

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



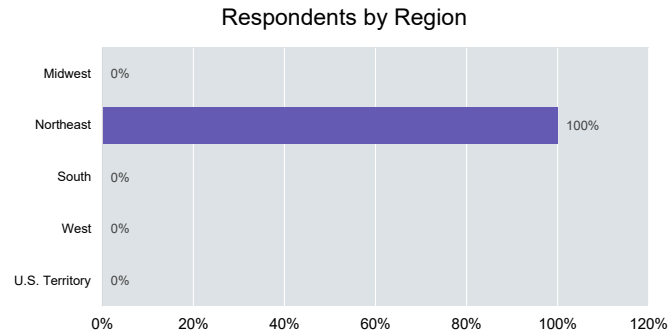
The State of the Nonprofit Sector Survey – Nonprofit Finance Fund’s tenth – collects data about US nonprofits’ health, including their collective challenges, successes, and the required investments to continue enriching millions of lives, and transforms this data into an accessible, evidence-based illustration 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 New York City** are shown below. A total of **133 responses** met our criteria for inclusion in the analysis. Because some questions were only shown to certain respondents (i.e., conditional questions) or were not answered (i.e., respondents selected “prefer not to answer” or didn’t complete the survey), the number of responses (N=) varies by question. For conditional questions, we also note which group of respondents was asked the question.

**Your Organization and the People You Serve**

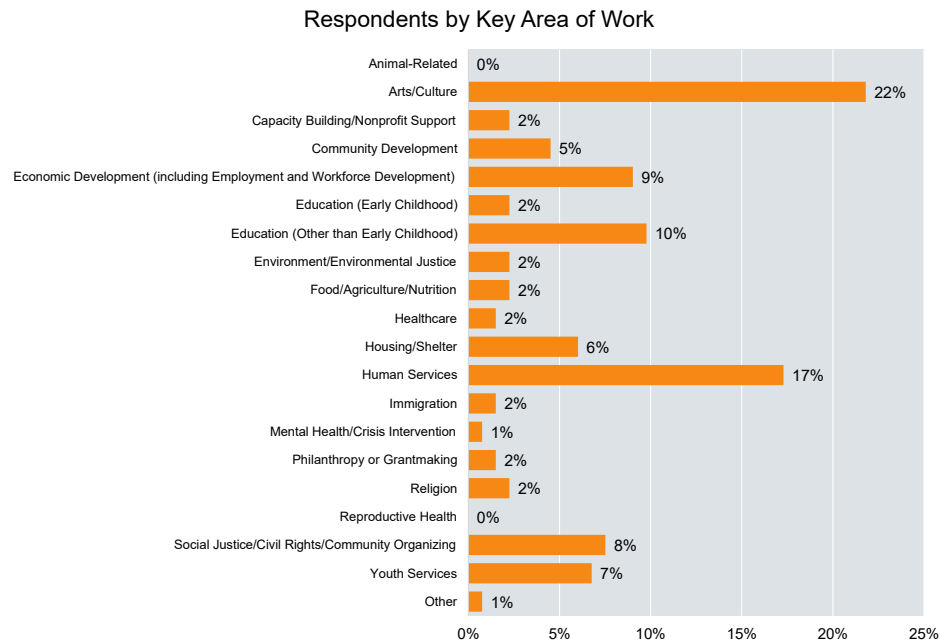
Respondents by State	Total #	% of Total
Alabama	0	0%
Alaska	0	0%
Arizona	0	0%
Arkansas	0	0%
California	0	0%
Colorado	0	0%
Connecticut	0	0%
Delaware	0	0%
Florida	0	0%
Georgia	0	0%
Hawaii	0	0%
Idaho	0	0%
Illinois	0	0%
Indiana	0	0%
Iowa	0	0%
Kansas	0	0%
Kentucky	0	0%
Louisiana	0	0%
Maine	0	0%
Maryland	0	0%
Massachusetts	0	0%
Michigan	0	0%
Minnesota	0	0%
Mississippi	0	0%
Missouri	0	0%
Montana	0	0%
Nebraska	0	0%
Nevada	0	0%
New Hampshire	0	0%
New Jersey	0	0%
New Mexico	0	0%
New York	133	100%
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%
<b>Base = All Respondents</b>	<b>N=</b>	<b>133 100%</b>

In what region is your organization located?



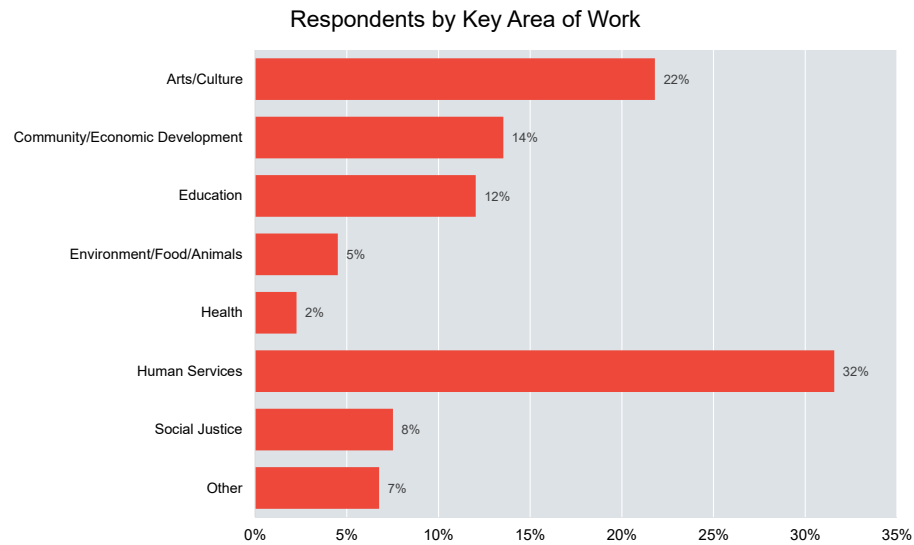
Region	Total #	% of Total
Midwest	0	0%
Northeast	133	100%
South	0	0%
West	0	0%
U.S. Territory	0	0%
<b>Base = All Respondents</b>	<b>N= 133</b>	<b>100%</b>

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



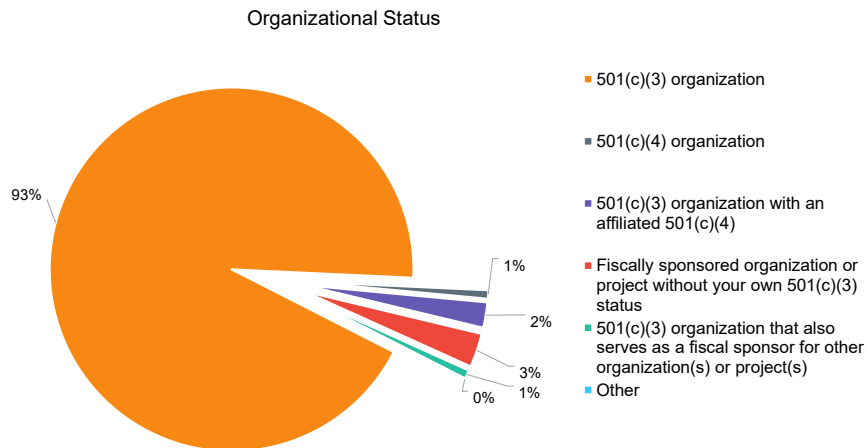
Key Area of Work	Total #	% of Total
Animal-Related	0	0%
Arts/Culture	29	22%
Capacity Building/Nonprofit Support	3	2%
Community Development	6	5%
Economic Development (including Employment and Workforce Development)	12	9%
Education (Early Childhood)	3	2%
Education (Other than Early Childhood)	13	10%
Environment/Environmental Justice	3	2%
Food/Agriculture/Nutrition	3	2%
Healthcare	2	2%
Housing/Shelter	8	6%
Human Services	23	17%
Immigration	2	2%
Mental Health/Crisis Intervention	1	1%
Philanthropy or Grantmaking	2	2%
Religion	3	2%
Reproductive Health	0	0%
Social Justice/Civil Rights/Community Organizing	10	8%
Youth Services	9	7%
Other	1	1%
<b>Base = All Respondents</b>	<b>N= 133</b>	<b>100%</b>

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



Key Area of Work - Consolidated	Total #	% of Total
Arts/Culture	29	22%
Community/Economic Development	18	14%
Education	16	12%
Environment/Food/Animals	6	5%
Health	3	2%
Human Services	42	32%
Social Justice	10	8%
Other	9	7%
<b>Base = All Respondents</b>	<b>N= 133</b>	<b>100%</b>

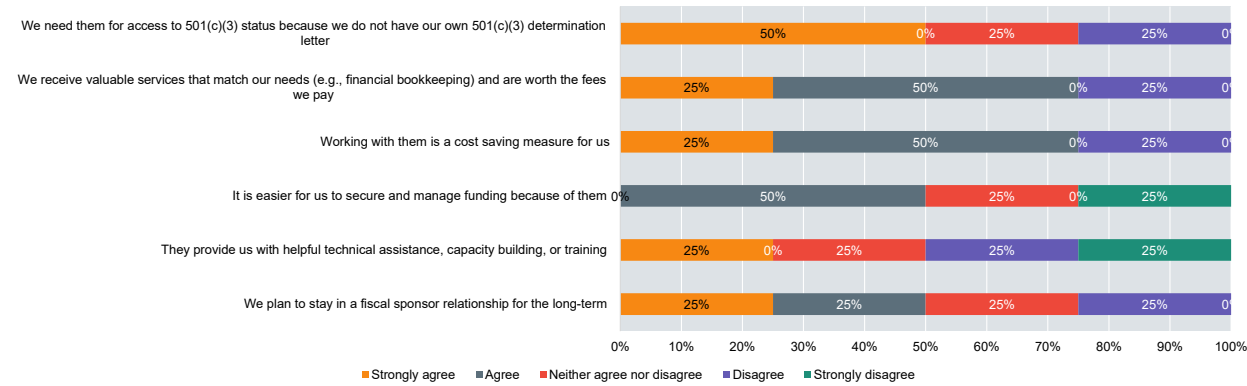
# Which one of the following best describes your organization?



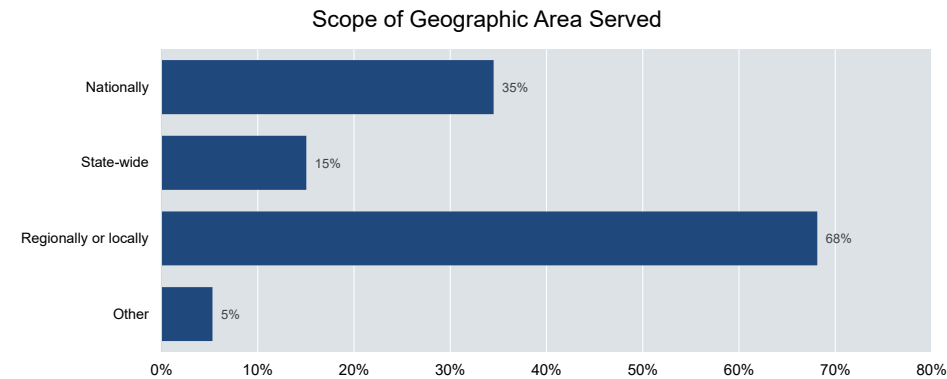
Organizational Status	Total #	% of Total
501(c)(3) organization	124	93%
501(c)(4) organization	1	1%
501(c)(3) organization with an affiliated 501(c)(4)	3	2%
Fiscally sponsored organization or project without your own 501(c)(3) status	4	3%
501(c)(3) organization that also serves as a fiscal sponsor for other organization(s) or pr	1	1%
Other	0	0%
<b>Base = All Respondents</b>	<b>N= 133</b>	<b>100%</b>

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

### Relationship with Fiscal Sponsor

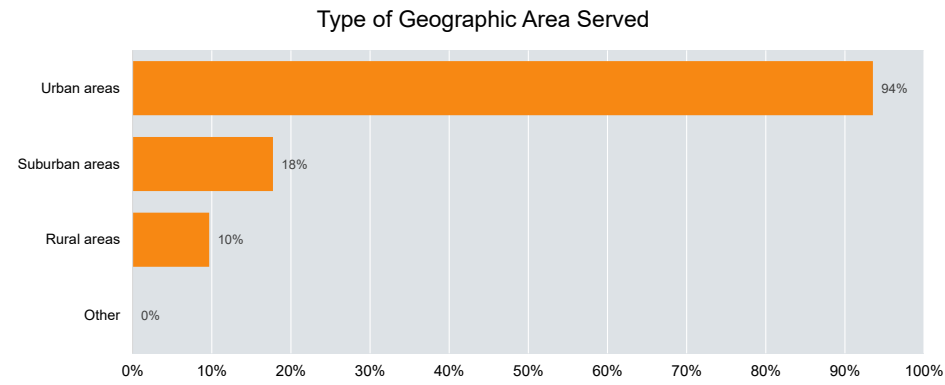


Which geographic areas does your organization primarily serve? (select all that apply)



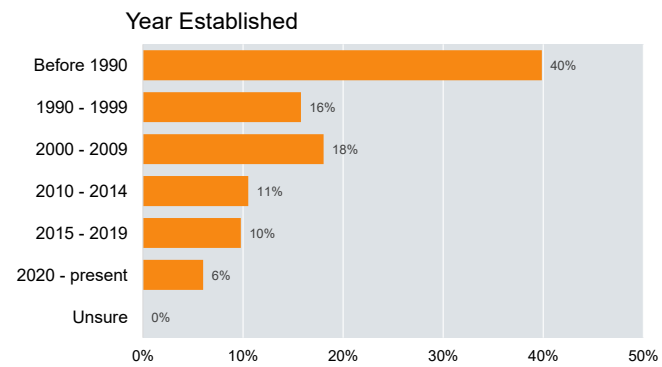
Geographic Area Served - Scope	Total #	% of Total
Nationally	39	35%
State-wide	17	15%
Regionally or locally	77	68%
Other	6	5%
Base = Respondents Who Selected At Least One Geographic Scope Response Option	N= 113	

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



Geographic Area Served - Type	Total #	% of Total
Urban areas	58	94%
Suburban areas	11	18%
Rural areas	6	10%
Other	0	0%
<b>Base = Respondents Who Selected At Least One Geographic Type</b>		
<b>Response Option</b>	<b>N=</b>	<b>62</b>

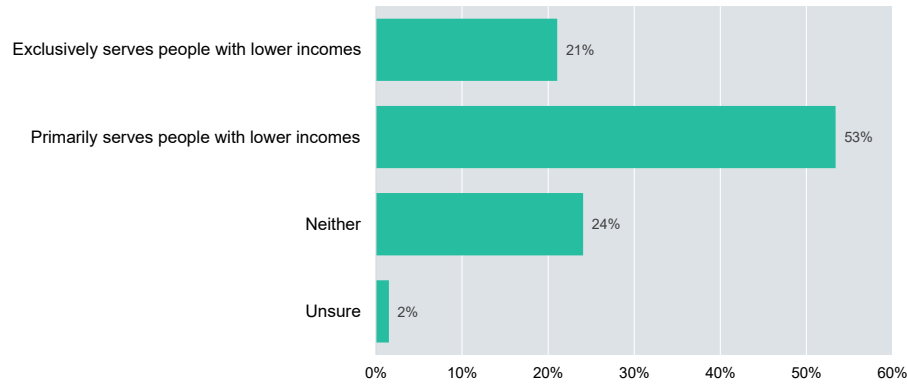
In what year was your organization established?



Year Established	Total #	% of Total
Before 1990	53	40%
1990 - 1999	21	16%
2000 - 2009	24	18%
2010 - 2014	14	11%
2015 - 2019	13	10%
2020 - present	8	6%
Unsure	0	0%
<b>Base = All Respondents</b>		
<b>Response Option</b>	<b>N=</b>	<b>133</b>
		<b>100%</b>

Does your organization serve people with lower incomes?

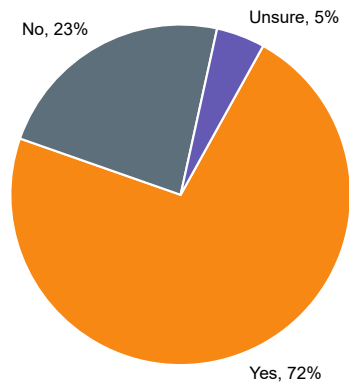
Serve People with Lower Incomes?



Serve People with Lower Incomes?	Total #	% of Total
Exclusively serves people with lower incomes	28	21%
Primarily serves people with lower incomes	71	53%
Neither	32	24%
Unsure	2	2%
<b>Base = All Respondents</b>	<b>N= 133</b>	<b>100%</b>

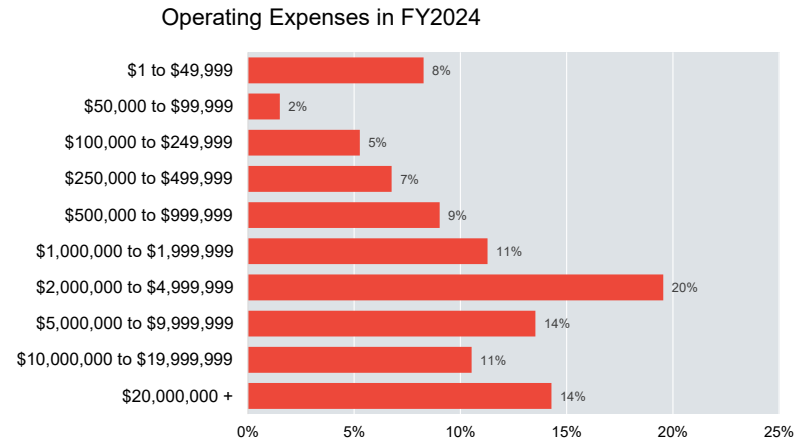
Does your organization primarily serve communities of color?

Primarily Serve Communities of Color?



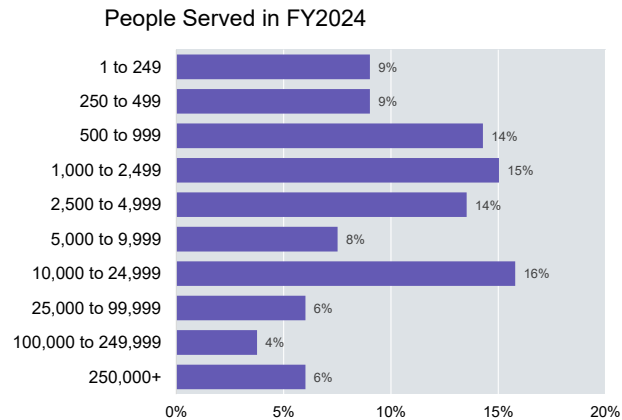
Primarily Serve Communities of Color?	Total #	% of Total
Yes	94	72%
No	30	23%
Unsure	6	5%
<b>Base = All Respondents</b>	<b>N= 130</b>	<b>100%</b>

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



Operating Expenses in FY2024	Total #	% of Total
\$1 to \$49,999	11	8%
\$50,000 to \$99,999	2	2%
\$100,000 to \$249,999	7	5%
\$250,000 to \$499,999	9	7%
\$500,000 to \$999,999	12	9%
\$1,000,000 to \$1,999,999	15	11%
\$2,000,000 to \$4,999,999	26	20%
\$5,000,000 to \$9,999,999	18	14%
\$10,000,000 to \$19,999,999	14	11%
\$20,000,000 +	19	14%
<b>Base = All Respondents</b>	<b>N= 133</b>	<b>100%</b>

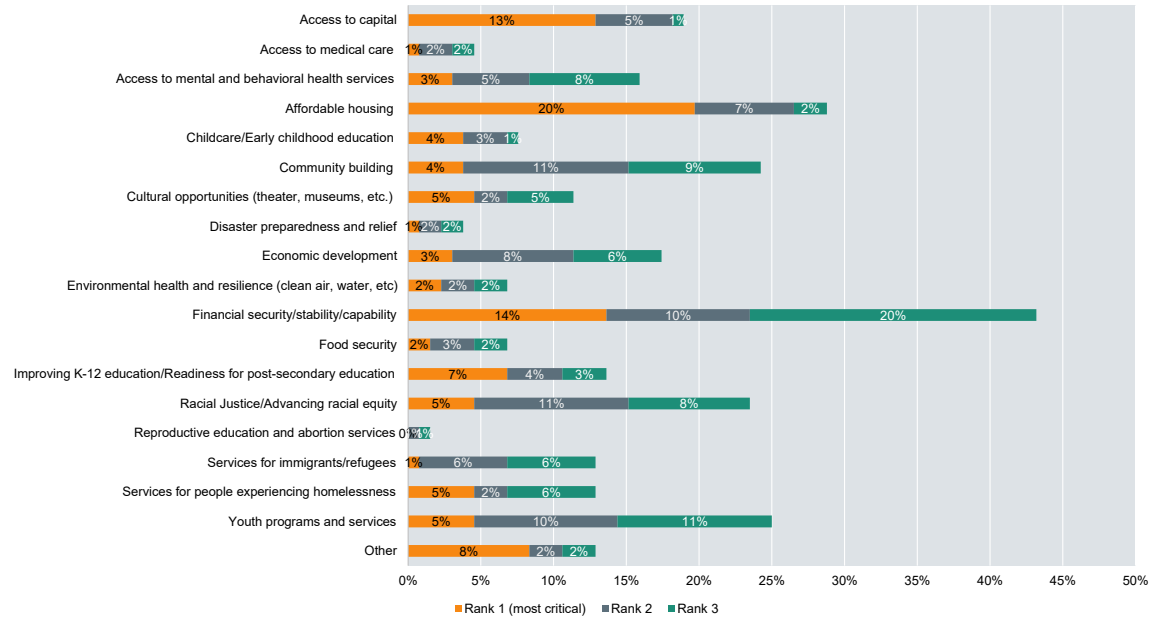
Approximately how many people did your organization serve in FY2024?



People Served in FY2024	Total #	% of Total
1 to 249	12	9%
250 to 499	12	9%
500 to 999	19	14%
1,000 to 2,499	20	15%
2,500 to 4,999	18	14%
5,000 to 9,999	10	8%
10,000 to 24,999	21	16%
25,000 to 99,999	8	6%
100,000 to 249,999	5	4%
250,000+	8	6%
<b>Base = All Respondents</b>	<b>N= 133</b>	<b>100%</b>

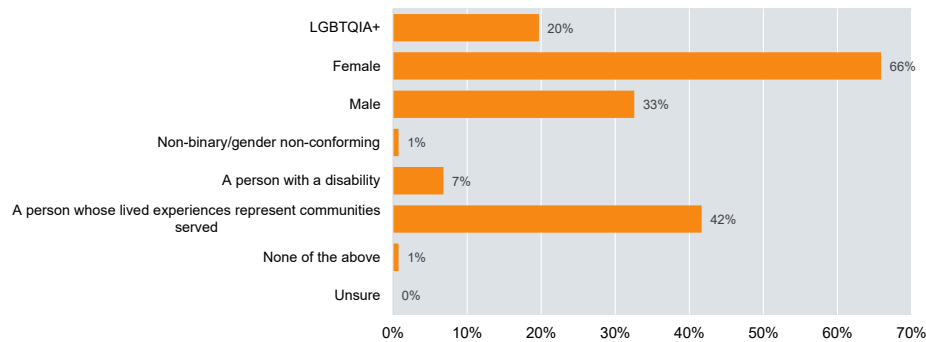
What are the three most critical needs of the broader community in which your organization does most of its work?

### Top 3 Critical Needs of the Community in Which Organization Works



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

### Identity of Organizational Leader

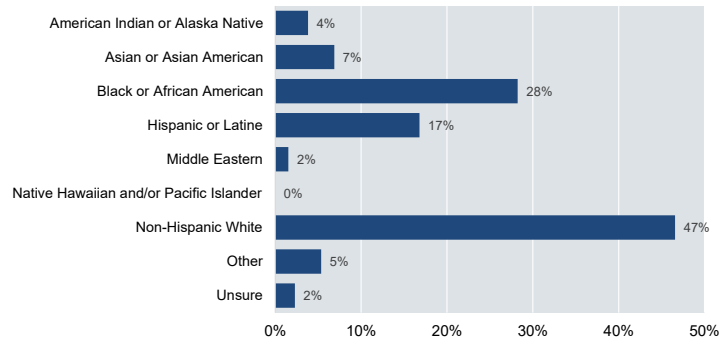


Identity of Organizational Leader	Total #	% of Total
LGBTQIA+	26	20%
Female	87	66%
Male	43	33%
Non-binary/gender non-conforming	1	1%
A person with a disability	9	7%
A person whose lived experiences represent communities served	55	42%
None of the above	1	1%
Unsure	0	0%
<b>Base = All Respondents</b>	<b>N= 132</b>	



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

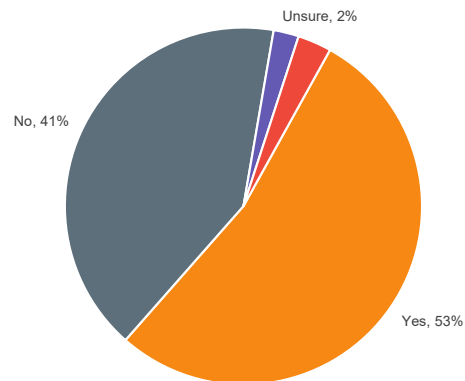
### Identity of Organizational Leader - Race/Ethnicity



Identity of Organizational Leader - Race/Ethnicity	Total #	% of Total
American Indian or Alaska Native	5	4%
Asian or Asian American	9	7%
Black or African American	37	28%
Hispanic or Latine	22	17%
Middle Eastern	2	2%
Native Hawaiian and/or Pacific Islander	0	0%
Non-Hispanic White	61	47%
Other	7	5%
Unsure	3	2%
<b>Base = All Respondents</b>	<b>N= 131</b>	

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

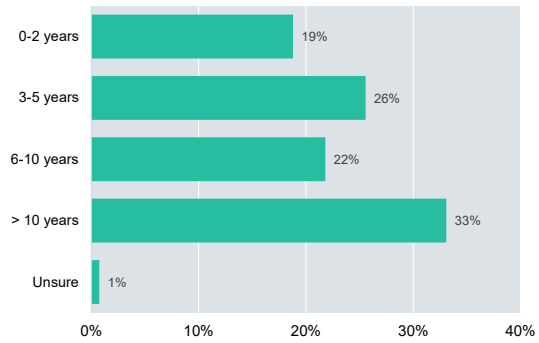
### Does your Organizational Leader Identify as a Person of Color?



Identity of Organizational Leader - Person of Color	Total #	% of Total
Yes	70	53%
No	54	41%
Unsure	3	2%
Other	4	3%
<b>Base = All Respondents</b>	<b>N= 131</b>	<b>100%</b>

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

Tenure of Organizational Leader

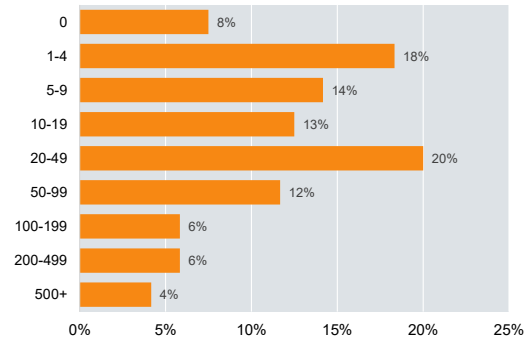


Tenure of Organizational Leader	Total #	% of Total
0-2 years	25	19%
3-5 years	34	26%
6-10 years	29	22%
> 10 years	44	33%
Unsure	1	1%
<b>Base = All Respondents</b>	<b>N= 133</b>	<b>100%</b>

## Supporting Your Staff

How many full time staff did you employ in FY2024?

Full Time Staff in FY2024

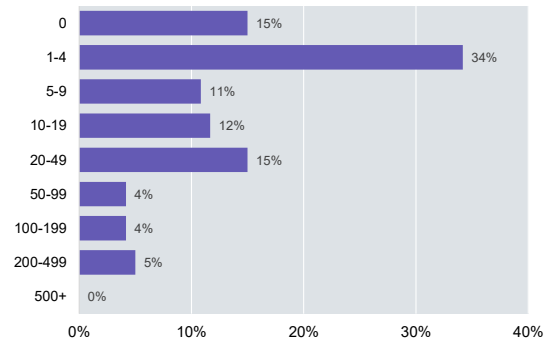


Full Time Staff in FY2024

	Total #	% of Total
0	9	8%
1-4	22	18%
5-9	17	14%
10-19	15	13%
20-49	24	20%
50-99	14	12%
100-199	7	6%
200-499	7	6%
500+	5	4%
<b>Base = All Respondents</b>	<b>N= 120</b>	<b>100%</b>

How many part time staff did you employ in FY2024?

Part Time Staff in FY2024

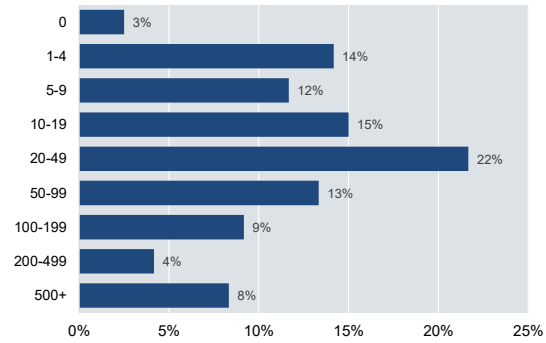


Part Time Staff in FY2024

	Total #	% of Total
0	18	15%
1-4	41	34%
5-9	13	11%
10-19	14	12%
20-49	18	15%
50-99	5	4%
100-199	5	4%
200-499	6	5%
500+	0	0%
<b>Base = All Respondents</b>	<b>N= 120</b>	<b>100%</b>

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

Total Staff (Full Time and Part Time) in FY2024

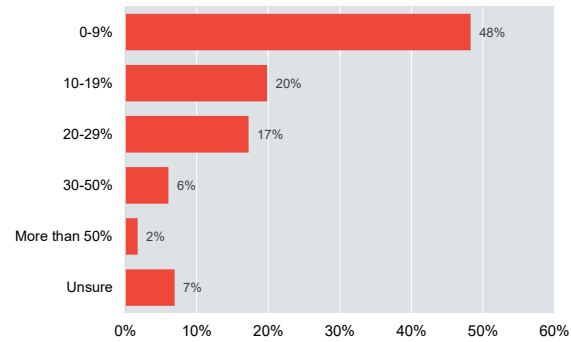


Total Staff (Full Time and Part Time) in FY2024

	Total #	% of Total
0	3	3%
1-4	17	14%
5-9	14	12%
10-19	18	15%
20-49	26	22%
50-99	16	13%
100-199	11	9%
200-499	5	4%
500+	10	8%
<b>Base = All Respondents</b>	<b>N= 120</b>	<b>100%</b>

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

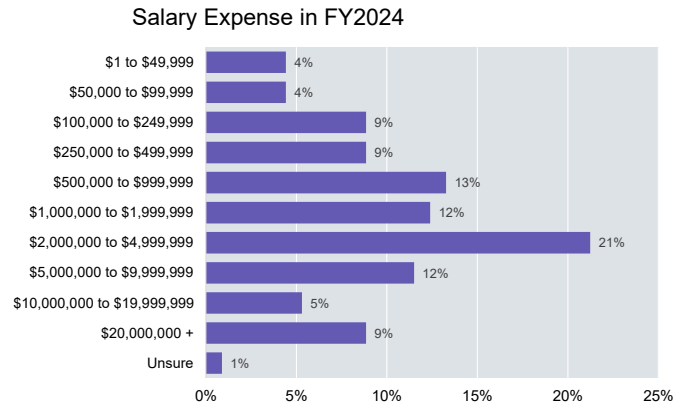
Staff Turnover in FY2024



Staff Turnover in FY2024

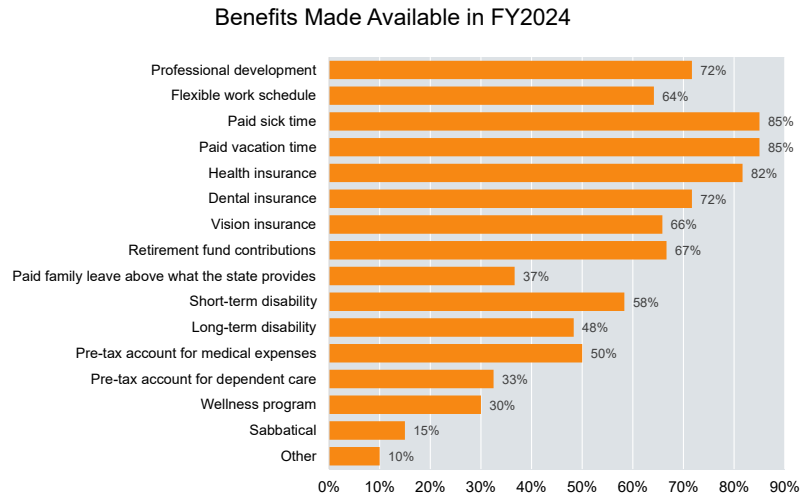
	Total #	% of Total
0-9%	56	48%
10-19%	23	20%
20-29%	20	17%
30-50%	7	6%
More than 50%	2	2%
Unsure	8	7%
<b>Base = All Respondents</b>	<b>N= 116</b>	<b>100%</b>

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



Salary Expense in FY2024	Total #	% of Total
\$1 to \$49,999	5	4%
\$50,000 to \$99,999	5	4%
\$100,000 to \$249,999	10	9%
\$250,000 to \$499,999	10	9%
\$500,000 to \$999,999	15	13%
\$1,000,000 to \$1,999,999	14	12%
\$2,000,000 to \$4,999,999	24	21%
\$5,000,000 to \$9,999,999	13	12%
\$10,000,000 to \$19,999,999	6	5%
\$20,000,000 +	10	9%
Unsure	1	1%
<b>Base = All Respondents</b>	<b>N= 113</b>	<b>100%</b>

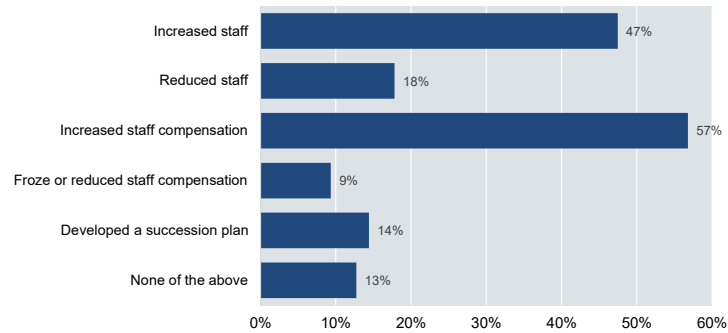
Which benefits did your organization make available to staff in FY2024? (select all that apply)



Benefits Made Available in FY2024	Total #	% of Total
Professional development	86	72%
Flexible work schedule	77	64%
Paid sick time	102	85%
Paid vacation time	102	85%
Health insurance	98	82%
Dental insurance	86	72%
Vision insurance	79	66%
Retirement fund contributions	80	67%
Paid family leave above what the state provides	44	37%
Short-term disability	70	58%
Long-term disability	58	48%
Pre-tax account for medical expenses	60	50%
Pre-tax account for dependent care	39	33%
Wellness program	36	30%
Sabbatical	18	15%
Other	12	10%
<b>Base = All Respondents</b>	<b>N= 120</b>	

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

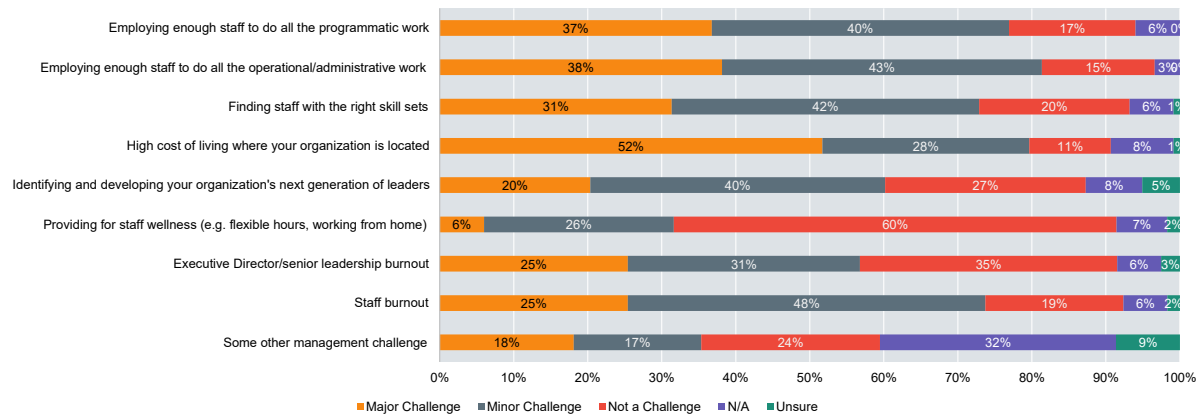
### Staff-Related Actions Taken in FY2024



Staff-Related Actions Taken in FY2024	Total #	% of Total
Increased staff	56	47%
Reduced staff	21	18%
Increased staff compensation	67	57%
Froze or reduced staff compensation	11	9%
Developed a succession plan	17	14%
None of the above	15	13%
<b>Base = All Respondents</b>	<b>N= 118</b>	

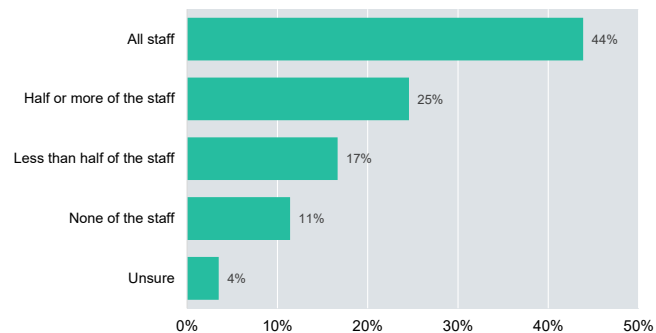
Did your organization experience any of the following management challenges in FY2024? (select all that apply)

### Management Challenges in FY2024



Many nonprofits face challenges raising sufficient revenue to meet expenses, including staff salaries that meet local living wage standards. How much of your full time staff is your organization able to pay a living wage?

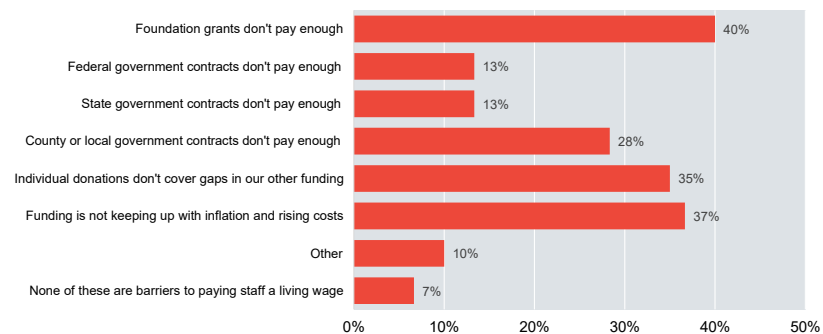
Full Time Staff Paid a Living Wage



Full Time Staff Paid a Living Wage	Total #	% of Total
All staff	50	44%
Half or more of the staff	28	25%
Less than half of the staff	19	17%
None of the staff	13	11%
Unsure	4	4%
<b>Base = All Respondents</b>	<b>N= 114</b>	<b>100%</b>

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

Top Two Barriers to Paying All Staff a Living Wage

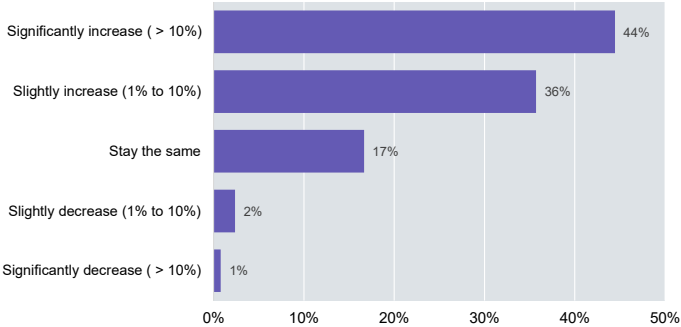


Top Two Barriers to Paying All Staff a Living Wage	Total #	% of Total
Foundation grants don't pay enough	24	40%
Federal government contracts don't pay enough	8	13%
State government contracts don't pay enough	8	13%
County or local government contracts don't pay enough	17	28%
Individual donations don't cover gaps in our other funding	21	35%
Funding is not keeping up with inflation and rising costs	22	37%
Other	6	10%
None of these are barriers to paying staff a living wage	4	7%
<b>Base = Respondents Unable to Pay All Full Time Staff a Living Wage</b>	<b>N= 60</b>	

Responding to the Current Landscape

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

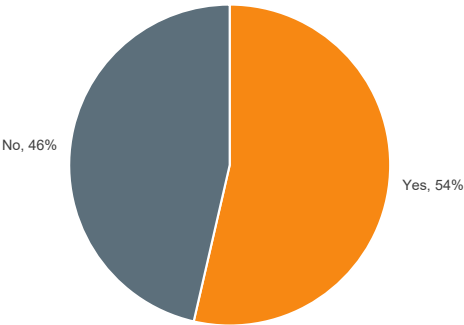
Between FY2023 and FY2024, Did Service Demand...



Between FY2023 and FY2024, Did Service Demand...	Total #	% of Total
Significantly increase (> 10%)	56	44%
Slightly increase (1% to 10%)	45	36%
Stay the same	21	17%
Slightly decrease (1% to 10%)	3	2%
Significantly decrease (> 10%)	1	1%
Base = All Respondents	N= 126	100%

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

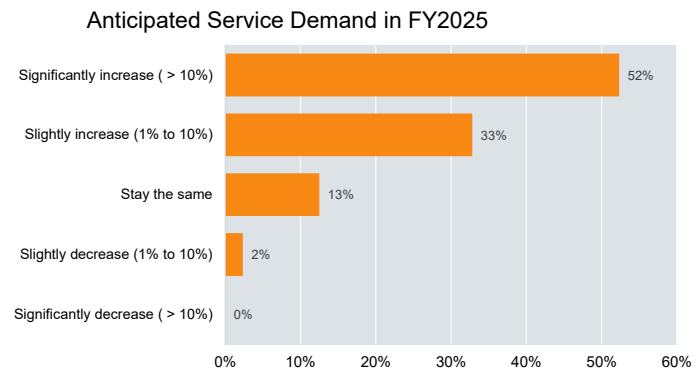
Able to Meet Service Demand in FY2024?



Able to Meet Service Demand in FY2024?	Total #	% of Total
Yes	67	54%
No	58	46%
Base = All Respondents	N= 125	100%

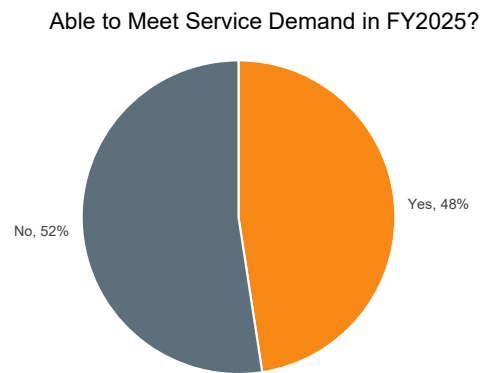


In FY2025, do you anticipate the amount of demand for your organization's services will...?



Anticipated Service Demand in FY2025	Total #	% of Total
Significantly increase (> 10%)	67	52%
Slightly increase (1% to 10%)	42	33%
Stay the same	16	13%
Slightly decrease (1% to 10%)	3	2%
Significantly decrease (> 10%)	0	0%
<b>Base = All Respondents</b>	<b>N= 128</b>	<b>100%</b>

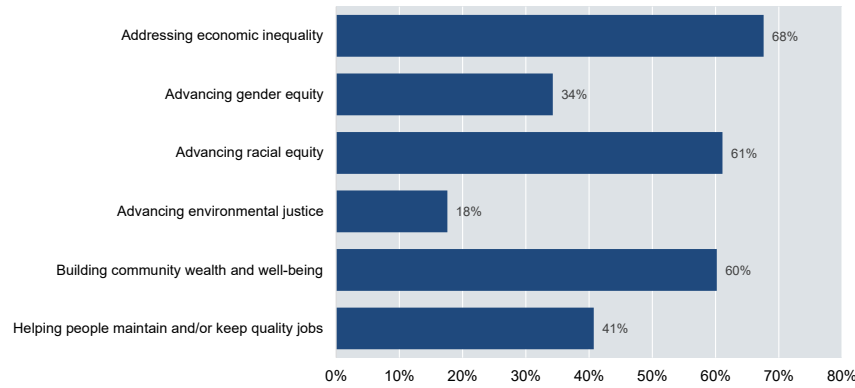
In FY2025, do you anticipate your organization will be able to fully meet the demand for its services?



Able to Meet Service Demand in FY2025?	Total #	% of Total
Yes	59	48%
No	65	52%
<b>Base = All Respondents</b>	<b>N= 124</b>	<b>100%</b>

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

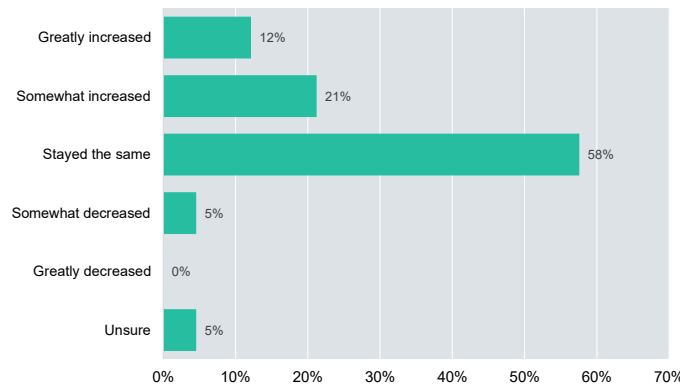
### Major Focus Areas



Major Focus Areas	Total #	% of Total
Addressing economic inequality	73	68%
Advancing gender equity	37	34%
Advancing racial equity	66	61%
Advancing environmental justice	19	18%
Building community wealth and well-being	65	60%
Helping people maintain and/or keep quality jobs	44	41%
<b>Base = All Respondents</b>	<b>N= 108</b>	

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

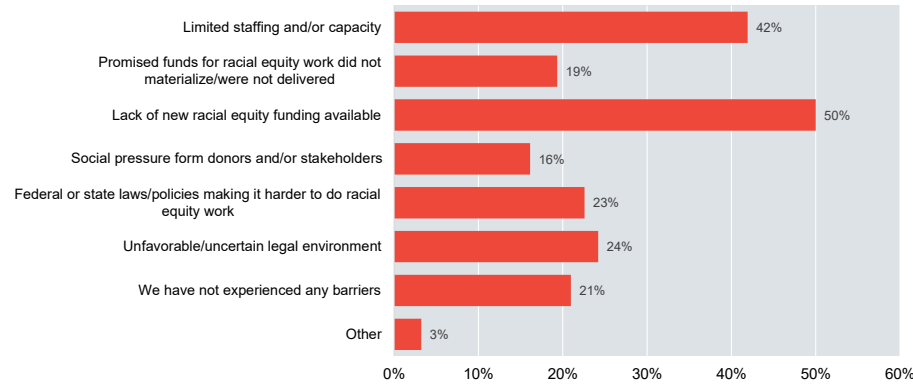
### Change in Focus on Advancing Racial Equity Over the Last Year



Change in Focus on Advancing Racial Equity Over the Last Year	Total #	% of Total
Greatly increased	8	12%
Somewhat increased	14	21%
Stayed the same	38	58%
Somewhat decreased	3	5%
Greatly decreased	0	0%
Unsure	3	5%
<b>Base = Respondents with a Major Focus on Advancing Racial Equity</b>	<b>N= 66</b>	<b>100%</b>

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

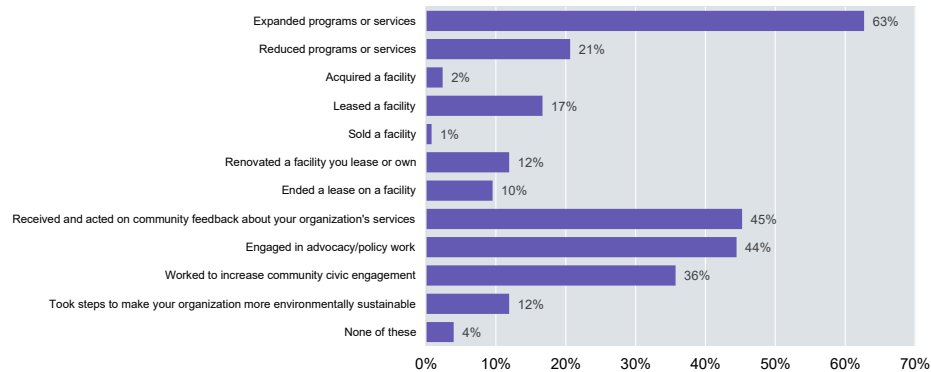
### Barriers to Advancing Racial Equity in FY2024



Barriers to Advancing Racial Equity in FY2024	Total #	% of Total
Limited staffing and/or capacity	26	42%
Promised funds for racial equity work did not materialize/were not delivered	12	19%
Lack of new racial equity funding available	31	50%
Social pressure from donors and/or stakeholders	10	16%
Federal or state laws/policies making it harder to do racial equity work	14	23%
Unfavorable/uncertain legal environment	15	24%
We have not experienced any barriers	13	21%
Other	2	3%
<b>N = Respondents with a Major Focus on Advancing Racial Equity</b>	<b>N= 62</b>	

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

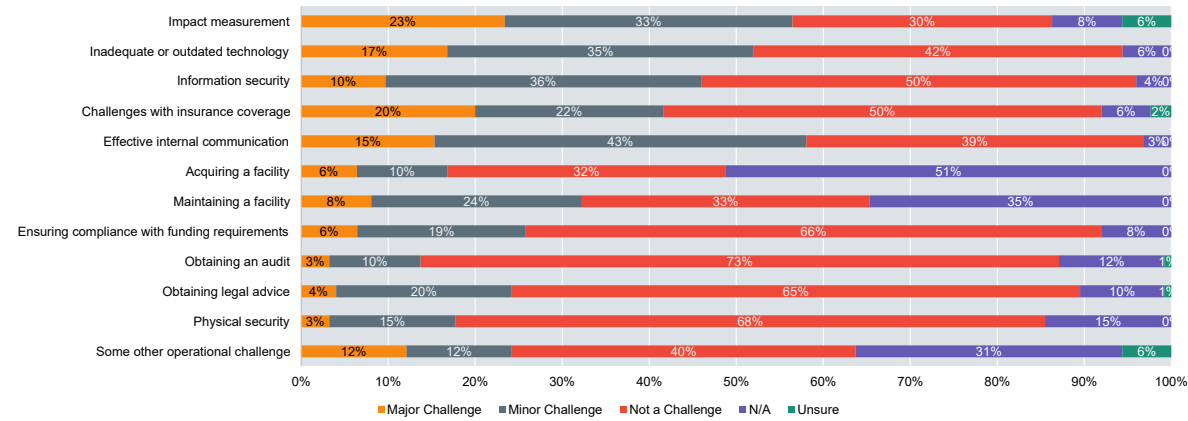
### Operational Actions Taken in FY2024



Operational Actions Taken in FY2024	Total #	% of Total
Expanded programs or services	79	63%
Reduced programs or services	26	21%
Acquired a facility	3	2%
Leased a facility	21	17%
Sold a facility	1	1%
Renovated a facility you lease or own	15	12%
Ended a lease on a facility	12	10%
Received and acted on community feedback about your organization's services	57	45%
Engaged in advocacy/policy work	56	44%
Worked to increase community civic engagement	45	36%
Took steps to make your organization more environmentally sustainable	15	12%
None of these	5	4%
<b>Base = All Respondents</b>	<b>N= 126</b>	

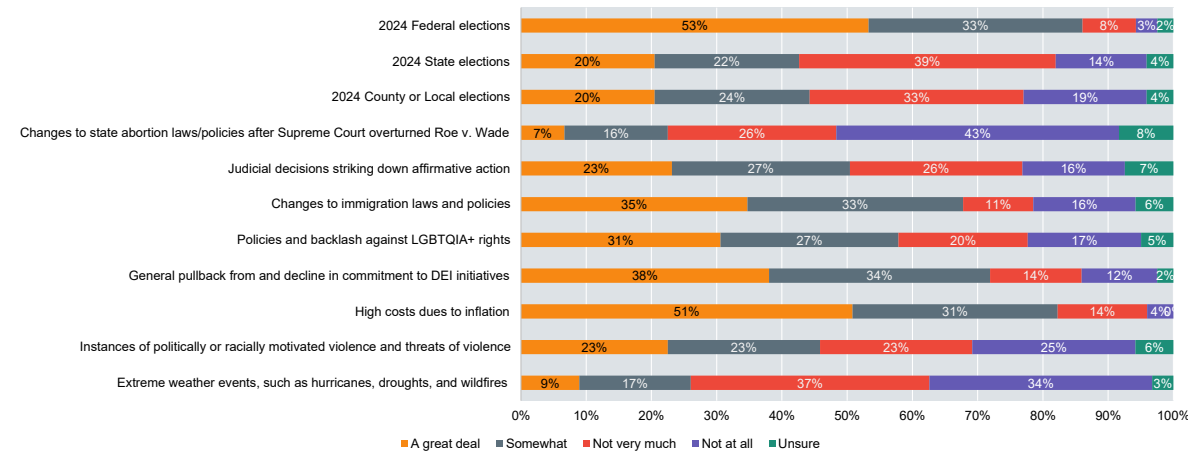
Did your organization experience any of the following operational challenges in FY2024? (select all that apply)

Operational Challenges in FY2024



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

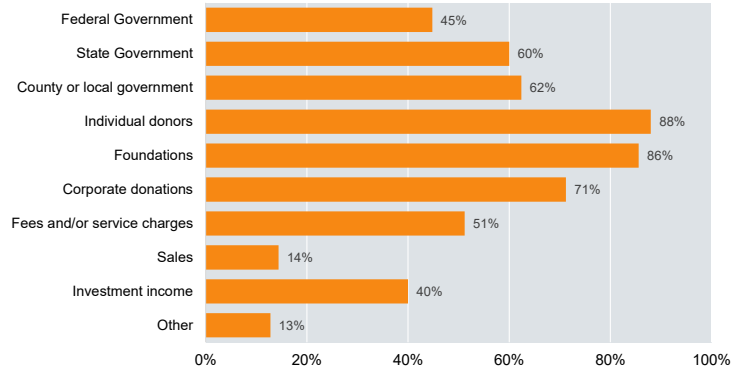
Impact of Recent Events on Organization and Clients



## Your Organization's Financial Story

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

### Revenue Sources in FY2024

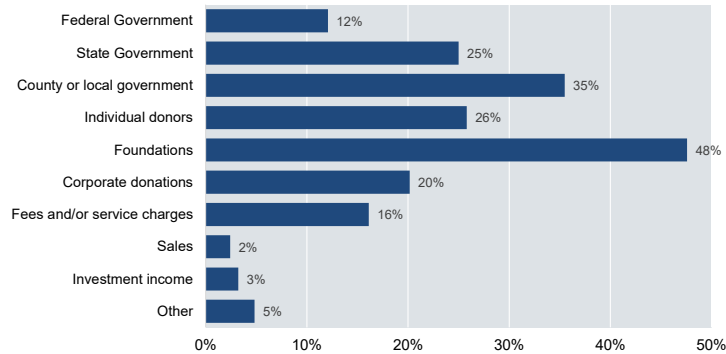


### Revenue Sources in FY2024

	Total #	% of Total
Federal Government	56	45%
State Government	75	60%
County or local government	78	62%
Individual donors	110	88%
Foundations	107	86%
Corporate donations	89	71%
Fees and/or service charges	64	51%
Sales	18	14%
Investment income	50	40%
Other	16	13%
<b>Base = All Respondents</b>	<b>N= 125</b>	

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

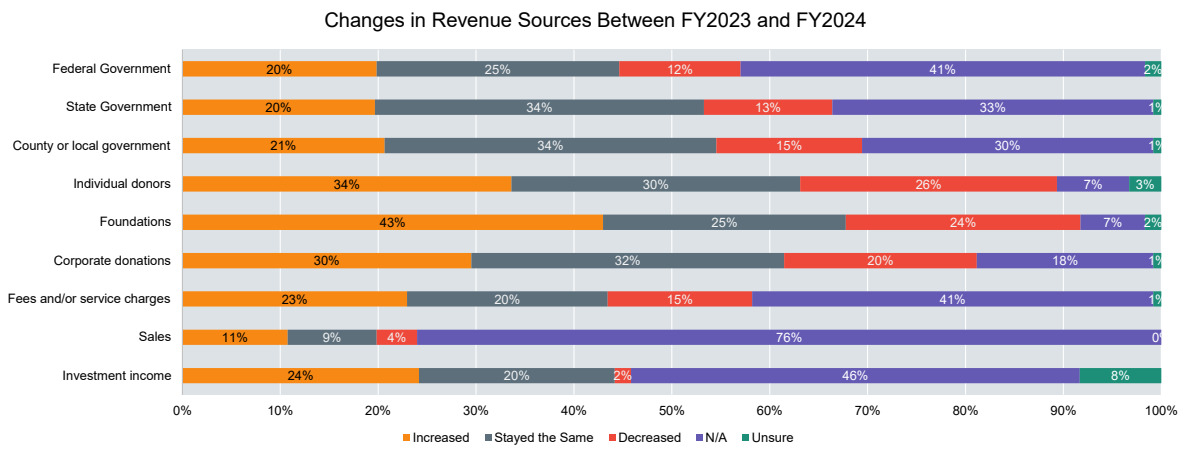
### Two Largest Revenue Sources in FY2024



### Two Largest Revenue Sources in FY2024

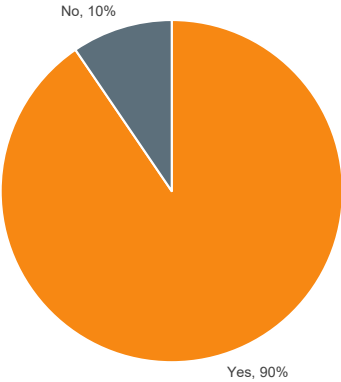
	Total #	% of Total
Federal Government	15	12%
State Government	31	25%
County or local government	44	35%
Individual donors	32	26%
Foundations	59	48%
Corporate donations	25	20%
Fees and/or service charges	20	16%
Sales	3	2%
Investment income	4	3%
Other	6	5%
<b>Base = All Respondents</b>	<b>N= 124</b>	

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



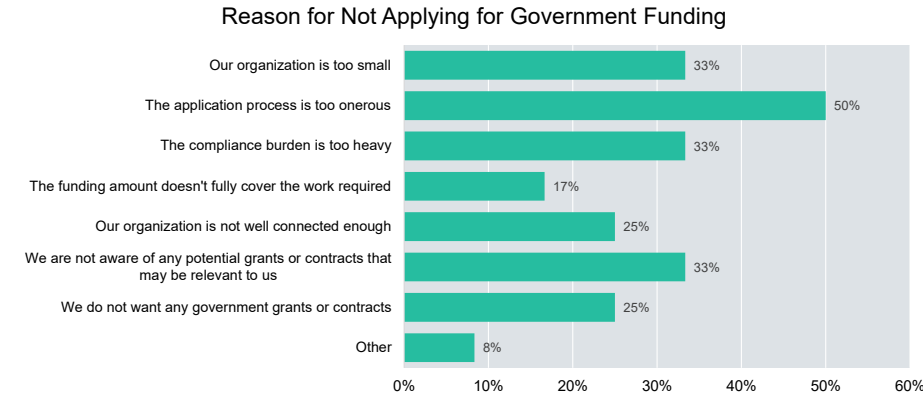
Has your organization ever applied for a government grant or contract?

Ever Applied for a Government Grant or Contract?



Ever Applied for a Government Grant or Contract?	Total #	% of Total
Yes	114	90%
No	12	10%
Base = All Respondents	N= 126	100%

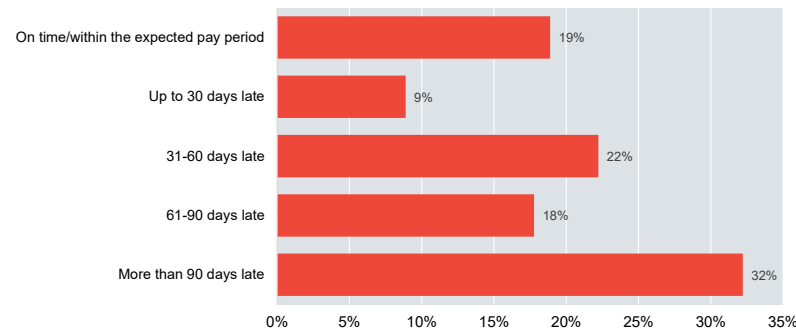
You indicated that your organization has never applied for government funding. Please indicate the reasons you have not. (select all that apply)



Reason for Not Applying for Government Funding	Total #	% of Total
Our organization is too small	4	33%
The application process is too onerous	6	50%
The compliance burden is too heavy	4	33%
The funding amount doesn't fully cover the work required	2	17%
Our organization is not well connected enough	3	25%
We are not aware of any potential grants or contracts that may be relevant to us	4	33%
We do not want any government grants or contracts	3	25%
Other	1	8%
<b>Base = Respondents Who Never Applied for Government Funding</b>	<b>N= 12</b>	

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

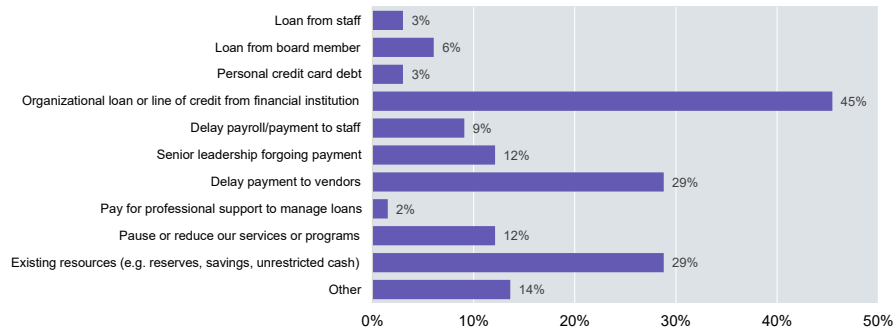
### How Long Did it Take to Receive Payment from Gov't in FY2024?



How Long Did it Take to Receive Payment from Gov't in FY2024?	Total #	% of Total
On time/within the expected pay period	17	19%
Up to 30 days late	8	9%
31-60 days late	20	22%
61-90 days late	16	18%
More than 90 days late	29	32%
<b>Base = Respondents Receiving Government Funding in FY2024</b>	<b>N= 90</b>	<b>100%</b>

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

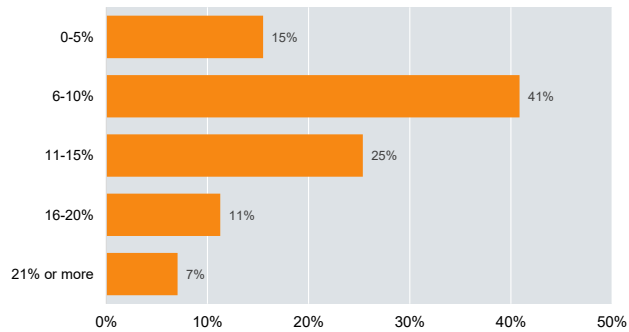
### How Have You Coped with Government Payment Delays?



How Have You Coped with Government Payment Delays?	Total #	% of Total
Loan from staff	2	3%
Loan from board member	4	6%
Personal credit card debt	2	3%
Organizational loan or line of credit from financial institution	30	45%
Delay payroll/payment to staff	6	9%
Senior leadership forgoing payment	8	12%
Delay payment to vendors	19	29%
Pay for professional support to manage loans	1	2%
Pause or reduce our services or programs	8	12%
Existing resources (e.g. reserves, savings, unrestricted cash)	19	29%
Other	9	14%
<b>Base = Respondents Receiving Late Government Payment in FY2024</b>	<b>N= 66</b>	

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

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

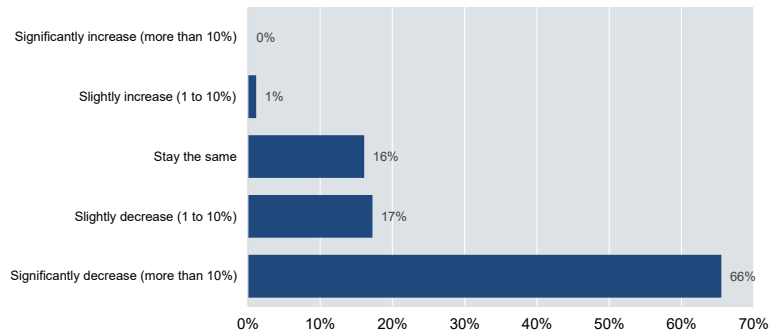


What Indirect Rate Were You Allowed to Charge in FY2024?	Total #	% of Total
0-5%	11	15%
6-10%	29	41%
11-15%	18	25%
16-20%	8	11%
21% or more	5	7%
<b>Base = Respondents Receiving Government Funding in FY2024</b>	<b>N= 71</b>	<b>100%</b>



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

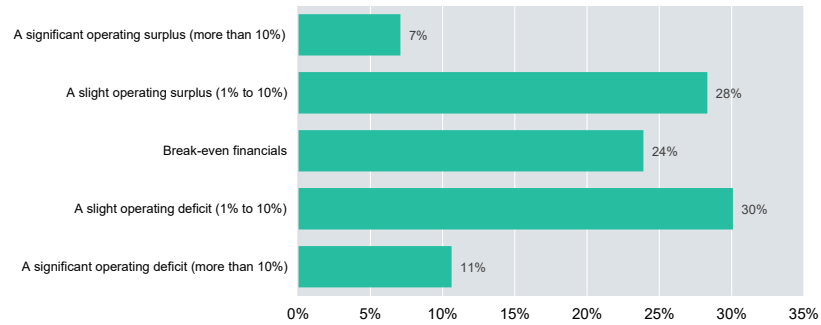
### Anticipated Change in Gov't Funding as a Result of 2024 Election



Anticipated Change in Gov't Funding as a Result of 2024 Election	Total #	% of Total
Significantly increase (more than 10%)	0	0%
Slightly increase (1 to 10%)	1	1%
Stay the same	14	16%
Slightly decrease (1 to 10%)	15	17%
Significantly decrease (more than 10%)	57	66%
<b>Base = Respondents Receiving Government Funding in FY2024</b>	<b>N= 87</b>	<b>100%</b>

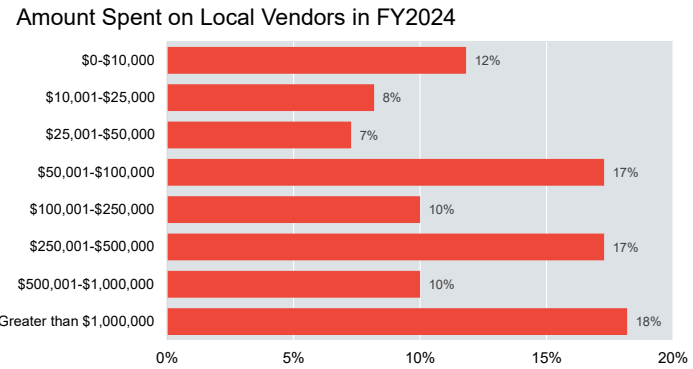
Did your organization finish FY2024 with:

### Operating Results in FY2024



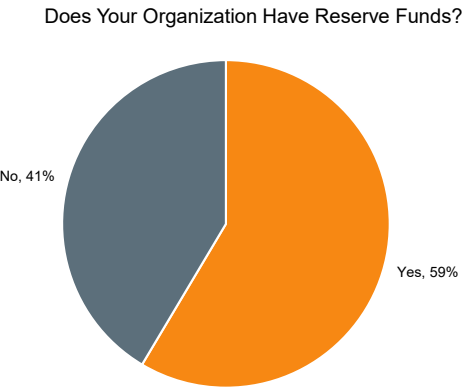
Operating Results in FY2024	Total #	% of Total
A significant operating deficit (more than 10%)	12	11%
A slight operating deficit (1% to 10%)	34	30%
Break-even financials	27	24%
A slight operating surplus (1% to 10%)	32	28%
A significant operating surplus (more than 10%)	8	7%
<b>Base = All Respondents</b>	<b>N= 113</b>	<b>100%</b>

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



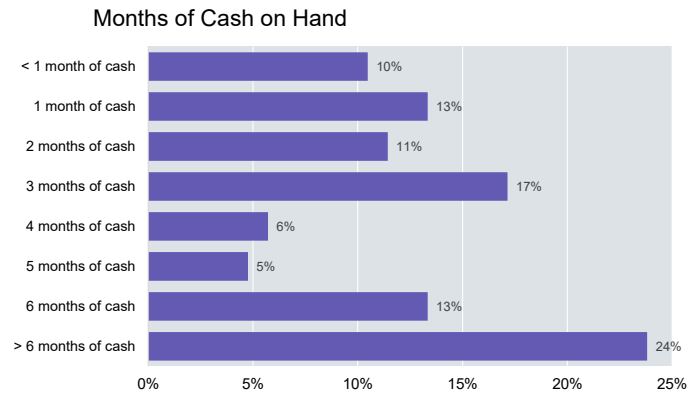
Amount Spent on Local Vendors in FY2024	Total #	% of Total
\$0-\$10,000	13	12%
\$10,001-\$25,000	9	8%
\$25,001-\$50,000	8	7%
\$50,001-\$100,000	19	17%
\$100,001-\$250,000	11	10%
\$250,001-\$500,000	19	17%
\$500,001-\$1,000,000	11	10%
Greater than \$1,000,000	20	18%
Base = All Respondents	N= 110	100%

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



Does Your Organization Have Reserve Funds?	Total #	% of Total
Yes	65	59%
No	46	41%
Base = All Respondents	N= 111	100%

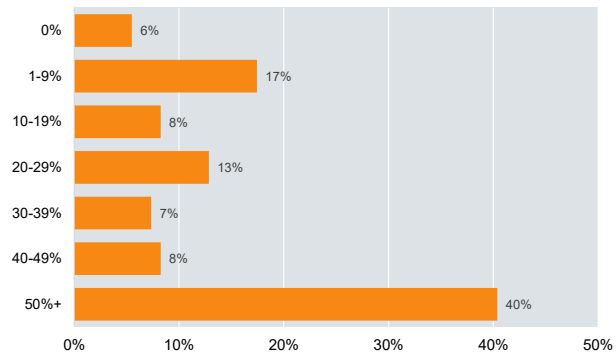
Approximately how many months of cash does your organization have on hand, not including any cash held in a separate reserve fund?



Months of Cash on Hand	Total #	% of Total
< 1 month of cash	11	10%
1 month of cash	14	13%
2 months of cash	12	11%
3 months of cash	18	17%
4 months of cash	6	6%
5 months of cash	5	5%
6 months of cash	14	13%
> 6 months of cash	25	24%
<b>Base = All Respondents</b>	<b>N= 105</b>	<b>100%</b>

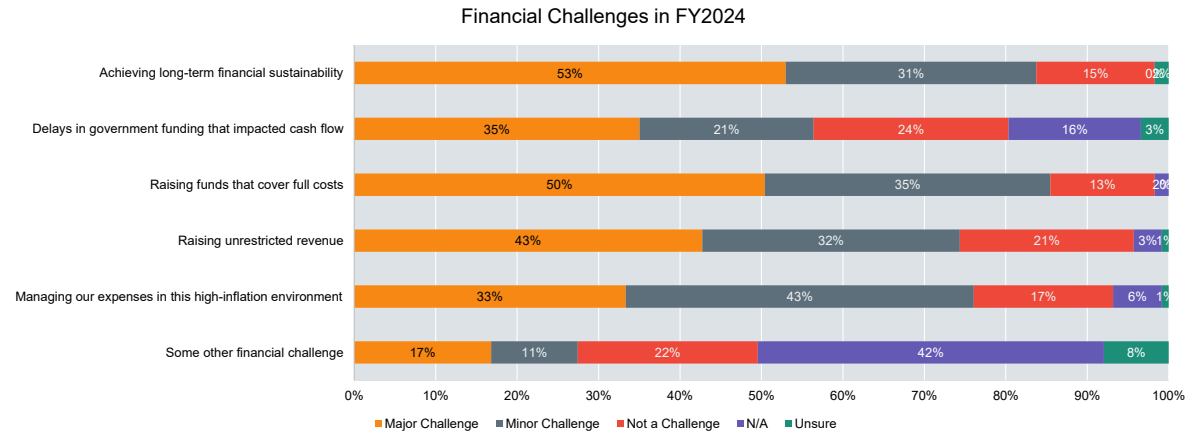
In FY2024, approximately what percentage of your total grants and donations were unrestricted?

Percentage of Unrestricted Grants and Donations in FY2024



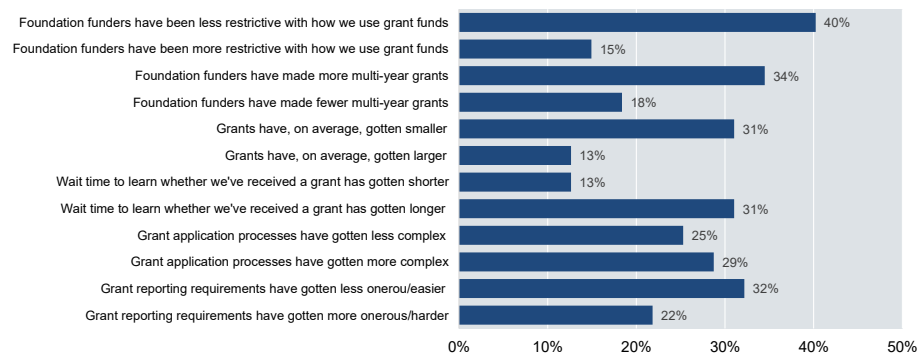
Percentage of Unrestricted Grants and Donations in FY2024	Total #	% of Total
0%	6	6%
1-9%	19	17%
10-19%	9	8%
20-29%	14	13%
30-39%	8	7%
40-49%	9	8%
50%+	44	40%
<b>Base = All Respondents</b>	<b>N= 109</b>	<b>100%</b>

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



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

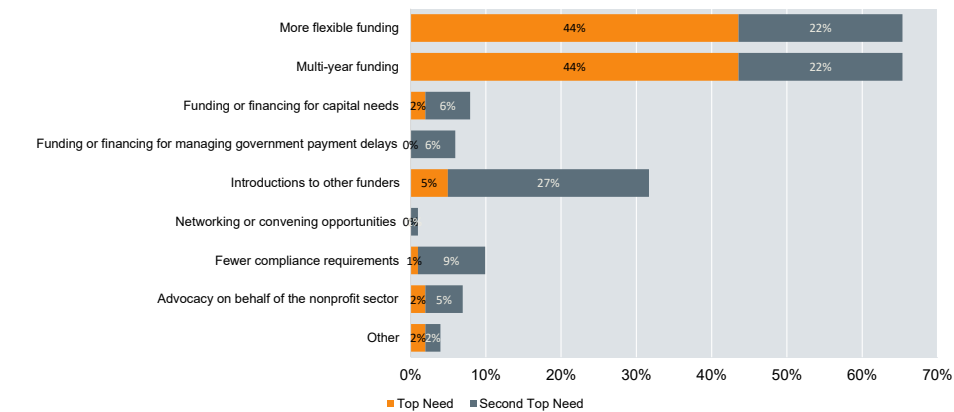
### Changes in Foundation Funding Practices Since Late 2022



Changes in Foundation Funding Practices Since Late 2022	Total #	% of Total
Foundation funders have been less restrictive with how we use grant funds	35	40%
Foundation funders have been more restrictive with how we use grant funds	13	15%
Foundation funders have made more multi-year grants	30	34%
Foundation funders have made fewer multi-year grants	16	18%
Grants have, on average, gotten smaller	27	31%
Grants have, on average, gotten larger	11	13%
Wait time to learn whether we've received a grant has gotten shorter	11	13%
Wait time to learn whether we've received a grant has gotten longer	27	31%
Grant application processes have gotten less complex	22	25%
Grant application processes have gotten more complex	25	29%
Grant reporting requirements have gotten less onerous/easier	28	32%
Grant reporting requirements have gotten more onerous/harder	19	22%
<b>Base = Respondents Receiving Foundation Funding in FY2024</b>	<b>N= 87</b>	

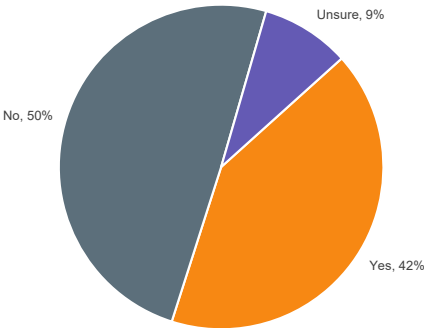
What does your organization need most from foundation funders to help you best deliver on yor mission? While many of these needs may apply to your organization, please select your top two needs.

Top Two Needs from Foundation Funders



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

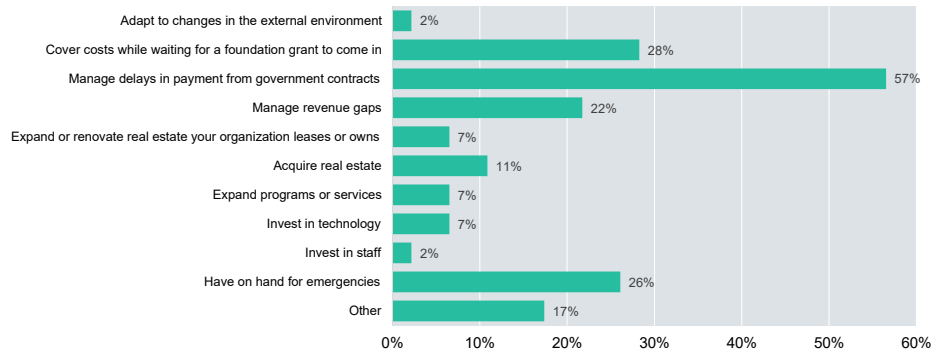
Have Loans and/or Lines of Credit?



Have Loans and/or Lines of Credit?	Total #	% of Total
Yes	47	42%
No	56	50%
Unsure	10	9%
Base = All Respondents	N= 113	100%

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

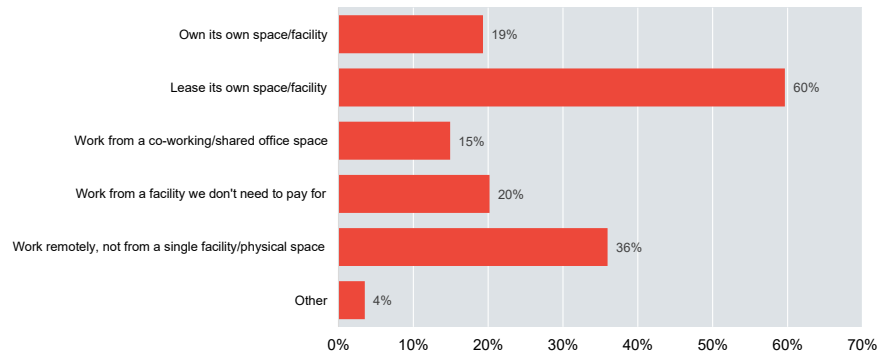
### Use of Loans and/or Lines of Credit



Use of Loans and/or Lines of Credit	Total #	% of Total
Adapt to changes in the external environment	1	2%
Cover costs while waiting for a foundation grant to come in	13	28%
Manage delays in payment from government contracts	26	57%
Manage revenue gaps	10	22%
Expand or renovate real estate your organization leases or owns	3	7%
Acquire real estate	5	11%
Expand programs or services	3	7%
Invest in technology	3	7%
Invest in staff	1	2%
Have on hand for emergencies	12	26%
Other	8	17%
<b>Base = Respondents with Loans and/or Lines of Credit</b>	<b>N= 46</b>	

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

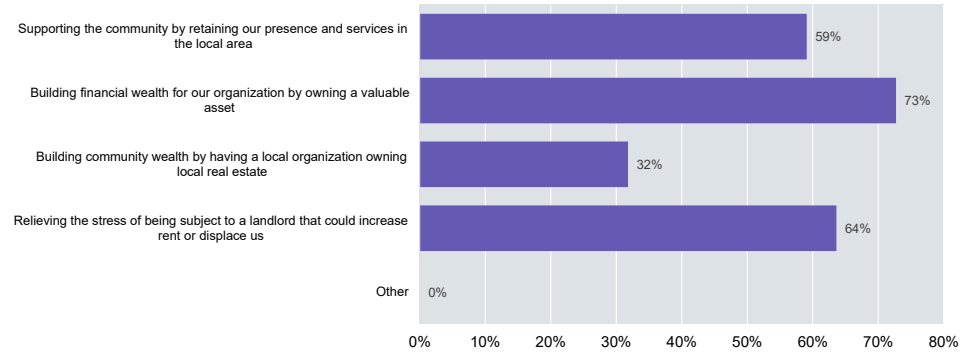
### In FY2024, Did your Organization...?



In FY2024, Did Your Organization...?	Total #	% of Total
Own its own space/facility	22	19%
Lease its own space/facility	68	60%
Work from a co-working/shared office space	17	15%
Work from a facility we don't need to pay for	23	20%
Work remotely, not from a single facility/physical space	41	36%
Other	4	4%
<b>Base = All Respondents</b>	<b>N= 114</b>	

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

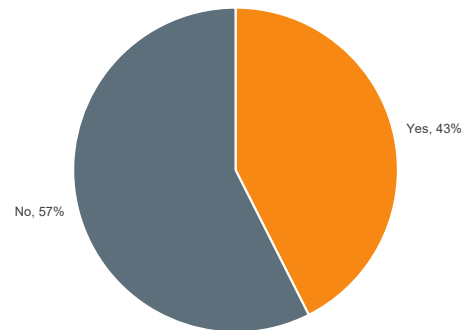
### Benefits to Organization and/or Community of Owning a Facility



Benefits to Organization and/or Community of Owning a Facility	Total #	% of Total
Supporting the community by retaining our presence and services in the local area	13	59%
Building financial wealth for our organization by owning a valuable asset	16	73%
Building community wealth by having a local organization owning local real estate	7	32%
Relieving the stress of being subject to a landlord that could increase rent or displace us	14	64%
Other	0	0%
<b>Base = Respondents Who Own a Facility</b>	<b>N= 22</b>	

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

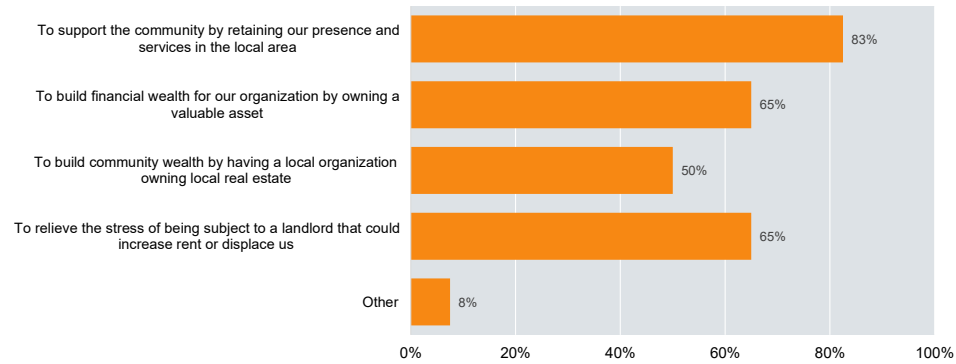
### Would You Like to Own a Facility?



Would Your Organization Like to Own a Facility?	Total #	% of Total
Yes	40	43%
No	54	57%
<b>Base = Respondents Who Do Not Own a Facility</b>	<b>N= 94</b>	<b>100%</b>

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

### Why Would Your Organization Like to Own a Facility?



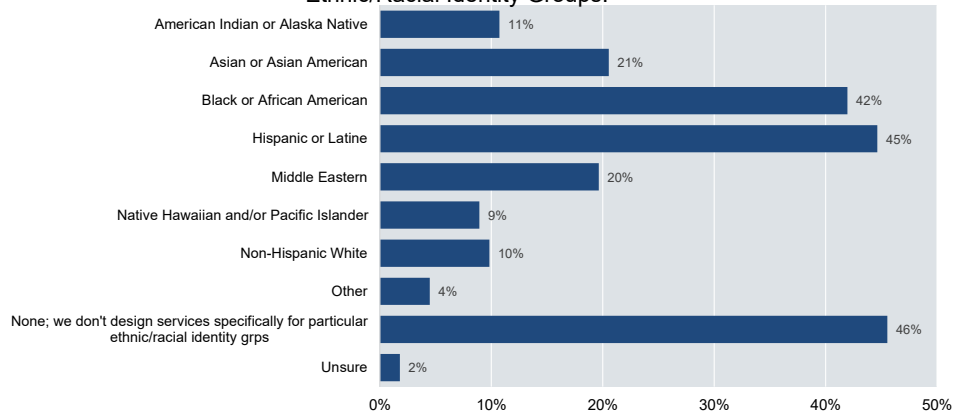
Why Would Your Organization Like to Own a Facility?

	Total #	% of Total
To support the community by retaining our presence and services in the local area	33	83%
To build financial wealth for our organization by owning a valuable asset	26	65%
To build community wealth by having a local organization owning local real estate	20	50%
To relieve the stress of being subject to a landlord that could increase rent or displace u	26	65%
Other	3	8%

Base = Respondents Who Do Not Own a Facility And Would Like To N= 40

Does your organization intentionally provide services designed to specifically and directly serve any of the following ethnic/racial groups? (select all that apply)

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



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

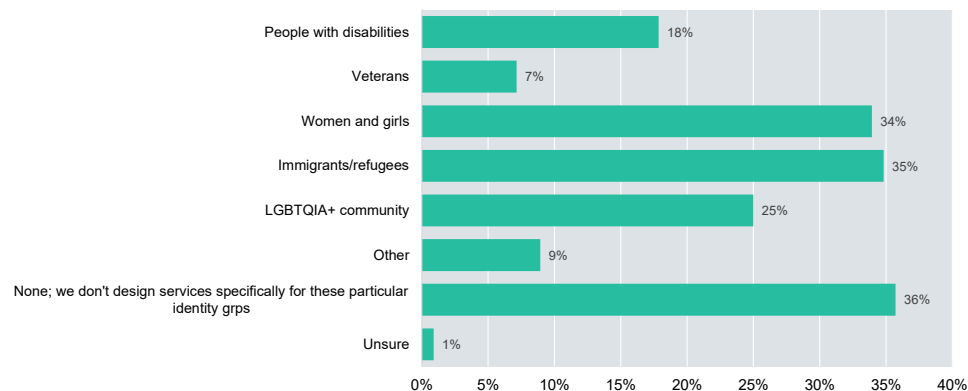
	Total #	% of Total
American Indian or Alaska Native	12	11%
Asian or Asian American	23	21%
Black or African American	47	42%
Hispanic or Latine	50	45%
Middle Eastern	22	20%
Native Hawaiian and/or Pacific Islander	10	9%
Non-Hispanic White	11	10%
Other	5	4%
None; we don't design services specifically for particular ethnic/racial identity grps	51	46%
Unsure	2	2%

Base = All Respondents N= 112



Does your organization intentionally provide services designed to specifically and directly serve any of the following groups? (select all that apply)

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



We Provide Services Designed to Specifically and Directly Serve These Identity Groups:	Total #	% of Total
People with disabilities	20	18%
Veterans	8	7%
Women and girls	38	34%
Immigrants/refugees	39	35%
LGBTQIA+ community	28	25%
Other	10	9%
None; we don't design services specifically for these particular identity grps	40	36%
Unsure	1	1%

Base = All Respondents

N=

112

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

