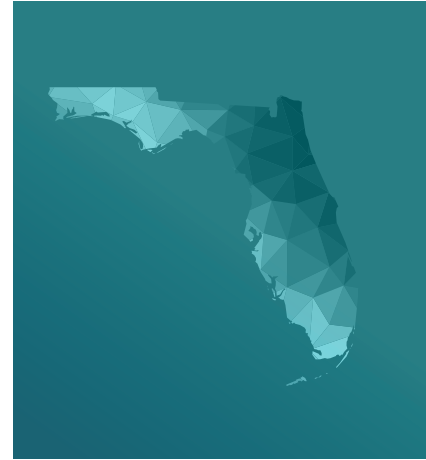


December 2021

COVID-19 Effects on Florida Nonprofits: 2021 Update





ABOUT THE FLORIDA NONPROFIT ALLIANCE

Florida Nonprofit Alliance is the state's collective voice, respected advocate, effective connector, and powerful mobilizer for the nonprofit sector.

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I. EXECUTIVE SUMMARY

Nearly two years into the global pandemic caused by COVID-19, nonprofits have adjusted, and continue to adjust, nearly all aspects of their organizations. [In December 2020](#), nonprofit organizations were cautiously optimistic that 2021 would be less effected by COVID-19 than 2020 was. But 2021 brought new variants of the virus, administration of the vaccine for those 5 years and older, and much debate about how best to handle the virus that is still infecting thousands of people across the state.

Nonprofits have often found themselves caught in the middle of those debates – needing to respond to increased demand for services or re-opening their organizations, while still trying to protect the staff, volunteers, clients, and communities they work with. FNA asked the 501(c)(3) organizations in Florida to share what their 2021 was like, including how COVID-19 continues to affect their programs, people, finances, and planning. Our 2020 research series on the effects of COVID-19 on nonprofits allows us to compare how 2021 compares to 2020 and what that may tell us for the coming year.

As the statewide association for Florida nonprofits, Florida Nonprofit Alliance honors and appreciates all of the tremendous effort nonprofits have put forth since March of 2020 to make sure all of Florida's communities and residents have the support they need.

The key findings from this 2021 report are split into two categories – the challenging news and the bright spots.

THE CHALLENGING NEWS:

- **Nonprofits are not recovering quickly financially:** 53% had a decrease in unrestricted revenue, and 48% have budgets that shrunk. And although COVID-19 relief funding was vital to 80% of nonprofit organizations making it through the pandemic, those sources are largely no longer available.
- **49% of nonprofit organizations have spent some or all of their reserve funds, making them more financially fragile than before the pandemic.**
- **Fundraising and funding remains both the largest concern and a challenge for nonprofit organizations.** Half of nonprofits generated less income from fundraising in 2021 than they did in 2020, building upon the 69% that had a drop in fundraising in 2020. And new sources for funding are not materializing in the way nonprofits have hoped they would.
- **At the same time, nonprofits are still seeing an increase in the demand for services;** 38% of organizations experienced increased demand in 2021. 36% of organizations have served more clients in 2021 than in 2020, and 30% said they served more this year than in 2019, pre-pandemic.
- **The COVID-19 pandemic continues to take a toll on volunteering.** 44% of organizations are experiencing volunteer absences, and about half of the organizations are using fewer volunteers now than they did in 2019. 55% of organizations have altered their volunteering opportunities and/or experiences.

THE BRIGHT SIDE:

- **Nonprofits are getting back to providing services in person.** 34% are providing services fully in-person, and 48% provide a hybrid of virtual and in-person services. Program operations was a big challenge for nonprofits in 2020, but nonprofits are feeling more confident and less challenged in program delivery this year.
- **51% of organizations expect their 2022 budget to increase compared to this year's budget**
- **Nonprofits in Florida are largely not concerned with closing their doors or merging with another organization,** and 27% of nonprofits say they can continue to operate their programs and services for more than two years (up from 18% in 2020).
- **Nonprofits are very interested in maintaining collaborations and partnerships that got them through the pandemic** – a demonstration of both the collaborative nature and the resilience of the sector.

II. METHODOLOGY

This survey, designed for 501(c)(3) charitable organizations located in and serving the state of Florida, was conducted from September 17 to October 29, 2021. The 31-question, online survey was distributed electronically (email, social media, and website posting) to FNA members and newsletter subscribers. It was also shared by other management support organizations (MSOs) and community foundations across the state. In addition, the Florida Department of Agriculture and Consumer Services shared the survey with all registered nonprofits in the state.

FNA received 1,565 responses. Unless noted otherwise under the tables in the report, that was the number of responses to each question. Many of the questions allowed respondents to select all that applied, so percentages on those questions will total more than 100%.

If you have any questions about this research, please contact Florida Nonprofit Alliance at info@flnonprofits.org.

III. IMPACT ON PROGRAMS

The impact of COVID-19 on nonprofit programming is lessening. Overall, nonprofits are providing more in-person services to more people than they did last year, and experiencing fewer disruptions, although demand still remains high.

Fewer nonprofits report disruption of services to clients and communities – 62%, compared to a high of 81% in July of 2020. Disruption of supplies and services provided by partners is also down to 27% from a high of 39% in the first half of 2020. 11% report no changes to their programs, up from 4% last year. There was also a 11% drop in the number of nonprofits reporting providing no services - all signs that more nonprofits are open and returning to program and service delivery.

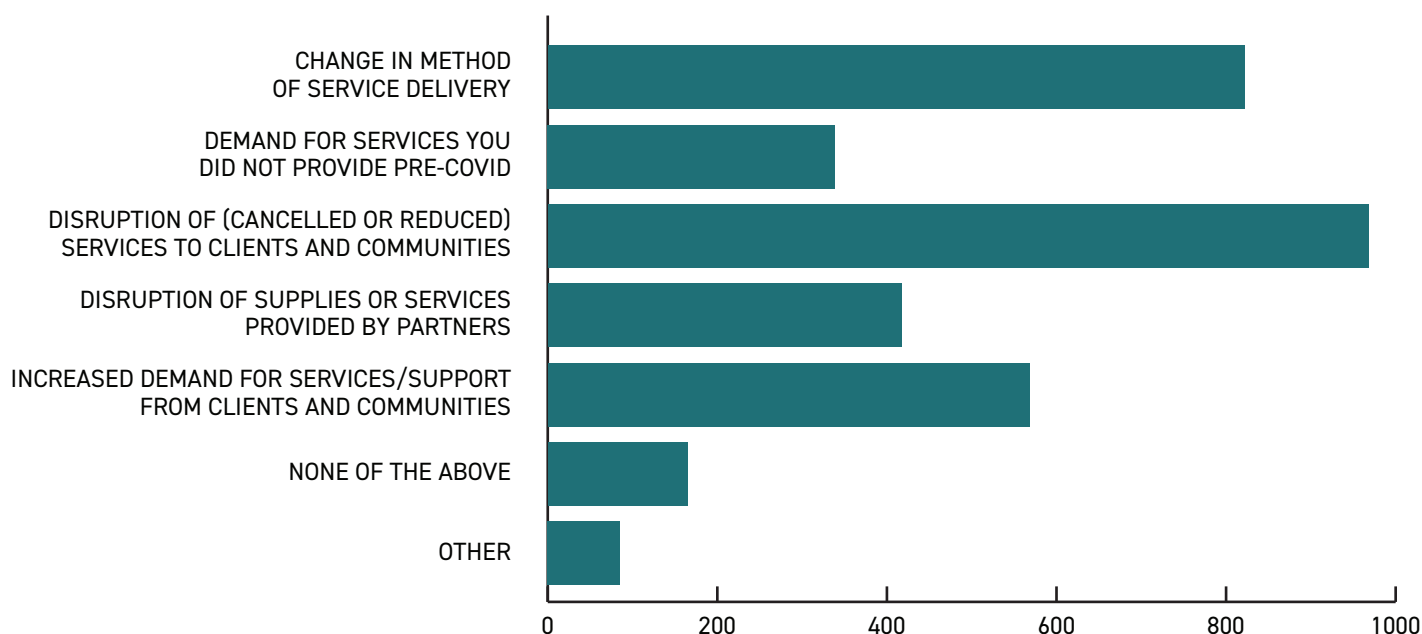
On the other hand, reports of increased demand for services is holding steady, meaning that nonprofits are still seeing greater needs in the communities they serve.

Almost half of nonprofits are providing hybrid programs – some in-person and some virtual. About 1/3 are back fully in-person, and 10% remain fully virtual. For those providing in-person services and programs, nonprofits mentioned several changes to program delivery, including holding programs outdoors, decreasing the number of participants or hours of operation, and requiring additional safety measures, like masks and social distancing.

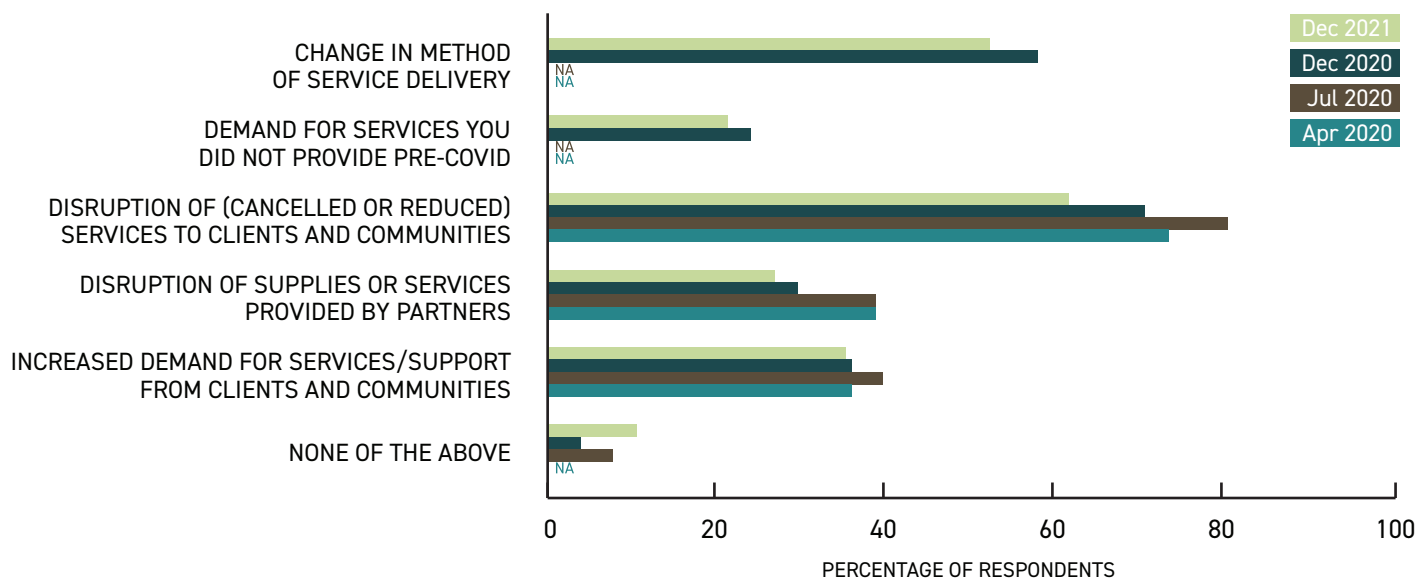
From December of 2020 to December of 2021, there has been a 14% increase in in-person services and a 7% increase in hybrid services, and at the same time, an 8% decrease in virtual services.

The providing of more in-person and hybrid programs and services is reflected in the number of clients nonprofits have served this year. 36% of organizations have served more clients in 2021 than in 2020, and 29% have served fewer. However, when comparing 2021 to 2019 (pre-pandemic), 50% of respondents said they have served fewer and 30% said they served more, showing that the sector is still not quite back to pre-pandemic service levels.

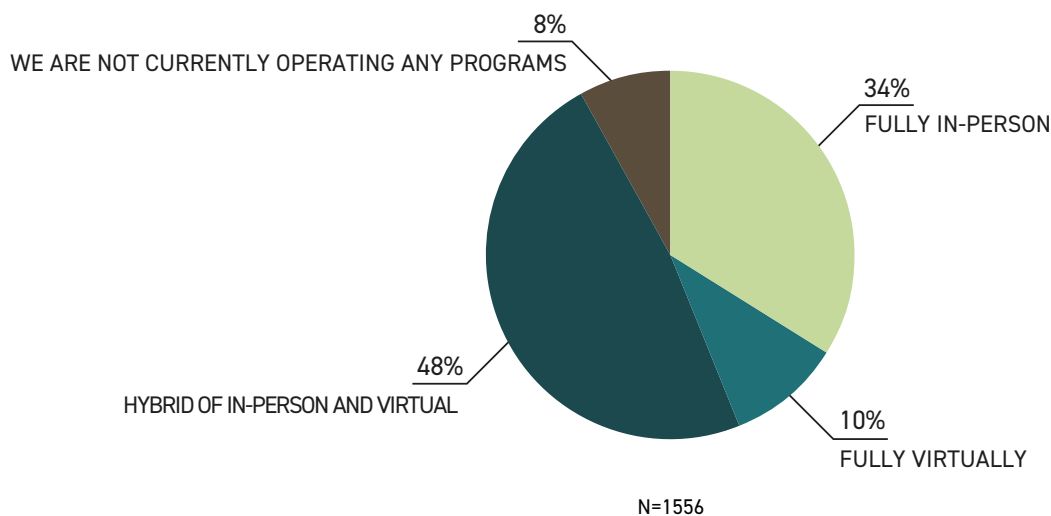
Q5 WHICH OF THE FOLLOWING PROGRAMMATIC IMPACTS IS YOUR ORGANIZATION CURRENTLY EXPERIENCING AS A RESULT OF COVID-19? SELECT ALL THAT APPLY.



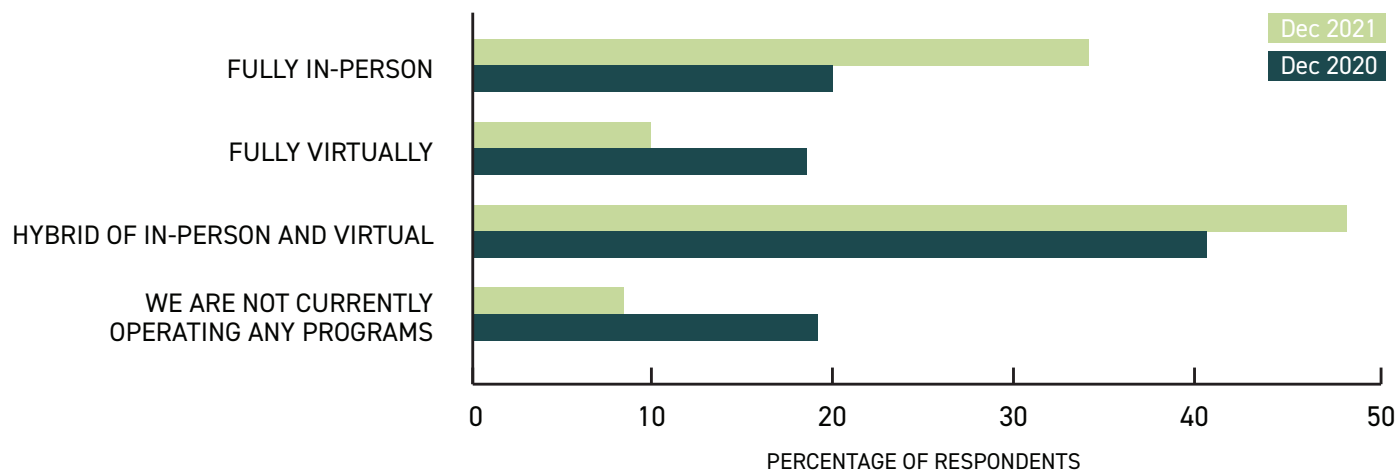
COMPARISON TO 2020



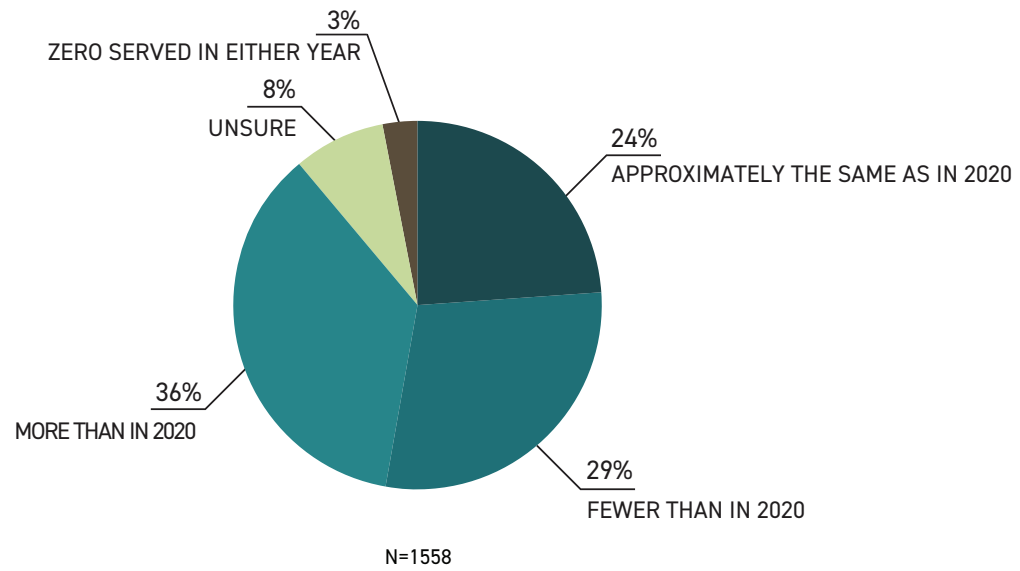
Q6 HOW ARE YOU CURRENTLY OPERATING YOUR PROGRAMS?



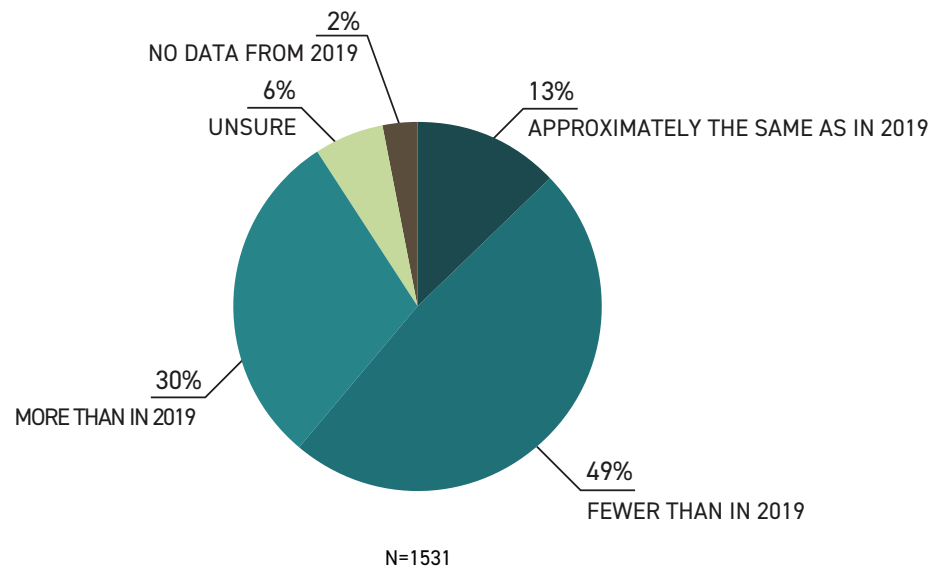
COMPARISON 2020 VS 2021



Q7 COMPARED TO 2020, HOW MANY CLIENTS HAVE YOU SERVED IN 2021?



Q8 COMPARED TO 2019, HOW MANY CLIENTS HAVE YOU SERVED IN 2021?



IV. IMPACT ON STAFF AND VOLUNTEERS

The largest human resource impact for nonprofits right now is lack of volunteers. Overall, nonprofits are less concerned with cutting staff positions, salaries, and/or benefits than they were last year, thanks in large part to the federal Paycheck Protection Program that was available to some nonprofits.

43% of organizations are allowing changing work arrangements for both staff and volunteers – a significant percentage, but one that did drop slightly from 48% in December of last year.

Volunteering has been hit hard by the pandemic. 44% of organizations report still experiencing it in 2021, although that number has dropped from 52% in December of 2020. Although 77% of organizations are currently using volunteers (up from 66% last year), almost half of those are using them in decreased numbers, as compared to 2019, and 55% of organizations have had to alter the type of or process in which they provide volunteer experiences.

The nonprofit sector in Florida is not immune to the national trend of the “great resignation” – employees quitting their jobs and not looking for new ones. 19% of organizations have experienced staff turnover and/or resignations, and some respondents specifically mentioned have trouble filling available positions – [also a national trend with nonprofit organizations](#). In addition, 18% of organizations report staff absences as a change which is a 4% increase from last year.

Despite this trend of staff resignations and having positions going unfilled, nonprofits have not implemented many work supports for employees. 56% of organizations are not offering any of the work options listed below in question 10. Of those that are offering options, 57% are allowing a hybrid of office/home working and 36% are allowing employees to work remotely full-time. It is worth noting that remote work is not possible for every organization, depending on the types of services they are providing.

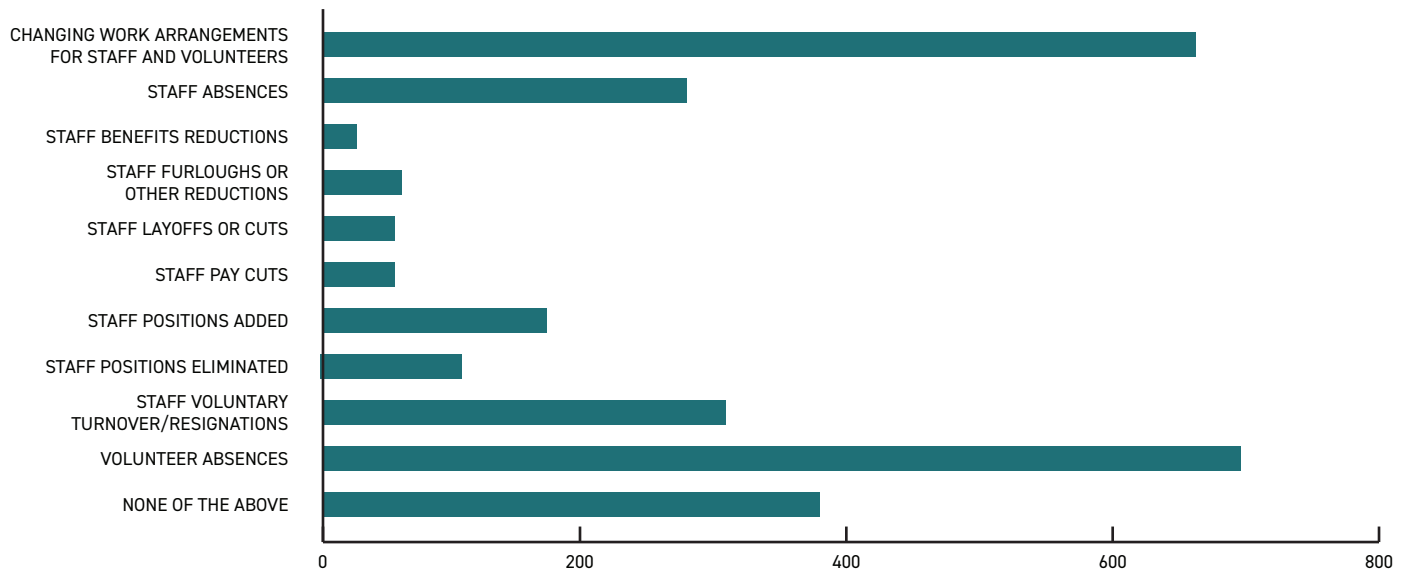
Many organizations are providing more time off, whether for vaccines (47%), mental health (23%), or for any reason (21%). Some organizations also mentioned providing additional paid time off for employees impacted by COVID-19.

Overall, nonprofits report improvements on Board, staff, and volunteers burn out and mental health compared to this time last year. However, the impact is still worth noting. Between 26-29% of Boards, staff, and volunteers are still experiencing burn out, and staff especially are still feeling effects on their mental health (26%).

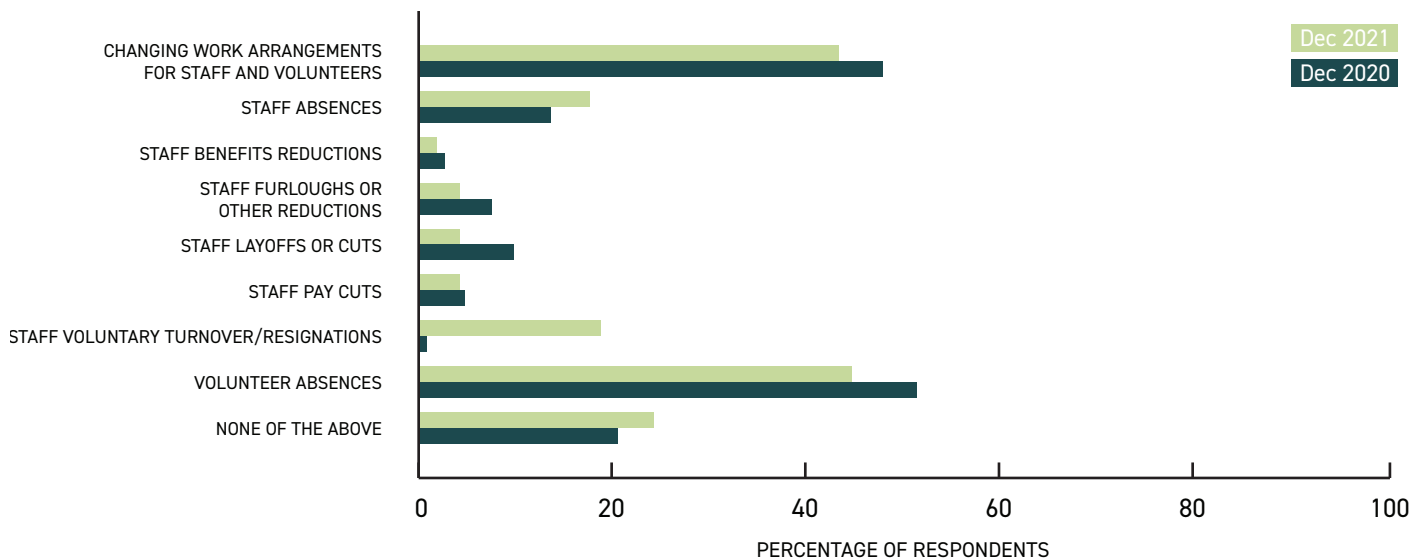
73% of nonprofits are not requiring vaccinations of their staff or volunteers, although many organizations said it was because all their staff chose to get vaccinated voluntarily, removing the need for a requirement. 22% are requiring it for either staff, volunteers, or both. Some organizations are only requiring them for in-person meetings or services; some require either a vaccine or regular testing.

Of note: at the 2021 Florida Special Legislative Session in November of 2021, a new state law was passed that prohibits employers from mandating vaccines for employees. This was not in place when we asked the question. This is also potentially in conflict with a federal requirement from OSHA for large employers and government contractors. The federal requirement has legal action pending that challenges its constitutionality.

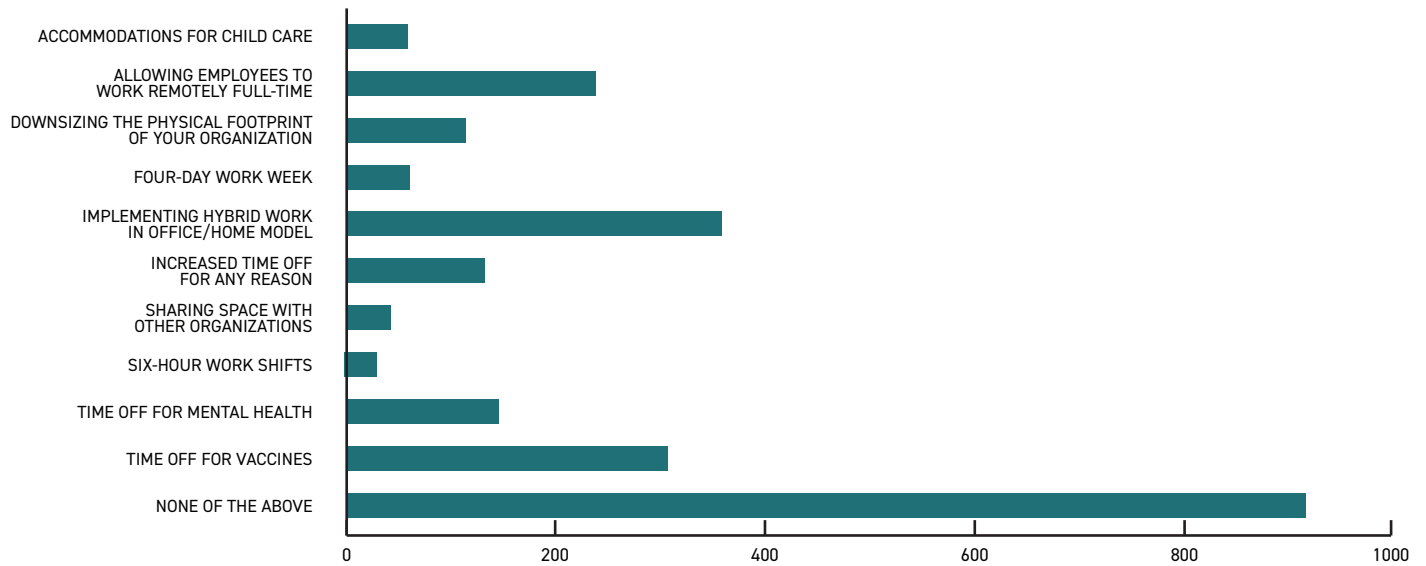
Q9 HOW HAS YOUR STAFFING CHANGED IN 2021 AS A RESULT OF COVID-19? SELECT ALL THAT APPLY.



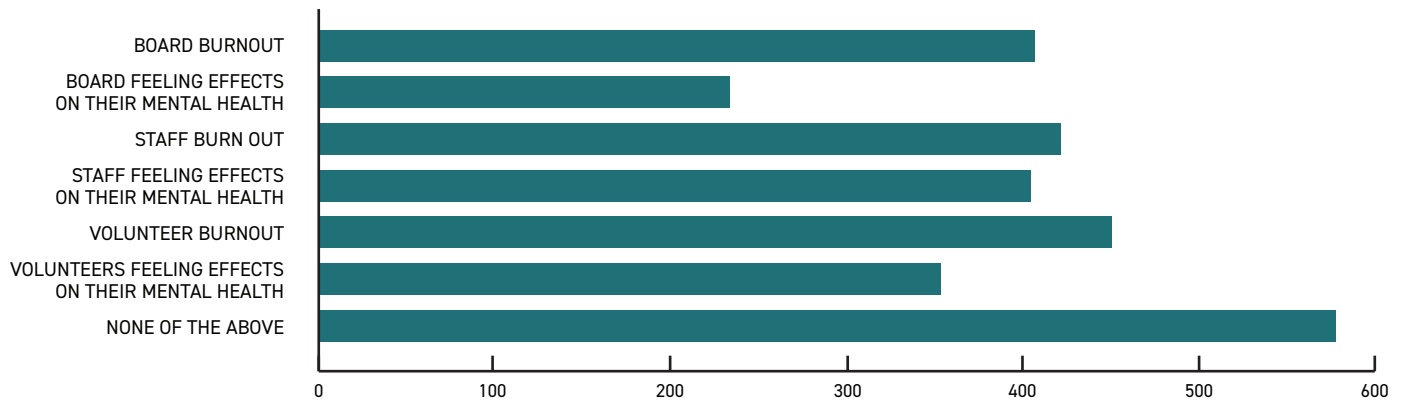
COMPARISON 2020 VS 2021



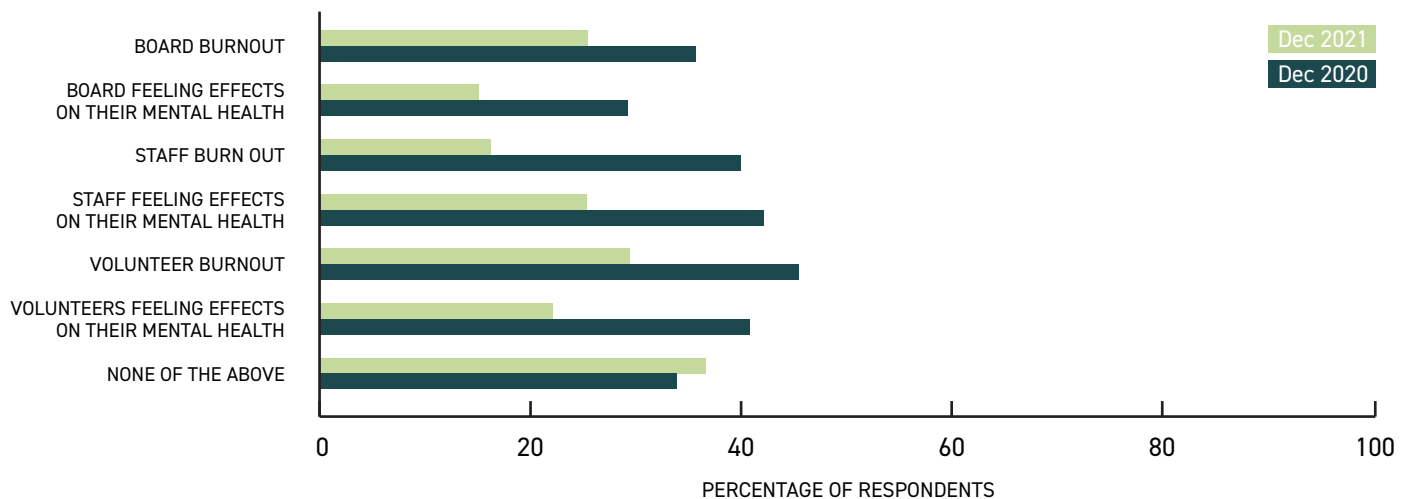
Q10 WHAT WORK OPTIONS ARE YOU CURRENTLY OFFERING TO EMPLOYEES? SELECT ALL THAT APPLY.



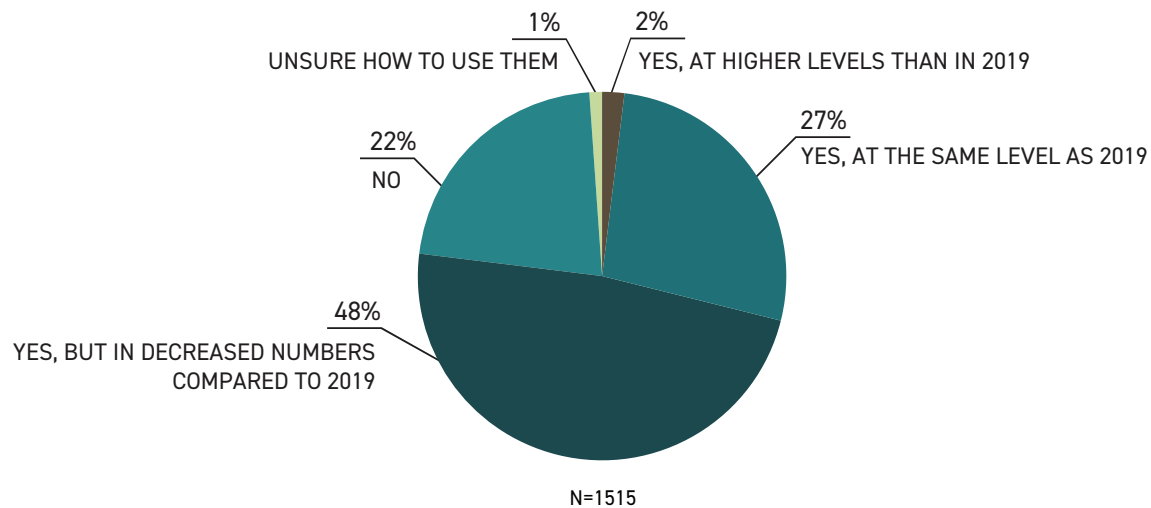
Q11 IS YOUR ORGANIZATION CURRENTLY EXPERIENCING ANY OF THE FOLLOWING? SELECT ALL THAT APPLY.



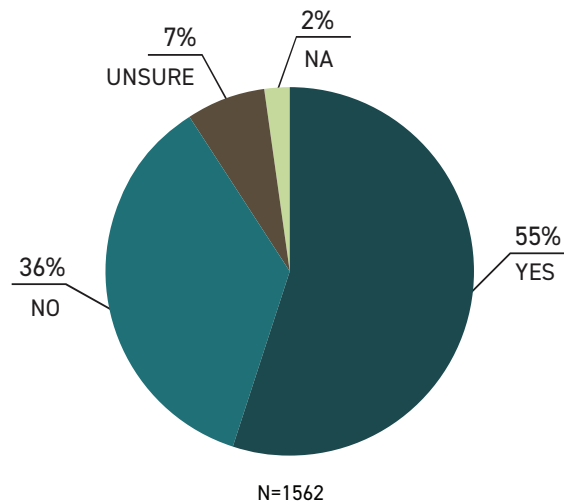
COMPARISON 2020 VS 2021



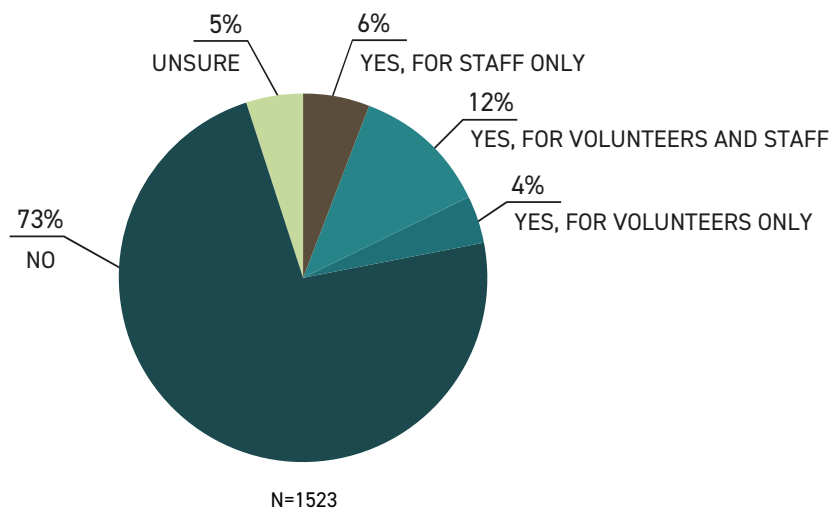
Q12 ARE YOU CURRENTLY USING VOLUNTEERS AT YOUR ORGANIZATION, EXCLUDING YOUR BOARD MEMBERS?



Q13 HAVE YOU ALTERED THE TYPE OF OR PROCESS IN WHICH YOU PROVIDE VOLUNTEER EXPERIENCES COMPARED TO BEFORE THE PANDEMIC?



Q14 IS YOUR ORGANIZATION REQUIRING VACCINES?



V. FINANCIAL IMPACT

Financially, the pandemic continues to negatively affect nonprofit organizations. Unrestricted revenue is down, fundraising efforts are down, and budgets have shrunk. And although COVID-19 relief funding was vital to nonprofits staying in existence through the pandemic, those relief funding sources are largely exhausted.

More than half of Florida nonprofits had a decrease in unrestricted revenue in 2021, compounded by the fact that 71% of organizations also saw a drop in unrestricted revenue last year. Also this year, 48% of nonprofits saw their budget decrease from 2019 (pre-pandemic), and 34% of nonprofits saw their budget increase.

Last year, FNA asked nonprofits to predict what they expected their 2021 budget to look like, compared to their 2019 budget, which we can compare to this year's question about their 2021 actual budget. In 2020, 19% of nonprofits expected their 2021 budget to increase from 2019, with a corresponding increase in services, and 19% expected their 2021 budget to decrease from 2019, with a corresponding decrease in services. This year, 23% of nonprofits experienced that increase of both budget and services, and 29% experienced that decrease of both budget and services.

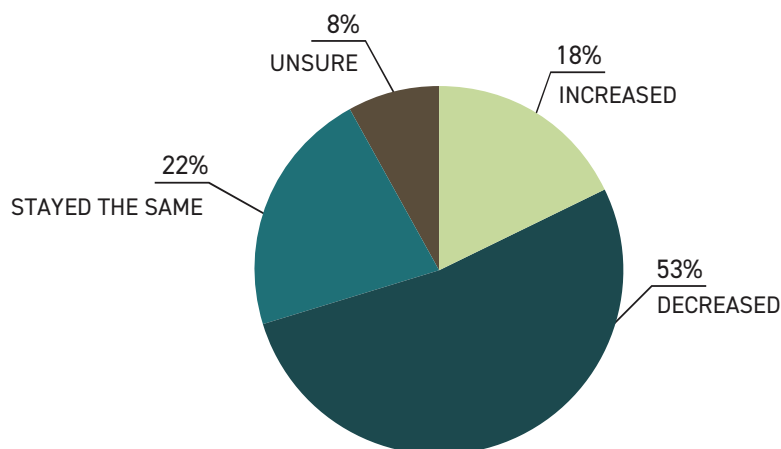
This question demonstrates that nonprofits are good predictors of what lies ahead for them, at least financially. If anything, they tend to plan more optimistically than what actually happens.

A note worth making – nonprofits mention two reasons for larger budgets: pandemic relief grants and/ or government funds artificially inflating their budgets in 2021, and the fact that costs in the United States are rising.

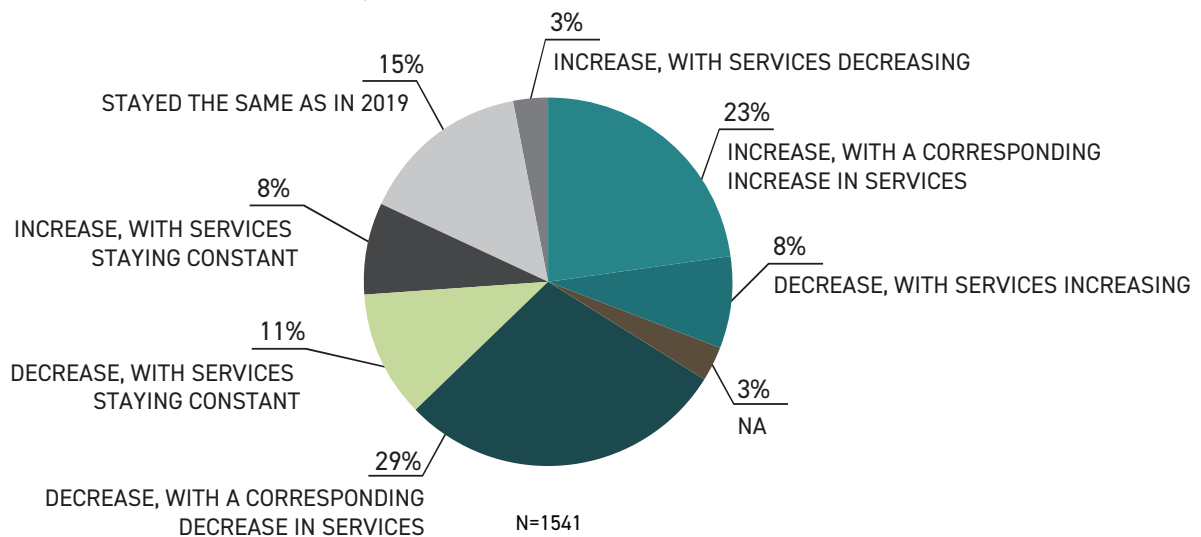
26% of survey respondents do not have any reserve funds, and almost half (49%) have spent some or all of the reserves they do have. 38% have not yet fully replaced the spent reserves, making their organizations more financially fragile than before the pandemic.

But even with tough financial situations, organizations are feeling slightly more optimistic about making it through the pandemic. 27% of nonprofits say they can continue to operate their programs and services for more than two years (up from 18% in 2020), although another one third find it difficult to predict how long they will be able to. 51% of organizations expect their 2022 budget to increase compared to this year's budget, and 37% of those expect an increase in services as well. Only 12% expect their 2022 budget to decrease.

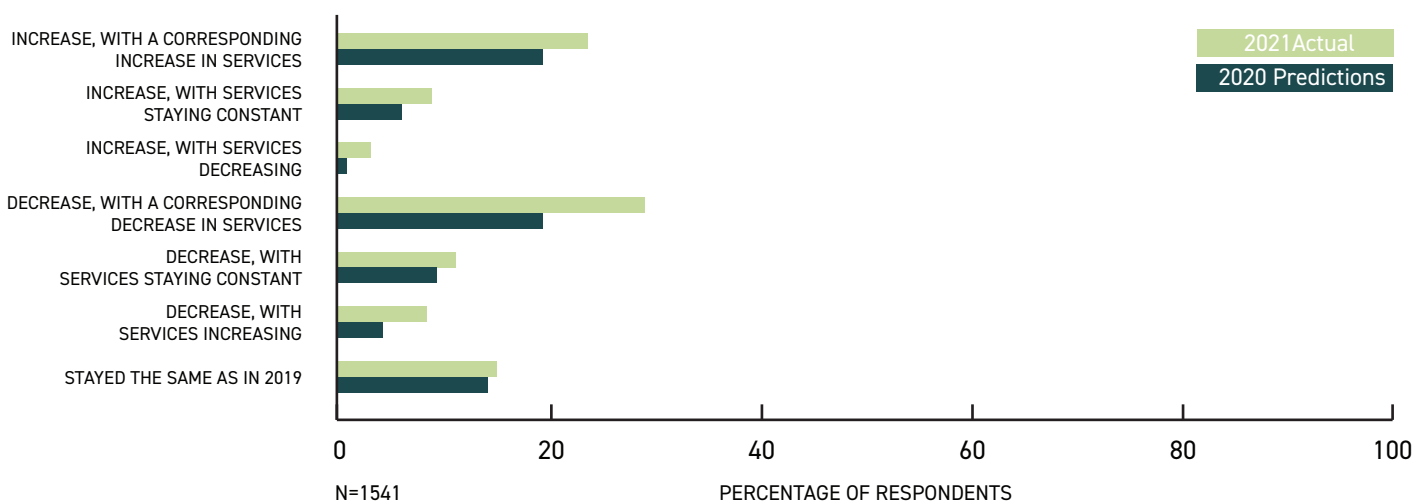
Q15 HAS YOUR UNRESTRICTED REVENUE IN 2021:



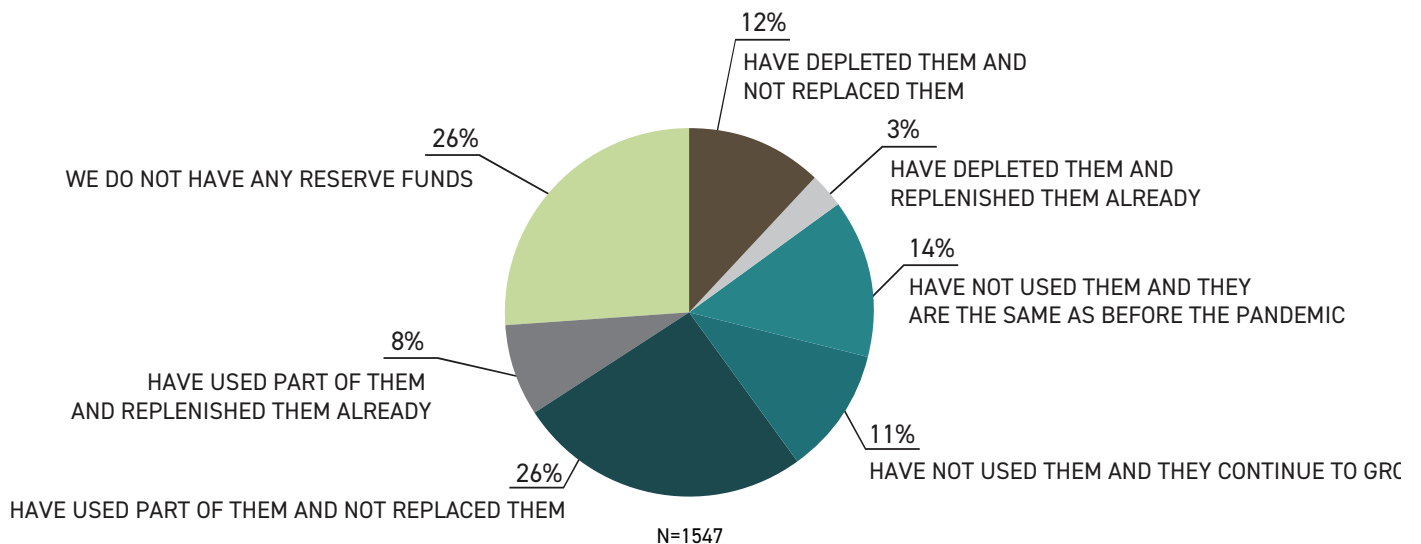
Q16 COMPARED TO YOUR 2019 BUDGET, DID YOUR 2021 BUDGET:



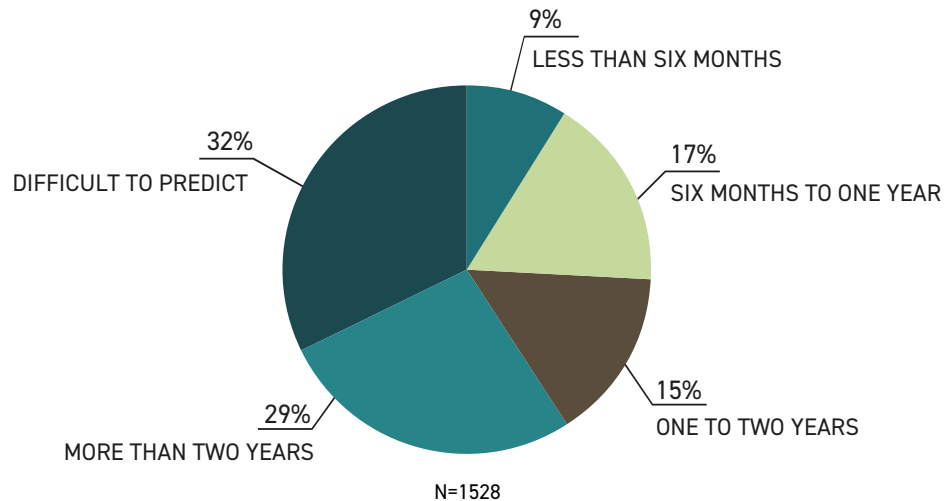
2020 PREDICTIONS VS. 2021 ACTUAL - COMPARED TO YOUR 2019 BUDGET, DID YOUR 2021 BUDGET:



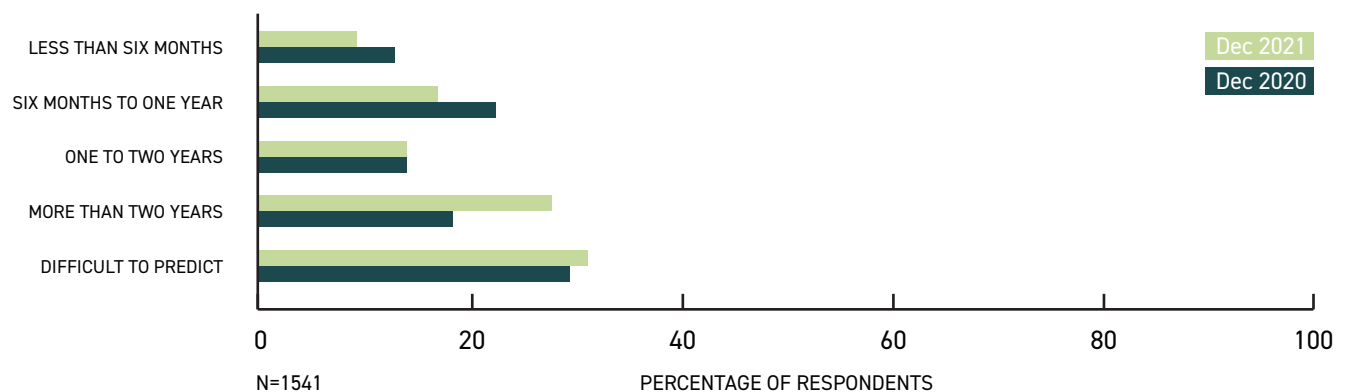
Q17 HOW HAVE YOU USED RESERVE FUNDS SINCE THE START OF THE PANDEMIC?



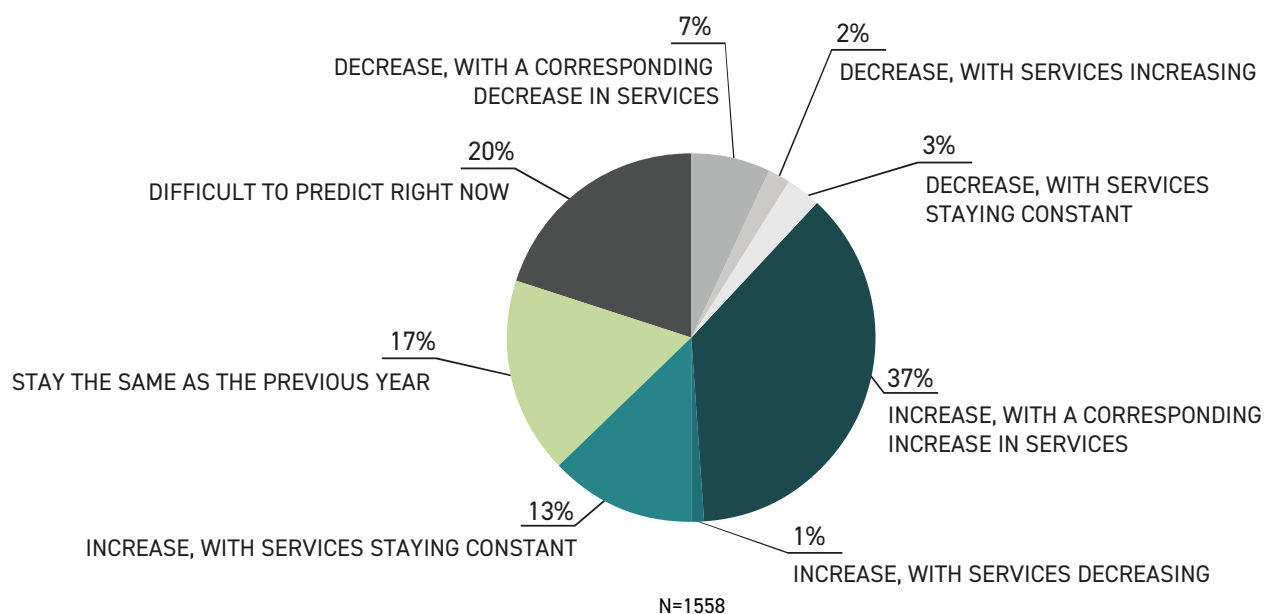
Q18 WITH YOUR CURRENT CASH FLOW AND FUNDRAISING PLANS, HOW LONG CAN YOU CONTINUE TO OPERATE YOUR PROGRAMS AND SERVICES?



COMPARISON 2020 VS. 2021



Q19 COMPARED TO YOUR 2021 BUDGET, DO YOU EXPECT YOUR 2022 BUDGET TO:



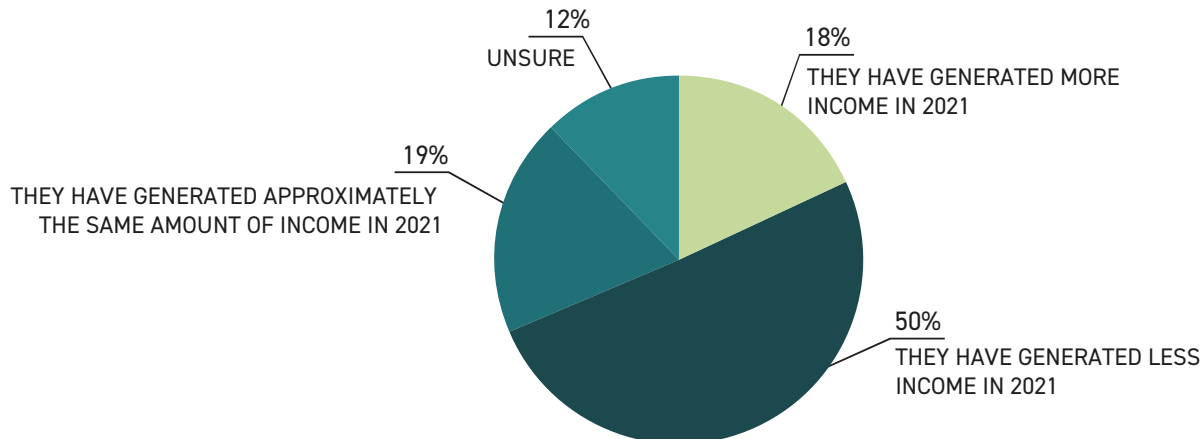
FUNDRAISING

When asked about fundraising, nonprofits describe their continued struggle. Half of nonprofits generated less income from fundraising in 2021 than they did in 2020, which just builds upon the 69% that had a drop in fundraising in 2020.

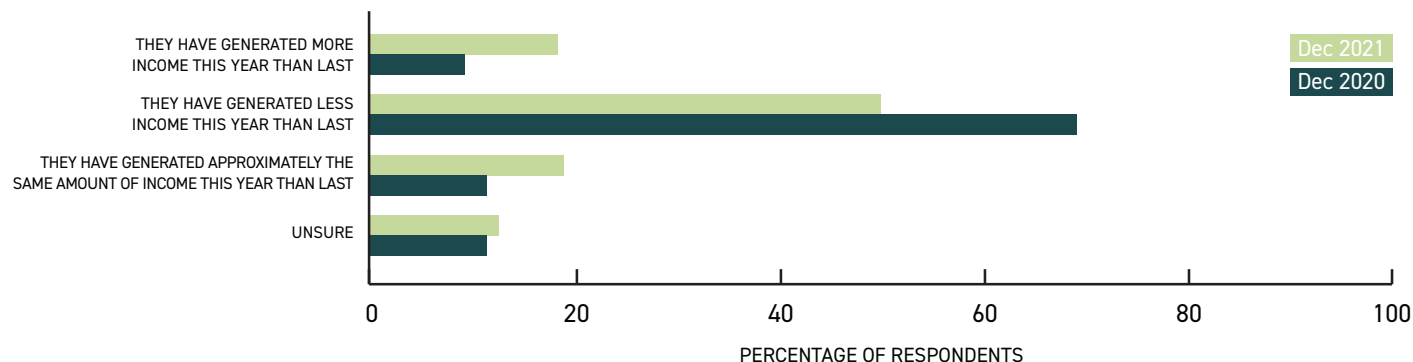
Florida nonprofits, like nonprofits across the United States, rely heavily on individual donors to sustain their organizations. 67% of nonprofits name existing individual donors and 35% name new individuals as major sources of fundraising. These individual donations come many ways – through fundraising events, giving at places of worship, memberships, online donations, retail sales, and fundraising campaigns, to name a few. Foundation grants (29%) and local (city or county) government grants (15%) are the largest sources of grants for Florida nonprofits. Corporate funding (29%) and fees for service (21%) also make up a significant part of fundraising. This year, although nonprofit organizations planned to expand their funding sources with new ones, that largely did not pan out. Comparing their plan and expectations for 2021 to what actually happened this year, nonprofits did not receive new funding from any source listed in the question. That means nonprofits are relying more heavily on existing sources of funds, rather than new ones. The average number of funding sources per respondent was three.

Looking forward into 2022, nonprofits will continue to rely on existing (61%) and new individual (55%) donors. They are optimistic about support from new sources of funding of all types, especially from the corporate community and from foundations. This includes expecting, or hoping for, more government support than they currently get. Although that optimism and planning is important, nonprofits should also consider the results of this past year, which shows that new sources of funding may not materialize in the way organizations hope they will.

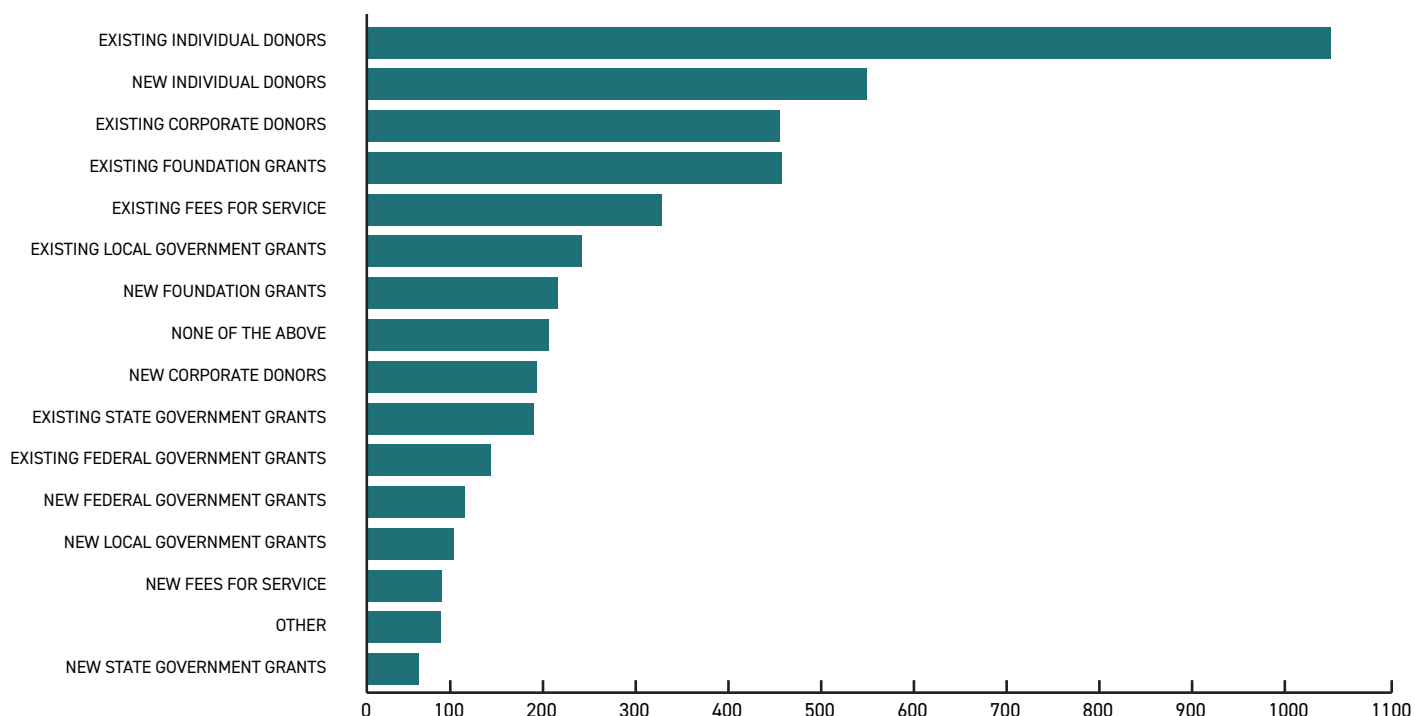
Q20 HOW DO YOUR FUNDRAISING ACTIVITIES IN 2021 COMPARE TO YOUR FUNDRAISING ACTIVITIES IN 2020?



2020 VS 2021 PROGRESSION



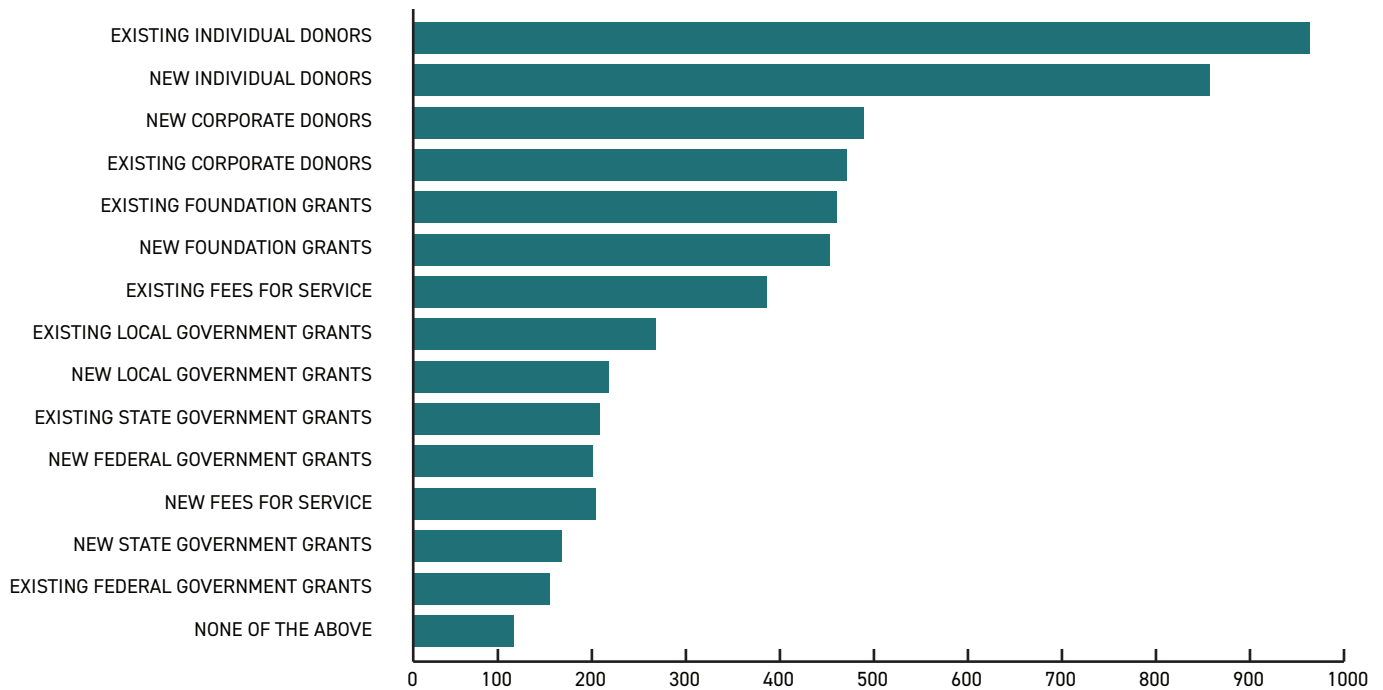
Q21 WHAT ARE THE SIGNIFICANT SOURCES OF YOUR CURRENT FUNDRAISING DOLLARS? SELECT ALL THAT APPLY.



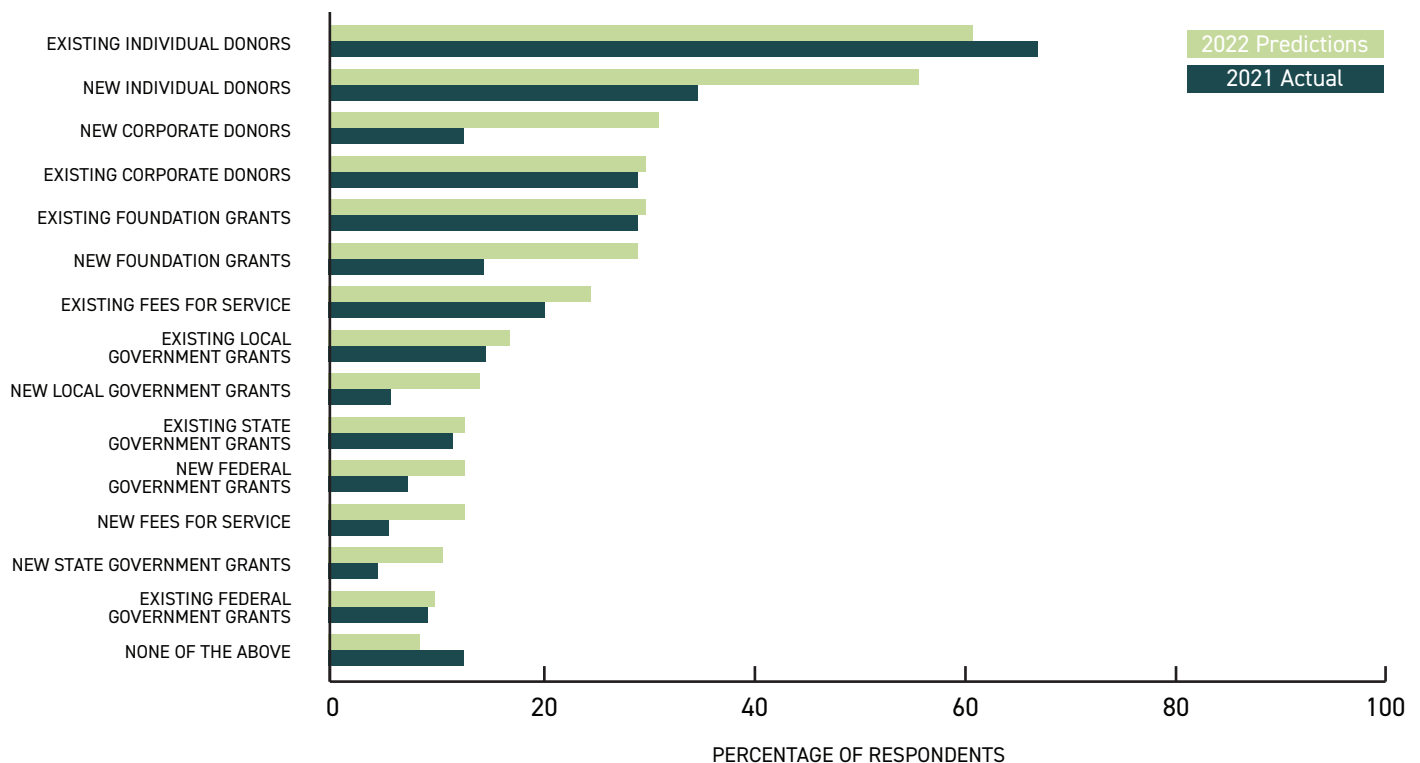
**FUNDING SOURCES
2021 ACTUAL VS. 2020 PREDICTIONS**

	2021 ACTUAL	2020 PREDICTIONS	CHANGE
EXISTING INDIVIDUAL DONORS	67%	58%	9%
NEW INDIVIDUAL DONORS	35%	53%	-18%
EXISTING CORPORATE DONORS	29%	28%	1%
EXISTING FOUNDATION GRANTS	29%	28%	1%
EXISTING FEES FOR SERVICE	21%	25%	-4%
EXISTING LOCAL GOVERNMENT GRANTS	15%	18%	-3%
NEW FOUNDATION GRANTS	14%	27%	-13%
NEW CORPORATE DONORS	13%	28%	-15%
EXISTING STATE GOVERNMENT GRANTS	12%	12%	0%
EXISTING FEDERAL GOVERNMENT GRANTS	9%	10%	-1%
NEW FEDERAL GOVERNMENT GRANTS	7%	12%	-5%
NEW FEES FOR SERVICE	6%	14%	-8%
NEW LOCAL GOVERNMENT GRANTS	6%	15%	-9%
OTHER	6%	2%	4%
NEW STATE GOVERNMENT GRANTS	4%	12%	-8%

Q22 WHERE DO YOU EXPECT YOUR SIGNIFICANT SOURCES OF FUNDING TO COME FROM IN 2022? SELECT ALL THAT APPLY.



COMPARISON 2021 ACTUAL VS. 2022 PREDICTIONS



VI. RELIEF FUNDING

In 2020, many nonprofit organizations qualified for and received at least one type of government COVID-19 relief funding, thanks in part to the advocacy efforts of FNA, our partners at the National Council of Nonprofits, and nonprofit organizations across the country. These relief funds were vital to organizations as they dealt with decreased funding and increased supply in some cases, or a shut-down of their services in other cases.

The most common relief funding that nonprofits took part in were the Paycheck Protection Program (PPP) (31% for round one and 17% for round two), city or county CARES Act funding (18%), and Economic Injury Disaster Loans (EIDL) (11%). These were all funds provided by the federal government, although that particular CARES Act funding was decided on and administered by a local government or its approved contractor.

It's worth noting that 15-20% of nonprofits did not have any relief funds available to them, most likely because they either had no paid staff, were too small to qualify, or were too big to qualify.

Nonprofits that did receive relief funding viewed it as integral to surviving the pandemic. 80% of organizations that received PPP funds ranked it as important (14%) or extremely important (66%) in keeping their organization in existence. Just over half of those nonprofits that received PPP funds said they were concerned with replacing that funding with other sources in 2022; 17% were not at all concerned.

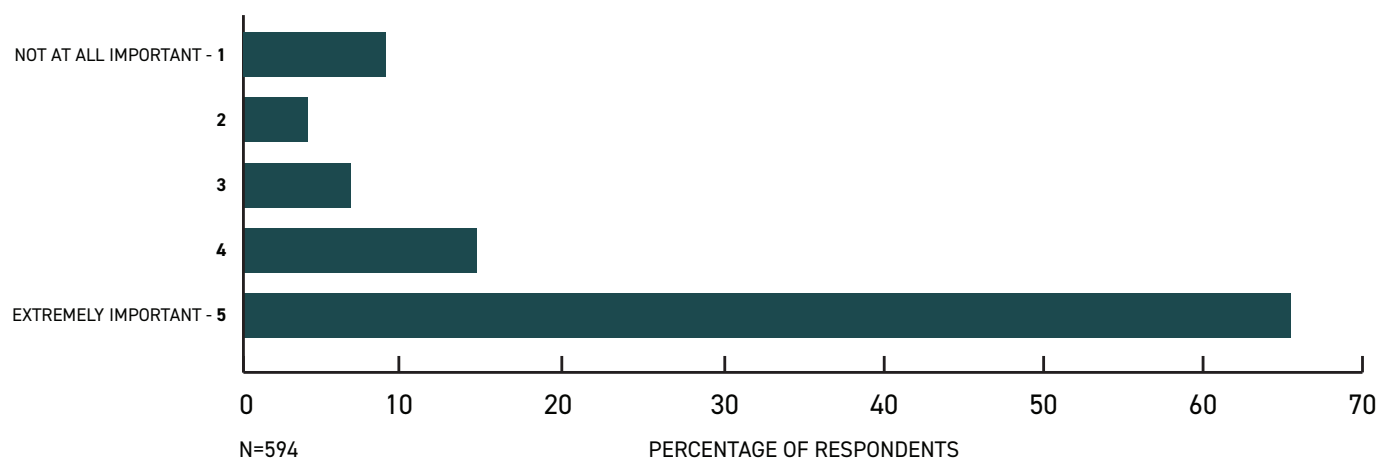
Q23 HAS YOUR ORGANIZATION REQUESTED FINANCIAL ASSISTANCE FROM ANY OF THE FOLLOWING SOURCES? SELECT ALL THAT APPLY.

ALL ORGS	PAYCHECK PROTECTION PROGRAM (PPP), DRAW ONE	PAYCHECK PROTECTION PROGRAM (PPP), DRAW TWO	ECONOMIC INJURY DISASTER LOANS (EIDL)	CARES ACT FEDERAL PROGRAM FUNDING (I.E. HOUSING ASSISTANCE, HEAD START FUNDING, ETC.)	CITY OR COUNTY CARES ACT FUNDING	CITY OR COUNTY ARPA FUNDING	DEFERRAL OF FEDERAL EMPLOYMENT TAX DEPOSITS AND PAYMENTS
DID NOT REQUEST	48%	58%	66%	67%	59%	70%	75%
DON'T KNOW	2%	2%	4%	4%	4%	7%	5%
REQUESTED AND RECEIVED FROM SOURCE	31%	17%	11%	6%	18%	3%	Less than 1%
REQUESTED BUT DID NOT RECEIVE	2%	3%	3%	2%	2%	1%	Less than 1%
WAS NOT AVAILABLE TO OUR ORGANIZATION	17%	20%	16%	21%	17%	19%	18%

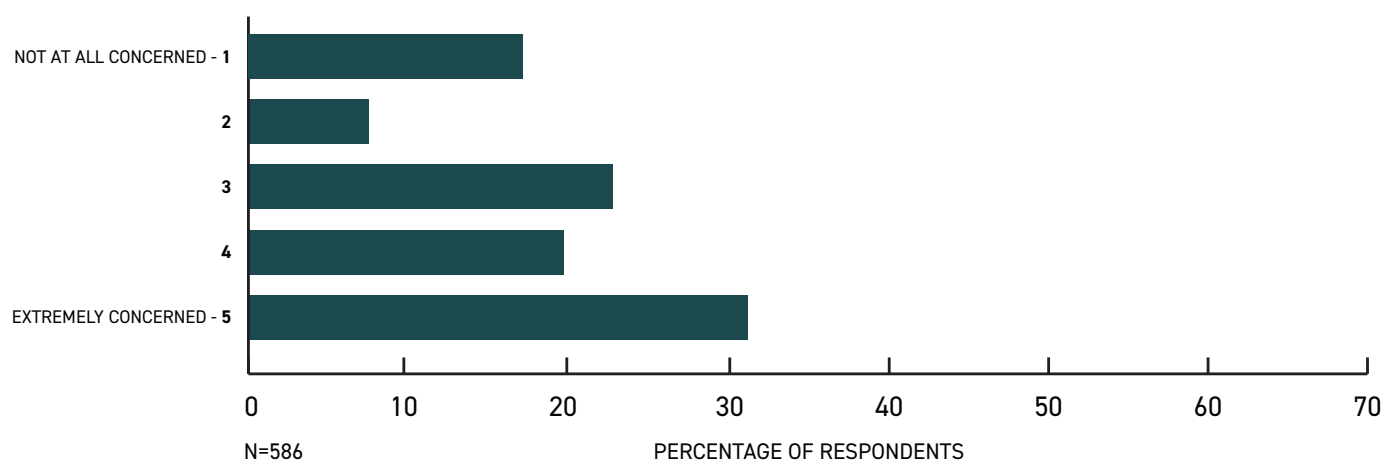
TABLE, CONT.

ALL ORGS	FEDERAL EMPLOYEE RETENTION TAX CREDITS	FEDERAL SICK AND FAMILY LEAVE TAX CREDITS	MAIN STREET LENDING PROGRAM	PRIVATE BANKS OR CREDIT UNIONS	SHUTTERED VENUE OPERATORS GRANT (SVOG)	STATE OF FLORIDA ASSISTANCE PROGRAMS
DID NOT REQUEST	71%	72%	76%	77%	73%	74%
DON'T KNOW	6%	5%	5%	5%	5%	6%
REQUESTED AND RECEIVED FROM SOURCE	3%	3%	Less than 1%	2%	3%	3%
REQUESTED BUT DID NOT RECEIVE	1%	less than 1%	Less than 1%	1%	1%	1%
WAS NOT AVAILABLE TO OUR ORGANIZATION	19%	20%	18%	15%	18%	16%

Q24 IF YOUR ORGANIZATION RECEIVED PPP FUNDS IN 2020 AND/OR 2021, HOW IMPORTANT WERE THOSE FUNDS IN KEEPING YOUR ORGANIZATION IN EXISTENCE? (IF YOU DID NOT RECEIVE PPP FUNDS, PLEASE SKIP THIS QUESTION.)



Q25 IF YOUR ORGANIZATION RECEIVED PPP FUNDS IN 2020 AND/OR 2021, HOW CONCERNED ARE YOU ABOUT REPLACING THOSE DOLLARS WITH OTHER SOURCES IN 2022? (IF YOU DID NOT RECEIVE PPP FUNDS, PLEASE SKIP THIS QUESTION.)



VII. LOOKING BACK THROUGH THE PANDEMIC

At the end of 2020, nonprofit organizations were showing signs of cautious optimism, but 2021 brought additional challenges, both pandemic and non-pandemic related. Nonprofits overwhelmingly agreed that their reality in 2021 was the same as, or slightly worse, than their expectations for the year. Fundraising activities and access to volunteers were most likely to be slightly or much worse than expectations, and program delivery was most likely to be slightly or much better than expectations. When compared to responses in 2020, answers are very similar.

Almost one third of nonprofits say their biggest challenge throughout the pandemic was fundraising, which remained the biggest challenge for the second year. That was followed by adapting to uncertainty (15%) and safety, health and well-being during COVID-19 (12%), both of which had double digit increases from last year's challenges. Adapting to uncertainty was described as including having to update policies and protocol constantly as new information was available.

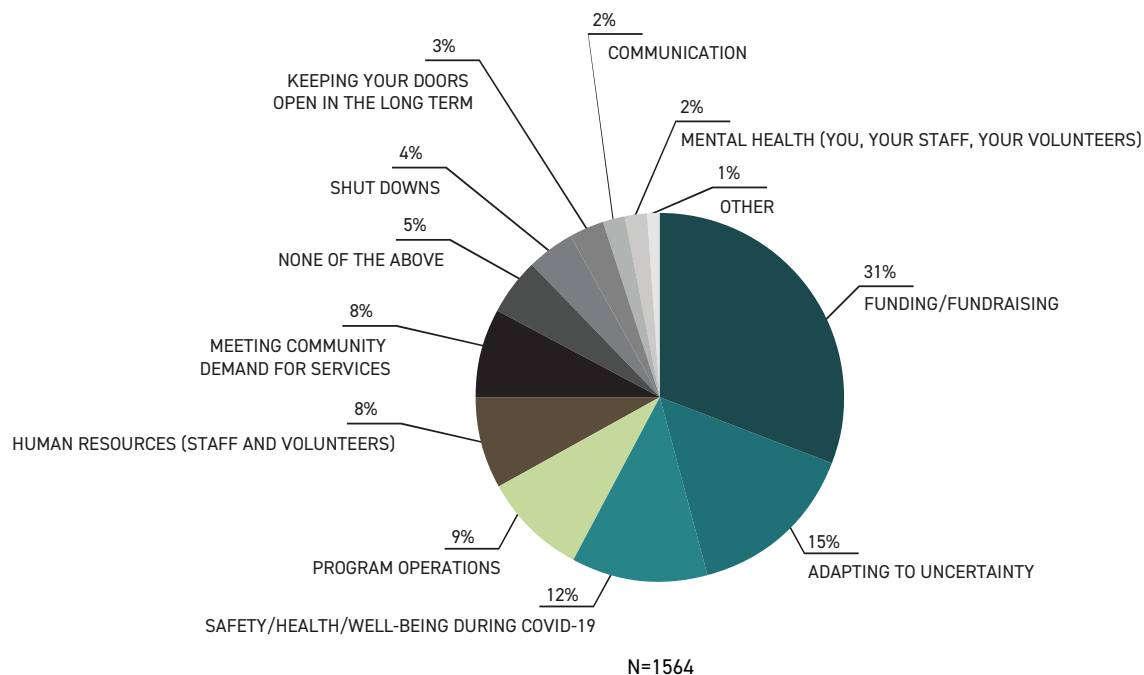
Of note – a small number of nonprofits mentioned their greatest challenge is finding qualified employees for open positions, which does mirror national trends.

On the flip side, program operations was a large concern last year, but dropped 25% in 2021. Organizations are feeling more secure in delivering programs in this new reality.

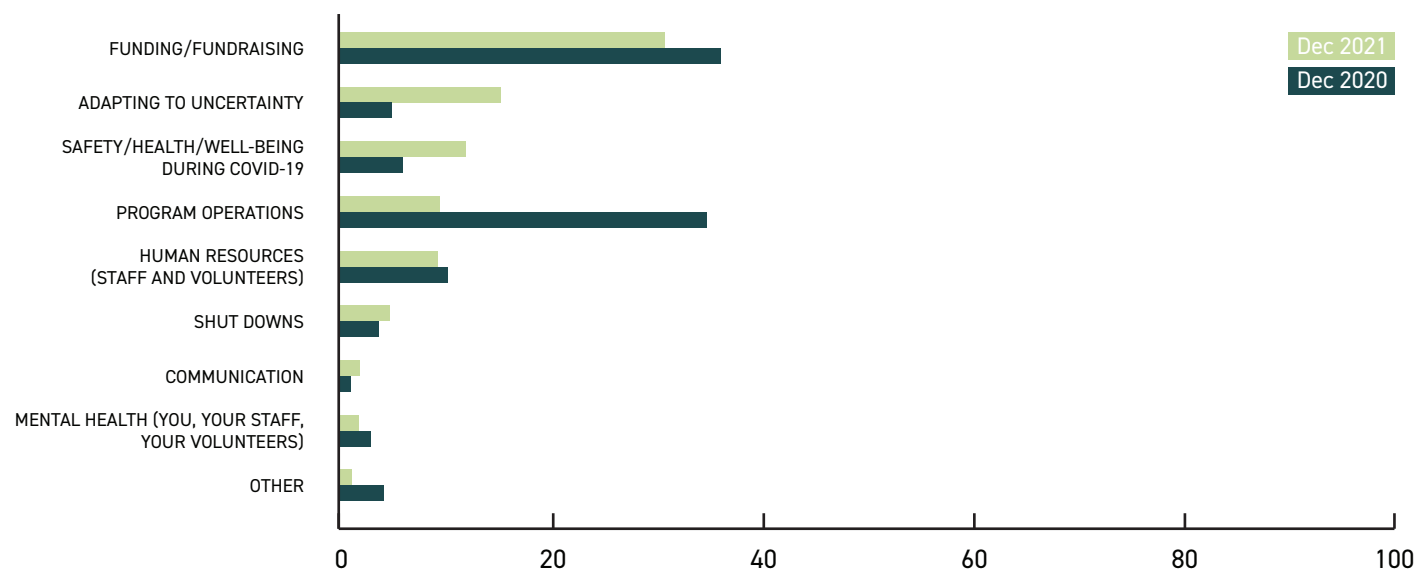
Q26 THINK ABOUT WHAT YOU EXPECTED TO HAPPEN THIS YEAR. WOULD YOU SAY THE FOLLOWING ARE NOW BETTER OR WORSE THAN YOUR EXPECTATIONS?

	MUCH BETTER	SLIGHTLY BETTER	SAME	SLIGHTLY WORSE	MUCH WORSE
ACCESS TO FUNDS	7%	17%	41%	22%	13%
ACCESS TO VOLUNTEERS	4%	10%	43%	29%	14%
CLIENT NEEDS	5%	14%	53%	18%	10%
FUNDRAISING ACTIVITIES	3%	14%	34%	28%	21%
KEEPING STAFF IN PLACE	5%	10%	52%	19%	14%
PROGRAM DELIVERY	6%	17%	49%	18%	10%
RE-OPENING AND RE-ENGAGEMENT	5%	15%	47%	21%	12%
STAFF/ VOLUNTEER MORALE	6%	15%	46%	23%	10%

Q27 WHAT IS THE BIGGEST CHALLENGE YOU HAVE FACED THIS YEAR? PLEASE SELECT ONE, OR WRITE YOUR ANSWER IN "OTHER."



COMPARISON - 2020 VS 2021



VIII. LOOKING AHEAD

2022 still brings much uncertainty about COVID-19 and how it will affect Florida. Fortunately, most nonprofits expect to make it through the pandemic and recover within the next three years. But nonprofits will still need support, resources, guidance, and funding to do so.

Nonprofit organizations anticipate making some of the changes from the pandemic permanent, including increasing cleaning practices and allowing remote working (for staff and volunteer meetings, program delivery, and other types of staff and volunteer work) to continue. Nonprofits also plan to continue new collaborations that the pandemic inspired – or required.

However, as the pandemic continues, nonprofits are less likely to view changes made because of the pandemic as permanent. For example, one year ago, just over half of nonprofits saw increased cleaning practices as a permanent change, but this year that number has dropped to just over one third. About one quarter of nonprofits currently do not anticipate keeping any changes from the pandemic.

Other changes that nonprofits mentioned they anticipate making permanent include changes in staffing or volunteer structure, support provided to staff, alterations to program delivery, and alterations to fundraising activities.

Permanently closing or merging is not something that nonprofits expect to happen and is also something that they are largely not concerned about. Only 2% of respondents have permanently closed or merged their organizations, 59% are not at all concerned about closing their doors, and 80% are not at all concerned about merging their organization. Only 5% need information on or assistance with mergers.

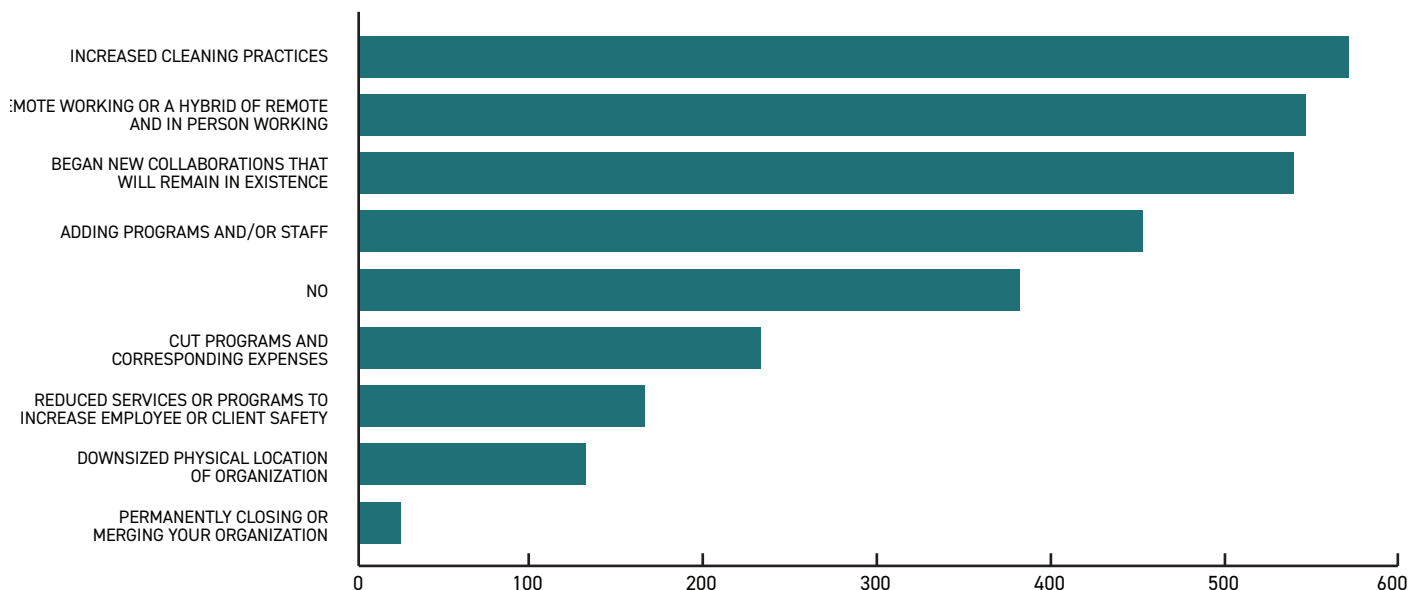
When asked to rank how concerned they are about various issues, funding still rises to the top as the major concern. Loss of income, cash flow, increased expenses, and reduced future funding were among the issues about which nonprofits are “very concerned.” Increased need for services was also among the highest. However, for most of the issues polled, including laying off staff, rebuilding, and re-opening and re-engagement, responding nonprofits were either not at all concerned or a little concerned.

The concerns that nonprofits had one year ago are much the same and in a similar priority order. However, the amount of concern has lessened over the past year. Loss of income is still the number one concern – but now only 27% of nonprofits are very concerned, compared to 41% last year. Reduced future funding is still a major concern, but the percentage of nonprofits that are very concerned about it dropped from 34% to 22%. This could be a sign of recovery, or at least optimism about recovery.

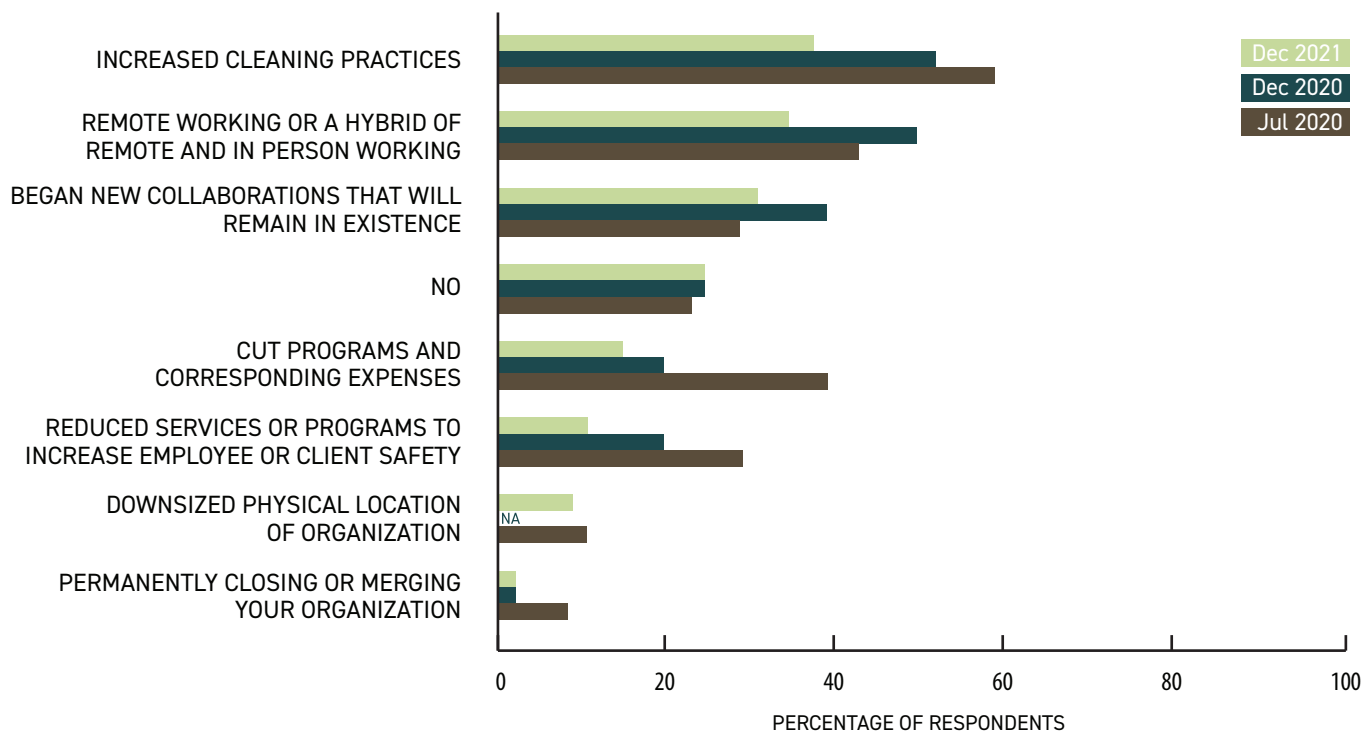
In the same vein, nonprofit organizations overwhelmingly say they need resources for funding (68%) and fundraising assistance (50%), which were also the top two responses in 2020. Besides those top two responses, resource needs have changed from the end of 2020. Other top resources needs in 2020 were government relief aid, technology, and keeping staff, volunteers, and clients safe – immediate needs at the time. This year, after those top two, the resources organizations need relate to collaborations, partnerships, and community engagement, as well as advocacy – arguably resources with long-term importance and impact. Other necessary resources mentioned by nonprofits this year – physical spaces/facilities, volunteers, and support from government (including consistent health guidelines and COVID-19 prevention).

Nonprofits are looking to post-pandemic life, and 70% of organizations anticipate returning to pre-COVID conditions in three years or less.

Q28 HAVE YOU MADE ANY CHANGES THAT YOU ANTICIPATE BEING PERMANENT? SELECT ALL THAT APPLY.



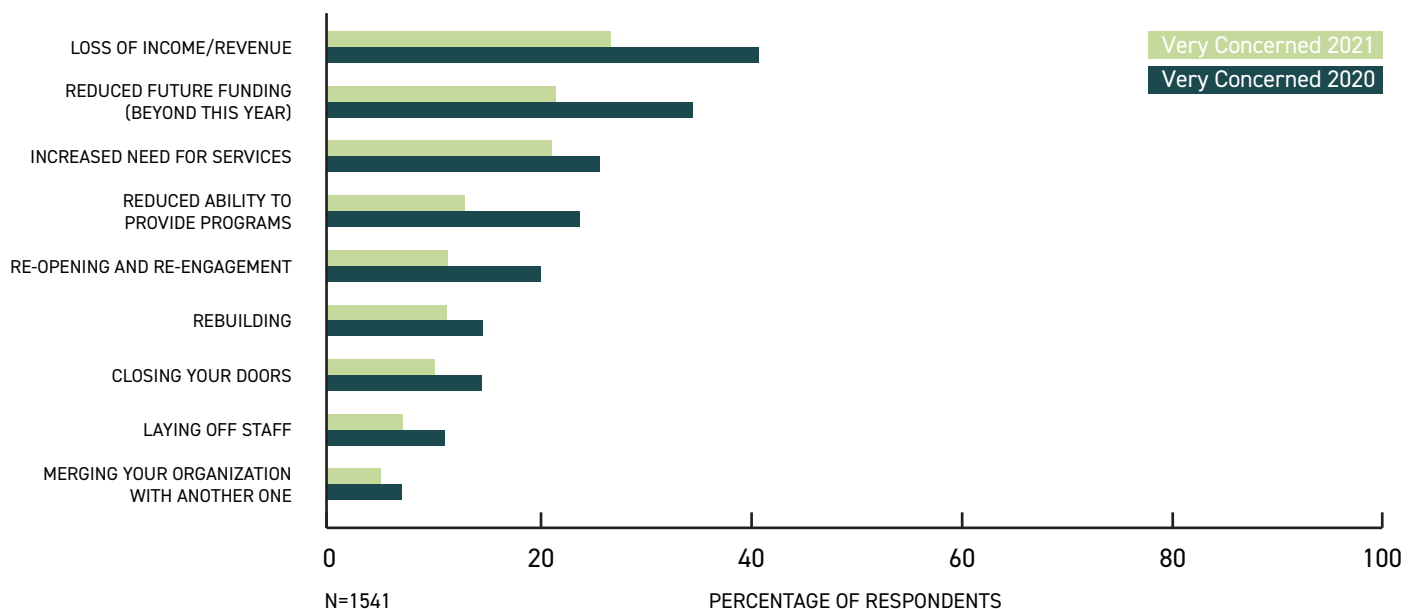
COMPARISON 2020 VS 2021



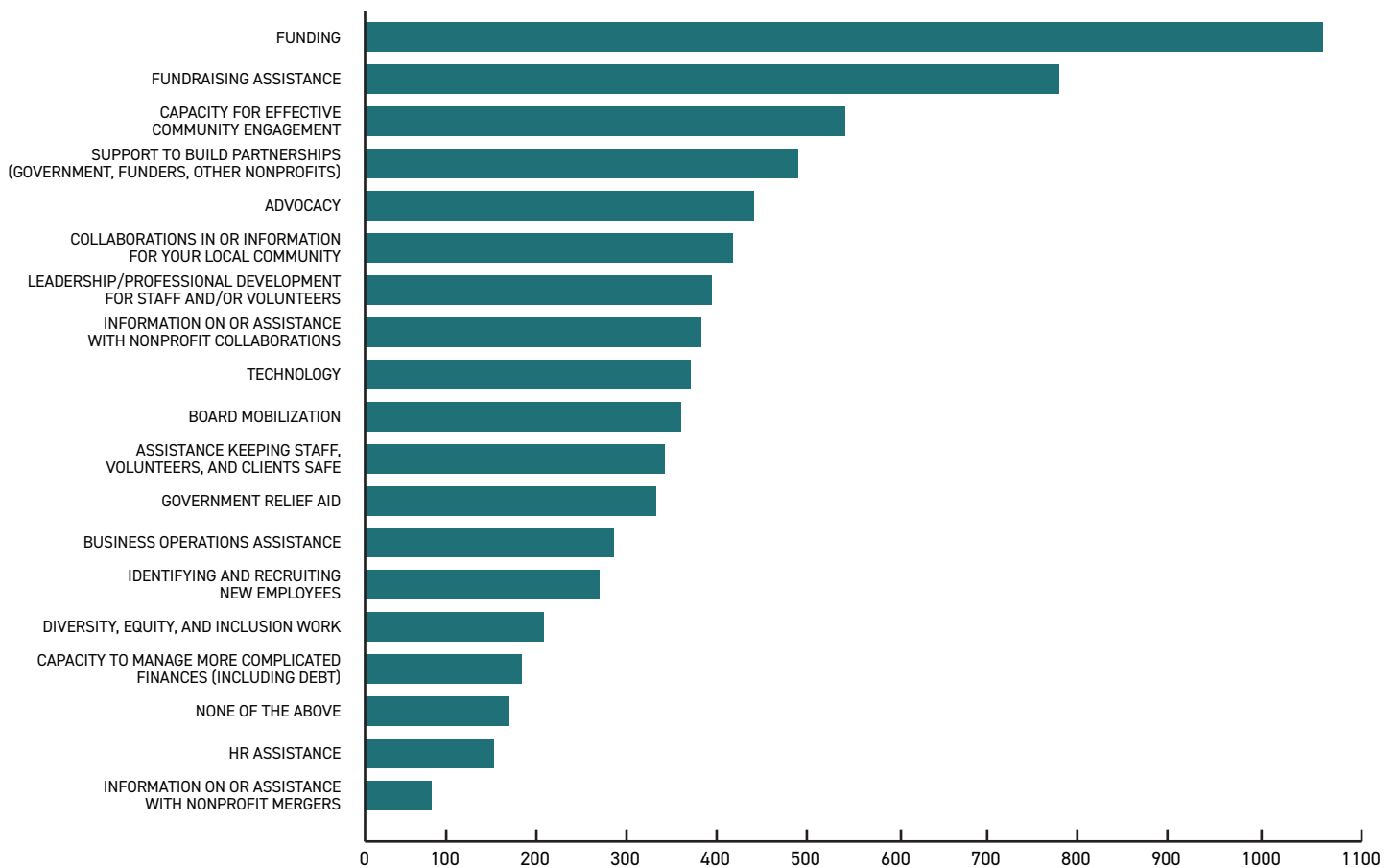
Q29 HOW CONCERNED ARE YOU ABOUT THE FOLLOWING ISSUES IN THE NEXT 12 MONTHS?

	NOT AT ALL CONCERNED	A LITTLE CONCERNED	SOMEWHAT CONCERNED	VERY CONCERNED
CASH FLOW	17%	31%	26%	26%
CLOSING YOUR DOORS	59%	18%	13%	10%
EMPLOYEE AND STAFF HEALTH AND WELL BEING	26%	31%	23%	20%
INCREASED EXPENSES	16%	31%	30%	23%
INCREASED NEED FOR SERVICES	24%	29%	25%	22%
LAYING OFF STAFF	69%	17%	7%	7%
LOSS OF INCOME/REVENUE	17%	35%	21%	27%
MERGING YOUR ORGANIZATION WITH ANOTHER ONE	80%	9%	6%	5%
REBUILDING	53%	22%	14%	11%
REDUCED ABILITY TO PROVIDE PROGRAMMING	36%	32%	19%	13%
REDUCED FUTURE FUNDING (2022 AND BEYOND)	23%	31%	24%	22%
RE-OPENING AND RE-ENGAGEMENT	44%	26%	18%	12%
VOLUNTEER AVAILABILITY	26%	32%	24%	18%
WORKFORCE AVAILABILITY	41%	23%	17%	19%

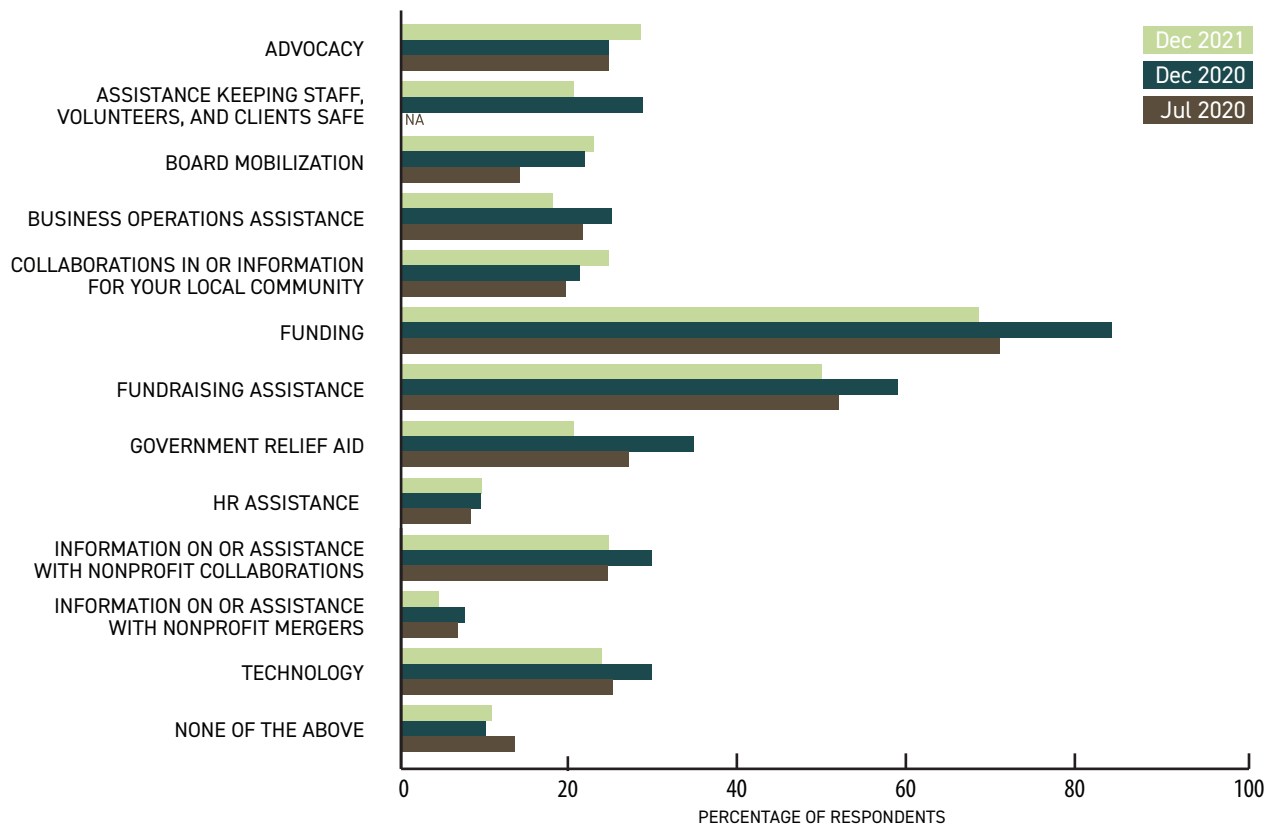
COMPARISON 2020 VS 2021



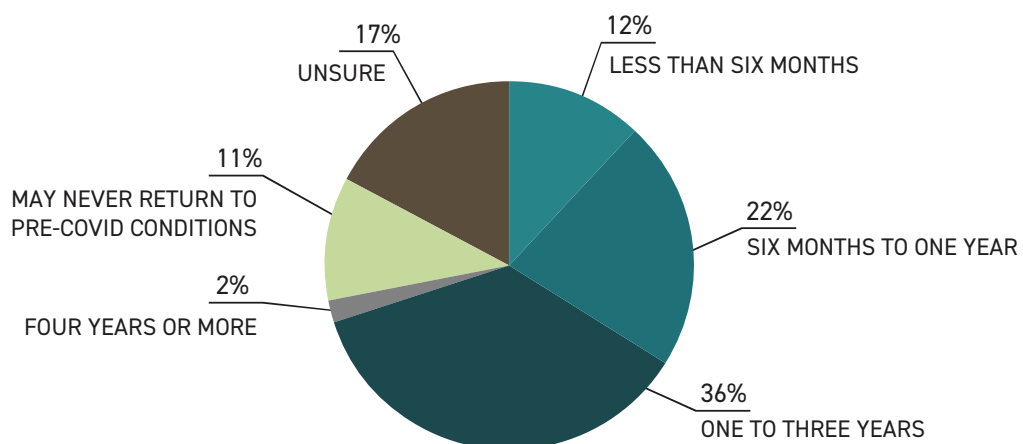
Q30 WHAT RESOURCES DOES YOUR ORGANIZATION NEED GOING FORWARD? SELECT ALL THAT APPLY.



COMPARISON 2020 VS 2021



Q31 HOW LONG DO YOU THINK IT WILL TAKE YOUR ORGANIZATION TO RETURN TO PRE-COVID-19 CONDITIONS?



IX. TAKEAWAYS AND NEXT STEPS

Despite great uncertainty and almost two years of a global pandemic, Florida's nonprofit sector is still working in communities to strengthen our state. Overall, nonprofits are doing their best to provide services and protect their staff, volunteers, and clients, while keeping their organizations running through financial, fundraising, and human resources challenges. As we move into 2022, FNA shares the following takeaways for discussion and action, not only within the sector, but across the entire state.

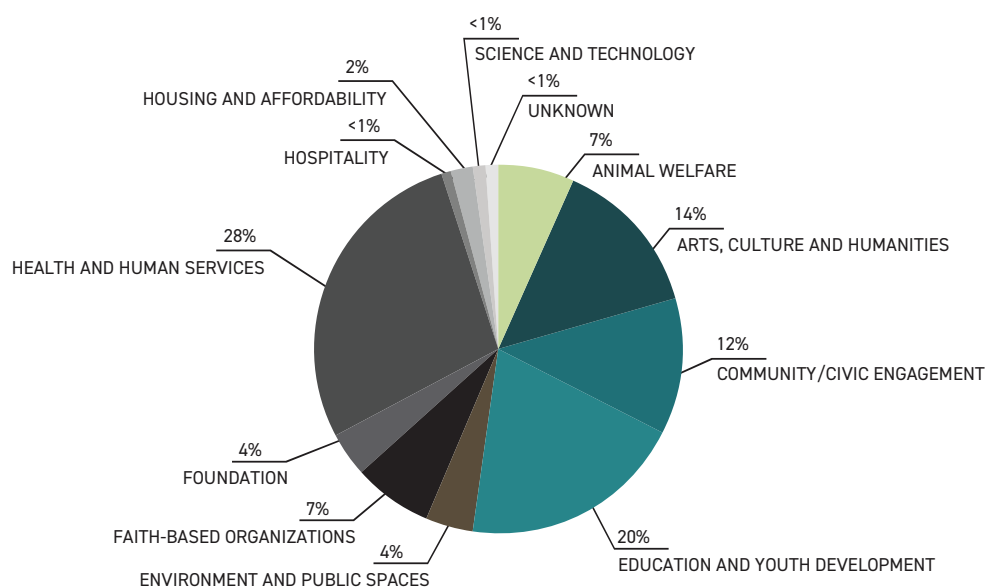
- **Nonprofits have prioritized providing programs and services and are slowing getting back to pre-pandemic ways of doing so.** This is good news because nonprofit programs and services are vital to the success of a community. However, because human and financial resources are not showing as much of a recovery, nonprofits should be careful not to resume services without the resources available to support them in the long term.
- **The financial ramifications for nonprofits from the pandemic are significant, and although nonprofits are resilient and optimistic, that doesn't take away the need for continued financial assistance to recover.** There is especially opportunity in growing individual giving in the state of Florida, but it will take the corporate community, foundations, and government to help nonprofits replenish reserves, cover their current operating costs, and grow their budgets to ensure programs are fully funded.
- **After funding, the greatest challenges for nonprofits are adapting to uncertainty and keeping people safe and healthy, especially with the return to in-person services.** Both of these require up-to-date information about the virus; best practice sharing across industries; and staff leadership and Board members who feel empowered and ready to make the best decisions for their organization.
- **Government relief funding, especially PPP funding, was vital to the survival of nonprofit organizations during 2020 and 2021.** The sector should be advocating at the local (city and/or county) level for American Rescue Plan Act funds to be spent on nonprofits.
- **The pandemic inspired and/or forced new collaborations and partnerships throughout the sector, and nonprofits are seeking resources to support those.** Nonprofits are also aware of their responsibilities to engage the communities in which they work and looking for resources to help them.
- **The sector still has work to do to re-imagine volunteering and re-engage volunteers in a safe way.** This re-imagining and re-engagement could also encourage people who have not been volunteers to begin doing so.
- **The nonprofit sector still has many opportunities to better support its employees, especially as Florida watches the "great resignation" and the effects it could have on the sector.** This includes paying livable wages, providing traditional and non-traditional benefits, and providing mental health support.

Nonprofits are a vital, trusted component of our state's economy and social landscape. Florida Nonprofit Alliance stands ready to advocate on behalf of the nonprofit sector in Florida and support the important work they do.

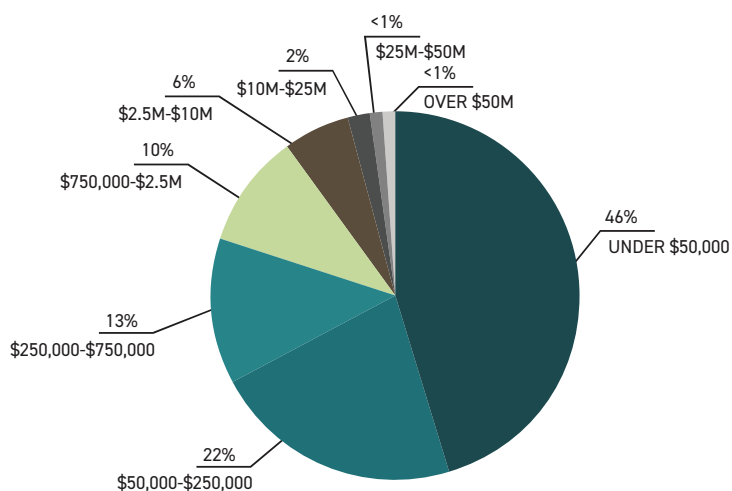
X. DEMOGRAPHICS OF SURVEY RESPONDENTS

1,565 nonprofit organizations located in and serving Florida responded to this survey. They represent a cross section of mission areas, budget sizes, and communities served within our state. Overall, the profile of responding organizations remains consistent across all of our COVID-19 Effects reports.

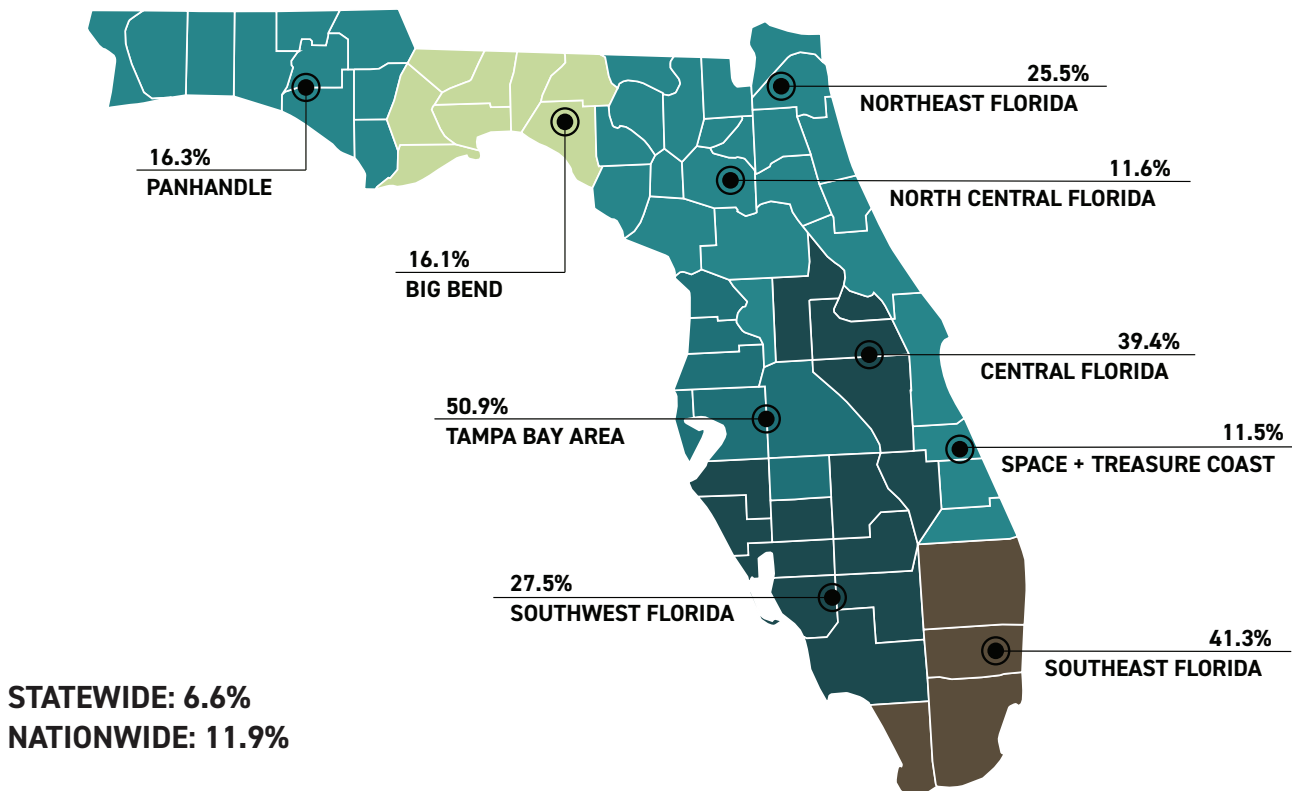
Q1 WHAT AREA BEST DESCRIBES YOUR MISSION WORK?



Q2 WHAT IS THE BUDGET RANGE FOR YOUR ORGANIZATION?



Q3 WHAT COUNTIES DO YOU SERVE?



Answers to this question have been condensed into regions. Because respondents could select more than one county, responses add up to more than 100%. Responding organizations provided services in an average of two counties (excluding those who serve statewide and outside of Florida). Number of responses by county is available upon request.

Q4 HOW MANY TOTAL PAID STAFF MEMBERS (FULL AND PART TIME COMBINED) DOES YOUR ORGANIZATION HAVE?

