

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



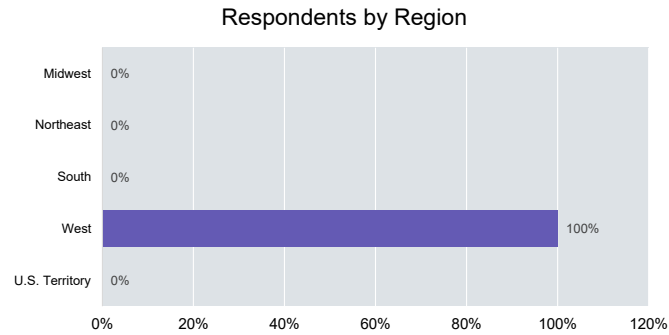
The State of the Nonprofit Sector Survey – Nonprofit Finance Fund’s tenth – collects data about US nonprofits’ health, including their collective challenges, successes, and the required investments to continue enriching millions of lives, and transforms this data into an accessible, evidence-based illustration 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 Los Angeles County** are shown below. A total of **197 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

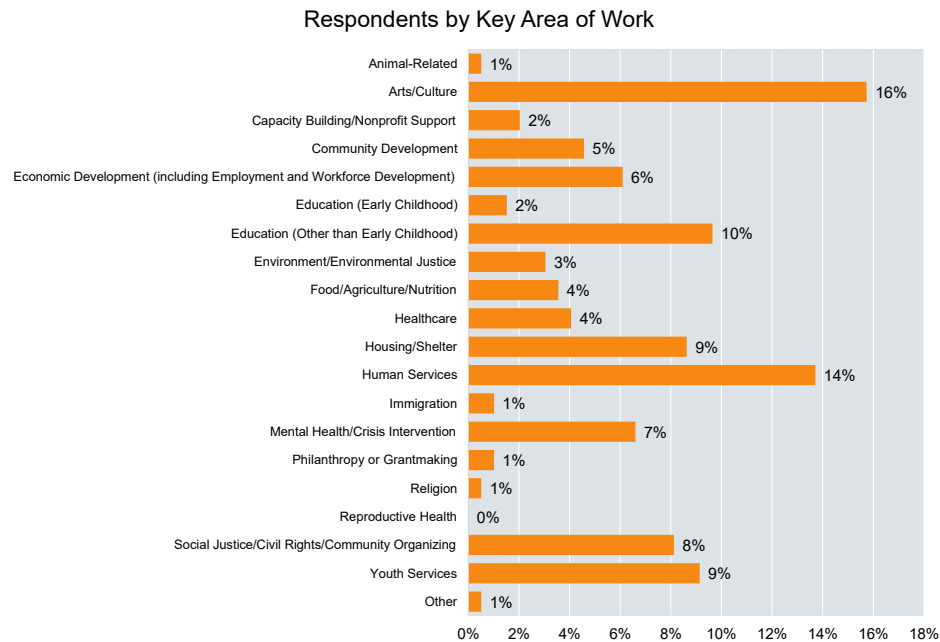
Respondents by State	Total #	% of Total
Alabama	0	0%
Alaska	0	0%
Arizona	0	0%
Arkansas	0	0%
California	197	100%
Colorado	0	0%
Connecticut	0	0%
Delaware	0	0%
Florida	0	0%
Georgia	0	0%
Hawaii	0	0%
Idaho	0	0%
Illinois	0	0%
Indiana	0	0%
Iowa	0	0%
Kansas	0	0%
Kentucky	0	0%
Louisiana	0	0%
Maine	0	0%
Maryland	0	0%
Massachusetts	0	0%
Michigan	0	0%
Minnesota	0	0%
Mississippi	0	0%
Missouri	0	0%
Montana	0	0%
Nebraska	0	0%
Nevada	0	0%
New Hampshire	0	0%
New Jersey	0	0%
New Mexico	0	0%
New York	0	0%
North Carolina	0	0%
North Dakota	0	0%
Ohio	0	0%
Oklahoma	0	0%
Oregon	0	0%
Pennsylvania	0	0%
Puerto Rico	0	0%
Rhode Island	0	0%
South Carolina	0	0%
South Dakota	0	0%
Tennessee	0	0%
Texas	0	0%
U.S. Virgin Islands	0	0%
Utah	0	0%
Vermont	0	0%
Virginia	0	0%
Washington	0	0%
Washington, D.C.	0	0%
West Virginia	0	0%
Wisconsin	0	0%
Wyoming	0	0%
Base = All Respondents	N=	197 100%

In what region is your organization located?



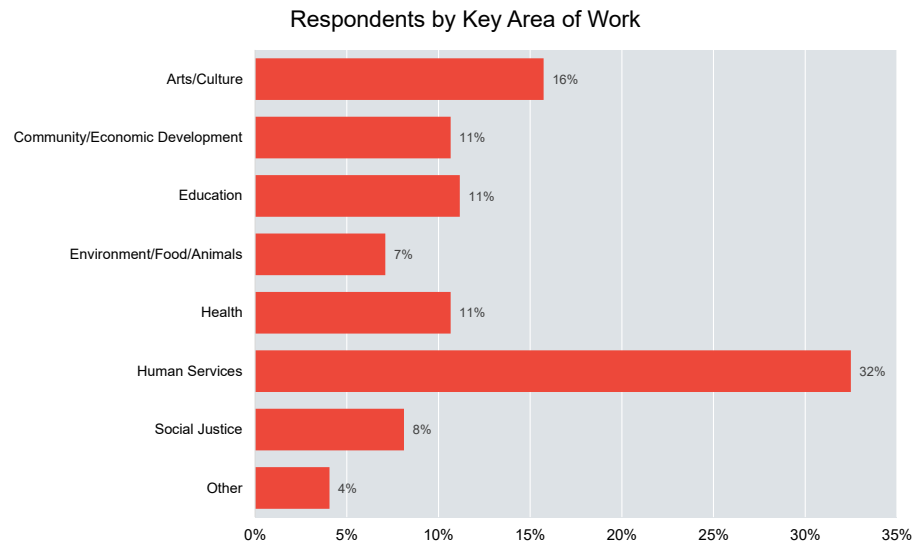
Region	Total #	% of Total
Midwest	0	0%
Northeast	0	0%
South	0	0%
West	197	100%
U.S. Territory	0	0%
Base = All Respondents	N= 197	100%

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



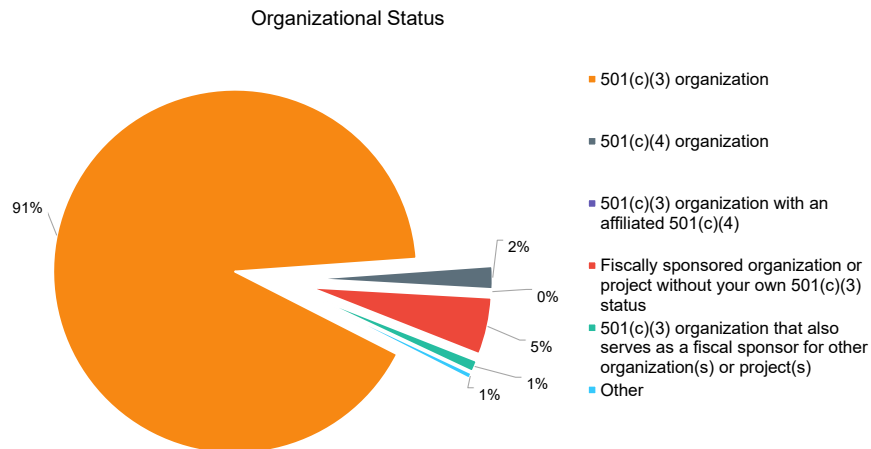
Key Area of Work	Total #	% of Total
Animal-Related	1	1%
Arts/Culture	31	16%
Capacity Building/Nonprofit Support	4	2%
Community Development	9	5%
Economic Development (including Employment and Workforce Development)	12	6%
Education (Early Childhood)	3	2%
Education (Other than Early Childhood)	19	10%
Environment/Environmental Justice	6	3%
Food/Agriculture/Nutrition	7	4%
Healthcare	8	4%
Housing/Shelter	17	9%
Human Services	27	14%
Immigration	2	1%
Mental Health/Crisis Intervention	13	7%
Philanthropy or Grantmaking	2	1%
Religion	1	1%
Reproductive Health	0	0%
Social Justice/Civil Rights/Community Organizing	16	8%
Youth Services	18	9%
Other	1	1%
Base = All Respondents	N= 197	100%

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



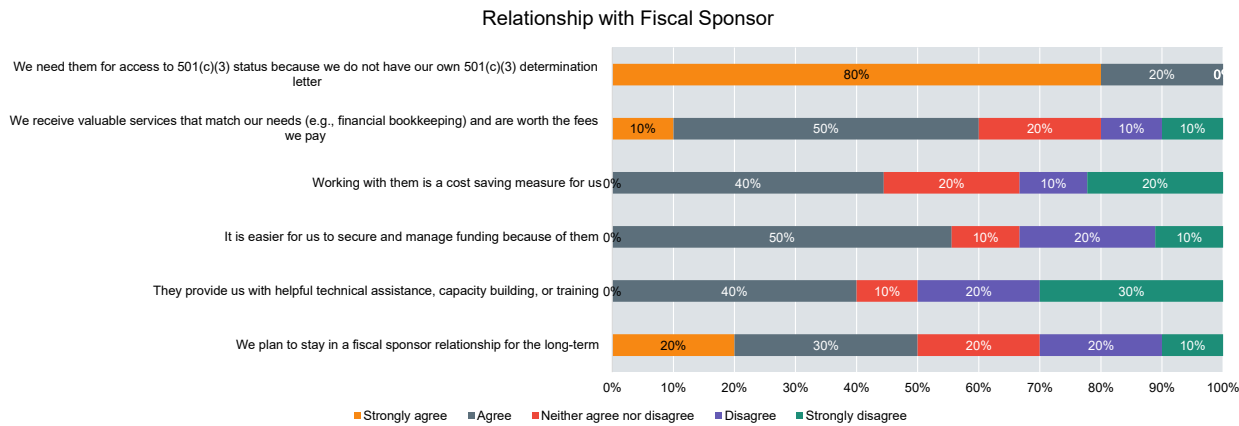
Key Area of Work - Consolidated	Total #	% of Total
Arts/Culture	31	16%
Community/Economic Development	21	11%
Education	22	11%
Environment/Food/Animals	14	7%
Health	21	11%
Human Services	64	32%
Social Justice	16	8%
Other	8	4%
Base = All Respondents	N= 197	100%

Which one of the following best describes your organization?

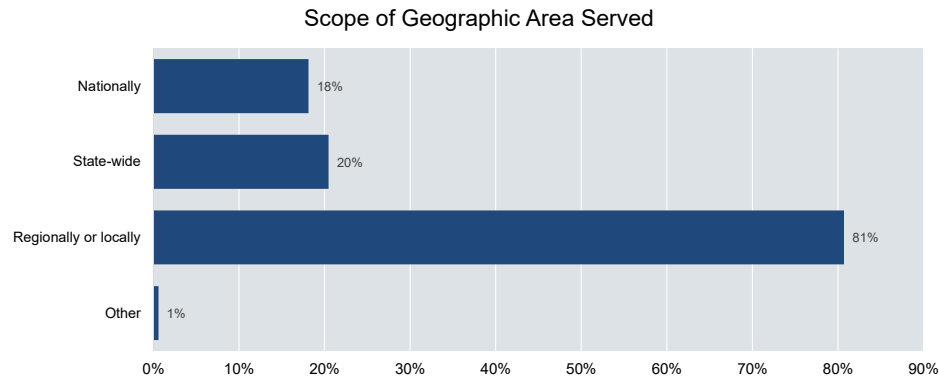


Organizational Status	Total #	% of Total
501(c)(3) organization	180	91%
501(c)(4) organization	4	2%
501(c)(3) organization with an affiliated 501(c)(4)	0	0%
Fiscally sponsored organization or project without your own 501(c)(3) status	10	5%
501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or pr	2	1%
Other	1	1%
Base = All Respondents	N= 197	100%

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

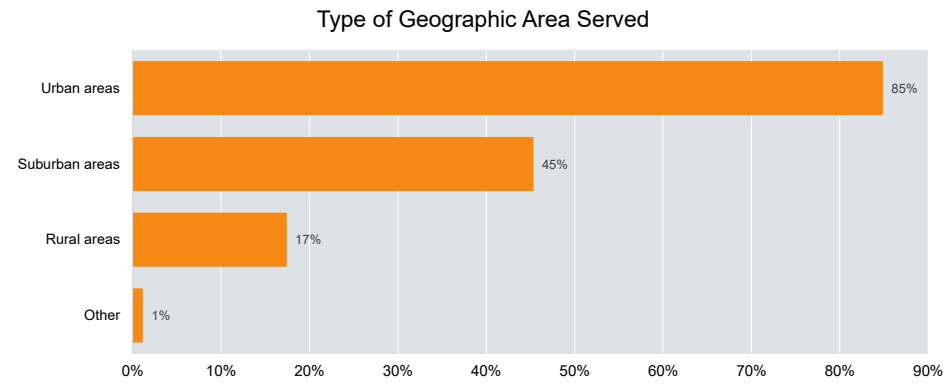


Which geographic areas does your organization primarily serve? (select all that apply)



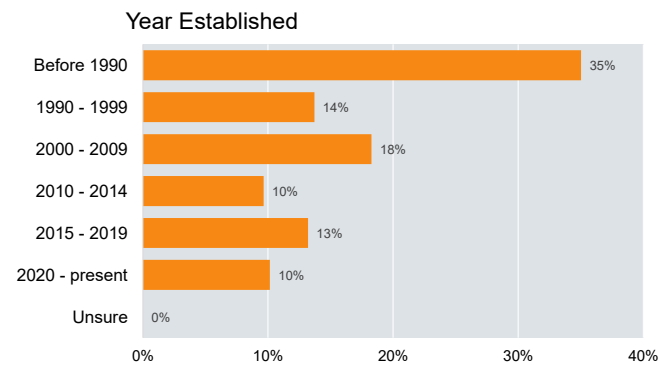
Geographic Area Served - Scope	Total #	% of Total
Nationally	31	18%
State-wide	35	20%
Regionally or locally	138	81%
Other	1	1%
Base = Respondents Who Selected At Least One Geographic Scope Response Option	N= 171	

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



Geographic Area Served - Type	Total #	% of Total
Urban areas	73	85%
Suburban areas	39	45%
Rural areas	15	17%
Other	1	1%
Base = Respondents Who Selected At Least One Geographic Type		
Response Option	N=	86

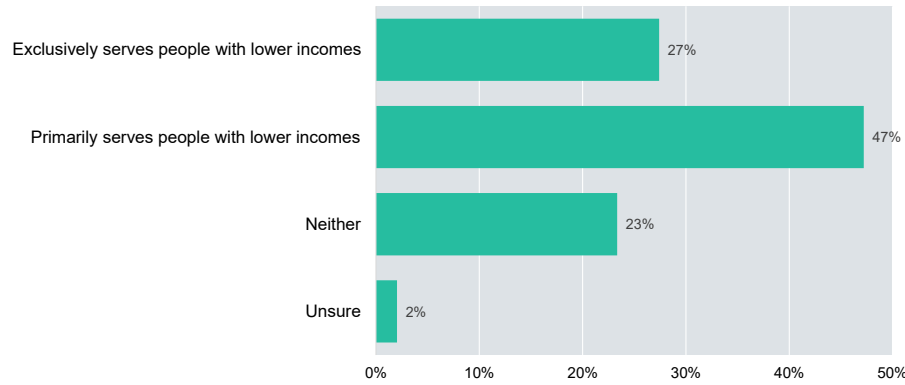
In what year was your organization established?



Year Established	Total #	% of Total
Before 1990	69	35%
1990 - 1999	27	14%
2000 - 2009	36	18%
2010 - 2014	19	10%
2015 - 2019	26	13%
2020 - present	20	10%
Unsure	0	0%
Base = All Respondents		
Response Option	N=	197
		100%

Does your organization serve people with lower incomes?

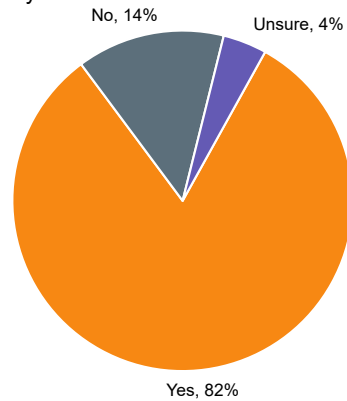
Serve People with Lower Incomes?



Serve People with Lower Incomes?	Total #	% of Total
Exclusively serves people with lower incomes	54	27%
Primarily serves people with lower incomes	93	47%
Neither	46	23%
Unsure	4	2%
Base = All Respondents	N= 197	100%

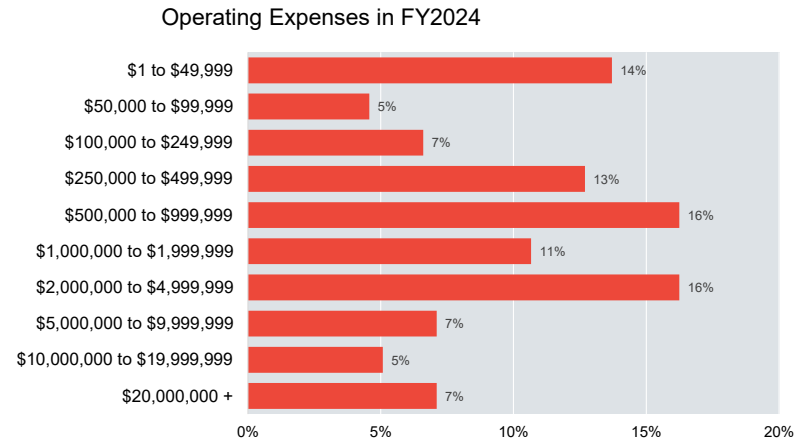
Does your organization primarily serve communities of color?

Primarily Serve Communities of Color?



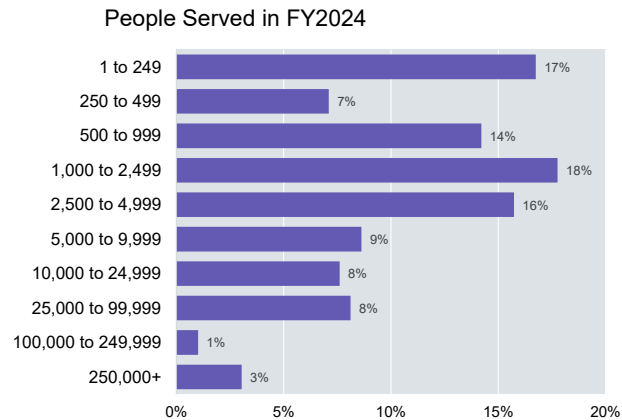
Primarily Serve Communities of Color?	Total #	% of Total
Yes	157	82%
No	27	14%
Unsure	8	4%
Base = All Respondents	N= 192	100%

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



Operating Expenses in FY2024	Total #	% of Total
\$1 to \$49,999	27	14%
\$50,000 to \$99,999	9	5%
\$100,000 to \$249,999	13	7%
\$250,000 to \$499,999	25	13%
\$500,000 to \$999,999	32	16%
\$1,000,000 to \$1,999,999	21	11%
\$2,000,000 to \$4,999,999	32	16%
\$5,000,000 to \$9,999,999	14	7%
\$10,000,000 to \$19,999,999	10	5%
\$20,000,000 +	14	7%
Base = All Respondents	N= 197	100%

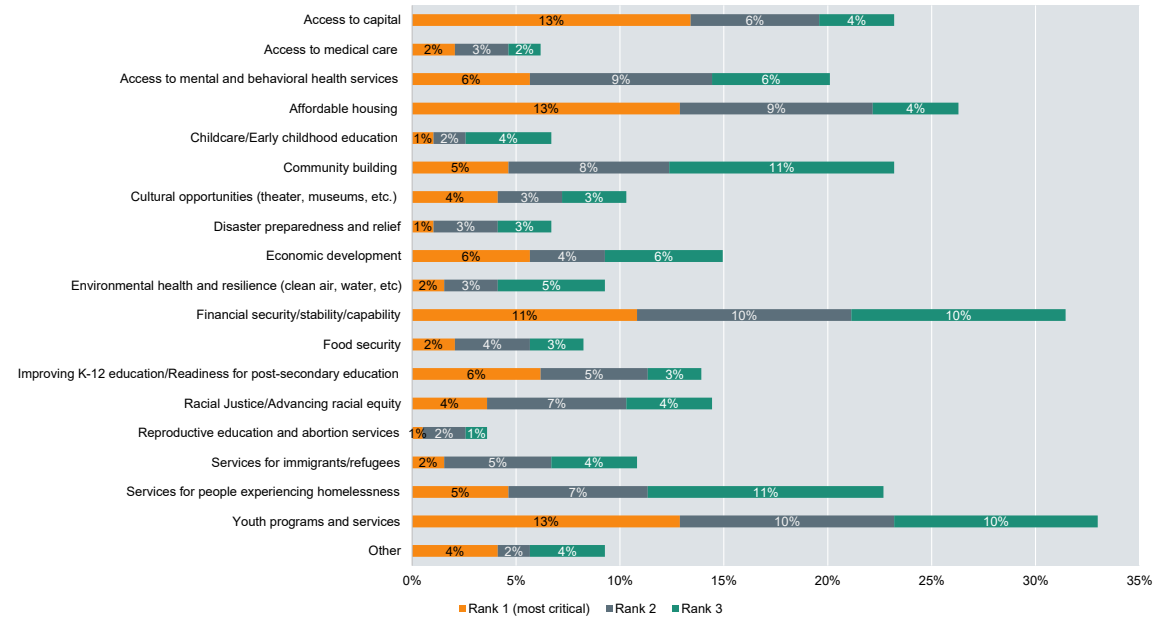
Approximately how many people did your organization serve in FY2024?



People Served in FY2024	Total #	% of Total
1 to 249	33	17%
250 to 499	14	7%
500 to 999	28	14%
1,000 to 2,499	35	18%
2,500 to 4,999	31	16%
5,000 to 9,999	17	9%
10,000 to 24,999	15	8%
25,000 to 99,999	16	8%
100,000 to 249,999	2	1%
250,000+	6	3%
Base = All Respondents	N= 197	100%

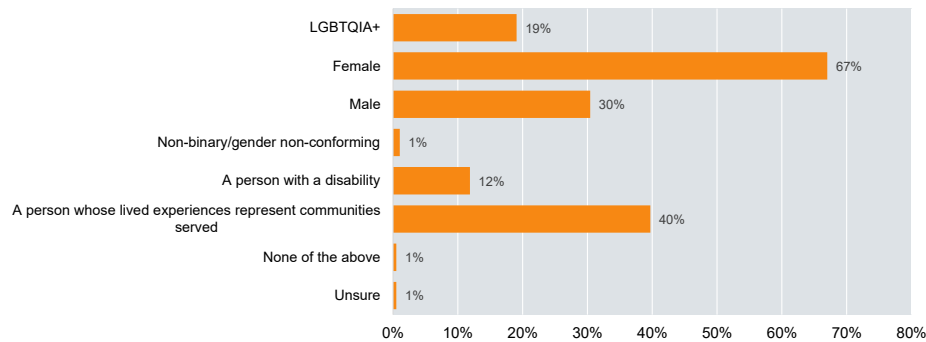
What are the three most critical needs of the broader community in which your organization does most of its work?

Top 3 Critical Needs of the Community in Which Organization Works



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

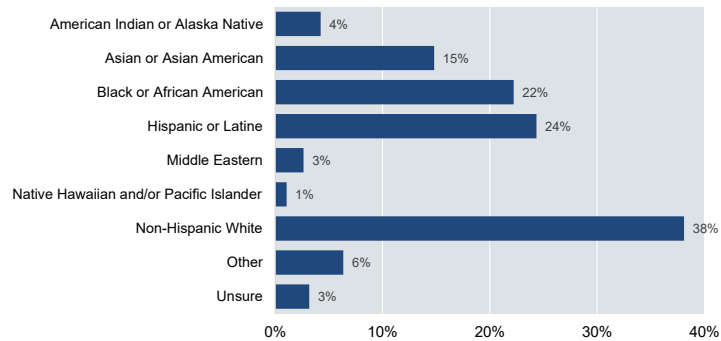
Identity of Organizational Leader



Identity of Organizational Leader	Total #	% of Total
LGBTQIA+	37	19%
Female	130	67%
Male	59	30%
Non-binary/gender non-conforming	2	1%
A person with a disability	23	12%
A person whose lived experiences represent communities served	77	40%
None of the above	1	1%
Unsure	1	1%
Base = All Respondents	N= 194	

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

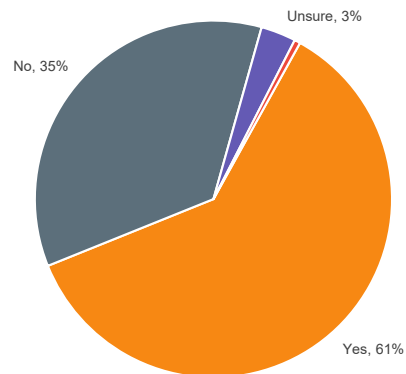
Identity of Organizational Leader - Race/Ethnicity



Identity of Organizational Leader - Race/Ethnicity	Total #	% of Total
American Indian or Alaska Native	8	4%
Asian or Asian American	28	15%
Black or African American	42	22%
Hispanic or Latine	46	24%
Middle Eastern	5	3%
Native Hawaiian and/or Pacific Islander	2	1%
Non-Hispanic White	72	38%
Other	12	6%
Unsure	6	3%
Base = All Respondents	N= 189	

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

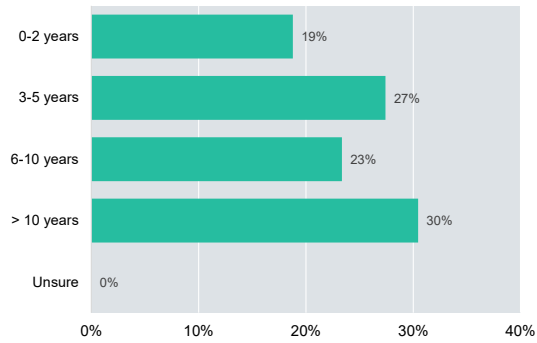
Does your Organizational Leader Identify as a Person of Color?



Identity of Organizational Leader - Person of Color	Total #	% of Total
Yes	115	61%
No	67	35%
Unsure	6	3%
Other	1	1%
Base = All Respondents	N= 189	100%

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

Tenure of Organizational Leader

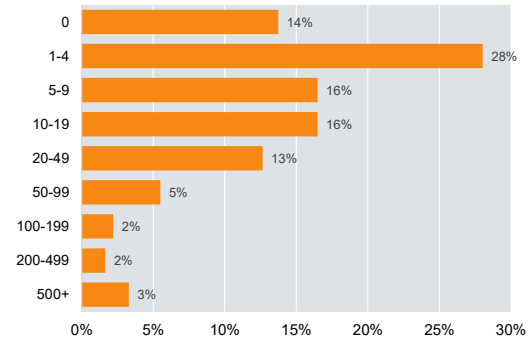


Tenure of Organizational Leader	Total #	% of Total
0-2 years	37	19%
3-5 years	54	27%
6-10 years	46	23%
> 10 years	60	30%
Unsure	0	0%
Base = All Respondents	N= 197	100%

Supporting Your Staff

How many full time staff did you employ in FY2024?

Full Time Staff in FY2024

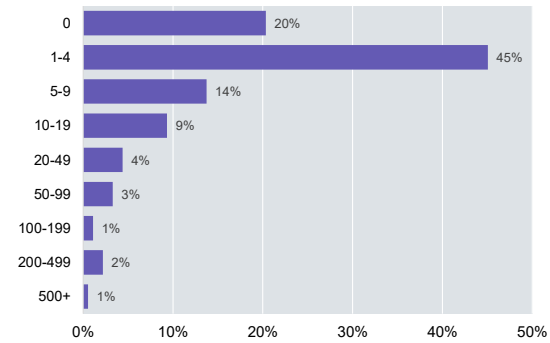


Full Time Staff in FY2024

	Total #	% of Total
0	25	14%
1-4	51	28%
5-9	30	16%
10-19	30	16%
20-49	23	13%
50-99	10	5%
100-199	4	2%
200-499	3	2%
500+	6	3%
Base = All Respondents	N= 182	100%

How many part time staff did you employ in FY2024?

Part Time Staff in FY2024

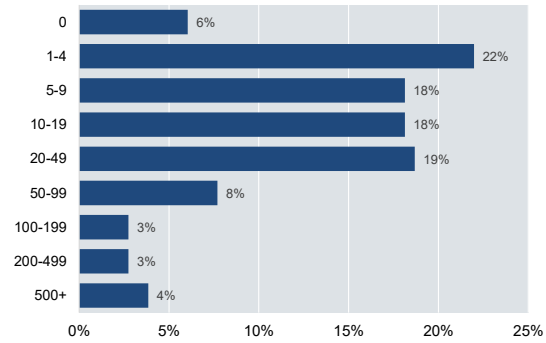


Part Time Staff in FY2024

	Total #	% of Total
0	37	20%
1-4	82	45%
5-9	25	14%
10-19	17	9%
20-49	8	4%
50-99	6	3%
100-199	2	1%
200-499	4	2%
500+	1	1%
Base = All Respondents	N= 182	100%

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

Total Staff (Full Time and Part Time) in FY2024

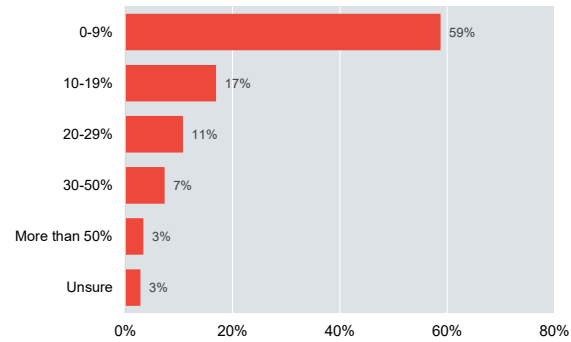


Total Staff (Full Time and Part Time) in FY2024

Total #	% of Total
0	6%
1-4	22%
5-9	18%
10-19	18%
20-49	19%
50-99	8%
100-199	3%
200-499	3%
500+	4%
Base = All Respondents	N= 182 100%

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

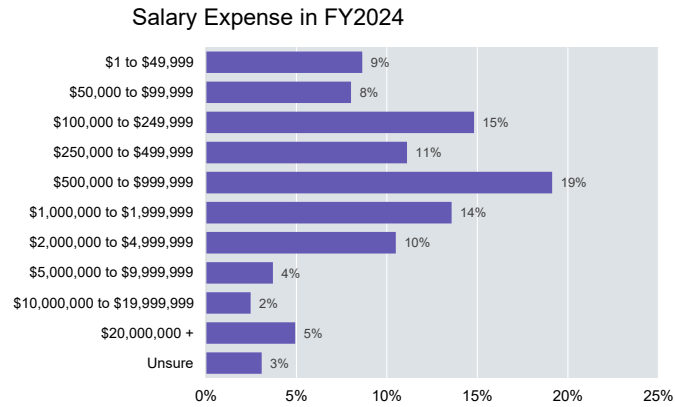
Staff Turnover in FY2024



Staff Turnover in FY2024

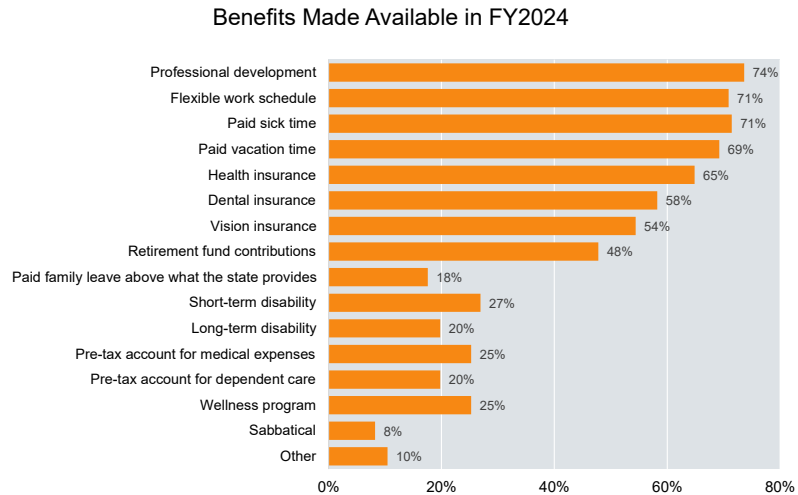
Total #	% of Total
0-9%	59%
10-19%	17%
20-29%	11%
30-50%	7%
More than 50%	3%
Unsure	3%
Base = All Respondents	N= 177 100%

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



Salary Expense in FY2024	Total #	% of Total
\$1 to \$49,999	14	9%
\$50,000 to \$99,999	13	8%
\$100,000 to \$249,999	24	15%
\$250,000 to \$499,999	18	11%
\$500,000 to \$999,999	31	19%
\$1,000,000 to \$1,999,999	22	14%
\$2,000,000 to \$4,999,999	17	10%
\$5,000,000 to \$9,999,999	6	4%
\$10,000,000 to \$19,999,999	4	2%
\$20,000,000 +	8	5%
Unsure	5	3%
Base = All Respondents	N= 162	100%

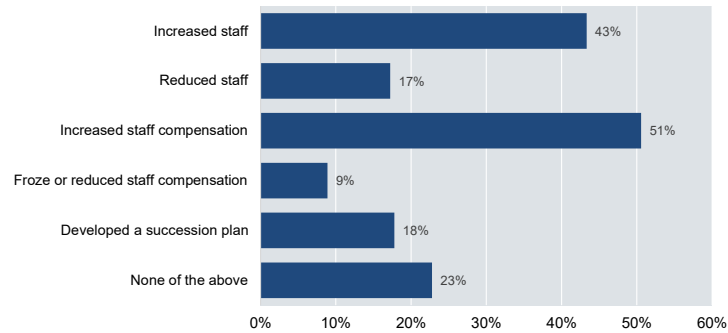
Which benefits did your organization make available to staff in FY2024? (select all that apply)



Benefits Made Available in FY2024	Total #	% of Total
Professional development	134	74%
Flexible work schedule	129	71%
Paid sick time	130	71%
Paid vacation time	126	69%
Health insurance	118	65%
Dental insurance	106	58%
Vision insurance	99	54%
Retirement fund contributions	87	48%
Paid family leave above what the state provides	32	18%
Short-term disability	49	27%
Long-term disability	36	20%
Pre-tax account for medical expenses	46	25%
Pre-tax account for dependent care	36	20%
Wellness program	46	25%
Sabbatical	15	8%
Other	19	10%
Base = All Respondents	N= 182	

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

Staff-Related Actions Taken in FY2024

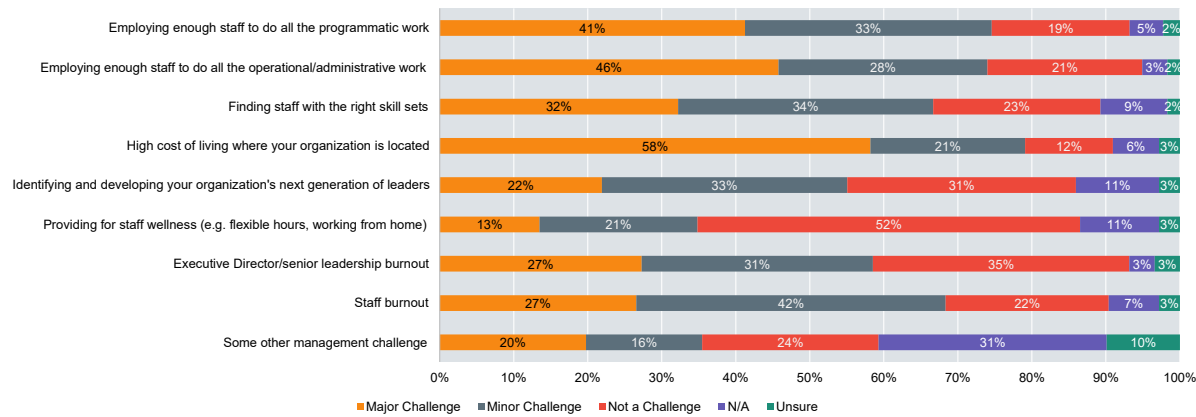


Staff-Related Actions Taken in FY2024

	Total #	% of Total
Increased staff	78	43%
Reduced staff	31	17%
Increased staff compensation	91	51%
Froze or reduced staff compensation	16	9%
Developed a succession plan	32	18%
None of the above	41	23%
Base = All Respondents	N= 180	

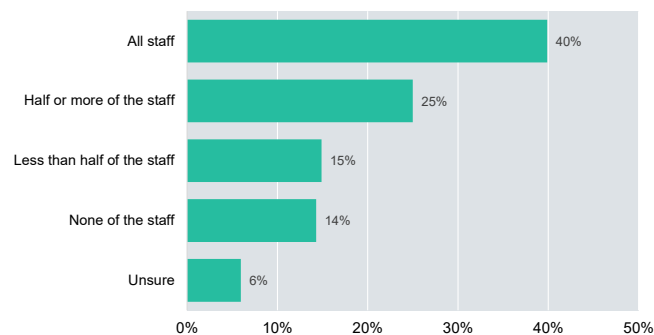
Did your organization experience any of the following management challenges in FY2024? (select all that apply)

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?

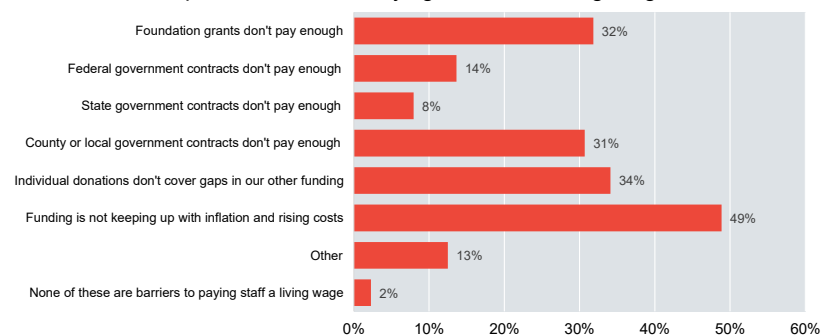
Full Time Staff Paid a Living Wage



Full Time Staff Paid a Living Wage	Total #	% of Total
All staff	67	40%
Half or more of the staff	42	25%
Less than half of the staff	25	15%
None of the staff	24	14%
Unsure	10	6%
Base = All Respondents	N= 168	100%

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

Top Two Barriers to Paying All Staff a Living Wage

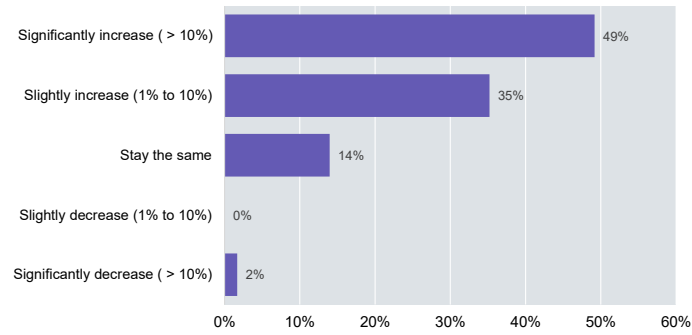


Top Two Barriers to Paying All Staff a Living Wage	Total #	% of Total
Foundation grants don't pay enough	28	32%
Federal government contracts don't pay enough	12	14%
State government contracts don't pay enough	7	8%
County or local government contracts don't pay enough	27	31%
Individual donations don't cover gaps in our other funding	30	34%
Funding is not keeping up with inflation and rising costs	43	49%
Other	11	13%
None of these are barriers to paying staff a living wage	2	2%
Base = Respondents Unable to Pay All Full Time Staff a Living Wage	N= 88	

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...



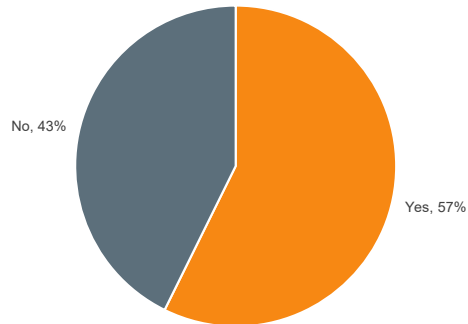
Between FY2023 and FY2024, Did Service Demand...

Total #	% of Total
88	49%
63	35%
25	14%
0	0%
3	2%
N= 179	100%

Base = All Respondents

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

Able to Meet Service Demand in FY2024?



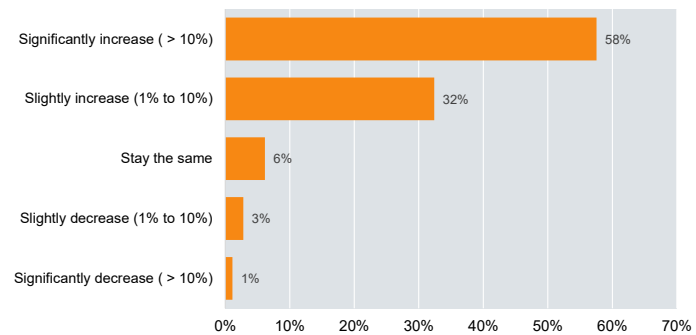
Able to Meet Service Demand in FY2024?

Total #	% of Total
102	57%
76	43%
N= 178	100%

Base = All Respondents

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

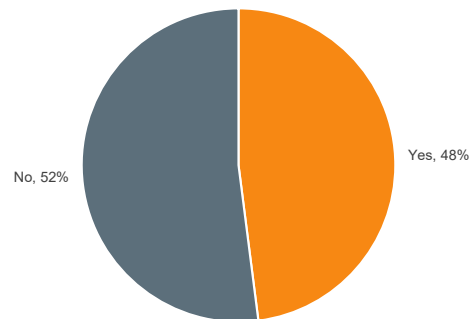
Anticipated Service Demand in FY2025



Anticipated Service Demand in FY2025	Total #	% of Total
Significantly increase (> 10%)	103	58%
Slightly increase (1% to 10%)	58	32%
Stay the same	11	6%
Slightly decrease (1% to 10%)	5	3%
Significantly decrease (> 10%)	2	1%
Base = All Respondents	N= 179	100%

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

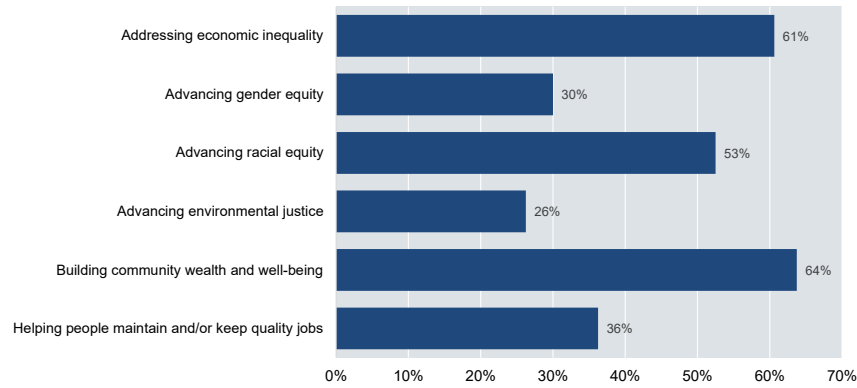
Able to Meet Service Demand in FY2025?



Able to Meet Service Demand in FY2025?	Total #	% of Total
Yes	83	48%
No	90	52%
Base = All Respondents	N= 173	100%

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

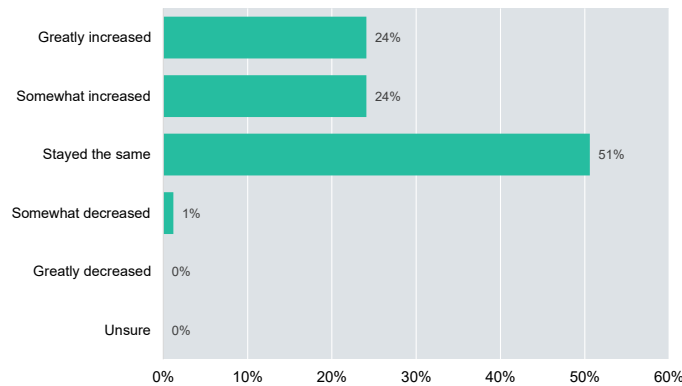
Major Focus Areas



Major Focus Areas	Total #	% of Total
Addressing economic inequality	97	61%
Advancing gender equity	48	30%
Advancing racial equity	84	53%
Advancing environmental justice	42	26%
Building community wealth and well-being	102	64%
Helping people maintain and/or keep quality jobs	58	36%
Base = All Respondents	N= 160	

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

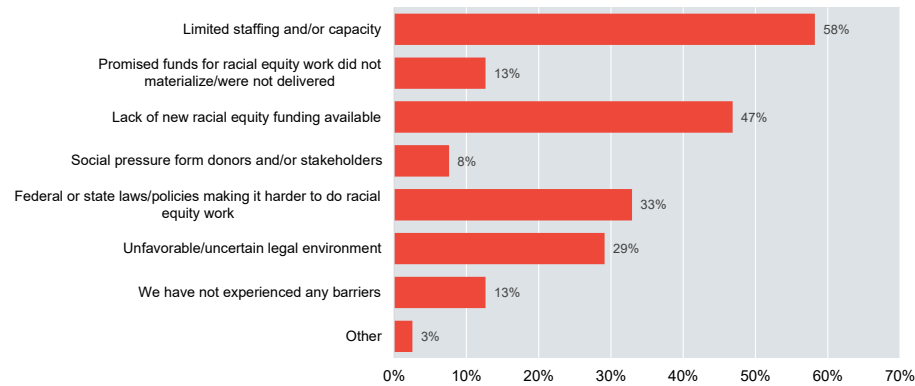
Change in Focus on Advancing Racial Equity Over the Last Year



Change in Focus on Advancing Racial Equity Over the Last Year	Total #	% of Total
Greatly increased	20	24%
Somewhat increased	20	24%
Stayed the same	42	51%
Somewhat decreased	1	1%
Greatly decreased	0	0%
Unsure	0	0%
Base = Respondents with a Major Focus on Advancing Racial Equity	N= 83	100%

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

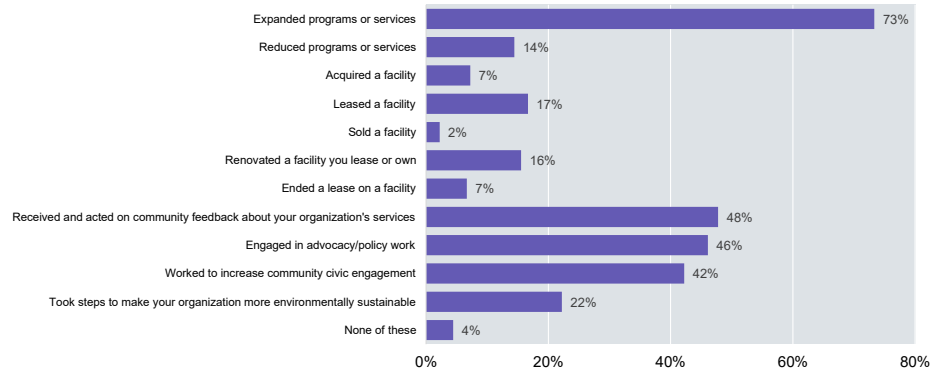
Barriers to Advancing Racial Equity in FY2024



Barriers to Advancing Racial Equity in FY2024	Total #	% of Total
Limited staffing and/or capacity	46	58%
Promised funds for racial equity work did not materialize/were not delivered	10	13%
Lack of new racial equity funding available	37	47%
Social pressure from donors and/or stakeholders	6	8%
Federal or state laws/policies making it harder to do racial equity work	26	33%
Unfavorable/uncertain legal environment	23	29%
We have not experienced any barriers	10	13%
Other	2	3%
N = Respondents with a Major Focus on Advancing Racial Equity	N= 79	

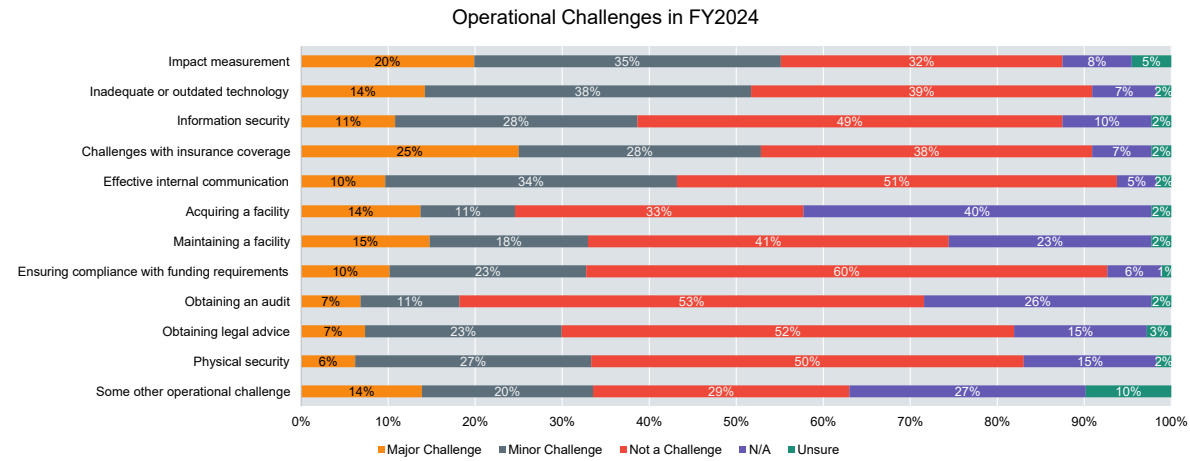
In FY2024, did your organization take any of the following actions? (select all that apply)

Operational Actions Taken in FY2024

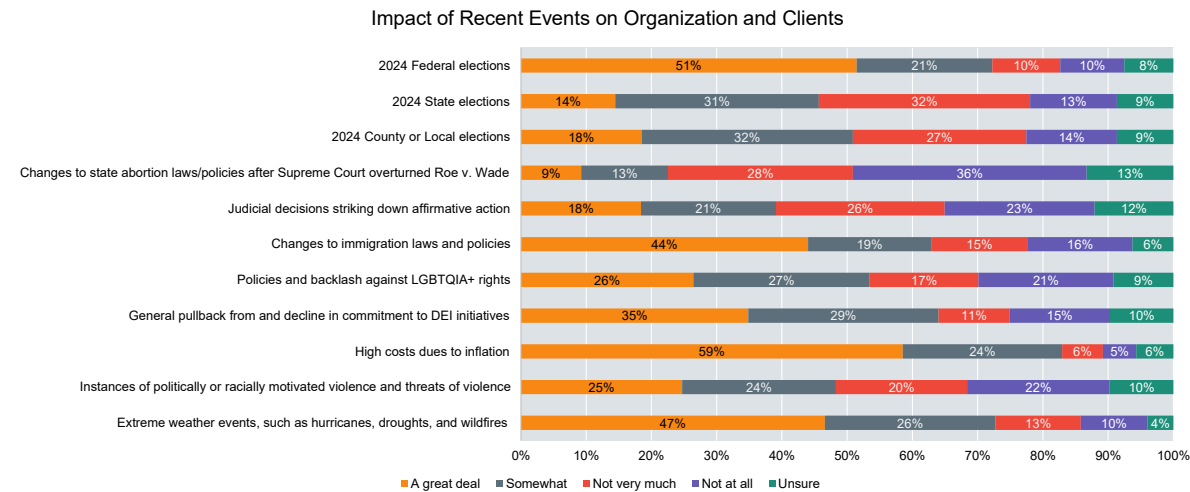


Operational Actions Taken in FY2024	Total #	% of Total
Expanded programs or services	132	73%
Reduced programs or services	26	14%
Acquired a facility	13	7%
Leased a facility	30	17%
Sold a facility	4	2%
Renovated a facility you lease or own	28	16%
Ended a lease on a facility	12	7%
Received and acted on community feedback about your organization's services	86	48%
Engaged in advocacy/policy work	83	46%
Worked to increase community civic engagement	76	42%
Took steps to make your organization more environmentally sustainable	40	22%
None of these	8	4%
Base = All Respondents	N= 180	

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



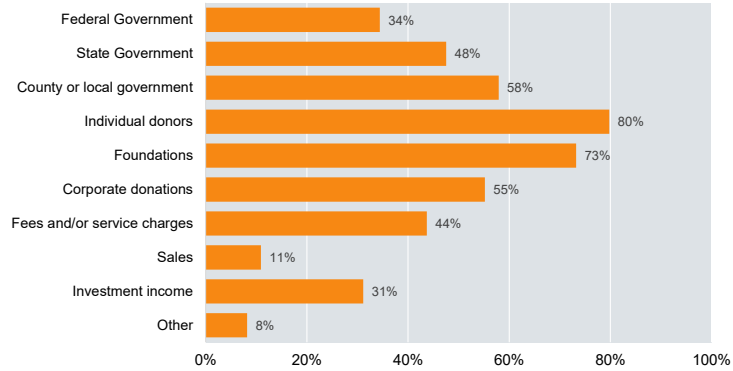
To what extent did the following impact your organization and the clients you serve? (select all that apply)



Your Organization's Financial Story

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

Revenue Sources in FY2024

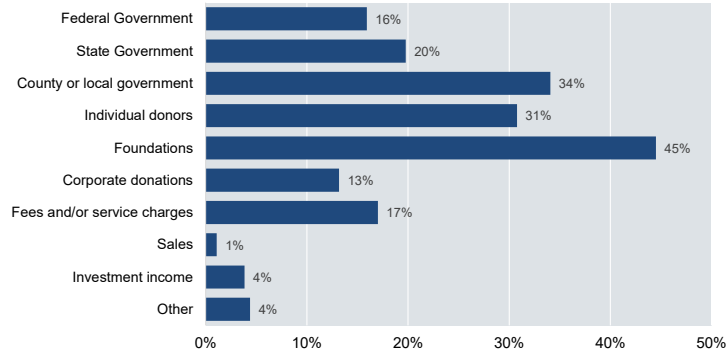


Revenue Sources in FY2024

	Total #	% of Total
Federal Government	63	34%
State Government	87	48%
County or local government	106	58%
Individual donors	146	80%
Foundations	134	73%
Corporate donations	101	55%
Fees and/or service charges	80	44%
Sales	20	11%
Investment income	57	31%
Other	15	8%
Base = All Respondents	N= 183	

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

Two Largest Revenue Sources in FY2024

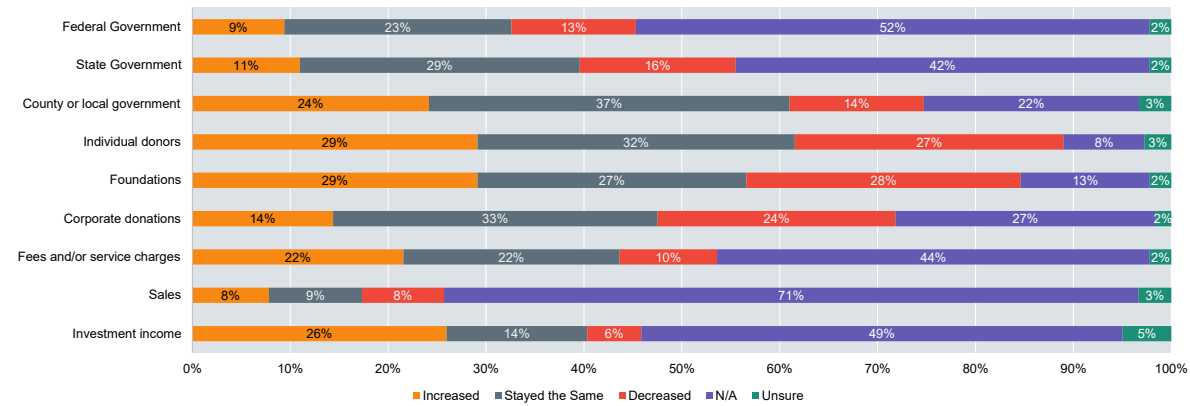


Two Largest Revenue Sources in FY2024

	Total #	% of Total
Federal Government	29	16%
State Government	36	20%
County or local government	62	34%
Individual donors	56	31%
Foundations	81	45%
Corporate donations	24	13%
Fees and/or service charges	31	17%
Sales	2	1%
Investment income	7	4%
Other	8	4%
Base = All Respondents	N= 182	

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

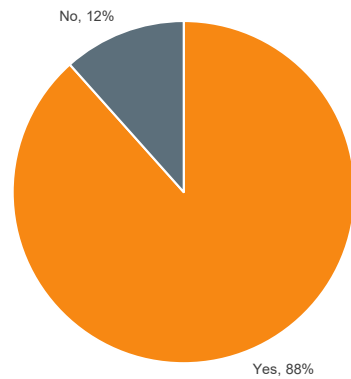
Changes in Revenue Sources Between FY2023 and FY2024



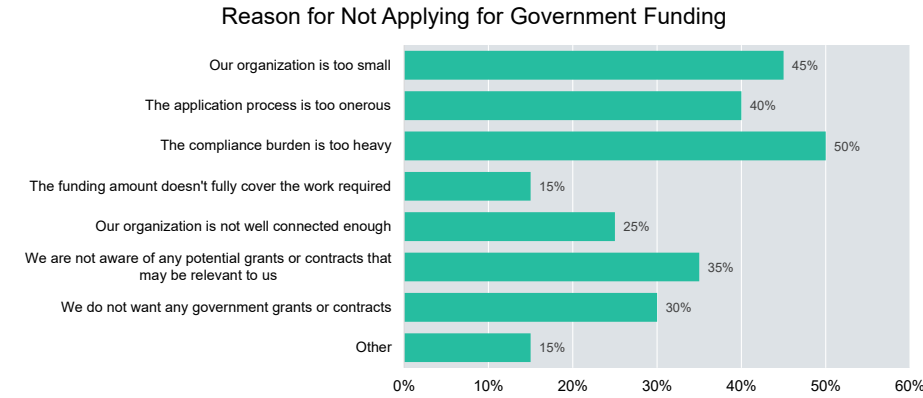
Has your organization ever applied for a government grant or contract?

Ever Applied for a Government Grant or Contract?	Total #	% of Total
Yes	160	88%
No	21	12%
Base = All Respondents	N= 181	100%

Ever Applied for a Government Grant or Contract?



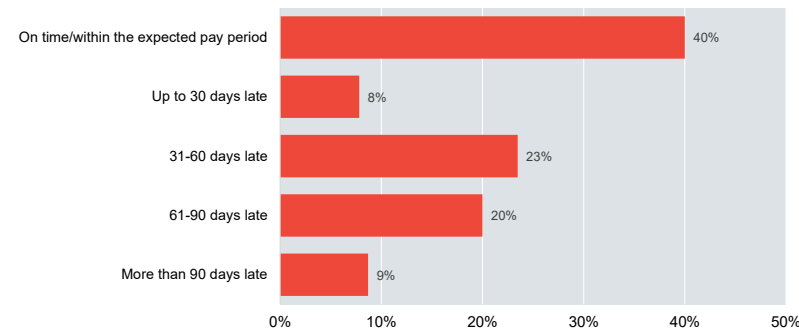
You indicated that your organization has never applied for government funding. Please indicate the reasons you have not. (select all that apply)



Reason for Not Applying for Government Funding	Total #	% of Total
Our organization is too small	9	45%
The application process is too onerous	8	40%
The compliance burden is too heavy	10	50%
The funding amount doesn't fully cover the work required	3	15%
Our organization is not well connected enough	5	25%
We are not aware of any potential grants or contracts that may be relevant to us	7	35%
We do not want any government grants or contracts	6	30%
Other	3	15%
Base = Respondents Who Never Applied for Government Funding	N= 20	

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

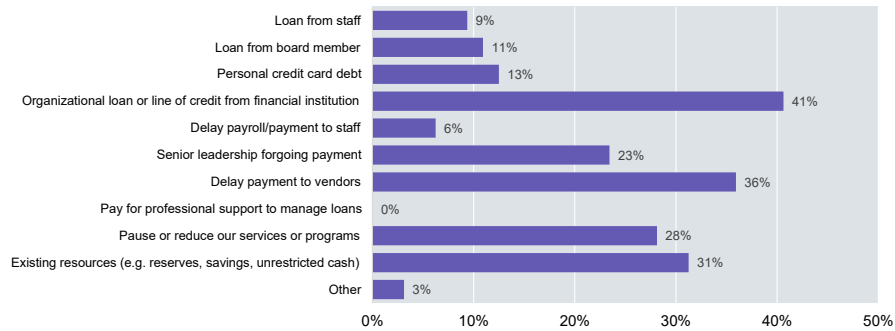
How Long Did it Take to Receive Payment from Gov't in FY2024?



How Long Did it Take to Receive Payment from Gov't in FY2024?	Total #	% of Total
On time/within the expected pay period	46	40%
Up to 30 days late	9	8%
31-60 days late	27	23%
61-90 days late	23	20%
More than 90 days late	10	9%
Base = Respondents Receiving Government Funding in FY2024	N= 115	100%

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

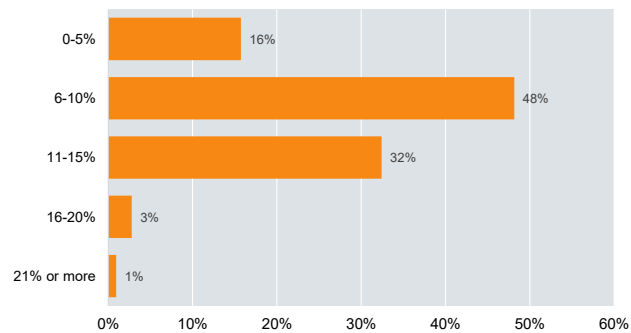
How Have You Coped with Government Payment Delays?



How Have You Coped with Government Payment Delays?	Total #	% of Total
Loan from staff	6	9%
Loan from board member	7	11%
Personal credit card debt	8	13%
Organizational loan or line of credit from financial institution	26	41%
Delay payroll/payment to staff	4	6%
Senior leadership forgoing payment	15	23%
Delay payment to vendors	23	36%
Pay for professional support to manage loans	0	0%
Pause or reduce our services or programs	18	28%
Existing resources (e.g. reserves, savings, unrestricted cash)	20	31%
Other	2	3%
Base = Respondents Receiving Late Government Payment in FY2024	N=	64

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

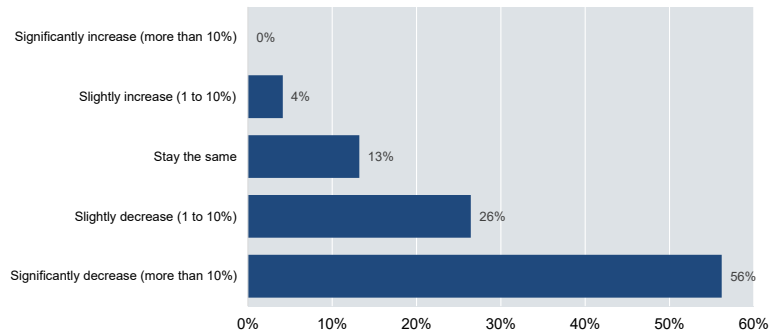
What Indirect Rate Were You Allowed to Charge in FY2024?



What Indirect Rate Were You Allowed to Charge in FY2024?	Total #	% of Total
0-5%	17	16%
6-10%	52	48%
11-15%	35	32%
16-20%	3	3%
21% or more	1	1%
Base = Respondents Receiving Government Funding in FY2024	N=	108
		100%

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

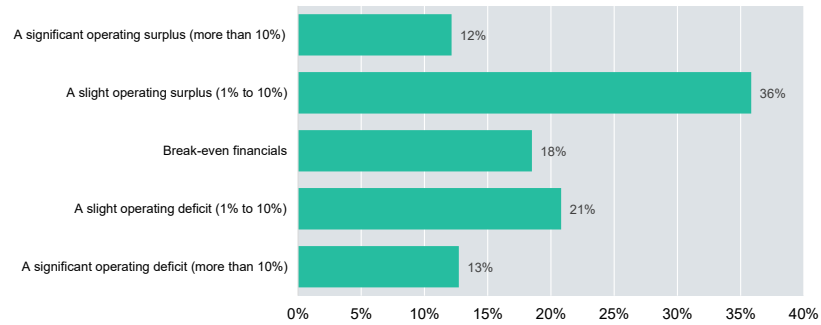
Anticipated Change in Gov't Funding as a Result of 2024 Election



Anticipated Change in Gov't Funding as a Result of 2024 Election	Total #	% of Total
Significantly increase (more than 10%)	0	0%
Slightly increase (1 to 10%)	5	4%
Stay the same	16	13%
Slightly decrease (1 to 10%)	32	26%
Significantly decrease (more than 10%)	68	56%
Base = Respondents Receiving Government Funding in FY2024	N= 121	100%

Did your organization finish FY2024 with:

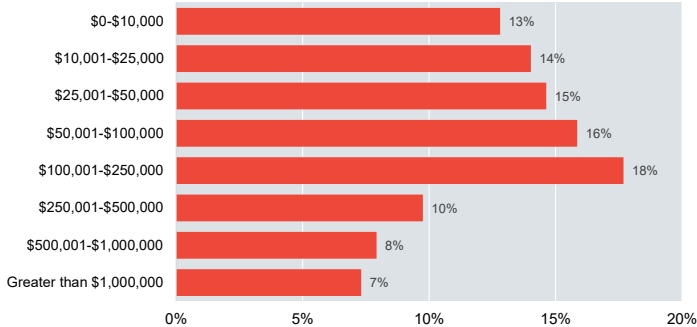
Operating Results in FY2024



Operating Results in FY2024	Total #	% of Total
A significant operating deficit (more than 10%)	22	13%
A slight operating deficit (1% to 10%)	36	21%
Break-even financials	32	18%
A slight operating surplus (1% to 10%)	62	36%
A significant operating surplus (more than 10%)	21	12%
Base = All Respondents	N= 173	100%

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

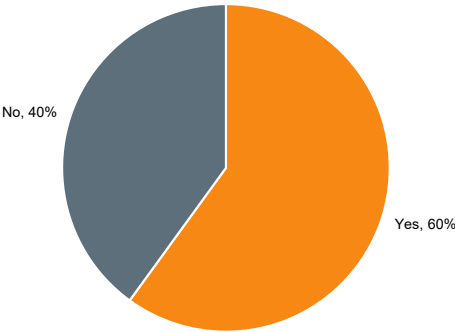
Amount Spent on Local Vendors in FY2024



Amount Spent on Local Vendors in FY2024	Total #	% of Total
\$0-\$10,000	21	13%
\$10,001-\$25,000	23	14%
\$25,001-\$50,000	24	15%
\$50,001-\$100,000	26	16%
\$100,001-\$250,000	29	18%
\$250,001-\$500,000	16	10%
\$500,001-\$1,000,000	13	8%
Greater than \$1,000,000	12	7%
Base = All Respondents	N= 164	100%

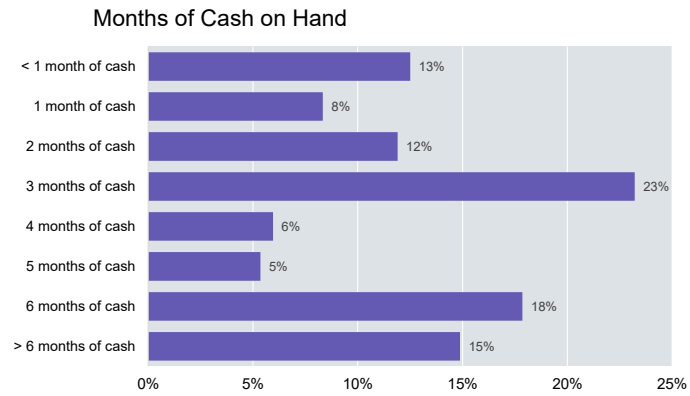
Does your organization have reserve funds specifically designated for emergencies and/or opportunities, separate from operating cash on hand?

Does Your Organization Have Reserve Funds?



Does Your Organization Have Reserve Funds?	Total #	% of Total
Yes	105	60%
No	70	40%
Base = All Respondents	N= 175	100%

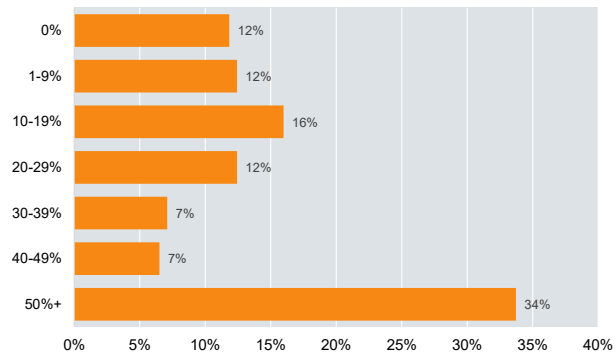
Approximately how many months of cash does your organization have on hand, not including any cash held in a separate reserve fund?



Months of Cash on Hand	Total #	% of Total
< 1 month of cash	21	13%
1 month of cash	14	8%
2 months of cash	20	12%
3 months of cash	39	23%
4 months of cash	10	6%
5 months of cash	9	5%
6 months of cash	30	18%
> 6 months of cash	25	15%
Base = All Respondents	N= 168	100%

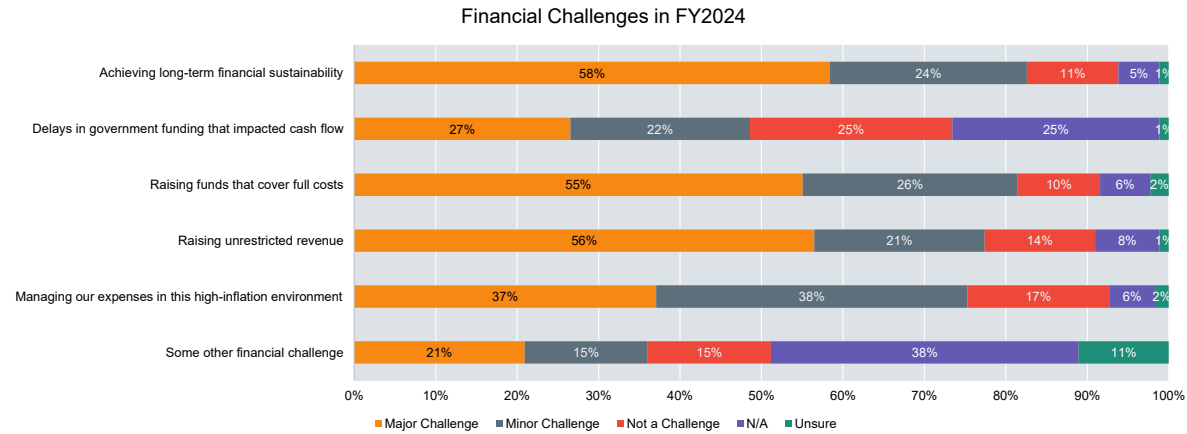
In FY2024, approximately what percentage of your total grants and donations were unrestricted?

Percentage of Unrestricted Grants and Donations in FY2024



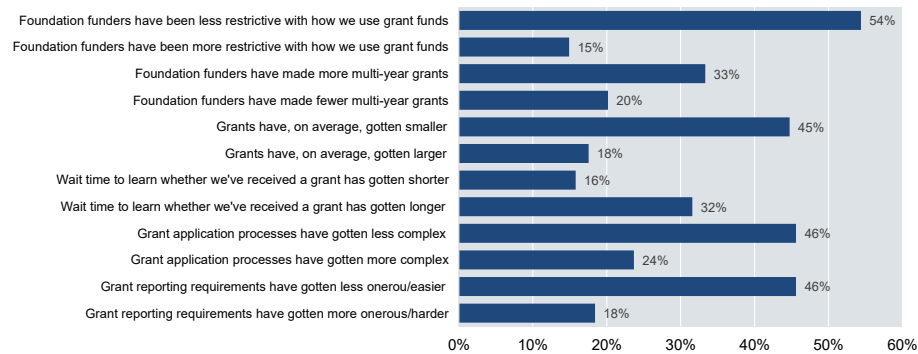
Percentage of Unrestricted Grants and Donations in FY2024	Total #	% of Total
0%	20	12%
1-9%	21	12%
10-19%	27	16%
20-29%	21	12%
30-39%	12	7%
40-49%	11	7%
50%+	57	34%
Base = All Respondents	N= 169	100%

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



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

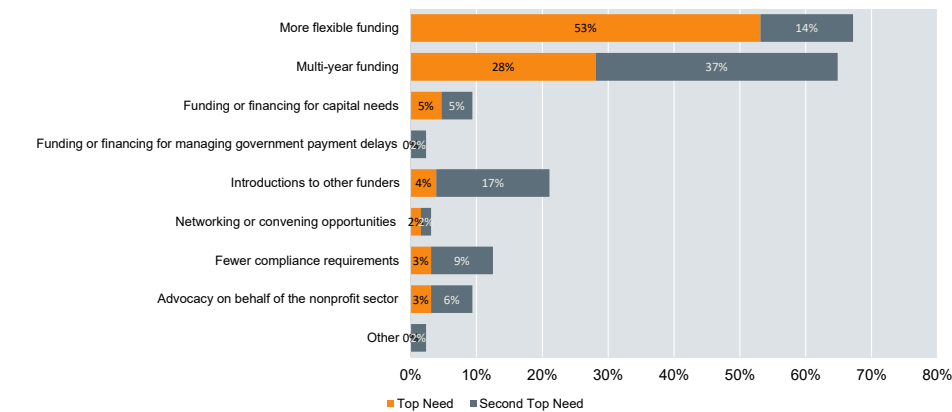
Changes in Foundation Funding Practices Since Late 2022



Changes in Foundation Funding Practices Since Late 2022	Total #	% of Total
Foundation funders have been less restrictive with how we use grant funds	62	54%
Foundation funders have been more restrictive with how we use grant funds	17	15%
Foundation funders have made more multi-year grants	38	33%
Foundation funders have made fewer multi-year grants	23	20%
Grants have, on average, gotten smaller	51	45%
Grants have, on average, gotten larger	20	18%
Wait time to learn whether we've received a grant has gotten shorter	18	16%
Wait time to learn whether we've received a grant has gotten longer	36	32%
Grant application processes have gotten less complex	52	46%
Grant application processes have gotten more complex	27	24%
Grant reporting requirements have gotten less onerous/easier	52	46%
Grant reporting requirements have gotten more onerous/harder	21	18%
Base = Respondents Receiving Foundation Funding in FY2024	N= 114	

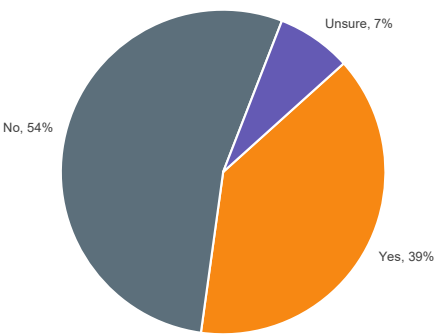
What does your organization need most from foundation funders to help you best deliver on yor mission? While many of these needs may apply to your organization, please select your top two needs.

Top Two Needs from Foundation Funders



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

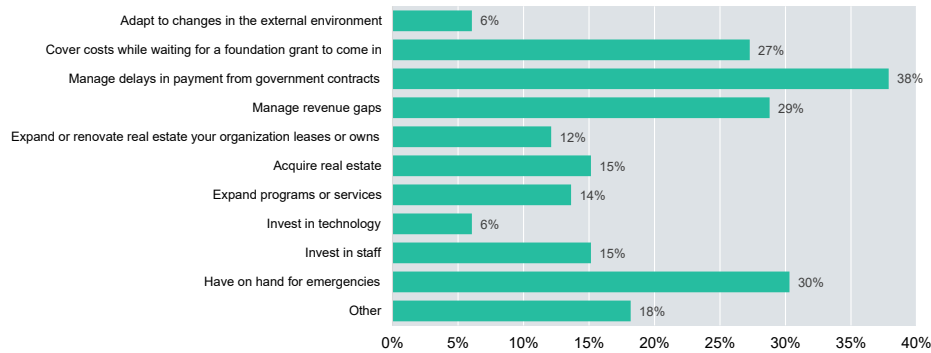
Have Loans and/or Lines of Credit?



Have Loans and/or Lines of Credit?	Total #	% of Total
Yes	68	39%
No	94	54%
Unsure	13	7%
Base = All Respondents	N= 175	100%

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

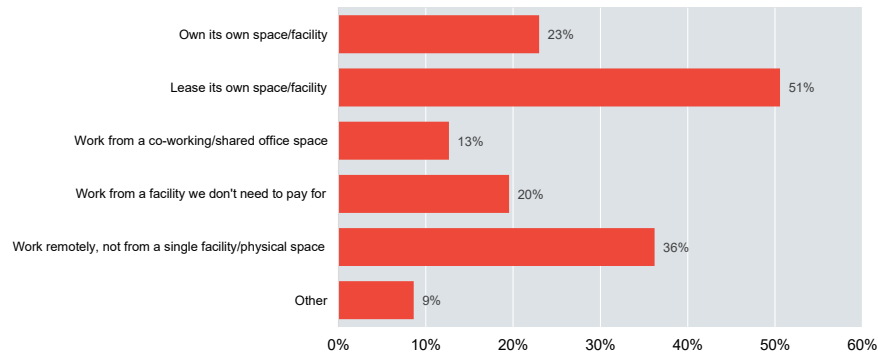
Use of Loans and/or Lines of Credit



Use of Loans and/or Lines of Credit	Total #	% of Total
Adapt to changes in the external environment	4	6%
Cover costs while waiting for a foundation grant to come in	18	27%
Manage delays in payment from government contracts	25	38%
Manage revenue gaps	19	29%
Expand or renovate real estate your organization leases or owns	8	12%
Acquire real estate	10	15%
Expand programs or services	9	14%
Invest in technology	4	6%
Invest in staff	10	15%
Have on hand for emergencies	20	30%
Other	12	18%
Base = Respondents with Loans and/or Lines of Credit	N= 66	

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

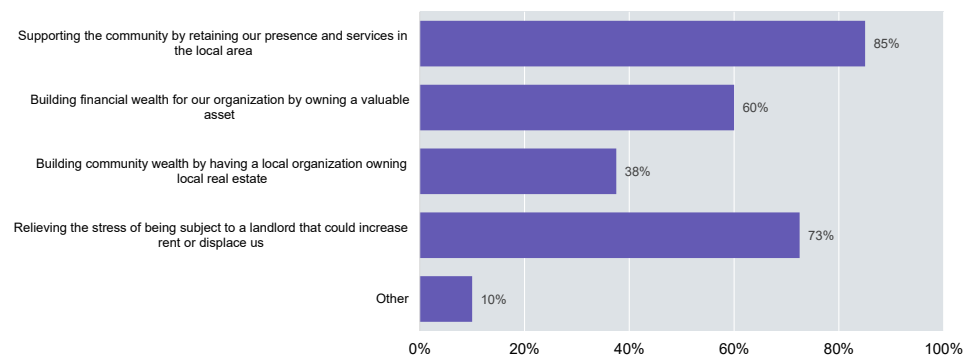
In FY2024, Did your Organization...?



In FY2024, Did Your Organization...?	Total #	% of Total
Own its own space/facility	40	23%
Lease its own space/facility	88	51%
Work from a co-working/shared office space	22	13%
Work from a facility we don't need to pay for	34	20%
Work remotely, not from a single facility/physical space	63	36%
Other	15	9%
Base = All Respondents	N= 174	

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

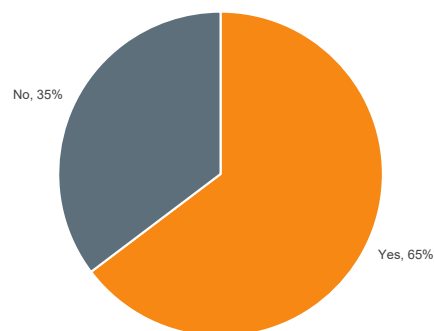
Benefits to Organization and/or Community of Owning a Facility



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	34	85%
Building financial wealth for our organization by owning a valuable asset	24	60%
Building community wealth by having a local organization owning local real estate	15	38%
Relieving the stress of being subject to a landlord that could increase rent or displace us	29	73%
Other	4	10%
Base = Respondents Who Own a Facility	N= 40	

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

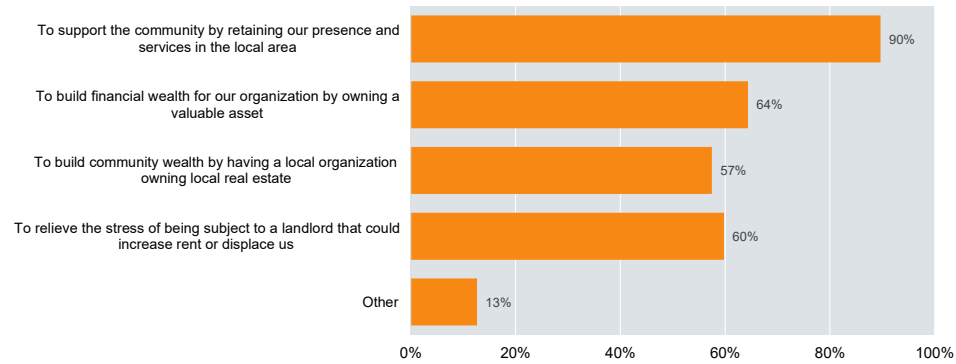
Would You Like to Own a Facility?



Would Your Organization Like to Own a Facility?	Total #	% of Total
Yes	88	65%
No	48	35%
Base = Respondents Who Do Not Own a Facility	N= 136	100%

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

Why Would Your Organization Like to Own a Facility?

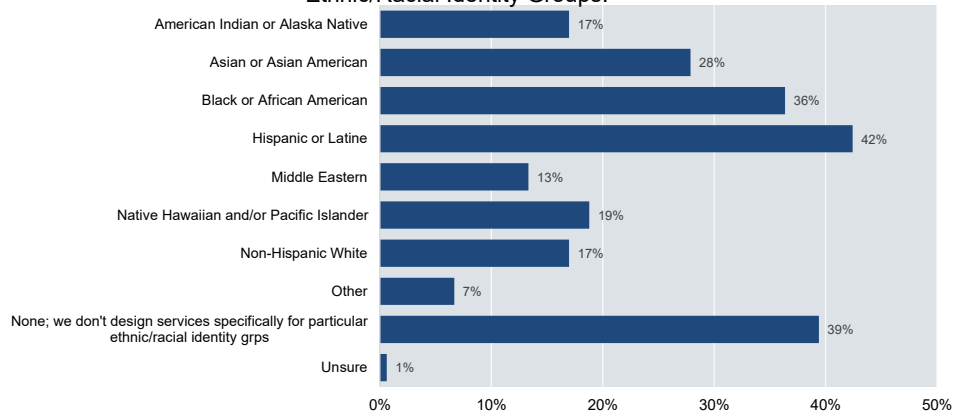


Why Would Your Organization Like to Own a Facility?

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	78	90%
To build financial wealth for our organization by owning a valuable asset	56	64%
To build community wealth by having a local organization owning local real estate	50	57%
To relieve the stress of being subject to a landlord that could increase rent or displace u	52	60%
Other	11	13%
Base = Respondents Who Do Not Own a Facility And Would Like To	N= 87	

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:

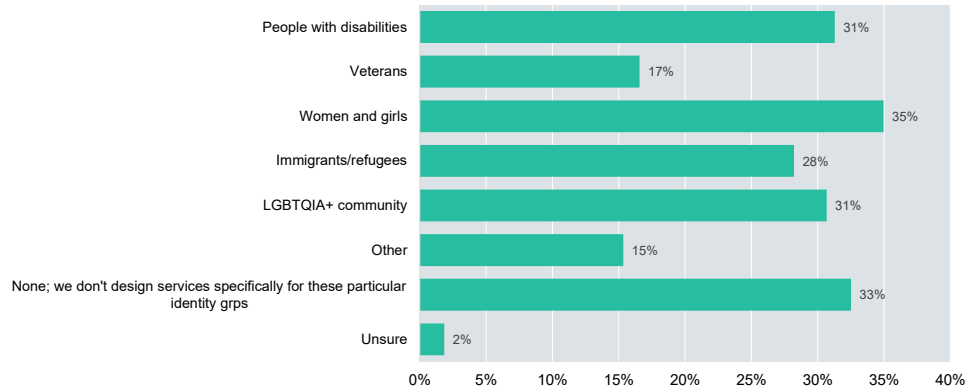


We Provide Services Designed to Specifically and Directly Serve These Ethnic/Racial Identity Groups:

We Provide Services Designed to Specifically and Directly Serve These Ethnic/Racial Identity Groups:	Total #	% of Total
American Indian or Alaska Native	28	17%
Asian or Asian American	46	28%
Black or African American	60	36%
Hispanic or Latine	70	42%
Middle Eastern	22	13%
Native Hawaiian and/or Pacific Islander	31	19%
Non-Hispanic White	28	17%
Other	11	7%
None; we don't design services specifically for particular ethnic/racial identity grps	65	39%
Unsure	1	1%
Base = All Respondents	N= 165	

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	51	31%
Veterans	27	17%
Women and girls	57	35%
Immigrants/refugees	46	28%
LGBTQIA+ community	50	31%
Other	25	15%
None; we don't design services specifically for these particular identity grps	53	33%
Unsure	3	2%
Base = All Respondents	N= 163	

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

