of Total
0		21	22%
1-4		32	34%
5-9		18	19%
10-19		4	4%
20-49		9	10%
50-99		7	7%
100-199		2	2%
200-499		1	1%
500+		0	0%
Base = All Respondents	**N=**	**94**	**100%**

Category	Value
0	22%
1-4	34%
5-9	19%
10-19	4%
20-49	10%
50-99	7%
100-199	2%
200-499	1%
500+	0%

How many part time staff did you employ in FY2024?

Part Time Staff in FY2024
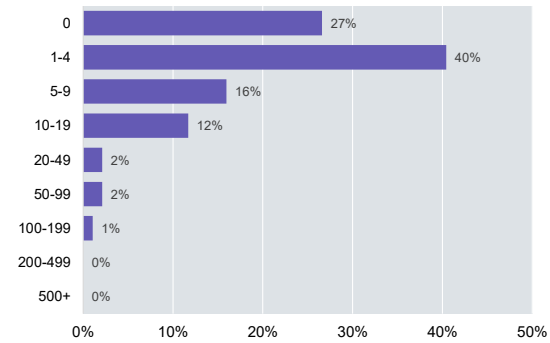
Part Time Staff in FY2024		Total #	% of Total
0		25	27%
1-4		38	40%
5-9		15	16%
10-19		11	12%
20-49		2	2%
50-99		2	2%
100-199		1	1%
200-499		0	0%
500+		0	0%
Base = All Respondents	**N=**	**94**	**100%**

Category	Value
0	27%
1-4	40%
5-9	16%
10-19	12%
20-49	2%
50-99	2%
100-199	1%
200-499	0%
500+	0%

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

Total Staff (Full Time and Part Time) in FY2024
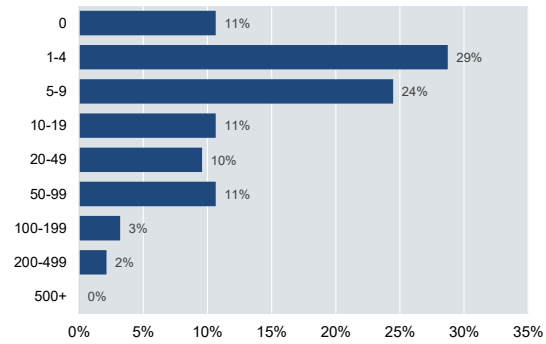
| Total Staff (Full Time and Part Time) in FY2024		Total #	% of Total
0		10	11%
1-4		27	29%
5-9		23	24%
10-19		10	11%
20-49		9	10%
50-99		10	11%
100-199		3	3%
200-499		2	2%
500+		0	0%
Base = All Respondents	**N=**	**94**	**100%**

Chart — Total Staff (Full Time and Part Time) in FY2024:
- 0: 11%
- 1-4: 29%
- 5-9: 24%
- 10-19: 11%
- 20-49: 10%
- 50-99: 11%
- 100-199: 3%
- 200-499: 2%
- 500+: 0%

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

Staff Turnover in FY2024
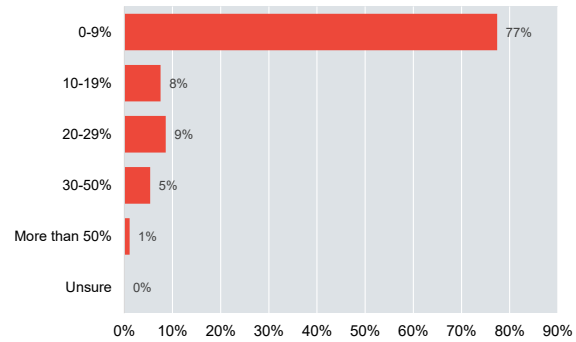
Staff Turnover in FY2024		Total #	% of Total
0-9%		72	77%
10-19%		7	8%
20-29%		8	9%
30-50%		5	5%
More than 50%		1	1%
Unsure		0	0%
Base = All Respondents	**N=**	**93**	**100%**

Chart — Staff Turnover in FY2024:
- 0-9%: 77%
- 10-19%: 8%
- 20-29%: 9%
- 30-50%: 5%
- More than 50%: 1%
- Unsure: 0%

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

Salary Expense in FY2024
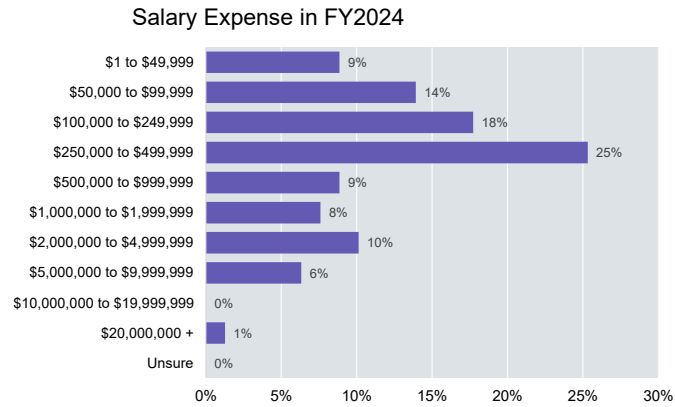
Salary Expense in FY2024		Total #	% of Total
$1 to $49,999		7	9%
$50,000 to $99,999		11	14%
$100,000 to $249,999		14	18%
$250,000 to $499,999		20	25%
$500,000 to $999,999		7	9%
$1,000,000 to $1,999,999		6	8%
$2,000,000 to $4,999,999		8	10%
$5,000,000 to $9,999,999		5	6%
$10,000,000 to $19,999,999		0	0%
$20,000,000 +		1	1%
Unsure		0	0%
Base = All Respondents	**N=**	**79**	**100%**

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

Benefits Made Available in FY2024
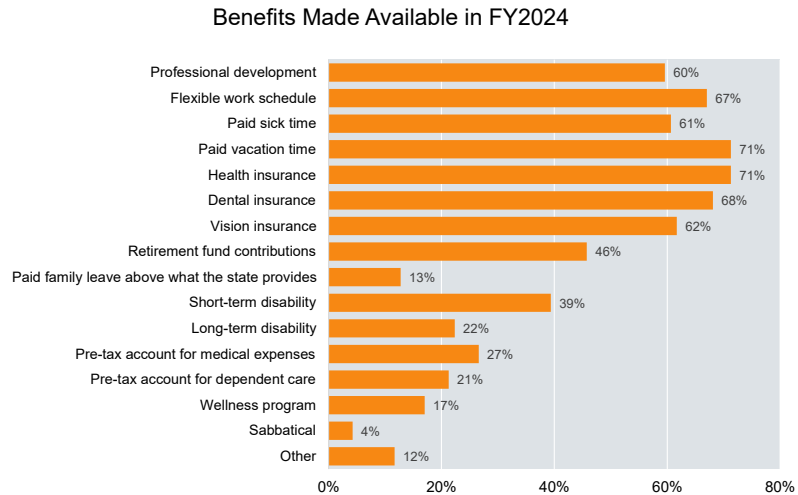
Benefits Made Available in FY2024		Total #	% of Total
Professional development		56	60%
Flexible work schedule		63	67%
Paid sick time		57	61%
Paid vacation time		67	71%
Health insurance		67	71%
Dental insurance		64	68%
Vision insurance		58	62%
Retirement fund contributions		43	46%
Paid family leave above what the state provides		12	13%
Short-term disability		37	39%
Long-term disability		21	22%
Pre-tax account for medical expenses		25	27%
Pre-tax account for dependent care		20	21%
Wellness program		16	17%
Sabbatical		4	4%
Other		11	12%
Base = All Respondents	**N=**	**94**	

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

Staff-Related Actions Taken in FY2024
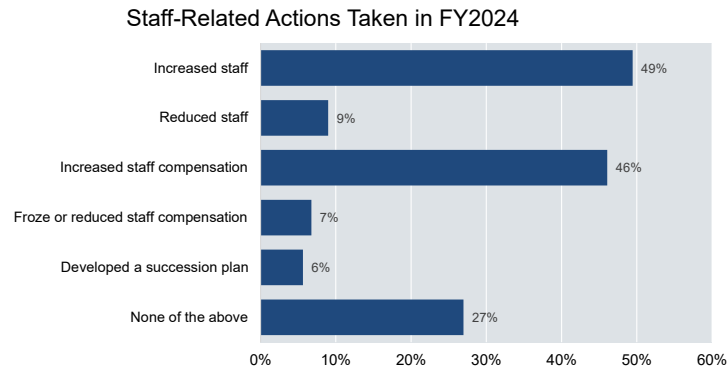
| Staff-Related Actions Taken in FY2024		Total #	% of Total
Increased staff		44	49%
Reduced staff		8	9%
Increased staff compensation		41	46%
Froze or reduced staff compensation		6	7%
Developed a succession plan		5	6%
None of the above		24	27%
Base = All Respondents	N=	**89**	

Increased staff — 49%
Reduced staff — 9%
Increased staff compensation — 46%
Froze or reduced staff compensation — 7%
Developed a succession plan — 6%
None of the above — 27%

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	34%	39%	16%	8%	3%
Employing enough staff to do all the operational/administrative work	38%	30%	25%	6%	1%
Finding staff with the right skill sets	39%	33%	16%	11%	1%
High cost of living where your organization is located	58%	27%	9%	5%	1%
Identifying and developing your organization's next generation of leaders	20%	34%	31%	12%	2%
Providing for staff wellness (e.g. flexible hours, working from home)	3%	25%	55%	15%	2%
Executive Director/senior leadership burnout	24%	31%	32%	13%	0%
Staff burnout	21%	40%	31%	9%	0%
Some other management challenge	11%	7%	27%	39%	16%

■ 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
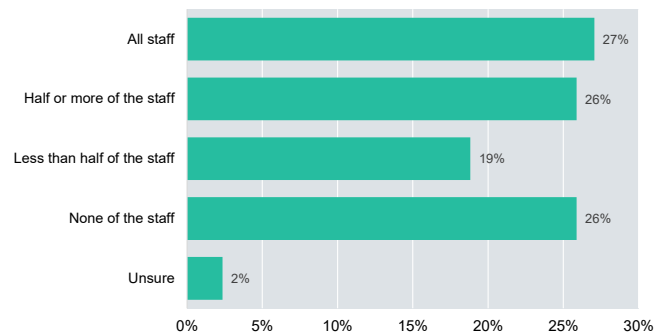
Full Time Staff Paid a Living Wage		Total #	% of Total
All staff		23	27%
Half or more of the staff		22	26%
Less than half of the staff		16	19%
None of the staff		22	26%
Unsure		2	2%
Base = All Respondents	**N=**	**85**	**100%**

- All staff: 27%
- Half or more of the staff: 26%
- Less than half of the staff: 19%
- None of the staff: 26%
- Unsure: 2%

What are the top two structurual 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
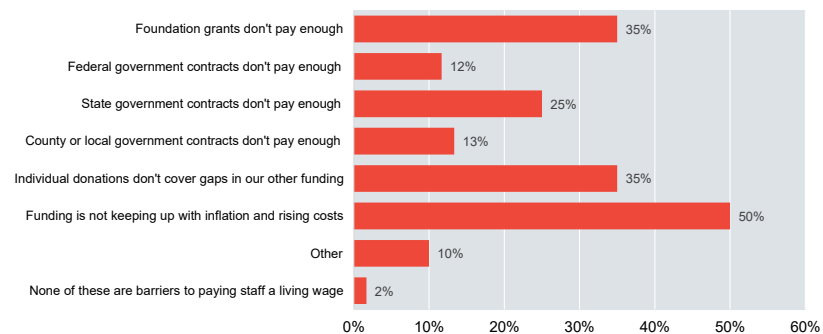
Top Two Barriers to Paying All Staff a Living Wage		Total #	% of Total
Foundation grants don't pay enough		21	35%
Federal government contracts don't pay enough		7	12%
State government contracts don't pay enough		15	25%
County or local government contracts don't pay enough		8	13%
Individual donations don't cover gaps in our other funding		21	35%
Funding is not keeping up with inflation and rising costs		30	50%
Other		6	10%
None of these are barriers to paying staff a living wage		1	2%
Base = Respondents Unable to Pay All Full Time Staff a Living Wage	**N=**	**60**	

- Foundation grants don't pay enough: 35%
- Federal government contracts don't pay enough: 12%
- State government contracts don't pay enough: 25%
- County or local government contracts don't pay enough: 13%
- Individual donations don't cover gaps in our other funding: 35%
- Funding is not keeping up with inflation and rising costs: 50%
- Other: 10%
- None of these are barriers to paying staff a living wage: 2%

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

Between FY2023 and FY2024, Did Service Demand...
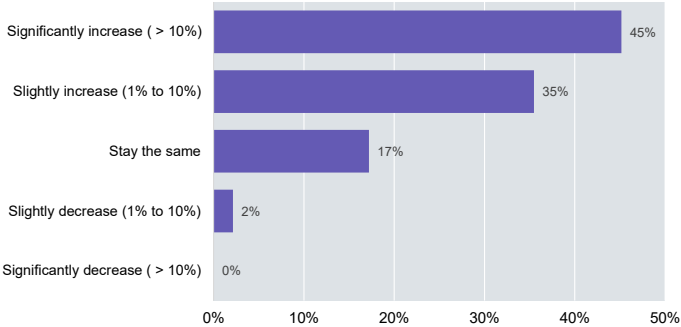
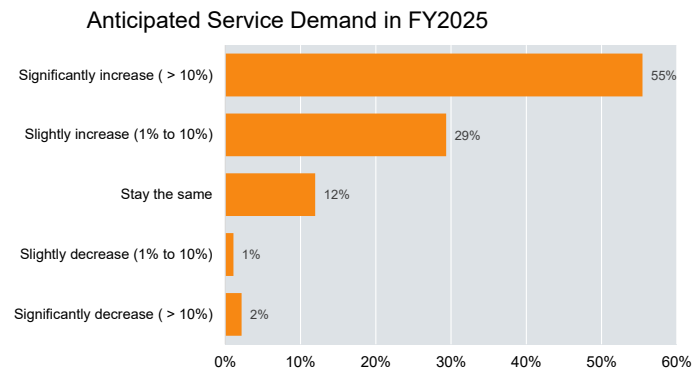| Between FY2023 and FY2024, Did Service Demand…		Total #	% of Total
Significantly increase (> 10%)		42	45%
Slightly increase (1% to 10%)		33	35%
Stay the same		16	17%
Slightly decrease (1% to 10%)		2	2%
Significantly decrease (> 10%)		0	0%
Base = All Respondents	**N=**	**93**	**100%**

In FY2024, was your organization able to fully meet the demand for its services?
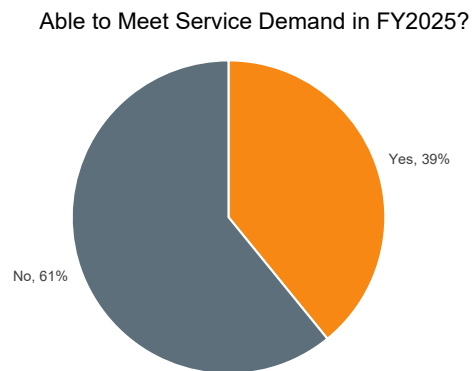
Able to Meet Service Demand in FY2024?
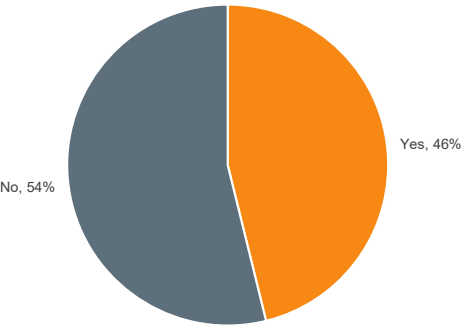
Able to Meet Service Demand in FY2024?		Total #	% of Total
Yes		42	46%
No		49	54%
Base = All Respondents	**N=**	**91**	**100%**

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%)		51	55%
Slightly increase (1% to 10%)		27	29%
Stay the same		11	12%
Slightly decrease (1% to 10%)		1	1%
Significantly decrease (> 10%)		2	2%
Base = All Respondents	N=	**92**	**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?

Able to Meet Service Demand in FY2025?		Total #	% of Total
Yes		36	39%
No		56	61%
Base = All Respondents	N=	**92**	**100%**

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

Major Focus Areas
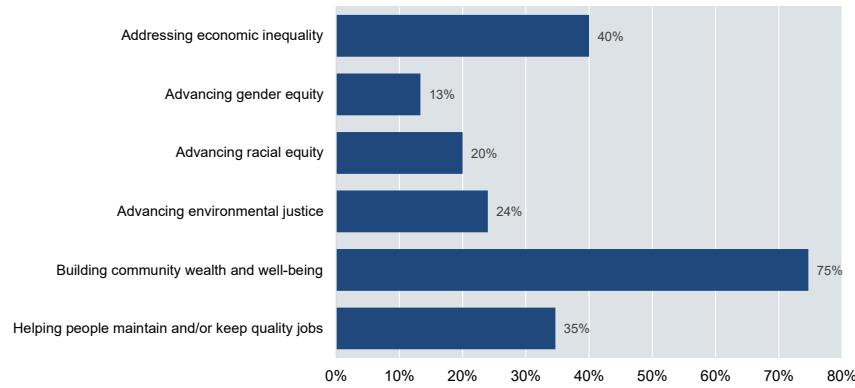
Major Focus Areas		Total #	% of Total
Addressing economic inequality		30	40%
Advancing gender equity		10	13%
Advancing racial equity		15	20%
Advancing environmental justice		18	24%
Building community wealth and well-being		56	75%
Helping people maintain and/or keep quality jobs		26	35%
Base = All Respondents	N=	75	

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
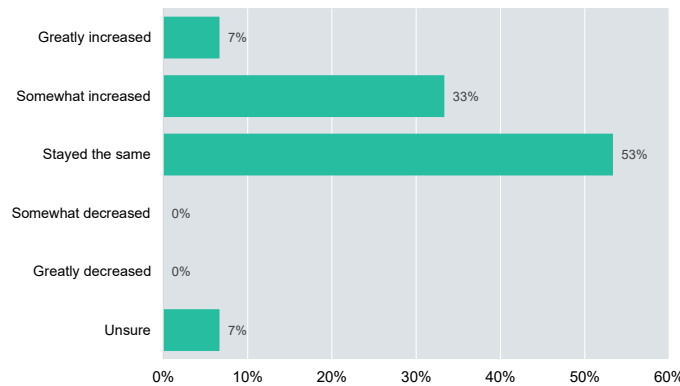
Change in Focus on Advancing Racial Equity Over the Last Year		Total #	% of Total
Greatly increased		1	7%
Somewhat increased		5	33%
Stayed the same		8	53%
Somewhat decreased		0	0%
Greatly decreased		0	0%
Unsure		1	7%
Base = Respondents with a Major Focus on Advancing Racial Equity	N=	15	100%

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

Barriers to Advancing Racial Equity in FY2024

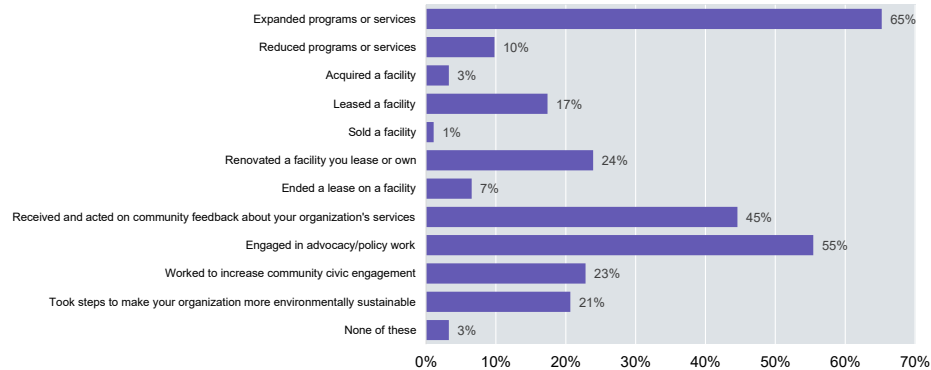|	
Limited staffing and/or capacity	54%
Promised funds for racial equity work did not materialize/were not delivered	23%
Lack of new racial equity funding available	23%
Social pressure form donors and/or stakeholders	15%
Federal or state laws/policies making it harder to do racial equity work	23%
Unfavorable/uncertain legal environment	8%
We have not experienced any barriers	46%
Other	0%
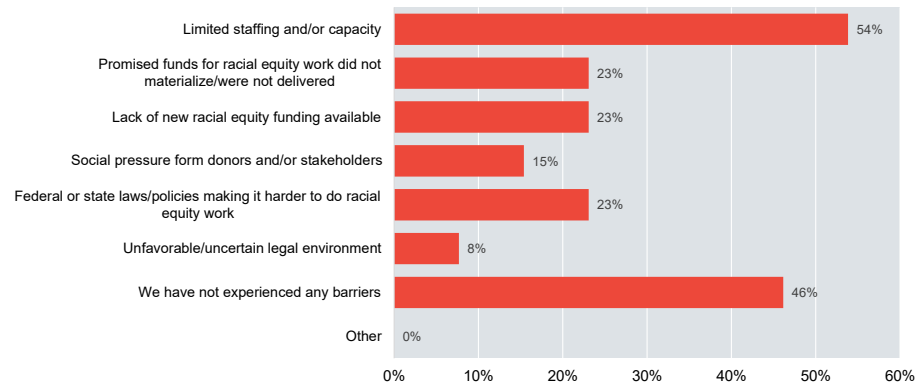
Barriers to Advancing Racial Equity in FY2024	Total #	% of Total
Limited staffing and/or capacity	7	54%
Promised funds for racial equity work did not materialize/were not delivered	3	23%
Lack of new racial equity funding available	3	23%
Social pressure form donors and/or stakeholders	2	15%
Federal or state laws/policies making it harder to do racial equity work	3	23%
Unfavorable/uncertain legal environment	1	8%
We have not experienced any barriers	6	46%
Other	0	0%
N = Respondents with a Major Focus on Advancing Racial Equity	**N=**	**13**

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

Operational Actions Taken in FY2024

Expanded programs or services	65%
Reduced programs or services	10%
Acquired a facility	3%
Leased a facility	17%
Sold a facility	1%
Renovated a facility you lease or own	24%
Ended a lease on a facility	7%
Received and acted on community feedback about your organization's services	45%
Engaged in advocacy/policy work	55%
Worked to increase community civic engagement	23%
Took steps to make your organization more environmentally sustainable	21%
None of these	3%

Operational Actions Taken in FY2024	Total #	% of Total
Expanded programs or services	60	65%
Reduced programs or services	9	10%
Acquired a facility	3	3%
Leased a facility	16	17%
Sold a facility	1	1%
Renovated a facility you lease or own	22	24%
Ended a lease on a facility	6	7%
Received and acted on community feedback about your organization's services	41	45%
Engaged in advocacy/policy work	51	55%
Worked to increase community civic engagement	21	23%
Took steps to make your organization more environmentally sustainable	19	21%
None of these	3	3%
Base = All Respondents	**N=**	**92**

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	12%	33%	33%	18%	4%
Inadequate or outdated technology	15%	46%	29%	10%	0%
Information security	10%	26%	52%	10%	2%
Challenges with insurance coverage	16%	35%	37%	10%	2%
Effective internal communication	8%	29%	59%	1%	3%
Acquiring a facility	13%	8%	31%	47%	1%
Maintaining a facility	13%	27%	29%	30%	1%
Ensuring compliance with funding requirements	10%	29%	53%	8%	1%
Obtaining an audit	9%	11%	45%	33%	2%
Obtaining legal advice	2%	19%	47%	29%	2%
Physical security	5%	18%	54%	22%	1%
Some other operational challenge	10%	11%	33%	33%	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	43%	28%	9%	10%	10%
2024 State elections	10%	23%	35%	24%	8%
2024 County or Local elections	13%	21%	36%	22%	8%
Changes to state abortion laws/policies after Supreme Court overturned Roe v. Wade	5%	7%	20%	58%	10%
Judicial decisions striking down affirmative action	8%	19%	19%	41%	14%
Changes to immigration laws and policies	12%	18%	22%	37%	11%
Policies and backlash against LGBTQIA+ rights	9%	21%	14%	42%	14%
General pullback from and decline in commitment to DEI initiatives	25%	27%	15%	23%	9%
High costs dues to inflation	47%	34%	14%	3%	1%
Instances of politically or racially motivated violence and threats of violence	5%	14%	29%	40%	12%
Extreme weather events, such as hurricanes, droughts, and wildfires	37%	31%	11%	16%	4%

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
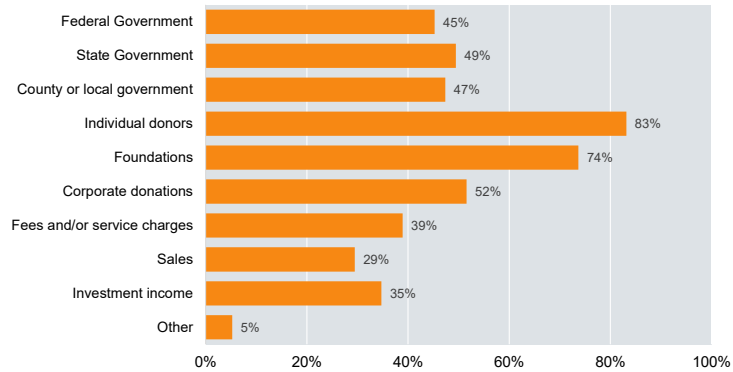
Revenue Sources in FY2024		Total #	% of Total
Federal Government		43	45%
State Government		47	49%
County or local government		45	47%
Individual donors		79	83%
Foundations		70	74%
Corporate donations		49	52%
Fees and/or service charges		37	39%
Sales		28	29%
Investment income		33	35%
Other		5	5%
Base = All Respondents	N=	95	

Chart — Revenue Sources in FY2024:
- Federal Government: 45%
- State Government: 49%
- County or local government: 47%
- Individual donors: 83%
- Foundations: 74%
- Corporate donations: 52%
- Fees and/or service charges: 39%
- Sales: 29%
- Investment income: 35%
- Other: 5%

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

Two Largest Revenue Sources in FY2024
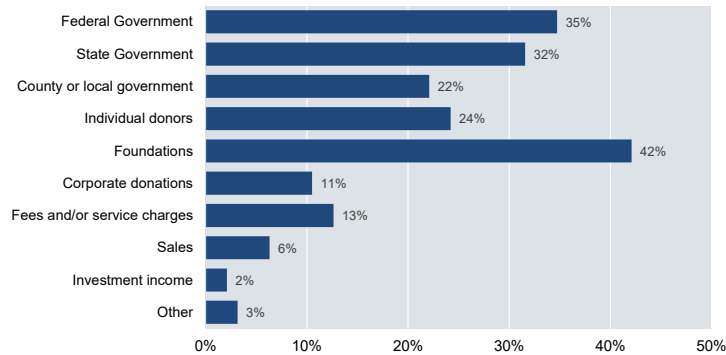
Two Largest Revenue Sources in FY2024		Total #	% of Total
Federal Government		33	35%
State Government		30	32%
County or local government		21	22%
Individual donors		23	24%
Foundations		40	42%
Corporate donations		10	11%
Fees and/or service charges		12	13%
Sales		6	6%
Investment income		2	2%
Other		3	3%
Base = All Respondents	N=	95	

Chart — Two Largest Revenue Sources in FY2024:
- Federal Government: 35%
- State Government: 32%
- County or local government: 22%
- Individual donors: 24%
- Foundations: 42%
- Corporate donations: 11%
- Fees and/or service charges: 13%
- Sales: 6%
- Investment income: 2%
- Other: 3%

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

Changes in Revenue Sources Between FY2023 and FY2024

Source	Increased	Stayed the Same	Decreased	N/A	Unsure
Federal Government	26%	22%	11%	41%	1%
State Government	17%	33%	10%	40%	0%
County or local government	15%	34%	13%	37%	1%
Individual donors	29%	38%	23%	7%	2%
Foundations	40%	28%	17%	13%	2%
Corporate donations	20%	27%	18%	32%	3%
Fees and/or service charges	22%	22%	10%	46%	0%
Sales	12%	22%	9%	54%	3%
Investment income	28%	15%	1%	54%	2%

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

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

Ever Applied for a Goverment Grant or Contract?

No, 17%
Yes, 83%

| Ever Applied for a Government Grant or Contract?		Total #	% of Total
Yes		79	83%
No		16	17%
Base = All Respondents	**N=**	**95**	**100%**
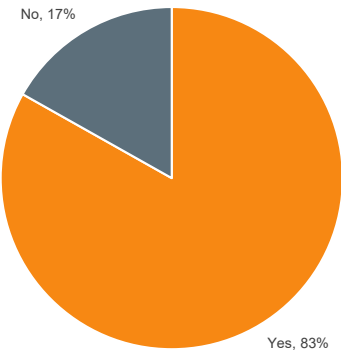
You indicated that your organization has never applied for government funding. Please indicate the reasons you have not. (select all that apply)

Reason for Not Applying for Government Funding
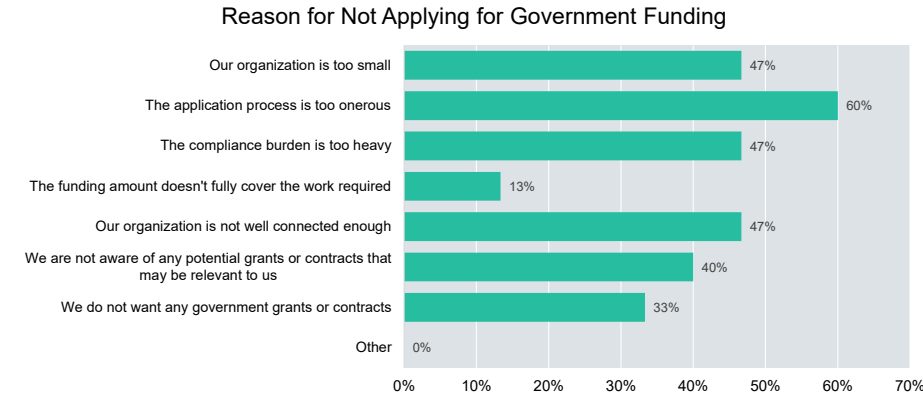
Reason for Not Applying for Government Funding	Total #	% of Total
Our organization is too small	7	47%
The application process is too onerous	9	60%
The compliance burden is too heavy	7	47%
The funding amount doesn't fully cover the work required	2	13%
Our organization is not well connected enough	7	47%
We are not aware of any potential grants or contracts that may be relevant to us	6	40%
We do not want any government grants or contracts	5	33%
Other	0	0%
Base = Respondents Who Never Applied for Government Funding N=	**15**	

After submitting an invoice for services rendered on a FY2024 government grant or contract, when did you typically receive payment?
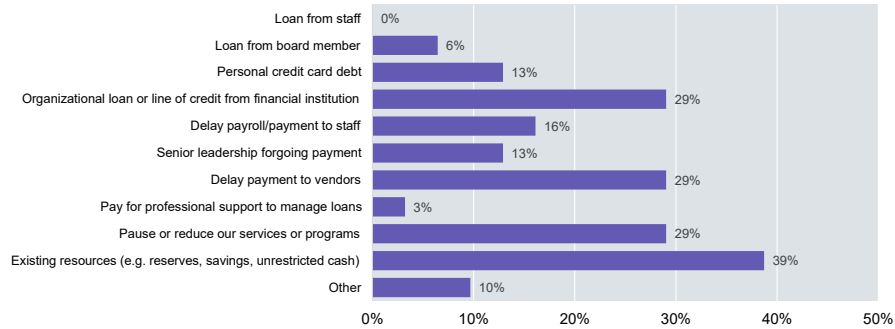
How Long Did it Take to Receive Payment from Gov't in FY2024?
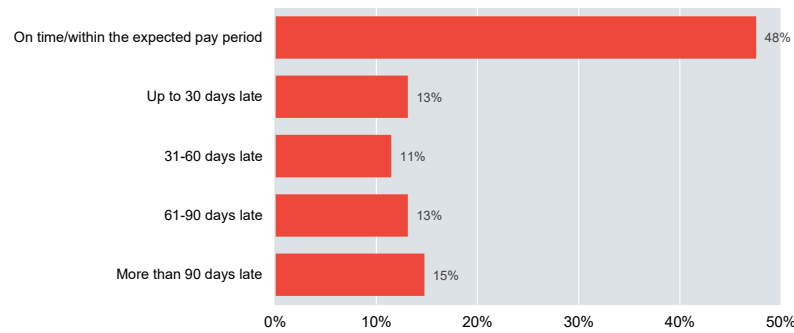
How Long Did it Take to Receive Payment from Gov't in FY2024?	Total #	% of Total
On time/within the expected pay period	29	48%
Up to 30 days late	8	13%
31-60 days late	7	11%
61-90 days late	8	13%
More than 90 days late	9	15%
Base = Respondents Receiving Government Funding in FY2024 N=	**61**	**100%**

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

How Have You Coped with Government Payment Delays?

Category	%
Loan from staff	0%
Loan from board member	6%
Personal credit card debt	13%
Organizational loan or line of credit from financial institution	29%
Delay payroll/payment to staff	16%
Senior leadership forgoing payment	13%
Delay payment to vendors	29%
Pay for professional support to manage loans	3%
Pause or reduce our services or programs	29%
Existing resources (e.g. reserves, savings, unrestricted cash)	39%
Other	10%

How Have You Coped with Government Payment Delays?		Total #	% of Total
Loan from staff		0	0%
Loan from board member		2	6%
Personal credit card debt		4	13%
Organizational loan or line of credit from financial institution		9	29%
Delay payroll/payment to staff		5	16%
Senior leadership forgoing payment		4	13%
Delay payment to vendors		9	29%
Pay for professional support to manage loans		1	3%
Pause or reduce our services or programs		9	29%
Existing resources (e.g. reserves, savings, unrestricted cash)		12	39%
Other		3	10%
Base = Respondents Receiving Late Government Payment in FY2024	**N=**	**31**	

Thinking about government grants or contracts you received in FY2024, what was the typical indirect rate you were allowed to charge?
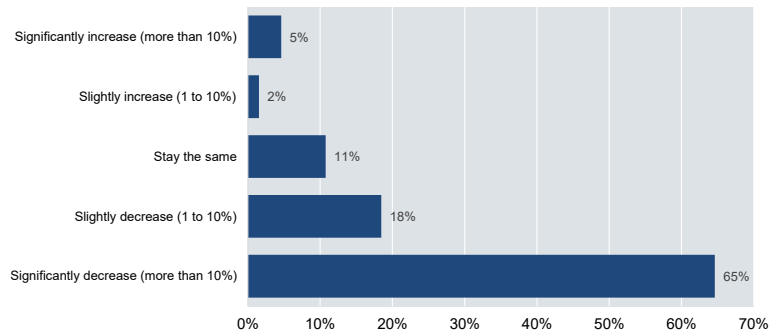
What Indirect Rate Were You Allowed to Charge in FY2024?

Category	%
0-5%	17%
6-10%	54%
11-15%	21%
16-20%	6%
21% or more	2%
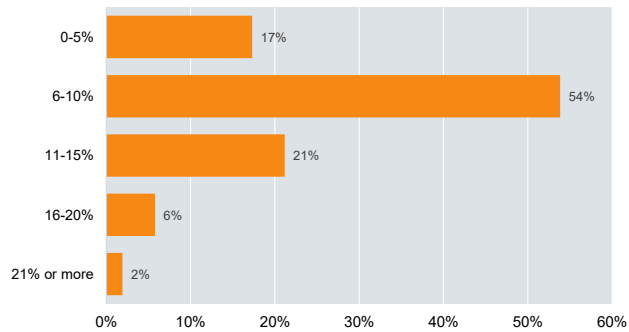
What Indirect Rate Were You Allowed to Charge in FY2024?		Total #	% of Total
0-5%		9	17%
6-10%		28	54%
11-15%		11	21%
16-20%		3	6%
21% or more		1	2%
Base = Respondents Receiving Government Funding in FY2024	**N=**	**52**	**100%**

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%)	5%
Slightly increase (1 to 10%)	2%
Stay the same	11%
Slightly decrease (1 to 10%)	18%
Significantly decrease (more than 10%)	65%

Anticipated Change in Gov't Funding as a Result of 2024 Election		Total #	% of Total
Significantly increase (more than 10%)		3	5%
Slightly increase (1 to 10%)		1	2%
Stay the same		7	11%
Slightly decrease (1 to 10%)		12	18%
Significantly decrease (more than 10%)		42	65%
Base = Respondents Receiving Government Funding in FY2024	**N=**	**65**	**100%**

Did your organization finish FY2024 with:

Operating Results in FY2024

Category	Value
A significant operating surplus (more than 10%)	20%
A slight operating surplus (1% to 10%)	41%
Break-even financials	17%
A slight operating deficit (1% to 10%)	13%
A significant operating deficit (more than 10%)	9%
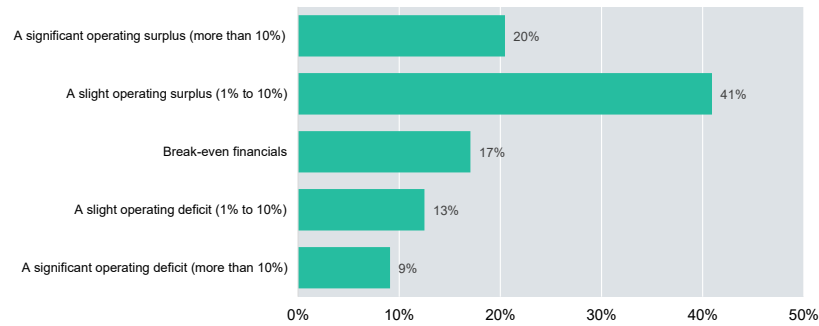
Operating Results in FY2024		Total #	% of Total
A significant operating deficit (more than 10%)		8	9%
A slight operating deficit (1% to 10%)		11	13%
Break-even financials		15	17%
A slight operating surplus (1% to 10%)		36	41%
A significant operating surplus (more than 10%)		18	20%
Base = All Respondents	**N=**	**88**	**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
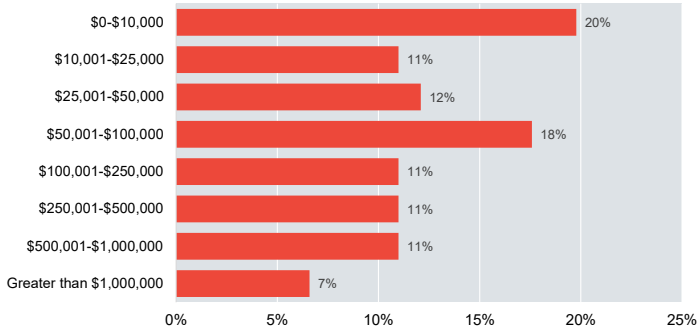
| Amount Spent on Local Vendors in FY2024		Total #	% of Total
$0-$10,000		18	20%
$10,001-$25,000		10	11%
$25,001-$50,000		11	12%
$50,001-$100,000		16	18%
$100,001-$250,000		10	11%
$250,001-$500,000		10	11%
$500,001-$1,000,000		10	11%
Greater than $1,000,000		6	7%
Base = All Respondents	**N=**	**91**	**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?
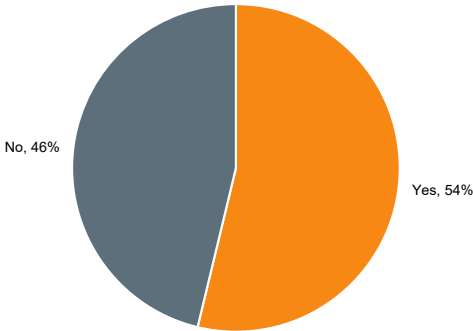
| Does Your Organization Have Reserve Funds?		Total #	% of Total
Yes		50	54%
No		43	46%
Base = All Respondents	**N=**	**93**	**100%**

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
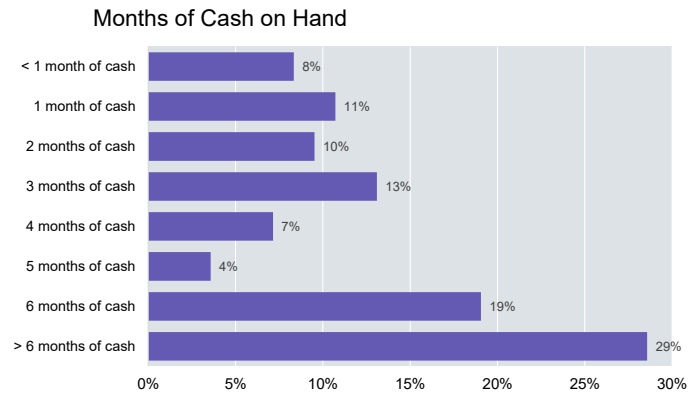
Months of Cash on Hand		Total #	% of Total
< 1 month of cash		7	8%
1 month of cash		9	11%
2 months of cash		8	10%
3 months of cash		11	13%
4 months of cash		6	7%
5 months of cash		3	4%
6 months of cash		16	19%
> 6 months of cash		24	29%
Base = All Respondents	**N=**	**84**	**100%**

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

Percentage of Unrestricted Grants and Donations in FY2024
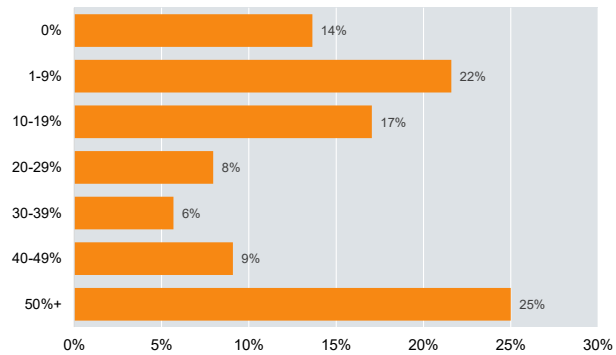
Percentage of Unrestricted Grants and Donations in FY2024		Total #	% of Total
0%		12	14%
1-9%		19	22%
10-19%		15	17%
20-29%		7	8%
30-39%		5	6%
40-49%		8	9%
50%+		22	25%
Base = All Respondents	**N=**	**88**	**100%**

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	45%	34%	16%	4%	1%
Delays in government funding that impacted cash flow	16%	18%	29%	36%	0%
Raising funds that cover full costs	41%	28%	18%	13%	0%
Raising unrestricted revenue	43%	30%	15%	11%	1%
Managing our expenses in this high-inflation environment	25%	38%	32%	4%	1%
Some other financial challenge	9%	15%	25%	42%	10%

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)
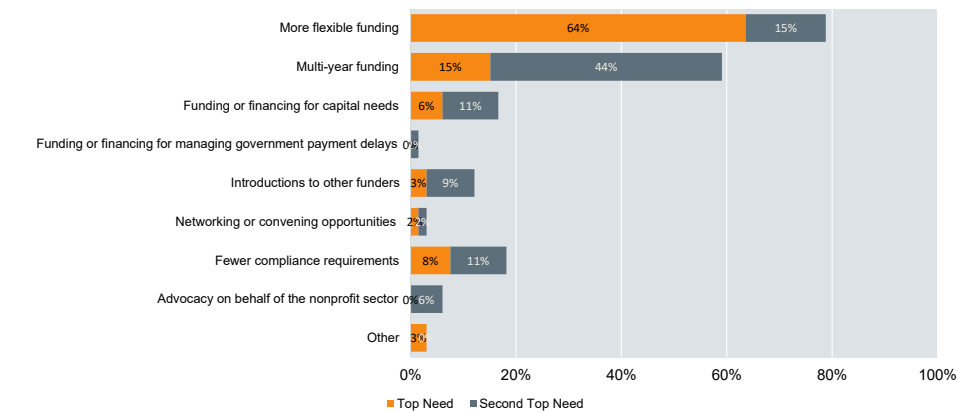
Changes in Foundation Funding Practices Since Late 2022

	42%
Foundation funders have been less restrictive with how we use grant funds	42%
Foundation funders have been more restrictive with how we use grant funds	22%
Foundation funders have made more multi-year grants	31%
Foundation funders have made fewer multi-year grants	22%
Grants have, on average, gotten smaller	41%
Grants have, on average, gotten larger	8%
Wait time to learn whether we've received a grant has gotten shorter	8%
Wait time to learn whether we've received a grant has gotten longer	29%
Grant application processes have gotten less complex	46%
Grant application processes have gotten more complex	29%
Grant reporting requirements have gotten less onerou/easier	32%
Grant reporting requirements have gotten more onerous/harder	29%

| Changes in Foundation Funding Practices Since Late 2022	Total #	% of Total
Foundation funders have been less restrictive with how we use grant funds	25	42%
Foundation funders have been more restrictive with how we use grant funds	13	22%
Foundation funders have made more multi-year grants	18	31%
Foundation funders have made fewer multi-year grants	13	22%
Grants have, on average, gotten smaller	24	41%
Grants have, on average, gotten larger	5	8%
Wait time to learn whether we've received a grant has gotten shorter	5	8%
Wait time to learn whether we've received a grant has gotten longer	17	29%
Grant application processes have gotten less complex	27	46%
Grant application processes have gotten more complex	17	29%
Grant reporting requirements have gotten less onerou/easier	19	32%
Grant reporting requirements have gotten more onerous/harder	17	29%
Base = Respondents Receiving Foundation Funding in FY2024	N= **59**	

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

Legend: ■ Top Need ■ Second Top Need

Category	Top Need	Second Top Need
More flexible funding	64%	15%
Multi-year funding	15%	44%
Funding or financing for capital needs	6%	11%
Funding or financing for managing government payment delays	0%	
Introductions to other funders	3%	9%
Networking or convening opportunities	2%	
Fewer compliance requirements	8%	11%
Advocacy on behalf of the nonprofit sector	0%	6%
Other	3%	

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

Have Loans and/or Lines of Credit?

No, 75%
Unsure, 1%
Yes, 24%
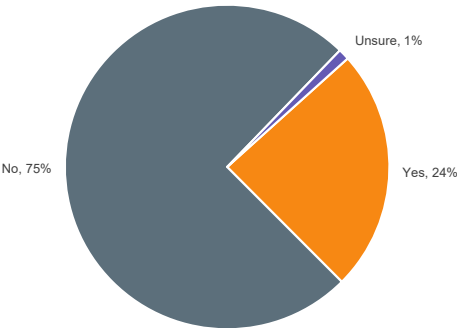
Have Loans and/or Lines of Credit?		Total #	% of Total
Yes		22	24%
No		68	75%
Unsure		1	1%
Base = All Respondents	**N=**	**91**	**100%**

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

Use of Loans and/or Lines of Credit
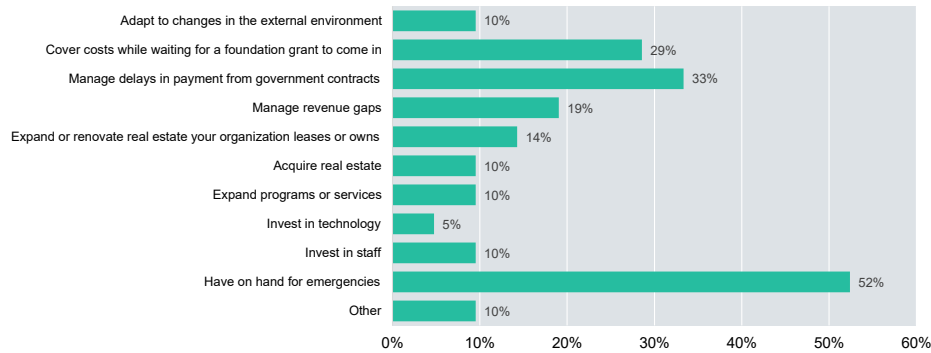
Use of Loans and/or Lines of Credit		Total #	% of Total
Adapt to changes in the external environment		2	10%
Cover costs while waiting for a foundation grant to come in		6	29%
Manage delays in payment from government contracts		7	33%
Manage revenue gaps		4	19%
Expand or renovate real estate your organization leases or owns		3	14%
Acquire real estate		2	10%
Expand programs or services		2	10%
Invest in technology		1	5%
Invest in staff		2	10%
Have on hand for emergencies		11	52%
Other		2	10%
Base = Respondents with Loans and/or Lines of Credit	N=	21	

Chart — Use of Loans and/or Lines of Credit:
- Adapt to changes in the external environment: 10%
- Cover costs while waiting for a foundation grant to come in: 29%
- Manage delays in payment from government contracts: 33%
- Manage revenue gaps: 19%
- Expand or renovate real estate your organization leases or owns: 14%
- Acquire real estate: 10%
- Expand programs or services: 10%
- Invest in technology: 5%
- Invest in staff: 10%
- Have on hand for emergencies: 52%
- Other: 10%

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

In FY2024, Did your Organization...?
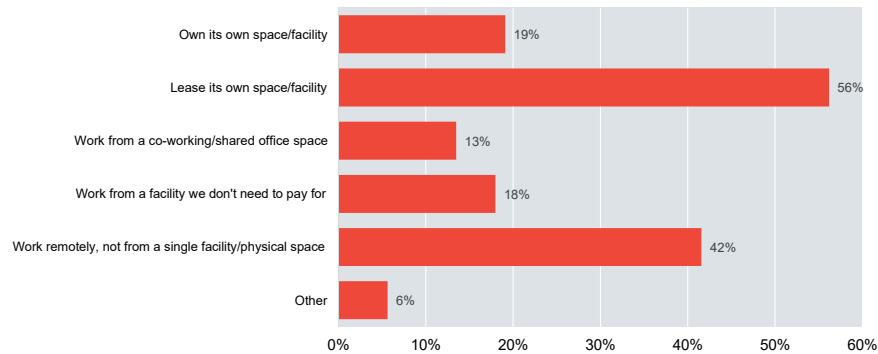
In FY2024, Did Your Organization...?		Total #	% of Total
Own its own space/facility		17	19%
Lease its own space/facility		50	56%
Work from a co-working/shared office space		12	13%
Work from a facility we don't need to pay for		16	18%
Work remotely, not from a single facility/physical space		37	42%
Other		5	6%
Base = All Respondents	N=	89	

Chart — In FY2024, Did your Organization...?:
- Own its own space/facility: 19%
- Lease its own space/facility: 56%
- Work from a co-working/shared office space: 13%
- Work from a facility we don't need to pay for: 18%
- Work remotely, not from a single facility/physical space: 42%
- Other: 6%

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
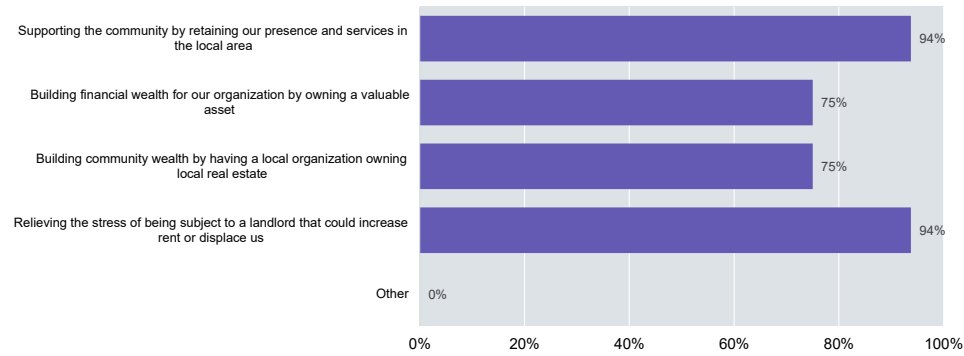
Benefits to Organization and/or Community of Owning a Facility		Total #	% of Total
Supporting the community by retaining our presence and services in the local area		15	94%
Building financial wealth for our organization by owning a valuable asset		12	75%
Building community wealth by having a local organization owning local real estate		12	75%
Relieving the stress of being subject to a landlord that could increase rent or displace us		15	94%
Other		0	0%
Base = Respondents Who Own a Facility	**N=**	**16**	

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

Would You Like to Own a Facility?
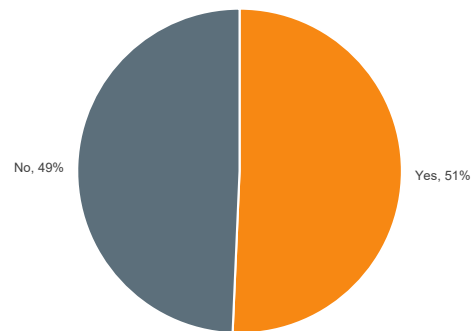
Would Your Organization Like to Own a Facility?		Total #	% of Total
Yes		37	51%
No		36	49%
Base = Respondents Who Do Not Own a Facility	**N=**	**73**	**100%**

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

Why Would Your Organization Like to Own a Facility?
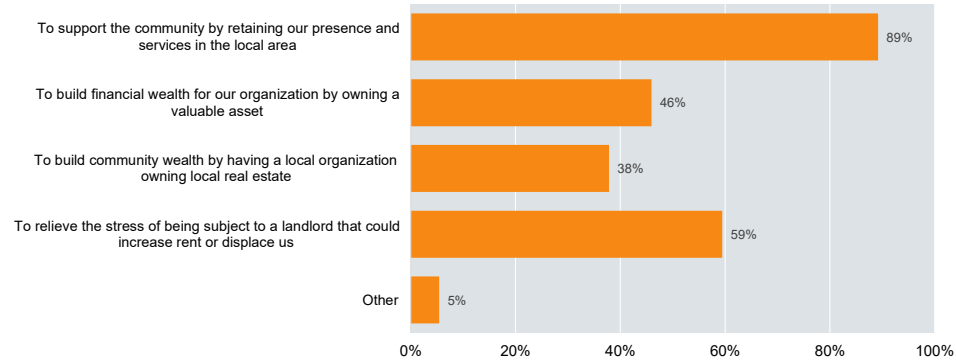
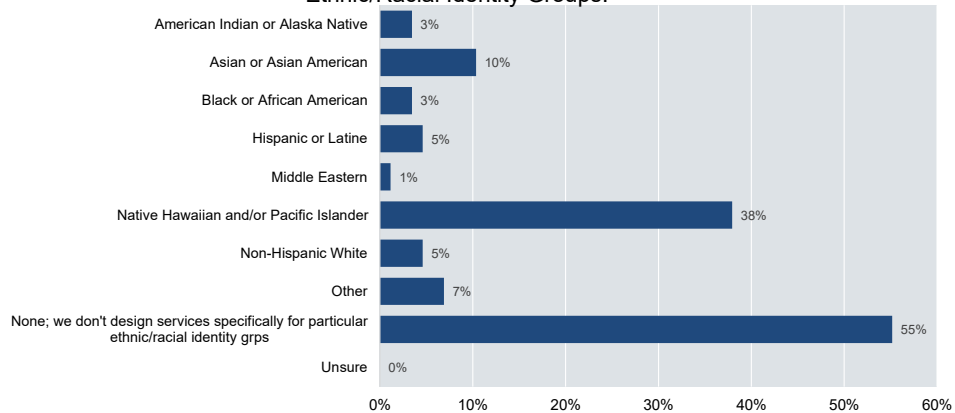| Category	Value
To support the community by retaining our presence and services in the local area	89%
To build financial wealth for our organization by owning a valuable asset	46%
To build community wealth by having a local organization owning local real estate	38%
To relieve the stress of being subject to a landlord that could increase rent or displace us	59%
Other	5%

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	33	89%
To build financial wealth for our organization by owning a valuable asset	17	46%
To build community wealth by having a local organization owning local real estate	14	38%
To relieve the stress of being subject to a landlord that could increase rent or displace us	22	59%
Other	2	5%
Base = Respondents Who Do Not Own a Facility And Would Like To N=	**37**	

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:

Category	Value
American Indian or Alaska Native	3%
Asian or Asian American	10%
Black or African American	3%
Hispanic or Latine	5%
Middle Eastern	1%
Native Hawaiian and/or Pacific Islander	38%
Non-Hispanic White	5%
Other	7%
None; we don't design services specifically for particular ethnic/racial identity grps	55%
Unsure	0%

We Provide Services Designed to Specifically and Directly Serve These Ethnic/Racial Identity Groups:	Total #	% of Total
American Indian or Alaska Native	3	3%
Asian or Asian American	9	10%
Black or African American	3	3%
Hispanic or Latine	4	5%
Middle Eastern	1	1%
Native Hawaiian and/or Pacific Islander	33	38%
Non-Hispanic White	4	5%
Other	6	7%
None; we don't design services specifically for particular ethnic/racial identity grps	48	55%
Unsure	0	0%
Base = All Respondents N=	**87**	

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:
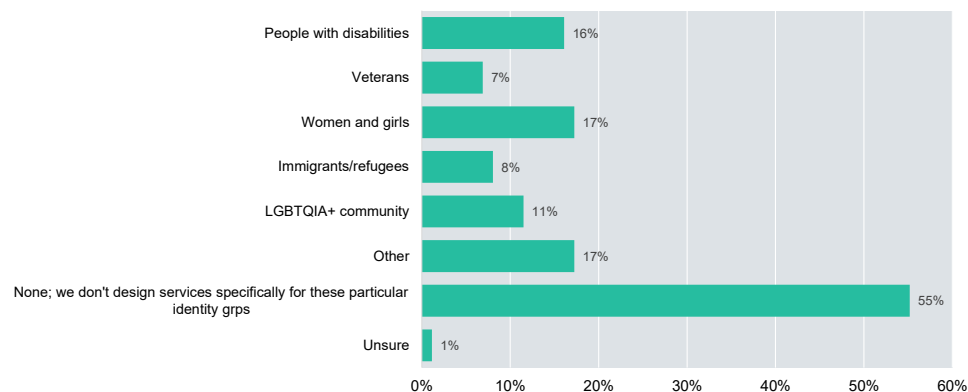
We Provide Services Designed to Specifically and Directly Serve These Identity Groups:	Total #	% of Total
People with disabilities	14	16%
Veterans	6	7%
Women and girls	15	17%
Immigrants/refugees	7	8%
LGBTQIA+ community	10	11%
Other	15	17%
None; we don't design services specifically for these particular identity grps	48	55%
Unsure	1	1%
Base = All Respondents N=	**87**	

People with disabilities — 16%
Veterans — 7%
Women and girls — 17%
Immigrants/refugees — 8%
LGBTQIA+ community — 11%
Other — 17%
None; we don't design services specifically for these particular identity grps — 55%
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	30%	13%	13%	41%	2%
The staff	25%	14%	20%	40%	2%
The board	22%	16%	24%	35%	2%