

2024 FLORIDA NONPROFITS SURVEY



FLORIDA
nonprofit
alliance

www.flnonprofits.org



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.

We focus in five major areas:

- Advocacy and lobbying on behalf of the sector
- Education for nonprofits about advocacy and lobbying
- Research that benefits the state’s nonprofits
- Resources that are important to all nonprofits
- Fostering collaborations and connections

FNA is a membership organization that both represents and draws support from nonprofits across the state.

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I. EXECUTIVE SUMMARY

Nonprofits are working in every county in Florida and impacting nearly every aspect of Floridians' lives, from health care to housing, education to the environment, recreation to relief services, and much more.

The nonprofit sector is comprised of businesses of all sizes that have a nonprofit tax status – they are exempt from paying some taxes in return for the charitable purpose they provide. These nonprofit businesses are like for-profit businesses in many ways. They employ people, pay wages, bring in revenue, and make strategic decisions. They also provide services that help our economy indirectly, by educating children and adults, ensuring affordable housing, fighting food insecurity, and providing childcare. And they do this with a business model that requires them to provide charitable programs and services, often for free or at a below-market rate, while also fundraising the money to provide them.

Florida Nonprofit Alliance has been conducting regular surveys of the Florida nonprofit sector since April of 2020, in the early days of the COVID-19 pandemic. Our three reports in 2020 and the annual check-ins in 2021, 2022, and 2023 have provided an overview of the sector's strengths and a real-time look at the challenges it is facing. This year's survey shows how nonprofits fared in five major categories – programs, human resources, finances, fundraising, and barriers to success – in the calendar year 2024. It also includes a section on hurricane effects, after three major storms hit Florida in 2024.

On the whole, nonprofit organizations are an optimistic group. They believe in their missions and the impact they make in their communities. The sector is powered by more than 450,000 employees, and many more volunteers who generously give their time and knowledge to these organizations.

This optimistic spirit can also be an obstacle to sustainability, as nonprofits prioritize providing their programs and services to the detriment of their internal capacity and resources. In 2024, a quarter of Florida nonprofits experienced increased demand for their services, and 44% served more clients in 2024 than they did in 2023. One third are concerned about the increased need for their services, while fundraising remains very difficult and finding volunteers is a struggle. To keep providing the vital programs and services with increasing demand, nonprofits need support and resources of all kinds. This 2024 survey provides insight into what those resources are – and how all Floridians can be a part of the work of nonprofits and strengthen their communities by sharing their talents and treasures.

Key findings of the 2024 report include:

Difficulty in fundraising puts nonprofits at financial risk.

For the fifth year in a row, funding and fundraising are the biggest challenges for nonprofits in Florida – and this year hit a record high (46%). Funding (61%) and fundraising assistance (45%) remain the top nonprofit needs also for the fifth year in a row.

- 61% of nonprofits did not raise more money in 2024 than in 2023.
- 76% of nonprofits had no increase in unrestricted revenue in 2024.
- New sources of fundraising are not materializing – nonprofits overestimated new revenue by an average of 11%.

We also know that:

- One third of nonprofits in Florida have no reserve funds. Another 20% have less than three months' operating expenses in reserves.
- More than one third of nonprofits are concerned about cash flow and loss of income or revenue.

Nonprofits with increasing demand, a precarious financial safety net, and struggles in fundraising are not primed for sustainability or growth.

Increased costs are burdening the nonprofit sector, just like every other sector of our economy.

Half of Florida's nonprofits are experiencing increased costs for recurring expenses and are concerned about increased expenses. This adds to the precarious financial state described in the finding above. Although higher costs are not unique to the sector, nonprofits cannot simply raise prices or cut back on services, like the for-profit sector can often do.

Access to more volunteers is a critical necessity for nonprofits.

Volunteers not only provide more human resources with valuable skills, but they also help save labor costs and provide continuity in programs and services. However:

- One in five nonprofits still have fewer volunteers than in 2019, before the pandemic.
- Two in five nonprofits need more volunteers.
- Almost one third are looking for engagement and/or mobilization from their Boards.

Organizations say their volunteers have age-related or health challenges that hinder their ability to volunteer consistently.

Investing in nonprofit staff builds continuity.

Nonprofits rely on dedicated employees to create meaningful social impact. Currently, nonprofit staff need support in two key areas – succession planning and compensation.

- With 30% of Florida nonprofits expecting to have a different CEO by 2027, succession planning is crucial for smooth leadership transitions.
- Competitive salaries and benefits are also essential for attracting and retaining talent. However, some nonprofits report lacking the funding to adequately compensate their staff.

Nonprofits were on the frontlines of hurricane response and recovery.

The 2024 hurricane season affected almost every part of our state. One third of Florida's nonprofits were affected by at least one hurricane. Of those affected, 45% were affected by two hurricanes. Despite being affected themselves, many nonprofits still were on the ground during storm response and recovery. 89% of nonprofits affected by hurricanes received no funding assistance for the disaster response and recovery work they did or the damage they experienced.

II. METHODOLOGY

This survey, designed for 501(c)(3) charitable organizations located in and serving the state of Florida, was conducted in the fall of 2024. The online survey was open from October 16 to November 25, 2024, and the research results were published in February of 2025. The 29-question survey was distributed through FNA's website and online communication channels. It was also shared by the Florida Department of Agriculture and Consumer Services with all 501(c)(3) organizations that have permits to fundraise in the state of Florida.

2,160 nonprofit organizations responded, a record number for this annual survey. Unless noted otherwise under the tables in this 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 Leah McDermott, Program Director at Florida Nonprofit Alliance, at lmcdermott@flnonprofits.org.

III. PROGRAMS AND SERVICES

Since this research began in 2020, nonprofits in Florida have consistently prioritized providing their programs and services to the communities they serve. This remains true for our 2024 study. However, nonprofits are also experiencing a decrease in the resources they need to run their programs – both financial and human resources.

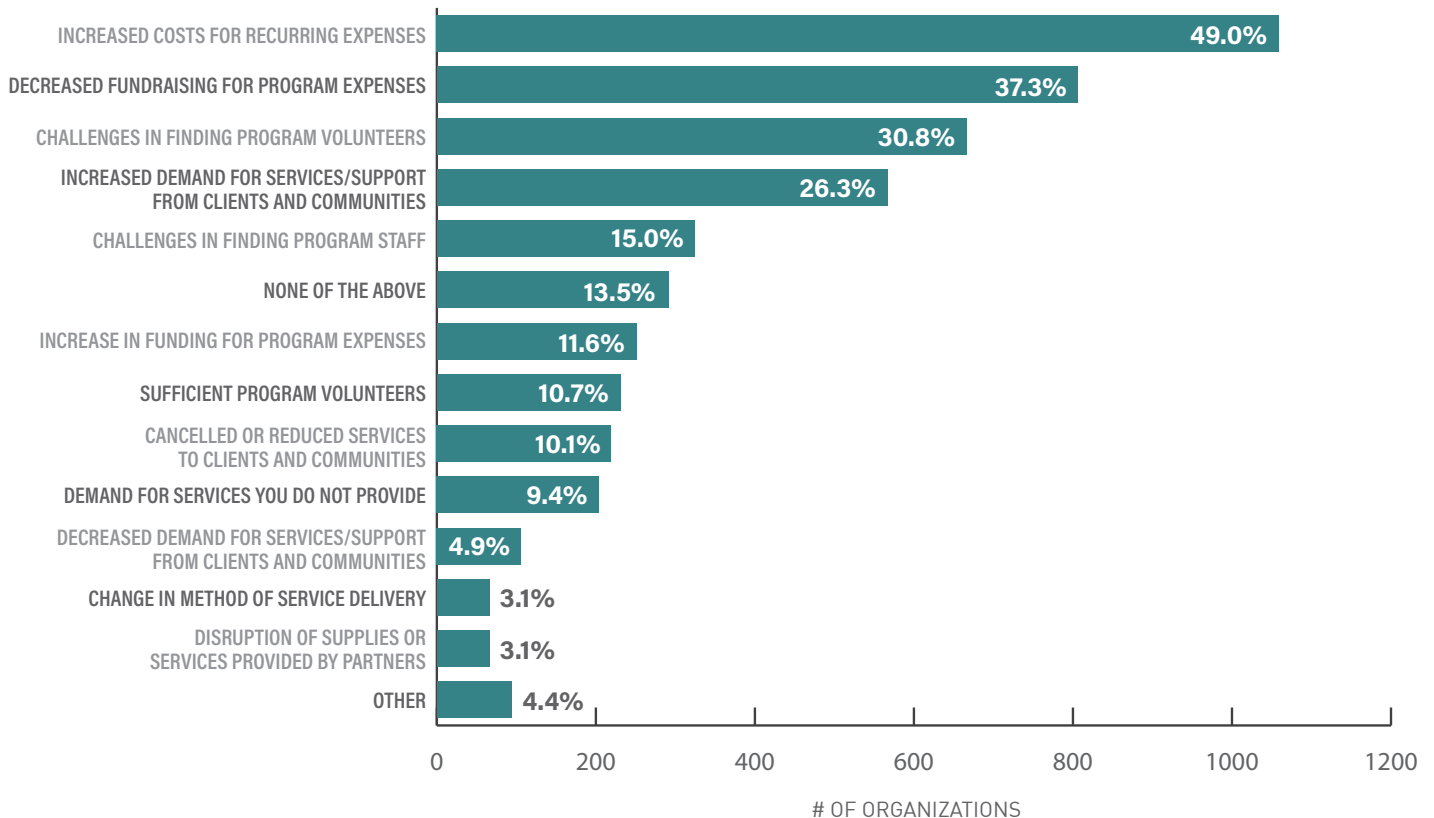
Half of Florida’s nonprofits are experiencing increased costs for recurring expenses. More than one third received less fundraising for program expenses, and almost one third need more program volunteers.

At the same time, 26% of nonprofits have experienced increased demand for their services, and 44% served more clients in 2024 than they did in 2023.

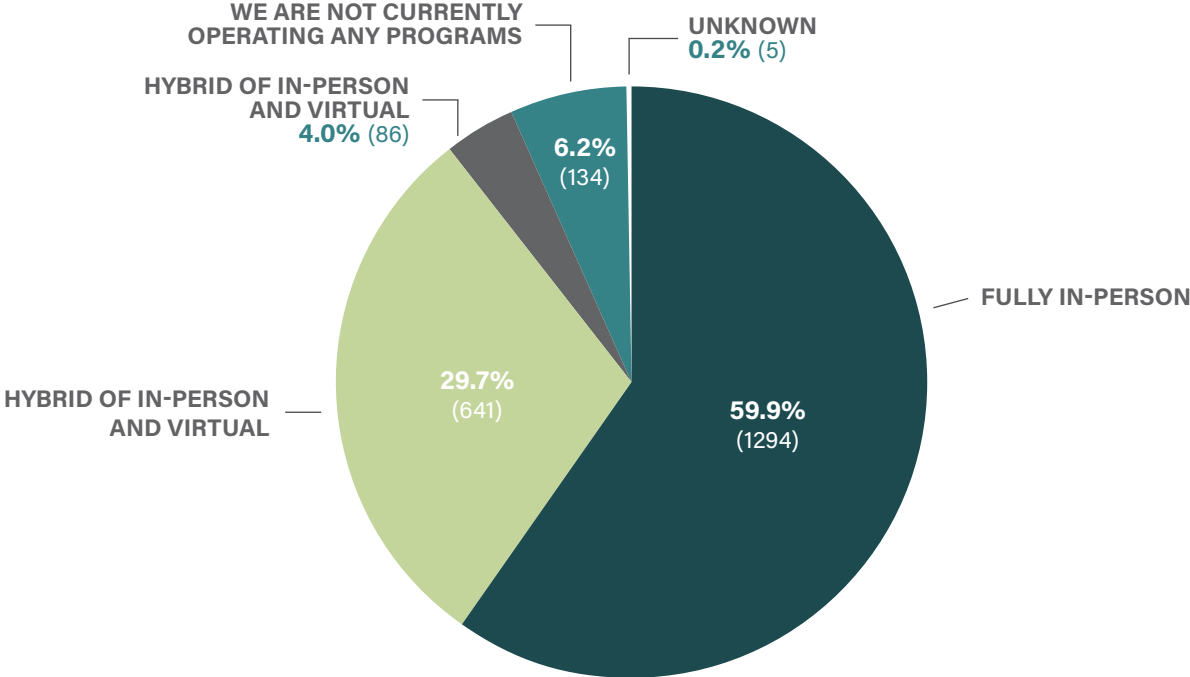
60% of nonprofits are providing programs and services fully in-person, and almost one third are providing hybrid services – a mix of in person and virtual. These numbers have remained steady for the past two years.

Organizations also shared other program issues, including lack of volunteers, volunteers “aging out”, damage from and lack of funding after the 2024 hurricanes, lack of adequate facilities for programs and services, and unexpected decreases in government grants and funding.

Q1 Which of the following programmatic impacts is your organization currently experiencing?
Select all that apply.

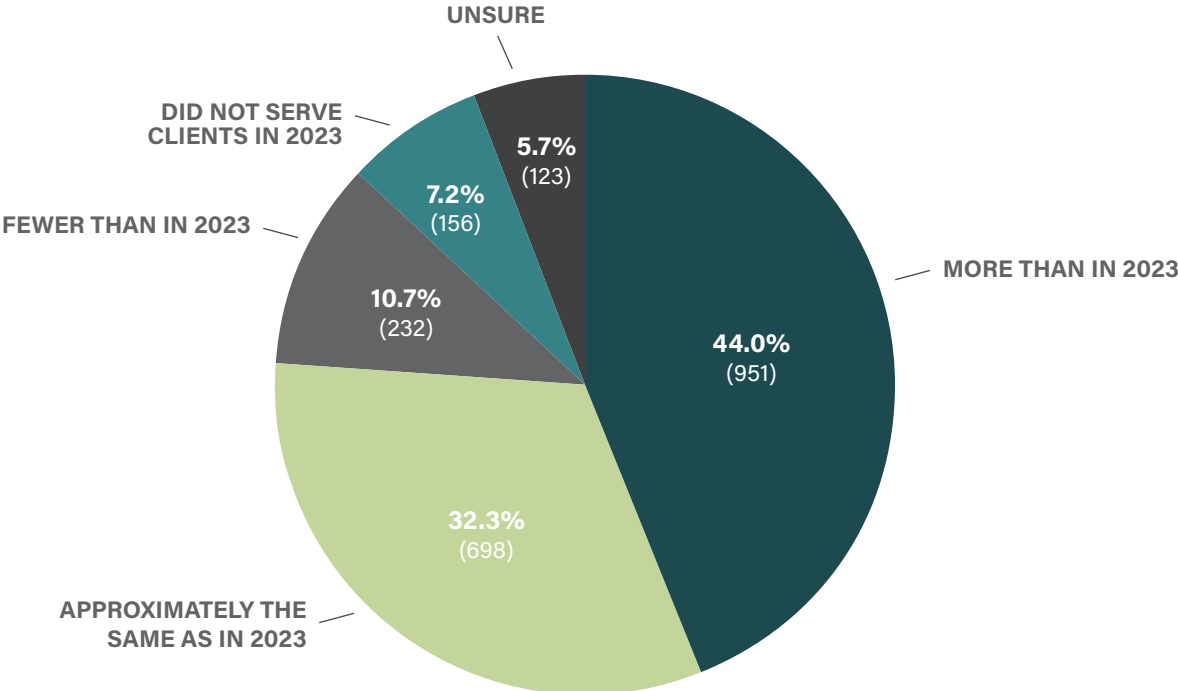


Q2 How are you currently operating your programs?



YEAR TO YEAR COMPARISON	2024	2023	2022	2021	2020
Fully in-person	60%	59%	46%	34%	20%
Hybrid of in-person and virtual	30%	31%	31%	48%	41%
Fully virtually	4%	4%	7%	10%	18%
We are not currently operating any programs	6%	6%	12%	8%	19%

Q3 Compared to 2023, how many clients have you served in 2024?



YEAR TO YEAR COMPARISON	2023	2022	2021	2020
More than previous year	44%	49%	45%	36%
Approximately the same as previous year	32%	29%	27%	24%
Fewer than in previous year	11%	10%	14%	29%
Did not serve clients in previous year	7%	8%	4%	3%
Unsure	6%	4%	9%	8%
Other	NA	1%	N/A	N/A

IV. HUMAN RESOURCES

The staff and volunteers that run nonprofit organizations and provide the programs and services are the backbone of those organizations. If nonprofits do not have enough people to do the work, their missions will suffer.

On the staffing side, 15% of nonprofits have challenges in finding program staff, and 14% have had trouble filling open staff positions. 14% have seen staff resignations and voluntary turnover. Many organizations also mention lack of funding to pay staff competitive wages as an issue.

When asked what kinds of work options organizations are offering to staff, two thirds of nonprofits with paid staff offered flexible schedules, and one third offered pay increases or bonuses. Just under one third offer a hybrid working model, and one in five allow employees to work remotely full-time.

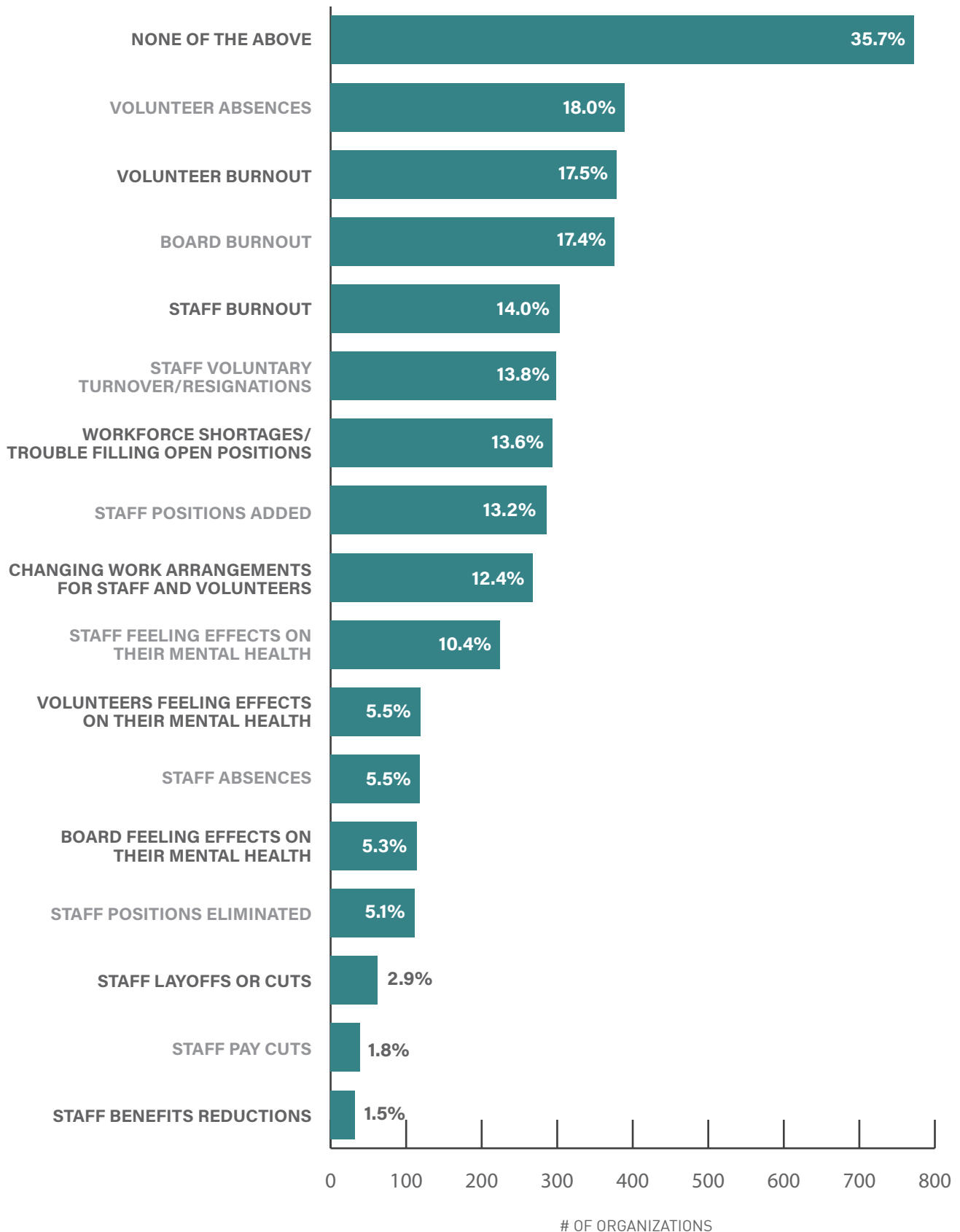
On the volunteer side, 18% of organizations have regular absences of scheduled volunteers, and 18% report volunteers, and specifically Board members, experiencing burn out. One in five nonprofits still have fewer volunteers than in 2019, before the pandemic, and almost one third have the same number of volunteers, even though demand is up for many organizations. Other issues for volunteers include aging and health issues that keep them from fulfilling their volunteer roles and a general lack of volunteers compared to the number needed.

The good news is that for the second year in a row, staff absences, staff burnout, volunteer absences, and volunteer burnout have decreased.

12% of nonprofit organizations had a turnover in the CEO or Executive Director role in 2024. Another 17% expect to have one in the next two years. That means 30% of nonprofits will have a different CEO by 2027. For the second year, more organizations made an executive transition than were expecting to. In 2023, 11% of organizations expected a transition in 2024 – 12% had one, which shows some were either unplanned, or were announced and completed in less than 12 months.

Q4 What changes to your staffing (paid and volunteer) have you experienced in 2024?

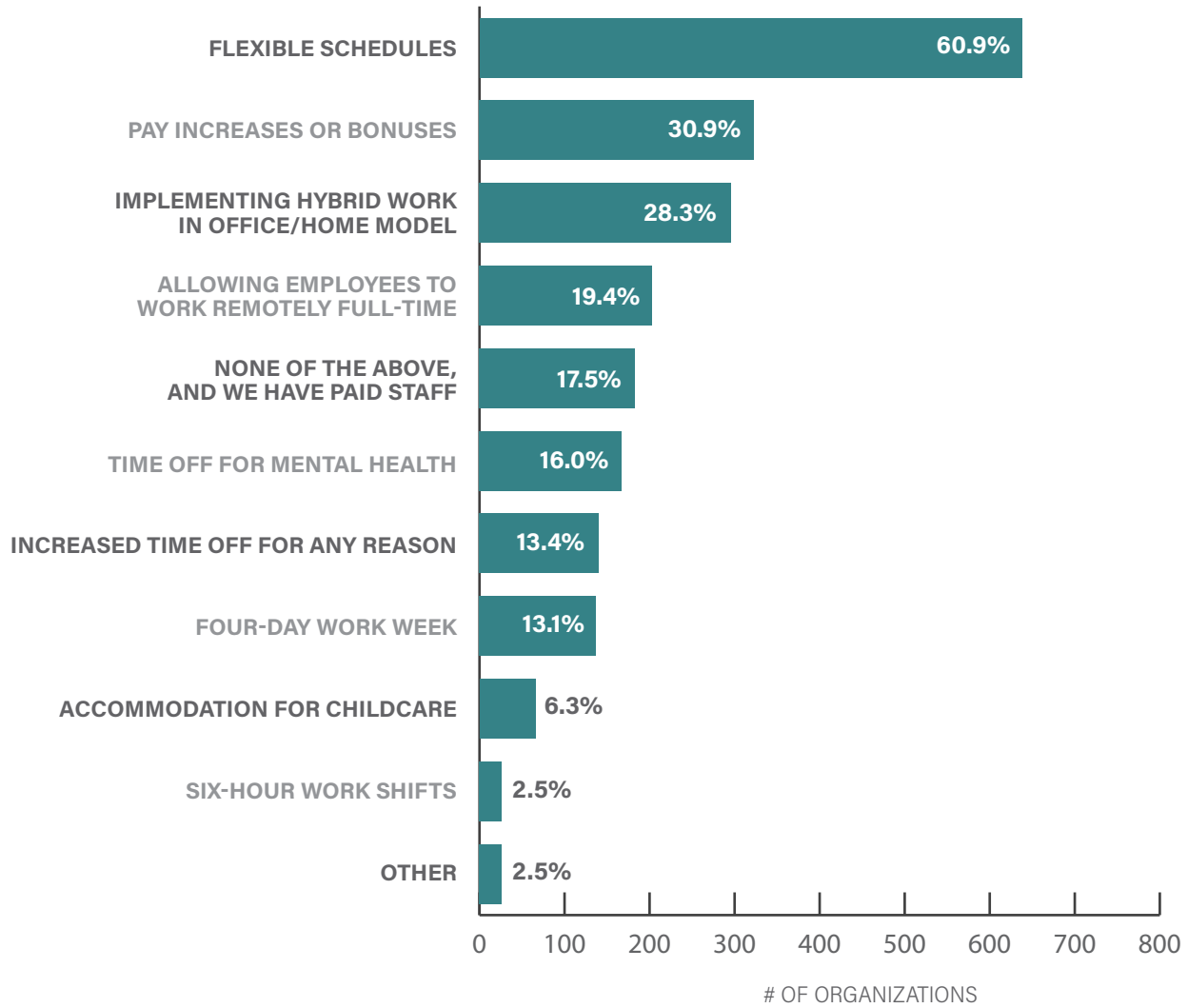
Select all that apply.



YEAR TO YEAR COMPARISON	2024	2023	2022	2021	2020
Board burnout	17%	19%	17%	26%	36%
Board feeling effects on their mental health	5%	6%	7%	15%	29%
Changing work arrangements for staff & volunteers	12%	18%	20%	43%	48%
Staff absences	6%	8%	10%	18%	14%
Staff benefits reductions	2%	1%	1%	2%	3%
Staff burn out	14%	15%	16%	27%	40%
Staff feeling effects on their mental health	10%	12%	13%	26%	43%
Staff layoffs or cuts	3%	2%	2%	4%	10%
Staff pay cuts	2%	1%	1%	4%	5%
Staff positions added	13%	15%	15%	11%	1%
Staff positions eliminated	5%	4%	4%	7%	N/A
Staff voluntary turnover/resignations	14%	15%	17%	19%	1%
Volunteer absences	18%	22%	24%	44%	52%
Volunteer burnout	18%	21%	20%	29%	46%
Volunteers feeling effects on their mental health	6%	7%	8%	23%	41%
Workforce shortage/trouble filling open positions	14%	17%	27%	N/A	N/A

Q5 What work options are you currently offering to employees?

N=1047



THE CHART ONLY INCLUDES NONPROFIT ORGANIZATIONS WITH PAID EMPLOYEES.

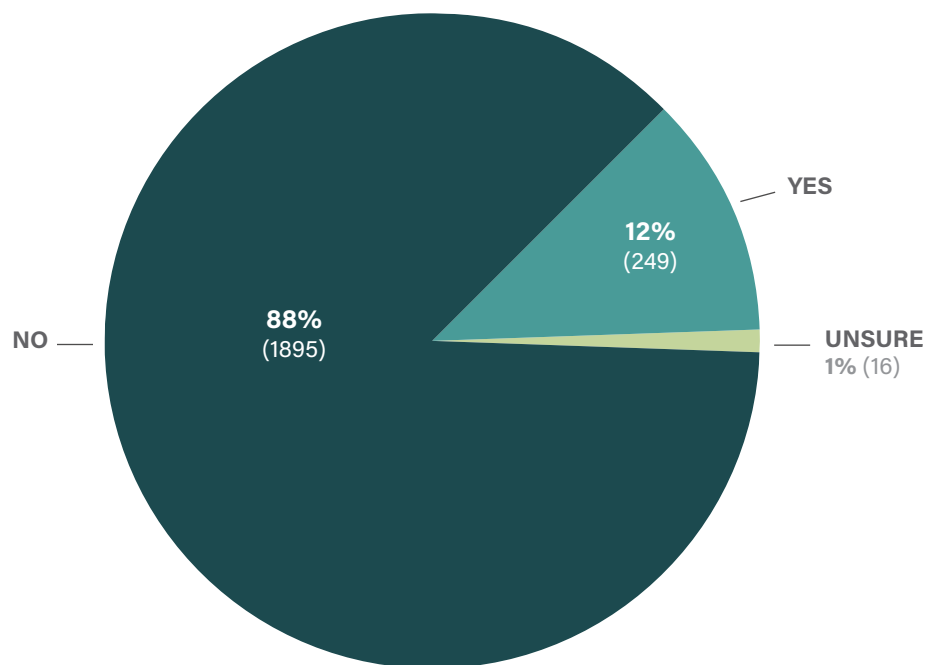
YEAR TO YEAR COMPARISON	2024	2023	2022	2021
Accommodation for childcare	3%	3%	3%	4%
Allowing employees to work remotely full-time	9%	9%	11%	15%
Four-day work week	6%	6%	4%	4%
Implementing hybrid work in office/home model	14%	13%	17%	23%
Increased time off for any reason	6%	7%	9%	9%
Six-hour work shifts	3%	2%	2%	2%
Time off for mental health	8%	8%	11%	10%
None of the above	60%	72%	60%	56%

Q6 Are you currently using volunteers at your organization, excluding your Board members?

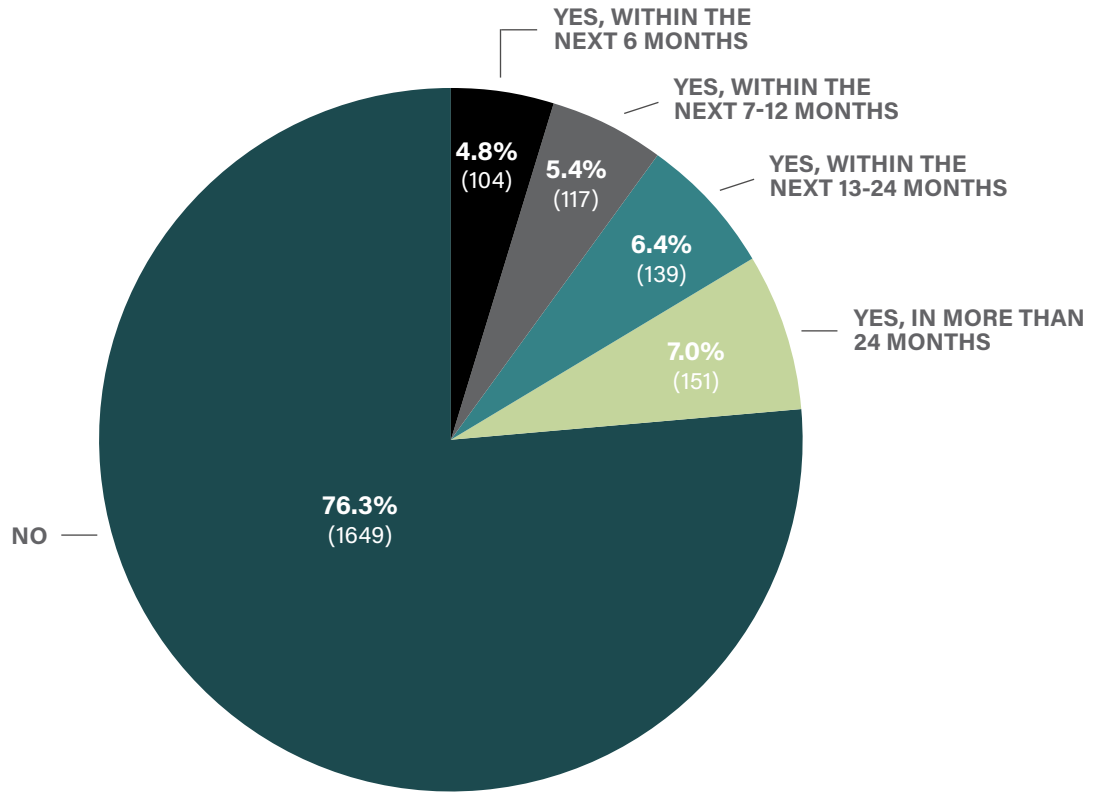
WORK OPTIONS	# of Orgs	% of Orgs
Yes, at the same level as 2019	577	26.7%
Yes, in increased numbers compared to 2019	541	25.0%
Yes, but in decreased numbers compared to 2019	444	20.6%
No	346	16.0%
Organization did not exist in 2019	208	9.6%
Unknown	25	1.2%
Unsure how to use them	19	0.9%

YEAR TO YEAR COMPARISON	2024	2023	2022	2021
Yes, at higher levels than in 2019	25%	23%	3%	2%
Yes, at the same level as 2019	27%	29%	43%	27%
Yes, but in decreased numbers compared to 2019	21%	22%	30%	48%
No	16%	15%	18%	22%
Unsure how to use them	<1%	<1%	2%	1%

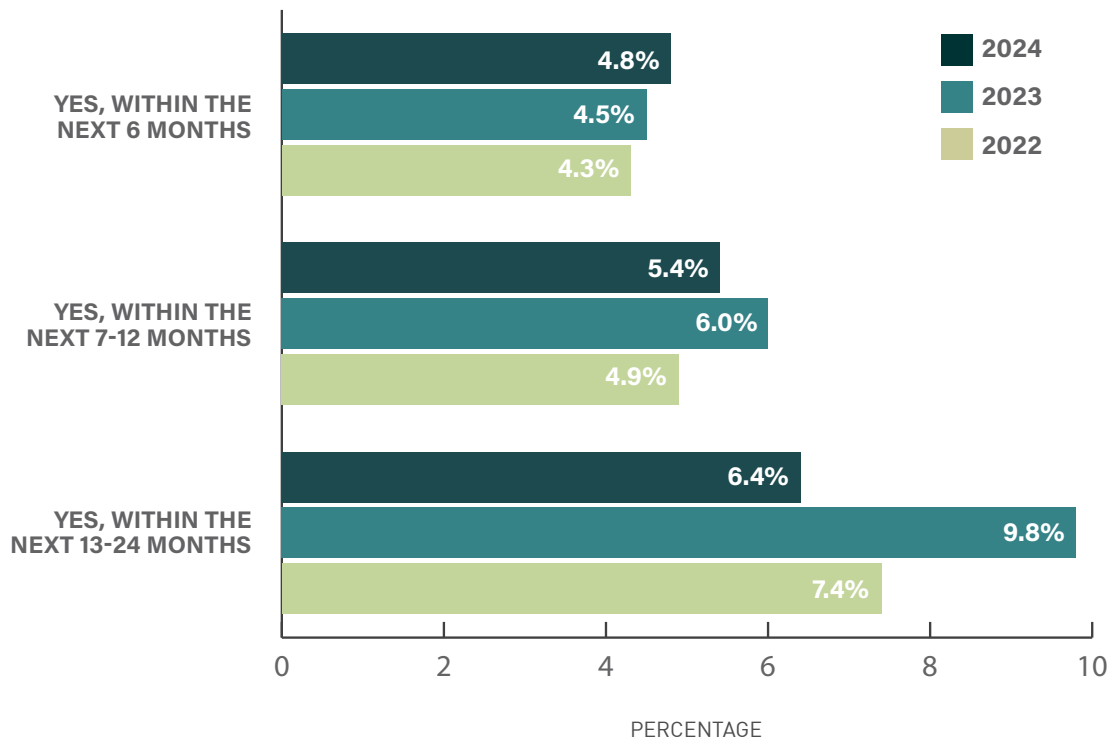
Q7 Have you had a change in CEO leadership at your organization in the last year?



Q8 Do you anticipate a turnover in the CEO/ED position at your organization?



YEAR TO YEAR COMPARISON



V. FINANCIAL HEALTH

To evaluate the financial health of Florida nonprofits, we look at three indicators – level of unrestricted revenue, budget size, and level of reserve funds. These indicators, while not perfect, can give us a picture of whether a nonprofit has appropriate financial resources to run its business and meet its mission.

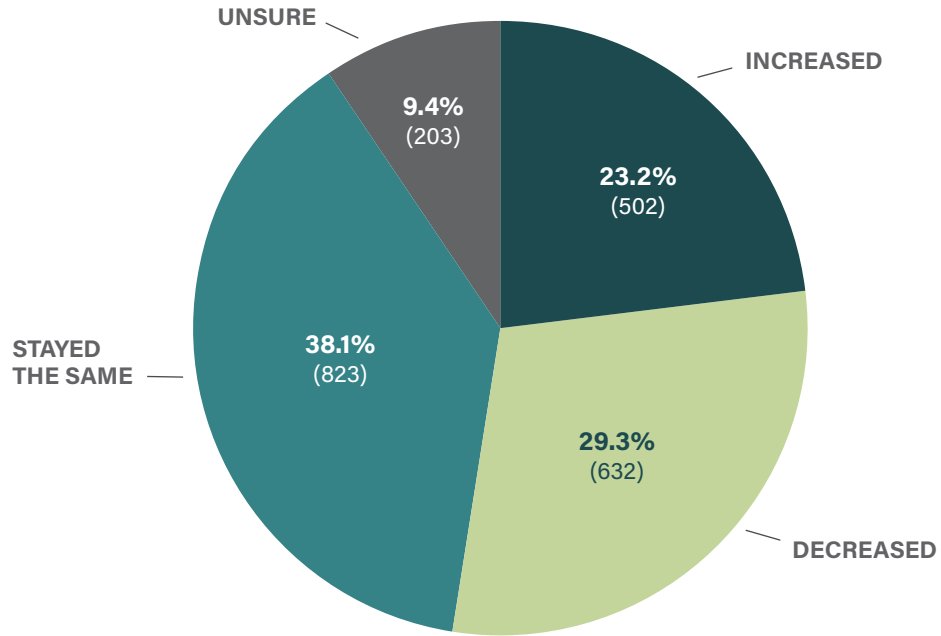
Unrestricted revenue for nonprofits decreased for the first time in two years. Only 23% of organizations reported their unrestricted revenue increased compared to the previous year.

45% of organizations saw their budget increase in 2024, as compared to 2023. 30% of those are providing more services, and 15% are providing the same amount of services with the budget increase, once again showing how increasing costs affects service delivery. 28% of nonprofit organizations had the same size budget as the previous year, demonstrating no financial growth over the last year.

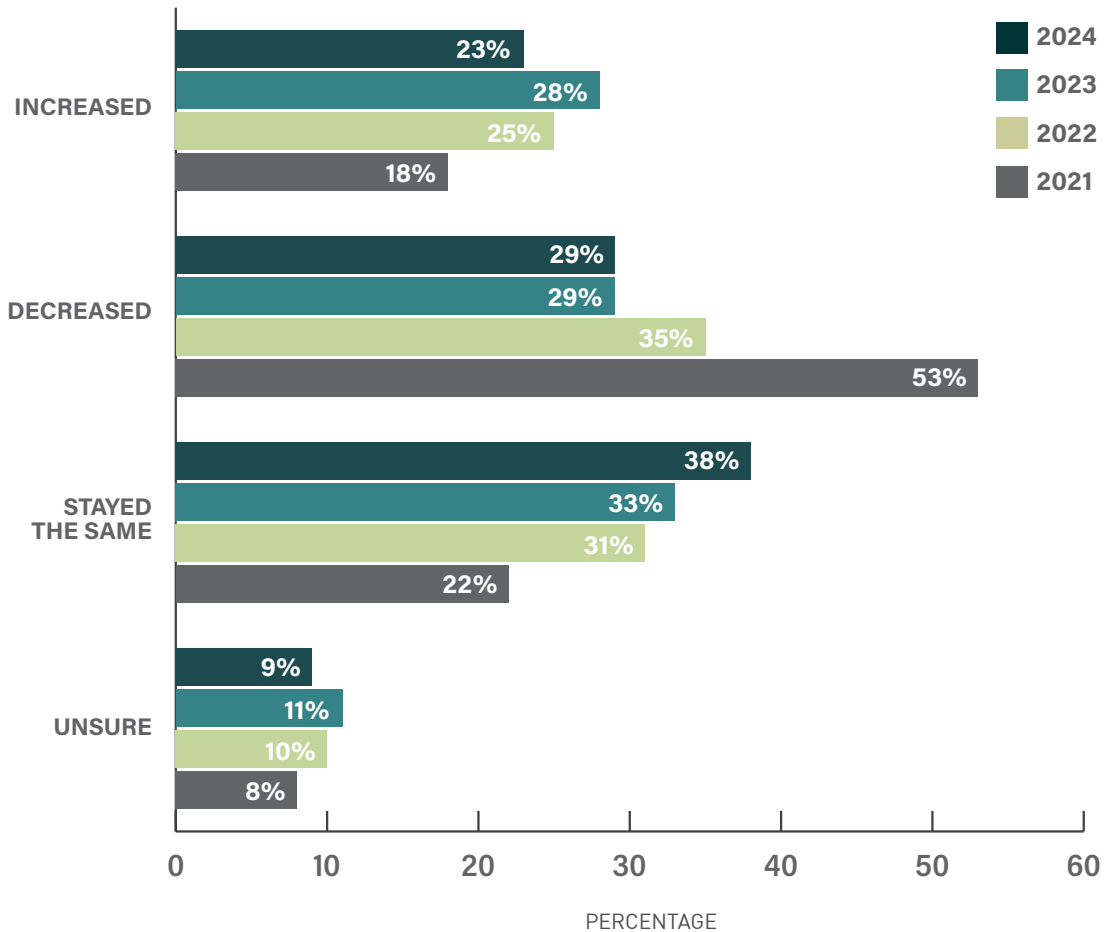
One third of respondents expected their 2025 budget to increase with a corresponding increase in services. However, a comparison of nonprofits' 2023 predictions about their budgets to their 2024 actual budgets shows they are more optimistic about financial growth than the research supports. In 2023, 36% of organizations expected their budgets to increase in 2024. However, only 30% actually did. On the flip side, only 8.4% of organizations expected their budget to decrease from 2023 to 2024, but 20% of organizations ended up with a decrease in the 2024 budget.

One third of nonprofits in Florida have no reserve funds. Another 20% have less than three months' operating expenses in reserves, which leaves organizations vulnerable when the unexpected, like disasters or decreases in expected funding, happens. Only 15% have more than one year's worth of operating reserves.

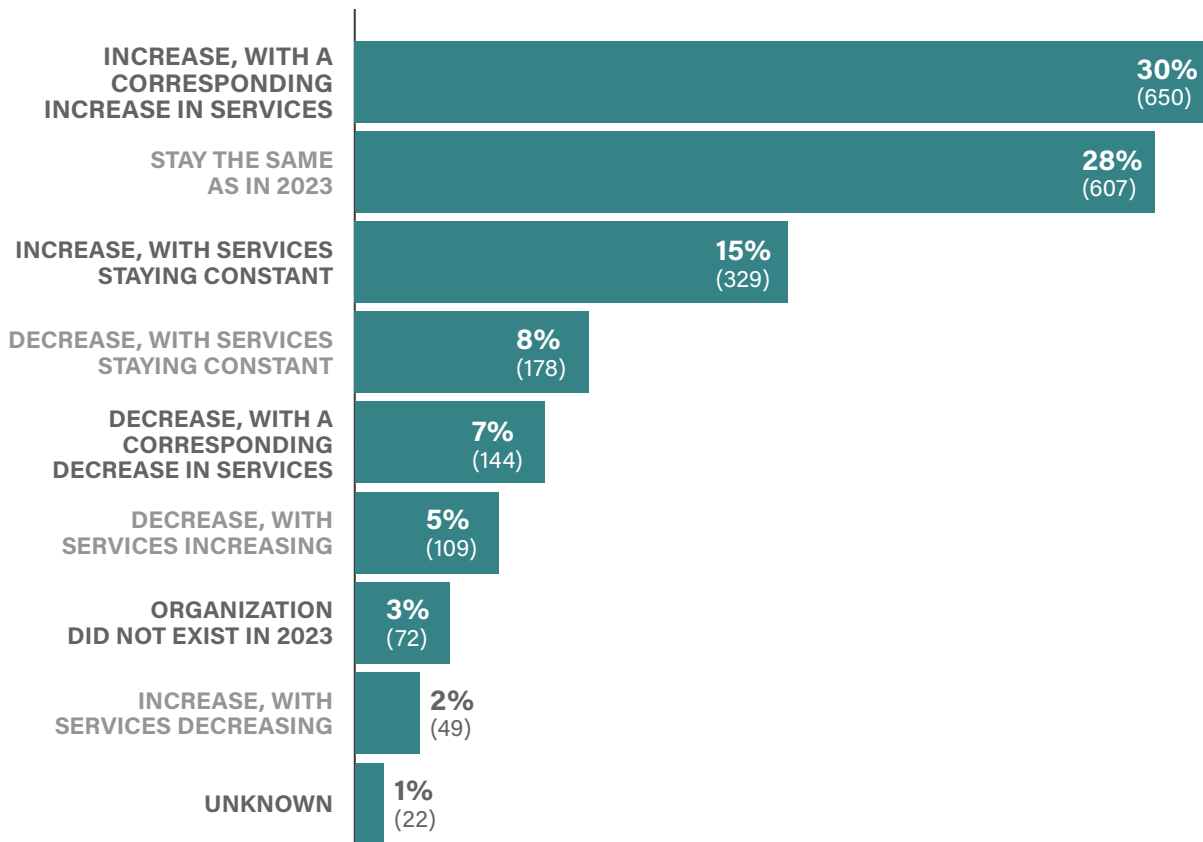
Q9 Has your unrestricted revenue in 2024:



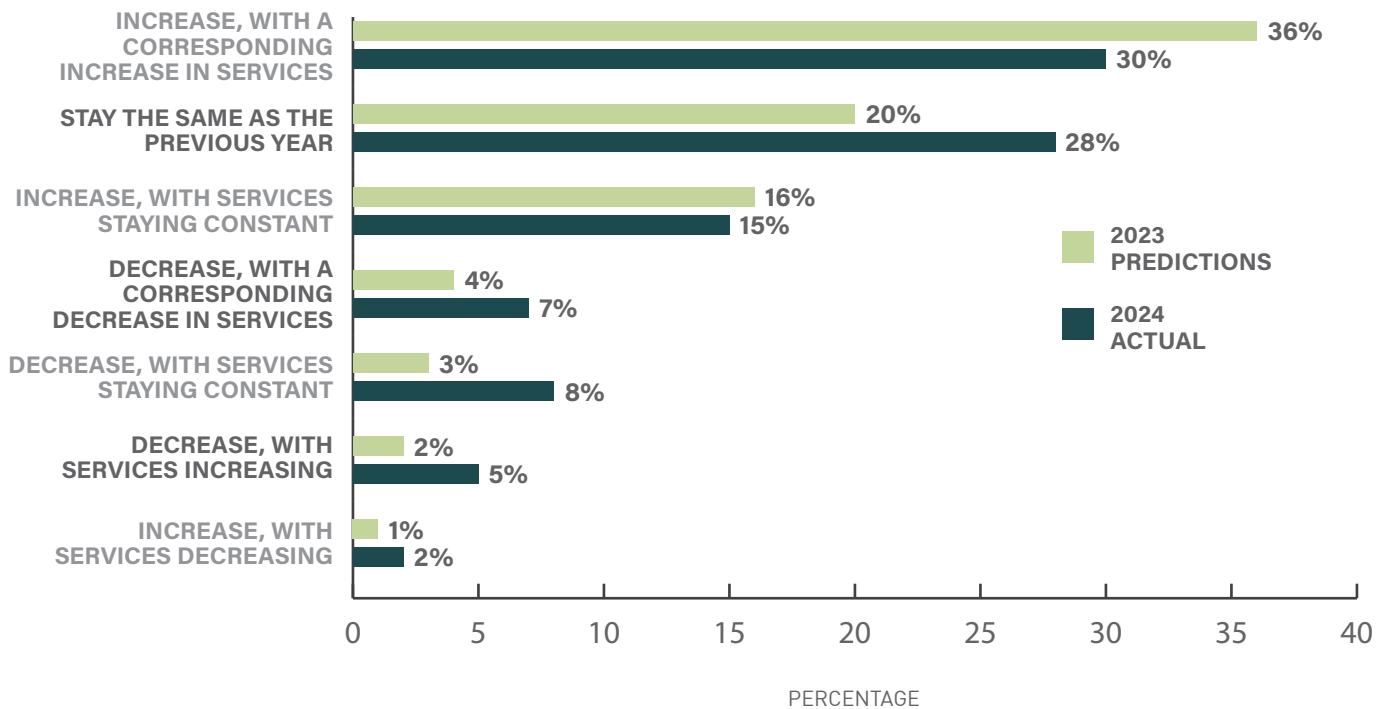
YEAR TO YEAR COMPARISON



Q10 Compared to your 2023 budget, did your 2024 budget:



PREDICTIONS VS. ACTUALS



YEAR TO YEAR COMPARISON	2024	2023	2022	2021
Increase, with a corresponding increase in services	30%	34%	33%	23%
Increase, with services staying constant	15%	14%	13%	8%
Increase, with services decreasing	2%	3%	2%	3%
Decrease, with a corresponding decrease in services	7%	9%	12%	29%
Decrease, with services staying constant	8%	7%	9%	11%
Decrease, with services increasing	5%	4%	5%	8%
Stayed the same as in 2019	N/A	14%	20%	15%
N/A	1%	14%	5%	3%

Q11 Compared to your 2024 budget, do you expect your 2025 budget to:

2025 BUDGET	# of Orgs	% of Orgs
Increase, with a corresponding increase in services	693	32.1%
Stay the same as the previous year	493	22.8%
Difficult to predict right now	424	19.6%
Increase, with services staying constant	312	14.4%
Decrease, with a corresponding decrease in services	90	4.2%
Decrease, with services staying constant	83	3.8%
Decrease, with services increasing	29	1.3%
Increase, with services decreasing	26	1.2%
Other	19	0.9%
Unknown	11	0.5%

Q12 Does your organization have reserve funds?

RESERVES	# of Orgs	% of Orgs
No, my organization does not have any reserves	737	34.1%
Yes, between three months and one year of operating costs	678	31.4%
Yes, less than three months of operating costs	424	19.6%
Yes, more than one year of operating costs	320	14.8%
Unknown	23	1.1%
Other	15	0.7%

VI. FUNDRAISING

Fundraising remains the greatest need and biggest challenge for nonprofit organizations in Florida.

One third of nonprofit organizations saw their fundraising activities hold steady from 2023 to 2024, and 25% generated more income. 28% generated less income, which is a slight increase from the 2023 Nonprofits Survey.

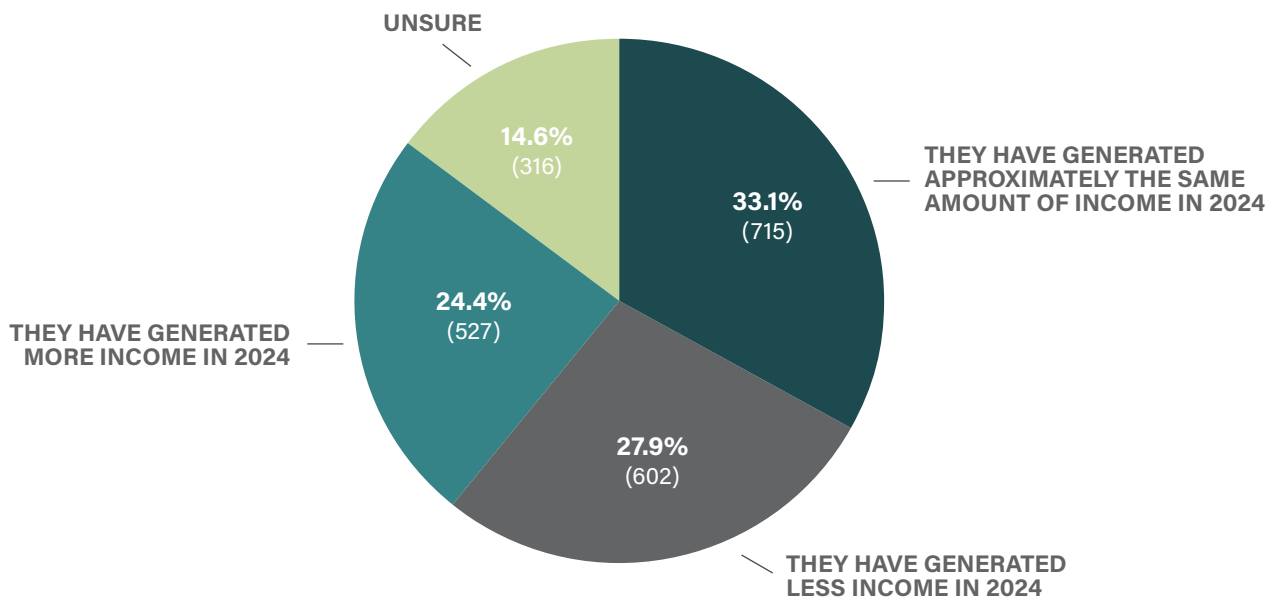
Individual donors continue to be the primary fundraising source for Florida nonprofits. 71% of organizations get funding from existing individual donors, and 44% get funding from new individual donors. Existing corporate donors and existing foundation grants are received by 31% and 29% of nonprofits, respectively.

Government funding is not a common source for Florida nonprofits. Only about 11% of nonprofits on average receive recurring government funding; the most common type of government funding is local government grants. New government grants at all levels were even less common – only about 4% of nonprofits on average received new government funding in 2024.

Florida nonprofits continue to see a concerning trend in fundraising – they are overly optimistic about their fundraising possibilities each year, and new sources of funding continue to be a struggle. When comparing what they thought would happen to their fundraising in 2024 to what actually happened, they overestimated the success of new fundraising dollars in all categories by 5-17%. Existing sources of fundraising did make up some of that difference, but not all of it.

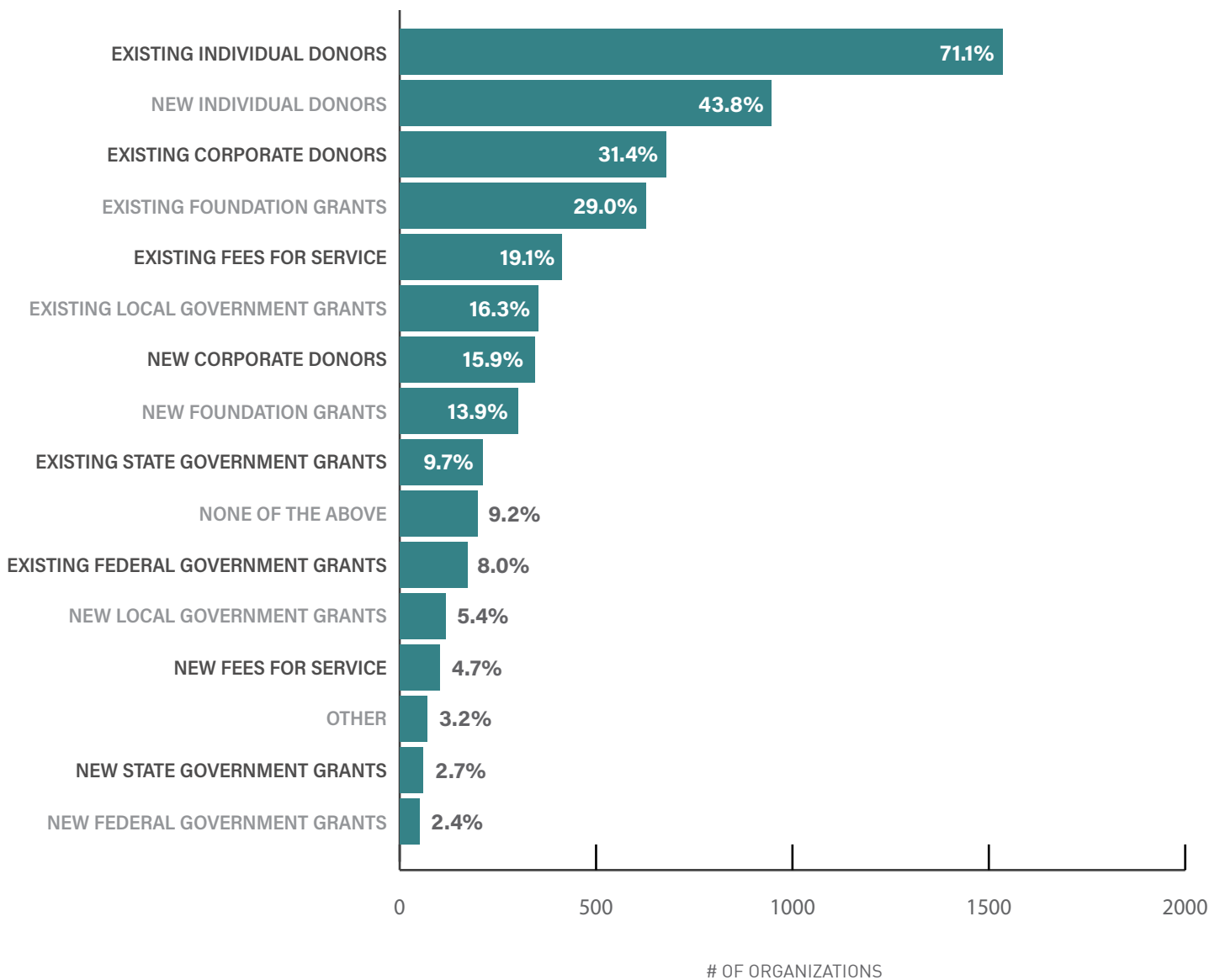
This research shows us the same trend happening in 2025. Once again, nonprofits have anticipated a much higher return from new sources of fundraising in 2025, compared to what actually happened in 2024. This will continue to cause problems for nonprofit budgeting and planning unless nonprofits can figure out how to access new fundraising sources.

Q13 How did your fundraising activities in 2024 compare to your fundraising activities in 2023?

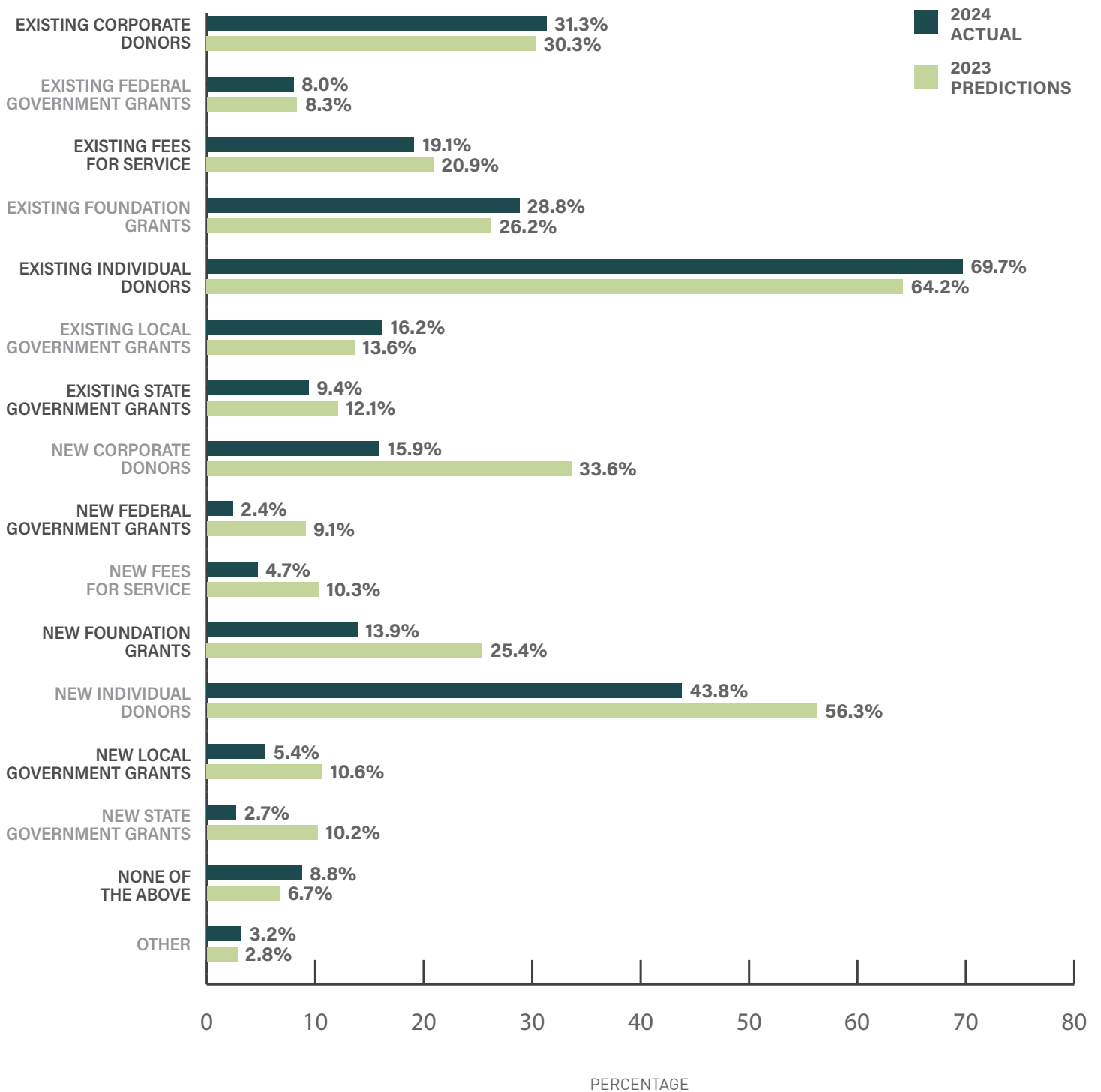


YEAR TO YEAR COMPARISON	2024	2023	2022	2021	2020
Generated more income this year than last	24%	26%	28%	18%	9%
Generated less income this year than last	28%	26%	28%	50%	69%
Generated approximately the same amount	33%	33%	27%	19%	11%
Unsure	15%	15%	16%	12%	11%

Q14 What are the significant sources of your current fundraising dollars? Select all that apply.
 (NOTE: individual donors include membership, events, online donations, etc.)

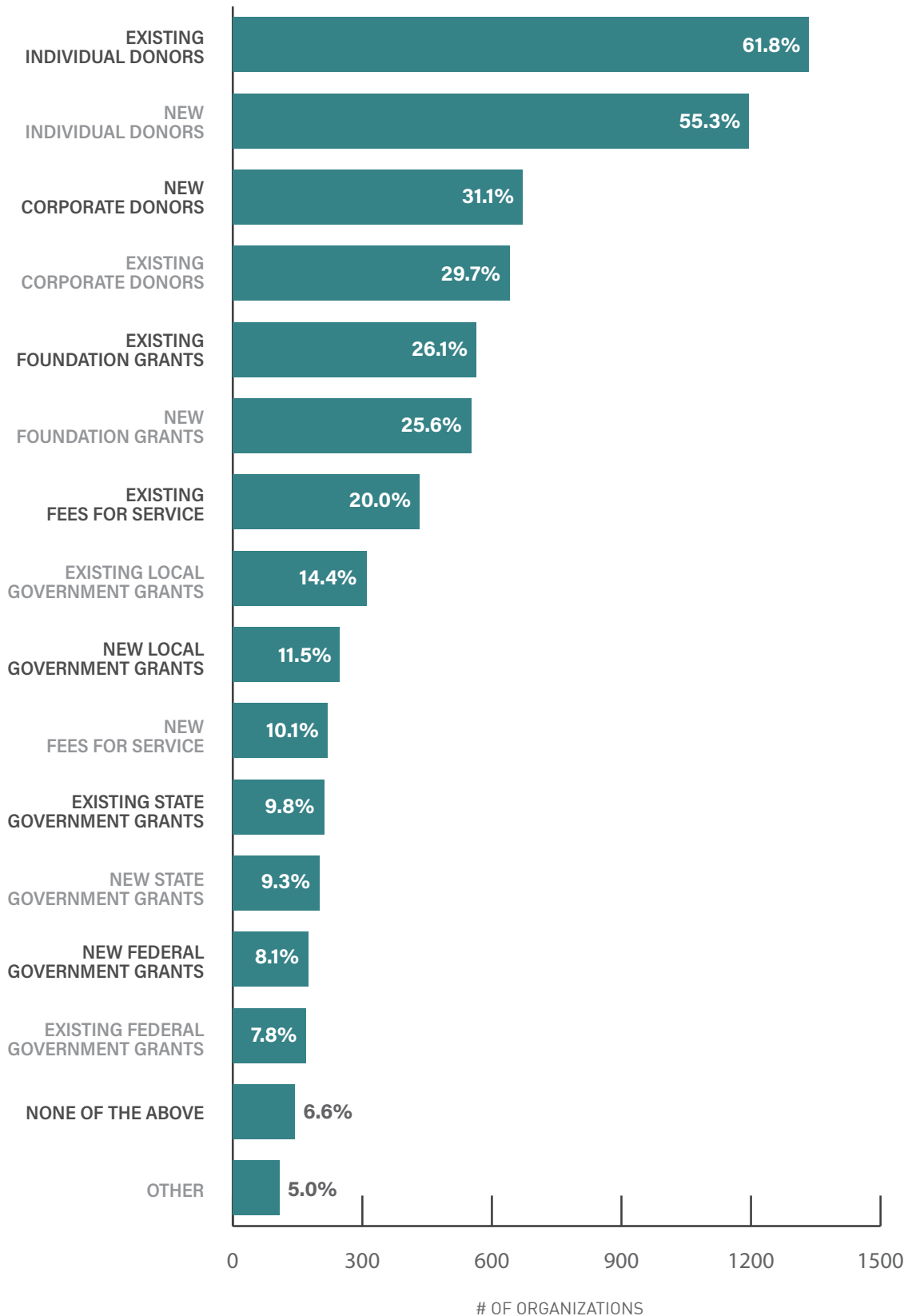


Comparison: 2023 Predictions vs. 2024 Actuals

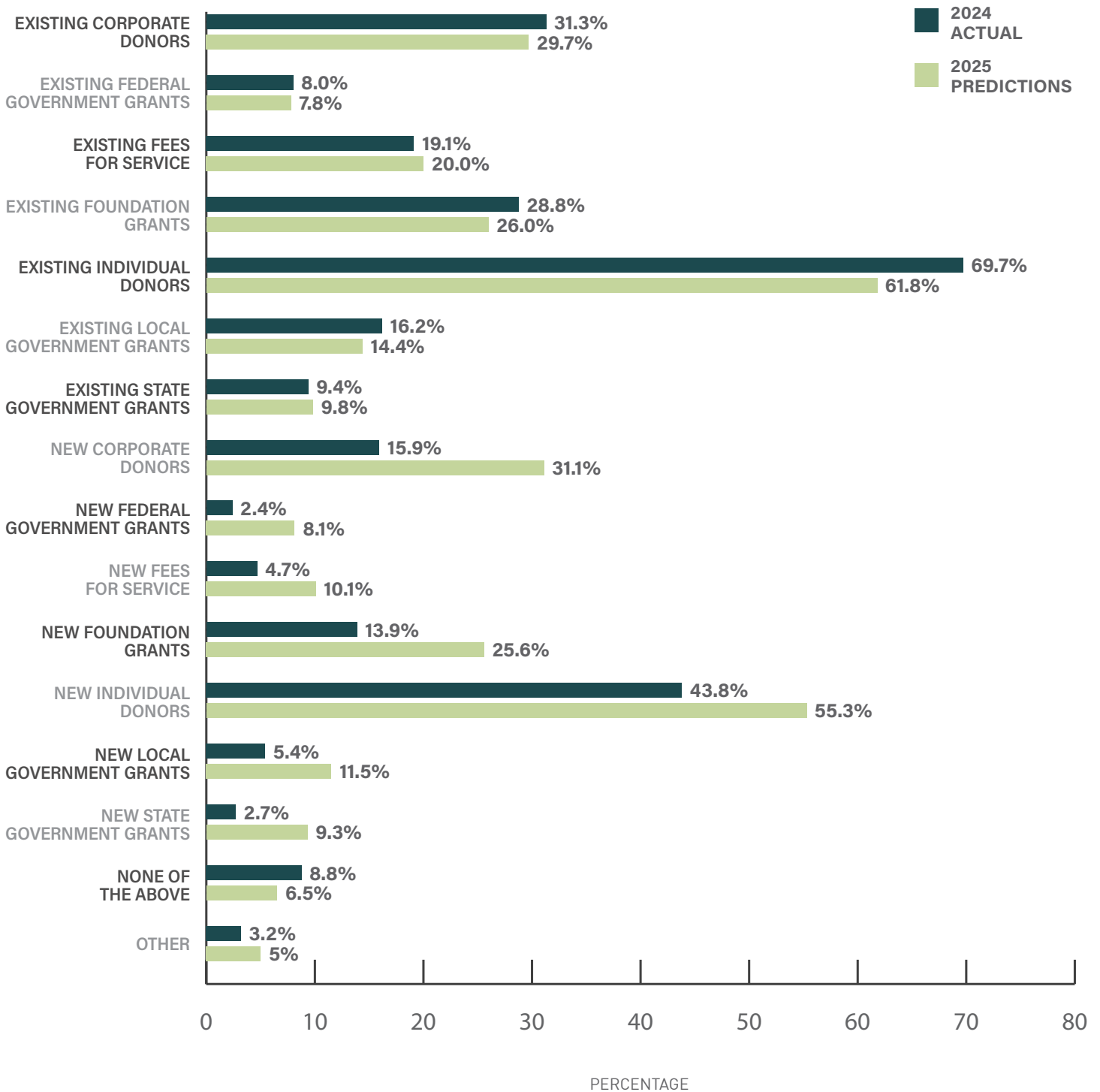


Q15 Where do you expect significant sources of funding to come from in 2025?

Select all that apply. (NOTE: individual donors include memberships, events, online donations, etc.)



Comparison: 2024 Actuals vs. 2025 Predictions



VII. HURRICANE EFFECTS

Florida was rocked by three hurricanes in 2024. Hurricane Debby hit near Steinhatchee on August 5, 2024. It was a slow storm that dumped heavy rain and caused widespread flooding along the west coast of Florida and through the Big Bend region of the state. Hurricane Helene hit near Perry on September 26, becoming the strongest hurricane on record to hit the Big Bend region of Florida. Its effects were once again felt along the west coast, breaking storm surge records in the Tampa Bay region. Hurricane Helene became the third hurricane to hit the Big Bend region in 12 months, with Hurricane Idalia making landfall in the same region in September of 2023. Hurricane Milton came less than two weeks after Helene and was the strongest tropical cyclone to occur worldwide in 2024. Milton made landfall near Siesta Key on October 9, spawned deadly tornado outbreaks in the Treasure and Space Coasts, and caused widespread flooding, especially in Sarasota, Lee, Pinellas, and Collier counties.

One third of Florida's nonprofits were affected by at least one hurricane. Of those affected, 45% were affected by two hurricanes, and 15% were affected by all three.

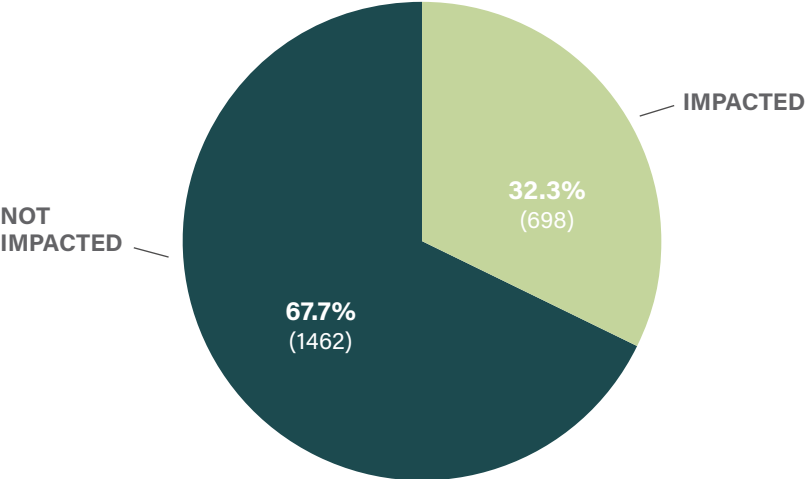
During and after disasters, including hurricanes, nonprofits activate to provide services that assist the communities in immediate response and short- and long-term recovery. However, the staff and volunteers for those nonprofit organizations also live in the communities and may be personally affected. 45% of organizations said their ability to conduct operations was hindered due to staff unavailability. 30% were hindered by limited infrastructure after the storms, and one quarter had a loss of resources, supplies, and/or equipment.

Other examples of effects from the hurricanes include damage in the community which impacted program delivery, loss of power, increased demand for services, and other effects on staff and volunteers that prevented or delayed services and programs.

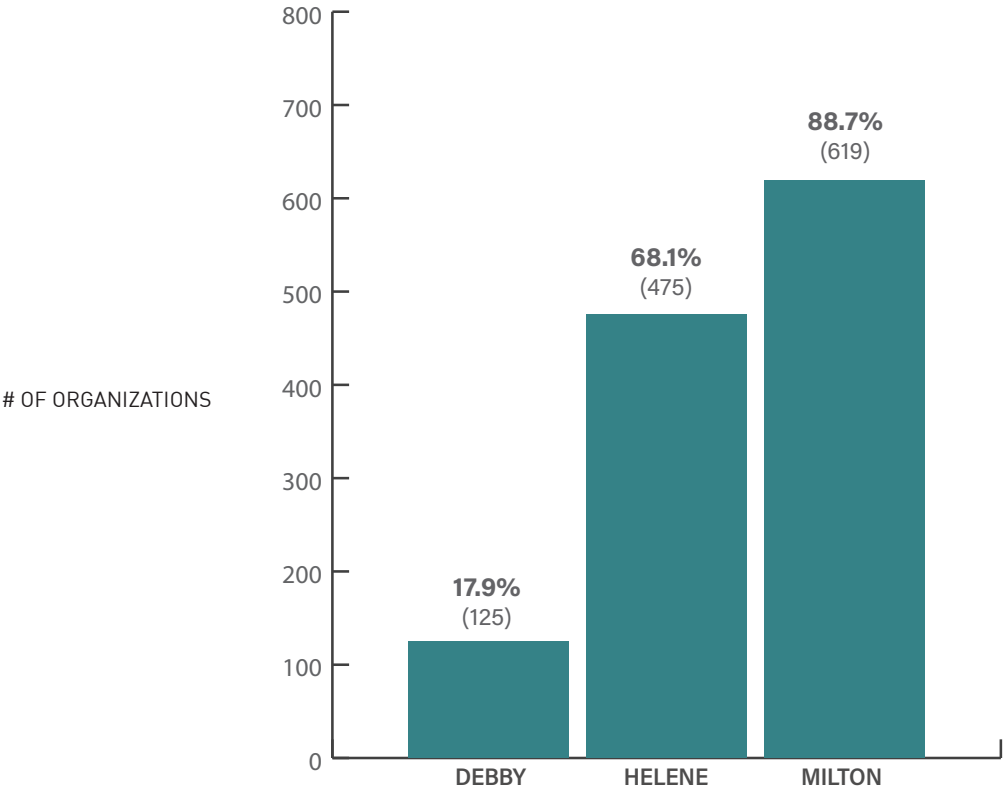
89% of nonprofits affected by hurricanes received no funding assistance for recovery. Of those that did receive funding assistance, less than 3% came from a government source. 3.5% of funding assistance came from foundations, and 6% received funding from some other source.

41% of nonprofits do not have a disaster plan in place, which FNA believes is vital to the most effective disaster response and recovery for Florida communities.

Q16 Was your nonprofit organization impacted by a hurricane in 2024? If yes, which one(s)?
Select all that apply.



Which Hurricane?
N=698



ORGANIZATIONS COULD SELECT ALL THAT APPLY, SO THE TOTAL EQUALS MORE THAN 100%

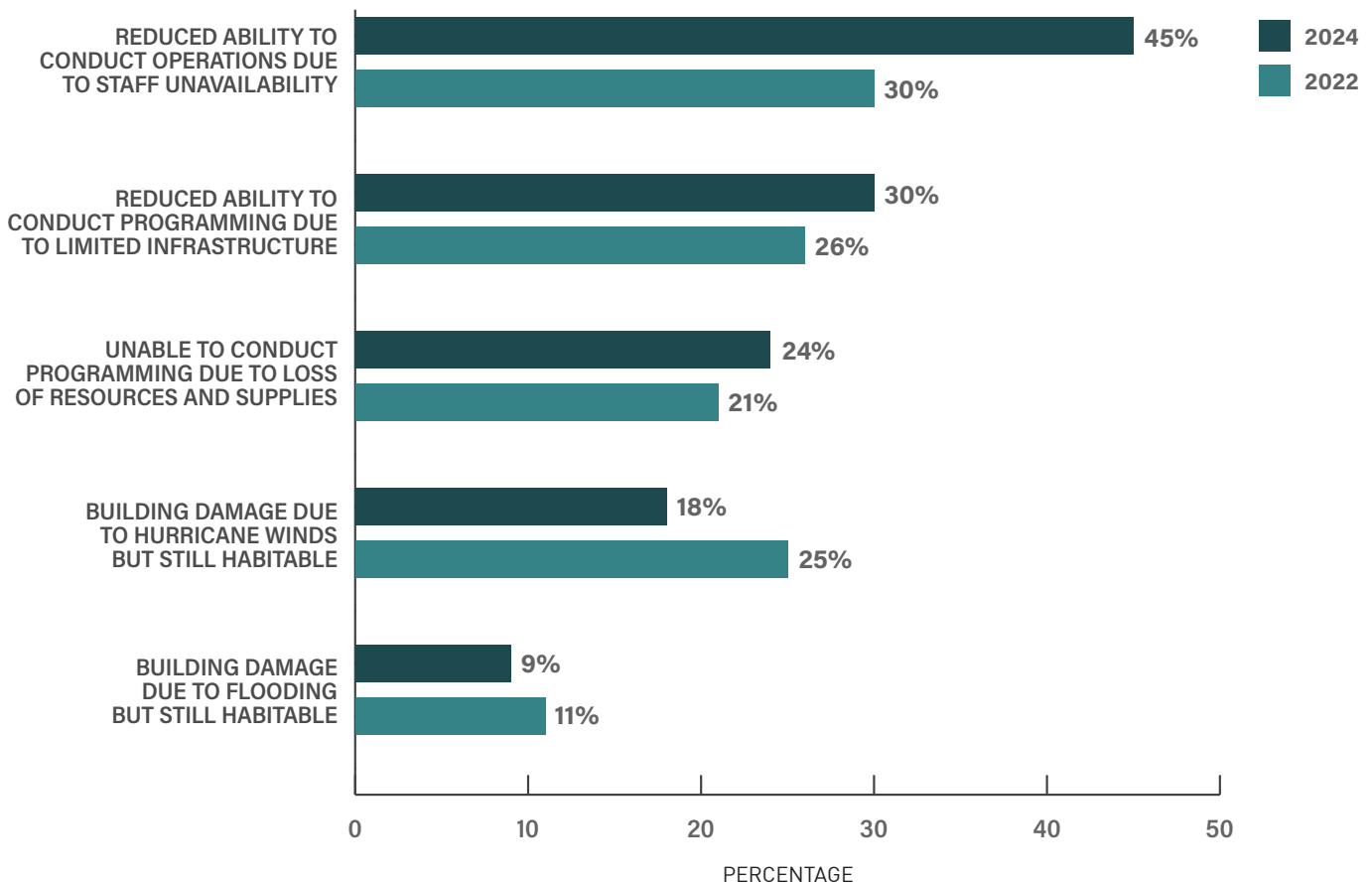
Q17 If your nonprofit organization was impacted by a hurricane, please describe how.

Select all that apply.

N=715

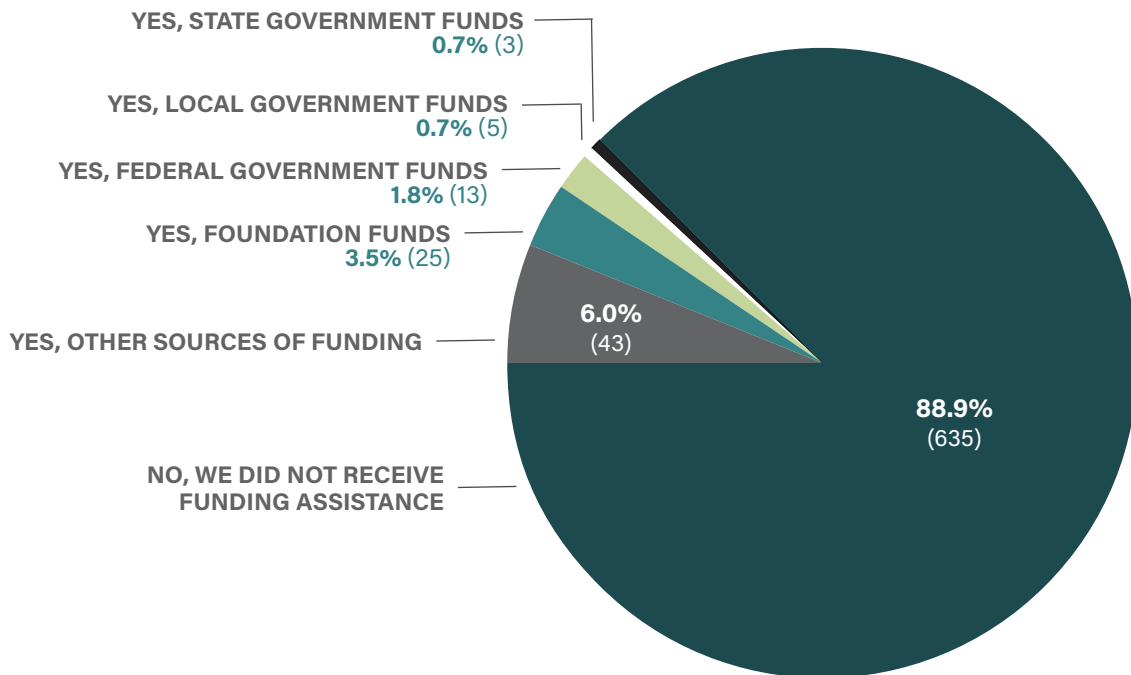
TYPES OF IMPACT	# of Orgs	% of Orgs Impacted
Reduced ability to conduct operations due to staff unavailability	325	45.5%
Reduced ability to conduct programming due to limited infrastructure	213	29.8%
Loss of resources, supplies, and/or equipment	171	23.9%
Building damage to nonprofit facilities due to winds, but still habitable	129	18.0%
Building damage to nonprofit facilities due to flooding, but still habitable	64	9.0%
Interruptions to programs and services	58	8.1%
Other	50	7.0%
Financial impacts	45	6.3%
Other damage to facilities or property	33	4.6%
Building damage to nonprofit facilities due flooding, not currently habitable	22	3.1%
Building damage to nonprofit facilities due to winds, not currently habitable	22	3.1%

YEAR TO YEAR COMPARISON



Q18 If your nonprofit organization was impacted by a hurricane, did you have access to recovery assistance? Select all that apply.

N=714

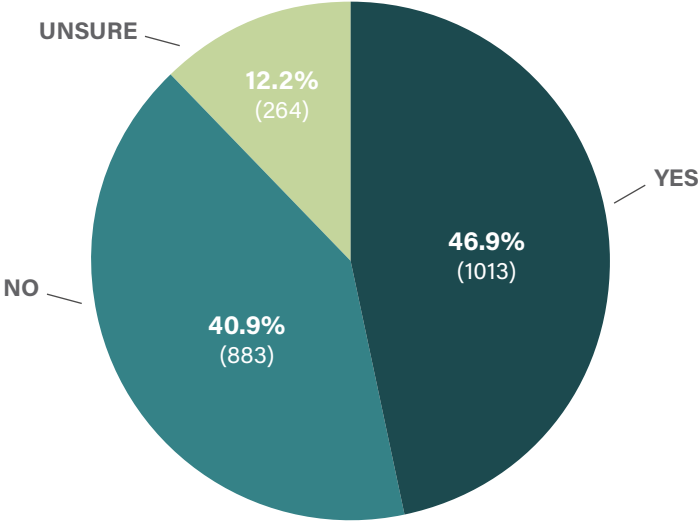


Q19 If you have recovery needs that you did not receive assistance for, please briefly describe them below.

N=461

DESCRIPTION	# of Orgs	% of Orgs
Damage and repairs to facilities/property	150	32.5%
Loss of funding or increased expenses	107	23.2%
Effects on programs and services	57	12.4%
Other	26	5.6%
Loss of perishable items, like food, medicine, etc.	19	4.1%
Staff salaries during the disaster	19	4.1%
Increased demand or disaster response services	18	3.9%
Lost or damaged supplies	17	3.7%
Applied for relief funding but have not yet received it	13	2.8%
Volunteers unable to assist or need more volunteers	12	2.6%
Damage to files/paperwork, infrastructure damage	11	2.4%
Power outages	8	1.7%
Loss of housing for staff or clients	4	0.9%

Q20 Do you have a disaster preparedness plan in place for your organization?



VIII. BARRIERS FOR NONPROFIT ORGANIZATIONS

Funding and fundraising are the biggest challenges for nonprofits in Florida for the fifth year in a row. 25% of nonprofits say funding operations is the challenge, and 21% say program funding is. The percentage of nonprofits that selected it as the biggest challenge increased by 4% in 2024, to a record high of 46%.

The next biggest challenge after funding was human resources. 1 in 10 nonprofits said finding staff and volunteers was their biggest challenge in 2024. This is particularly true with volunteers – nonprofits say they have both a lack of volunteers and a lack of volunteer engagement. One respondent said, “people are too broke or too busy to volunteer.”

Survey participants who wrote in a response mentioned affordable housing, increased costs, managing growth, and meeting rural demand as challenges.

Nonprofits said 2024 turned out much as they expected. Fundraising, access to funds, access to volunteers, and filling available staff positions were most often described as worse than expectations, all for the second year in a row. Program delivery, staff/volunteer morale, and client needs were described as better than expected.

Half of Florida’s nonprofits are concerned about increased expenses. More than one third are concerned about cash flow and loss of income or revenue. 34% are concerned about the increased need for services and reduced future funding.

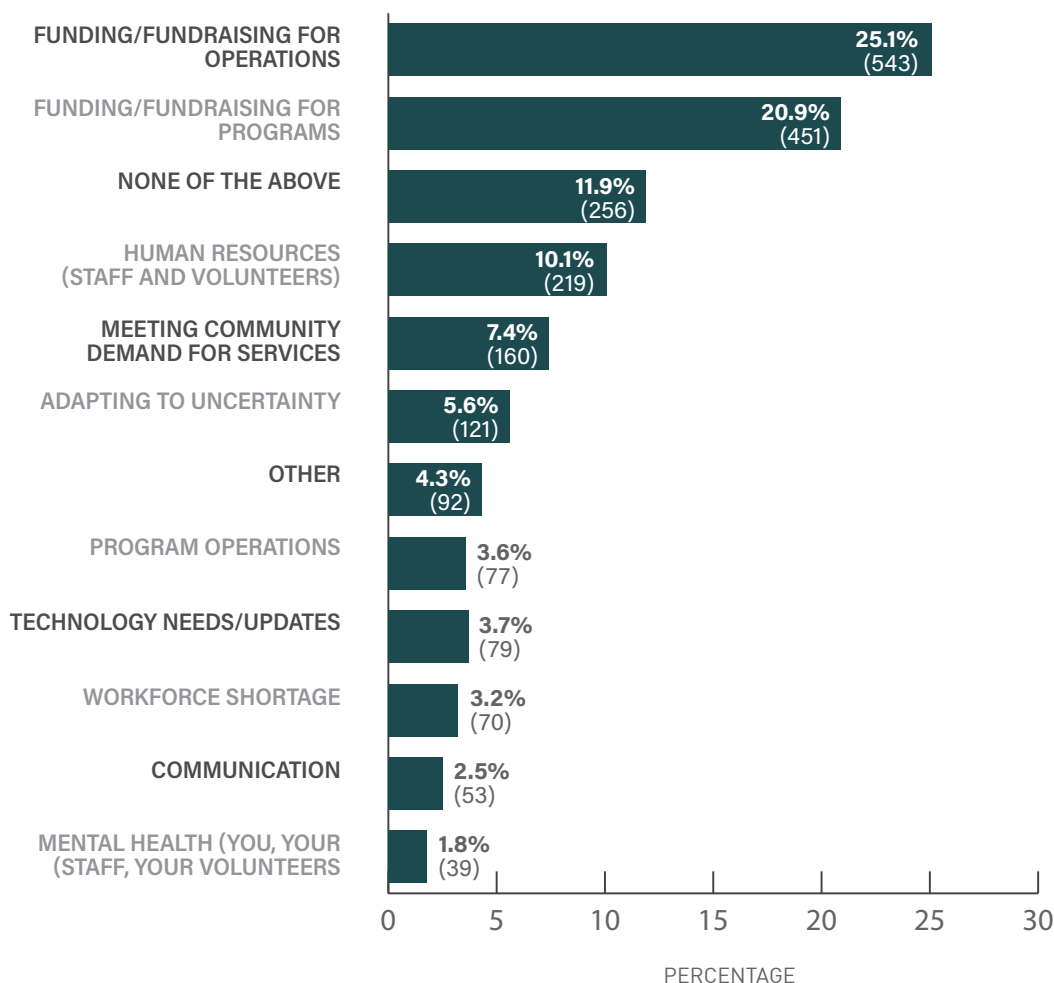
Organizations are largely not concerned about merging or closing their organizations or laying off staff. A small percentage of nonprofits (less than .5%) offered in the survey that they were closing their doors in 2024 or 2025.

So, what do nonprofits say they need to overcome these barriers? Funding (61%) and fundraising assistance (45%) remain the top needs for the fifth year in a row. Two in five nonprofits need more volunteers, and almost a third are looking for engagement and/or mobilization from their Boards. They are also looking for ways to increase their impact through effective community engagement, support to build partnerships, and advocacy.

Q21 Think about what you expected to happen this year. Would you say the following are now better or worse than your expectations?

EXPECTATIONS VS EXPERIENCE	MUCH BETTER	SLIGHTLY BETTER	THE SAME	SLIGHTLY WORSE	MUCH WORSE
Access to funds	4.7%	16.7%	46.9%	22.4%	9.4%
Access to volunteers	4.4%	13.9%	6.7%	20.1%	4.9%
Client needs	5.1%	15.7%	63.9%	9.8%	5.5%
Filling available staff positions	2.8%	9.0%	66.5%	15.7%	6.0%
Fundraising activities	4.1%	16.8%	46.2%	24.4%	8.5%
Keeping staff in place	5.2%	10.3%	68.7%	11.9%	4.0%
Program delivery	8.4%	21.9%	59.8%	7.3%	2.7%
Staff/volunteer morale	8.9%	19.6%	57.7%	11.1%	2.6%

Q22 What is the biggest challenge you have faced this year? Please select one or write one answer in "other."



YEAR TO YEAR COMPARISON: What is the biggest challenge you have faced this year?

YEAR TO YEAR COMPARISON	2024	2023	2022	2021	2020
Funding/fundraising	46%	42%	34%	31%	36%
None of the above	12%	10%	11%	5%	N/A
Human resources (staff and volunteers)	10%	12%	8%	8%	10%
Meeting community demand for services	7%	9%	8%	8%	N/A
Adapting to uncertainty	6%	6%	9%	15%	4%
Program operations	4%	4%	4%	9%	34%
Technology needs/updates	4%	5%	3%	N/A	N/A
Workforce shortage	3%	4%	7%	N/A	N/A
Communication	3%	2%	2%	2%	1%
Mental health (you, your staff, your volunteers)	2%	2%	2%	2%	3%
Safety/health/well-being	N/A	N/A	1%	12%	6%

Q23 How concerned are you about the following issues in the next 12 months?

ISSUE	NOT CONCERNED	A LITTLE CONCERNED	SOMEWHAT CONCERNED	VERY CONCERNED
Cash flow	26.0%	35.9%	21.5%	16.6%
Closing your doors	73.1%	15.6%	6.5%	4.7%
Employee and staff health and wellbeing	47.2%	32.3%	15.1%	5.4%
Filling available staff positions/workforce shortage	48.7%	29.3%	15.1%	6.9%
Increased expenses	16.0%	35.4%	27.8%	20.8%
Increased need for services	33.3%	32.7%	19.8%	14.2%
Laying off staff	82.3%	11.1%	3.8%	2.8%
Loss of income/revenue	30.0%	35.5%	20.0%	14.6%
Merging your organization with another one	87.4%	7.5%	2.5%	2.6%
Reduced ability to provide programming	52.4%	28.8%	11.9%	6.9%
Reduced future funding (2024 and beyond)	30.0%	36.2%	18.9%	15.0%
Volunteer availability	40.8%	33.4%	15.5%	10.3%

YEAR TO YEAR COMPARISON: Very concerned responses

YEAR TO YEAR COMPARISON	2024	2023	2022	2021	2020
Cash flow	17%	18%	19%	26%	N/A
Closing your doors	5%	6%	6%	10%	14%
Employee and staff health and well being	5%	7%	10%	20%	N/A
Filling available staff positions/workforce shortage	7%	9%	12%	19%	N/A
Increased expenses	21%	24%	24%	23%	N/A
Increased need for services	14%	15%	18%	22%	26%
Laying off staff	3%	3%	4%	7%	11%
Loss of income/revenue	15%	14%	17%	27%	41%
Merging your organization with another one	3%	3%	3%	5%	7%
Rebuilding	N/A	N/A	5%	11%	14%
Reduced ability to provide programs	7%	7%	7%	13%	23%
Reduced future funding (beyond this year)	15%	15%	15%	22%	34%
Re-opening and re-engagement	N/A	N/A	N/A	12%	20%
Volunteer availability	10%	11%	12%	18%	N/A

Q24 What resources does your organization need going forward?

Select all that apply.

RESOURCES	# of Orgs	% of Orgs
Funding	1331	61.6%
Fundraising assistance	963	44.6%
Volunteers	856	39.6%
Board engagement and/or mobilization	622	28.8%
Capacity for effective community engagement	502	23.2%
Support to build partnerships (government, funders, other nonprofits)	499	23.1%
Advocacy	434	20.1%
Technology	431	20.0%
Facilities	429	19.9%
Collaborations in or information for your local community	422	19.5%
Leadership/professional development for staff and/or volunteers	408	18.9%
Resources to support staff	353	16.3%
Information on or assistance with nonprofit collaborations	349	16.2%
Business operations assistance	299	13.8%
Identifying, recruiting, and/or hiring new employees	244	11.3%
None of the above	223	10.3%
Executive or leadership transitions (CEO/ED)	205	9.5%
Capacity to manage more complicated finances (including debt)	179	8.3%
HR assistance	145	6.7%
Disaster planning & relief	122	5.6%
Government relief aid	111	5.1%
Diversity, equity, and inclusion work	102	4.7%
Information on or assistance with nonprofit mergers	62	2.9%
Other	31	1.4%

YEAR TO YEAR COMPARISON: Resources needed going forward

YEAR TO YEAR COMPARISON	2024	2023	2022	2021	2020
Advocacy	20%	21%	23%	28%	24%
Assistance keeping staff, volunteers, and clients safe	N/A	N/A	9%	21%	29%
Board mobilization	29%	33%	20%	23%	22%
Business operations assistance	14%	14%	15%	18%	26%
Capacity for effective community engagement	23%	28%	25%	35%	N/A
Capacity to manage more complicated finances (including debt)	8%	8%	9%	12%	N/A
Collaborations in or information for your local community	20%	23%	21%	26%	22%
Diversity, equity and inclusion work	5%	9%	9%	13%	N/A
Funding	61%	62%	60%	68%	84%
Fundraising assistance	45%	45%	45%	50%	59%
Government relief aid	5%	7%	N/A	21%	35%
HR assistance	7%	7%	8%	10%	10%
Identifying and recruiting new employees	11%	12%	16%	17%	N/A
Information on or assistance with nonprofit collaborations	16%	17%	18%	25%	30%
Information on or assistance with nonprofit mergers	3%	N/A	3%	5%	8%
Leadership/professional development for staff and/or volunteers	19%	20%	20%	25%	N/A
Support to build partnerships (government, funders, other nonprofits)	23%	24%	22%	31%	N/A
Technology	20%	21%	20%	24%	30%
Volunteers	40%	42%	41%	N/A	N/A
None of the above	10%	10%	11%	12%	11%

IX. HOW TO SUPPORT FLORIDA NONPROFITS

For positive change to happen, the nonprofit sector will need support – from the funding community, from volunteers, from community leaders, and from government. With more than 22,000 nonprofits across the state, there are plenty of opportunities for every Floridian to get involved and impact their communities with their unique talents and resources. We encourage individuals and funding institutions to find a way to use their talents to support the nonprofit sector so that nonprofits can continue to support every neighborhood, city, county, and region of our state.

Not sure where to begin? Here are some ideas.

For nonprofit organizations:

- Have a variety of volunteer experiences (length of commitment, expertise needed, etc.) and share the opportunities widely. Make sure you are sharing in places that are accessible to potential volunteers of all ages.
- Build operating reserves to decrease the organization's financial risk.
- Advocate for your mission – with elected officials, other decision-makers, and in your community.
- Make sure your organization has an up-to-date disaster plan in place before hurricane season begins on June 1. If you already have one, update it and incorporate lessons learned from the 2024 hurricane season.
- Boards should ensure the organization has a succession plan in place and funding for professional development for current staff so there is a robust pool of applicants for the available CEO positions.

For individuals:

- Support nonprofit organizations with donations and in kind gifts.
- If you already donate, ask your friends, colleagues, and others in your network to donate as well.
- Volunteer! Think about your time and interests and actively seek a position that fills that. Don't forget to consider Board service as a volunteer opportunity.
- After disasters, check in with your local nonprofits to see if they need perishables replenished, foster homes for animals, or funds for repairs that insurance won't cover.
- Provide expertise in topics like technology or marketing and communications.
- Connect nonprofits to facilities that nonprofits could use for meetings, performances, or service delivery.
- Advocate for your favorite nonprofit or cause.

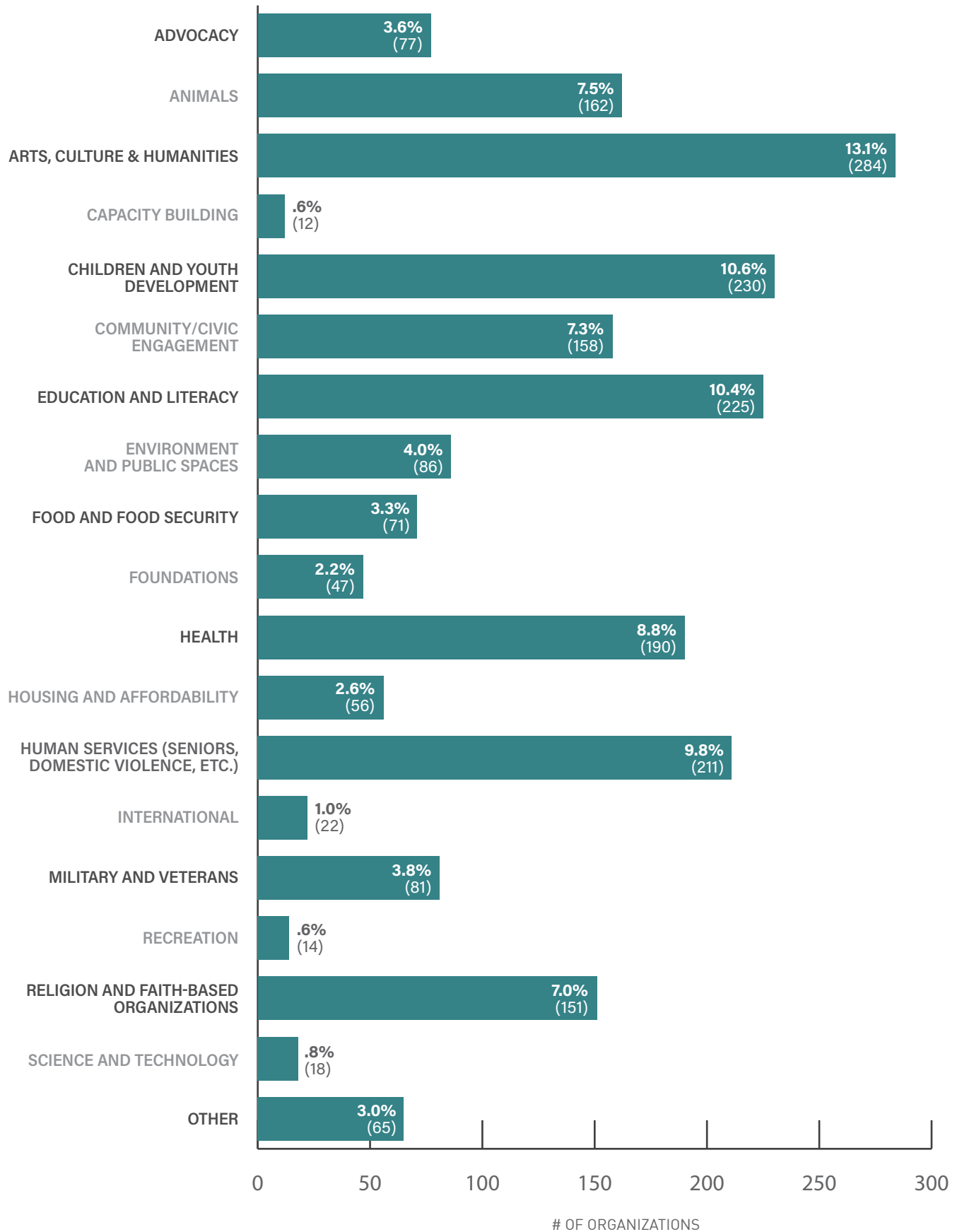
For foundations and corporate partners/funders:

- Provide unrestricted grants and gifts. Each organization is the expert on how to invest the money in its organization, and unrestricted revenue allows for funding salaries and other core mission support that may be prohibited by other funding sources.
- Think of ways to make fundraising less of a burden and challenge for nonprofit organizations.
- Support partnerships and collaborations within the nonprofit sector and among the nonprofit, for-profit, and government sectors.
- Support executive searches and transitions with funds or hiring expertise.
- Connect nonprofits to facilities that nonprofits could use for meetings, performances, or service delivery.

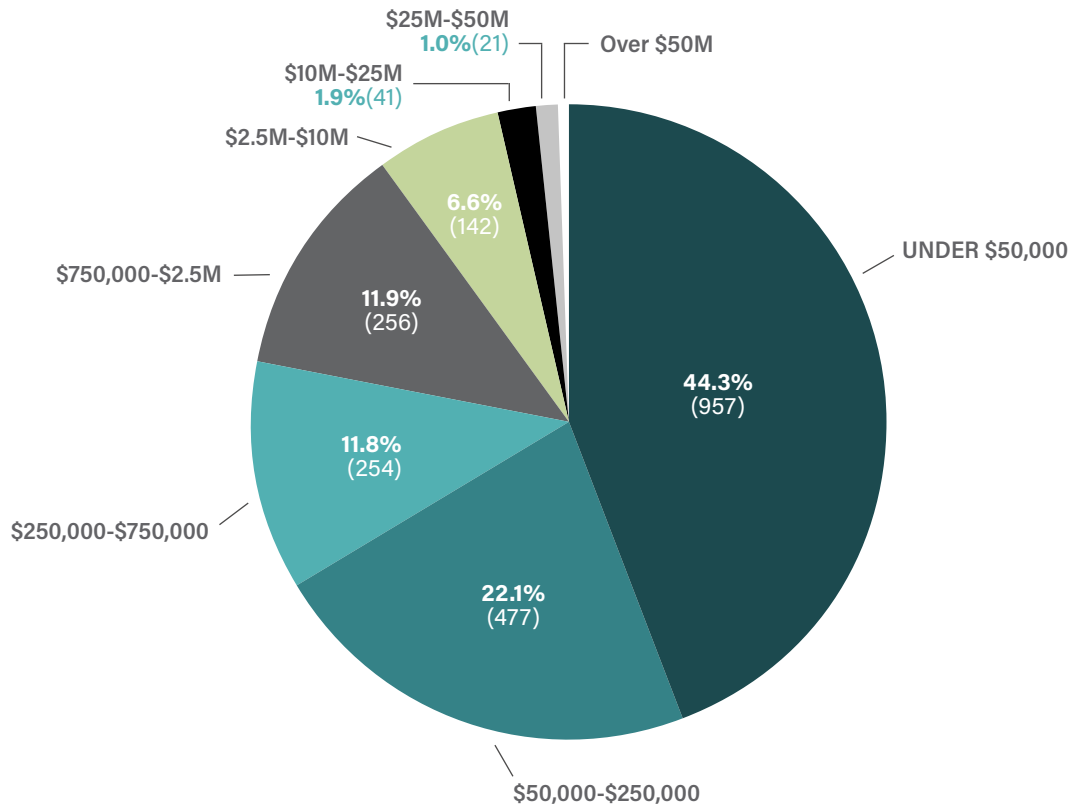
X. DEMOGRAPHICS OF SURVEY RESPONDENTS

2,160 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. Approximately half of the nonprofits in Florida are run by volunteers. Overall, the profile of responding organizations remains consistent across all of our nonprofit survey reports, which include the COVID Effects surveys in 2020 and 2021 and the 2022 and 2023 Nonprofits Surveys.

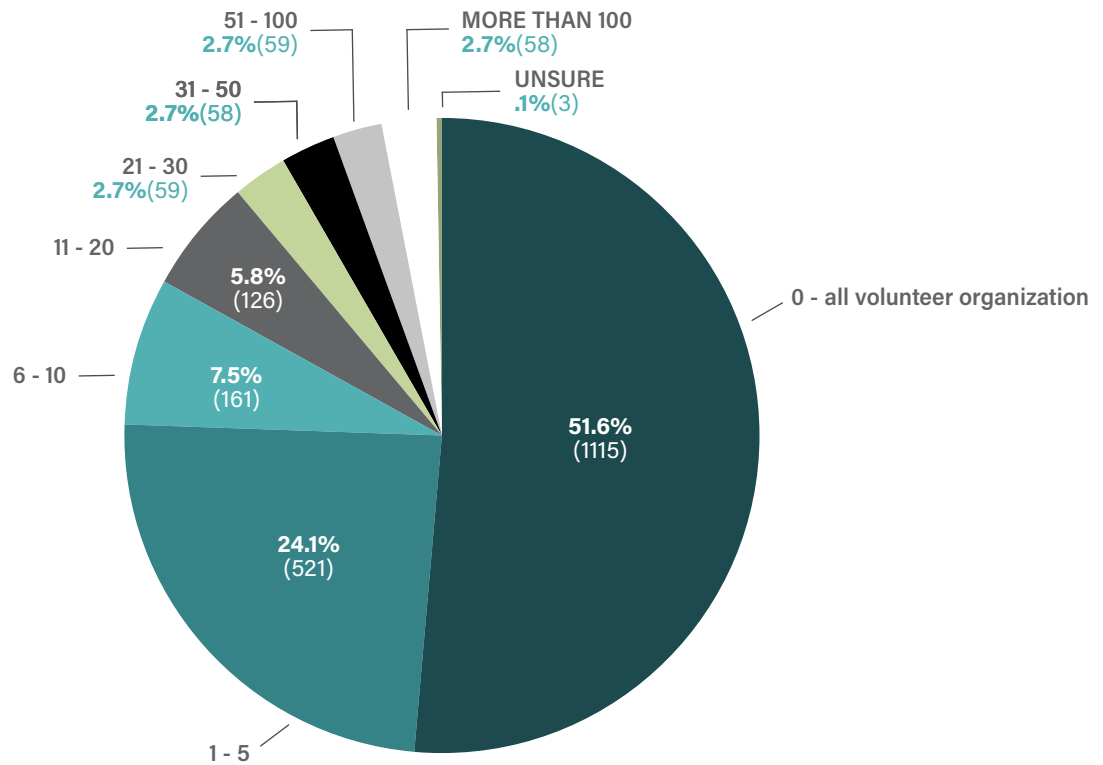
Q25 What area best describes your mission work?



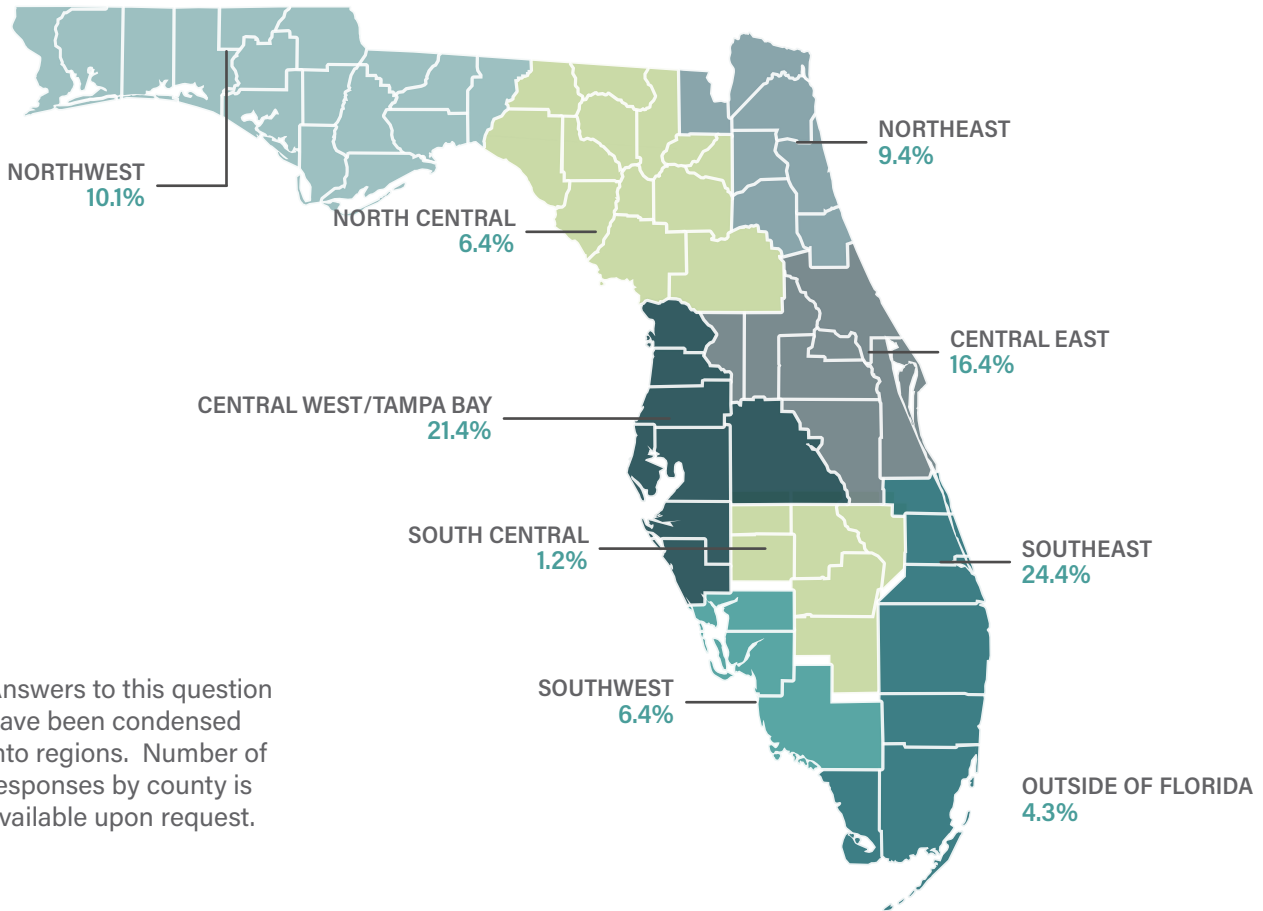
Q26 What is the budget range for your organization?



Q27 How many total paid staff members (full & part-time combined) does your organization have?

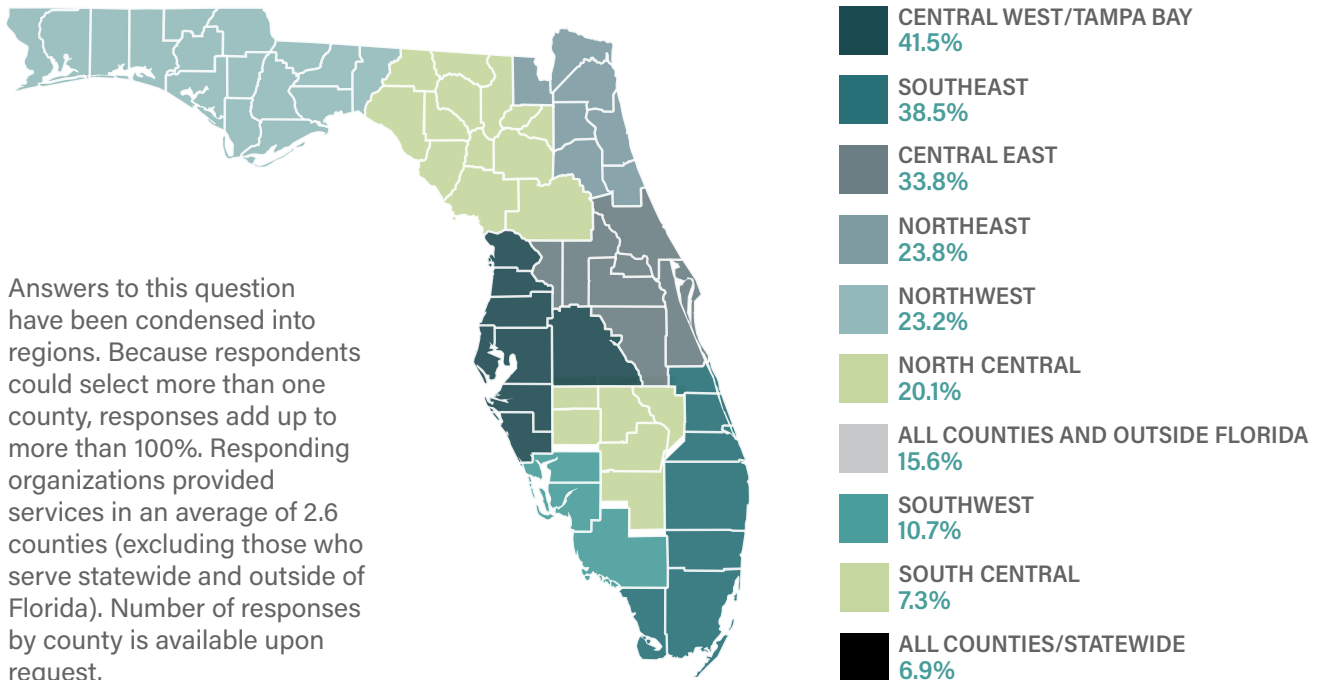


Q28 What county is your organization headquartered in? Select only one.



Answers to this question have been condensed into regions. Number of responses by county is available upon request.

Q29 What counties do you serve? Select all that apply.



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 2.6 counties (excluding those who serve statewide and outside of Florida). Number of responses by county is available upon request.

XI. REGIONAL ANALYSIS

For the first time, the 2024 version of the Florida Nonprofits Survey includes regional breakdowns for a selection of the questions. For the majority of the questions, there is little difference between the eight regions in Florida. This section highlights some notable differences between the regions, although some differences are slight.

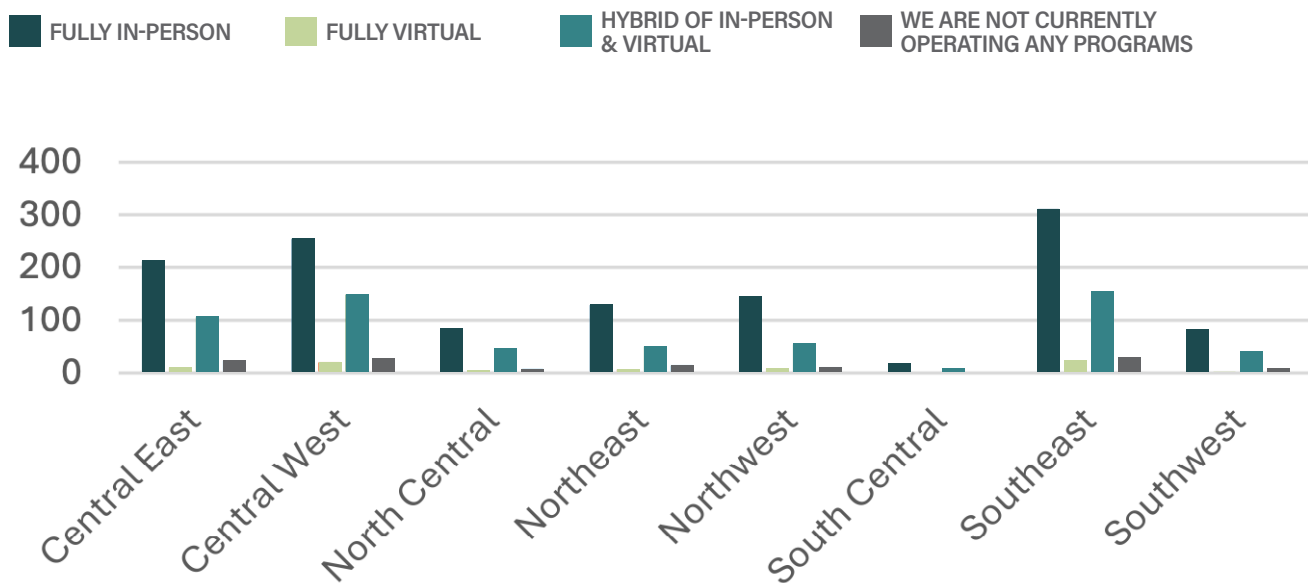
The list of counties by region can be found at the end of this section.

For specific regional inquiries, please contact Leah McDermott at lmcdermott@flnonprofits.org.

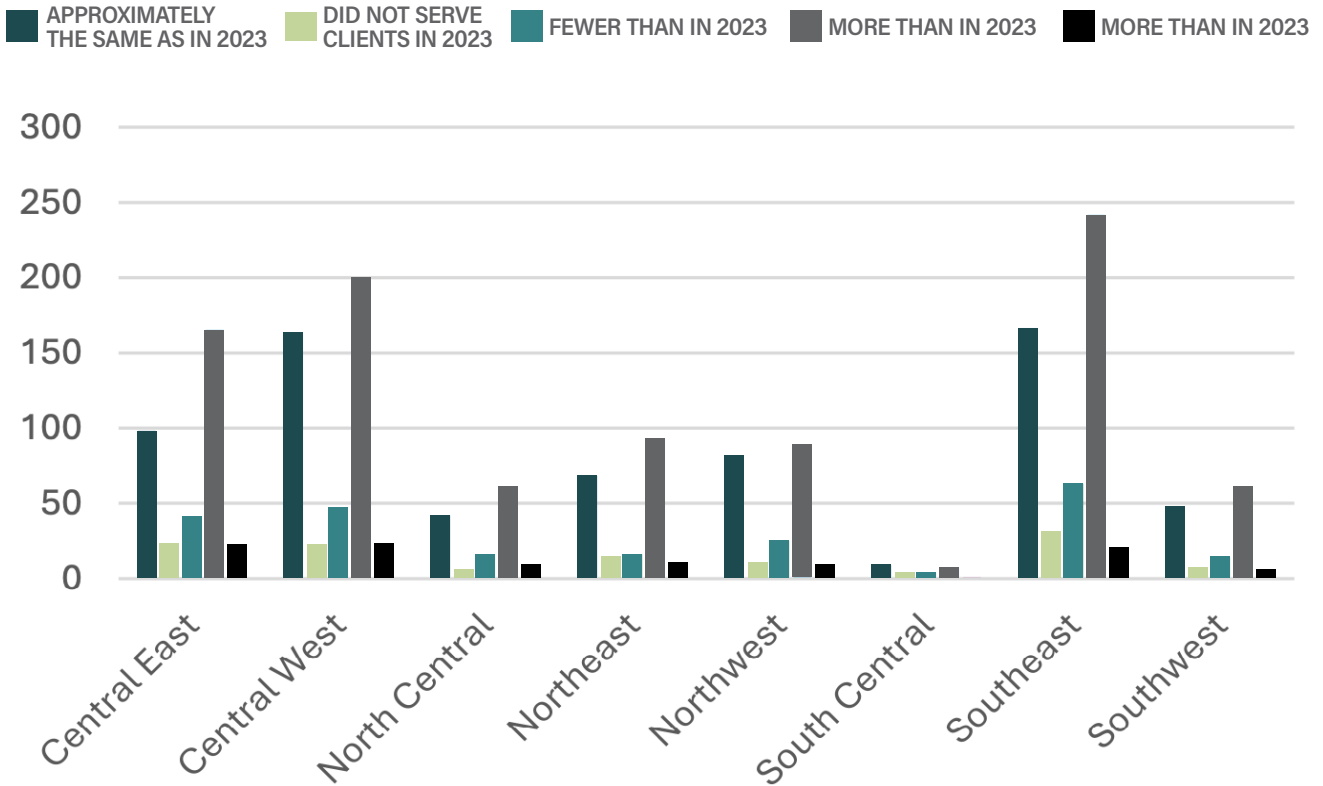
PROGRAMS AND SERVICES

- The **Northeast**, **Northwest**, and **South Central** regions are slightly more likely to provide services fully in-person, rather than fully virtually or in a hybrid manner.
- The **Southeast** region is slightly more likely to have fully virtual services.
- **South Central** has the highest percentage of organizations who served fewer clients in 2024 than in 2023 and the lowest percentage of organizations who served more clients in 2024.

Q2 How are you currently operating your programs?



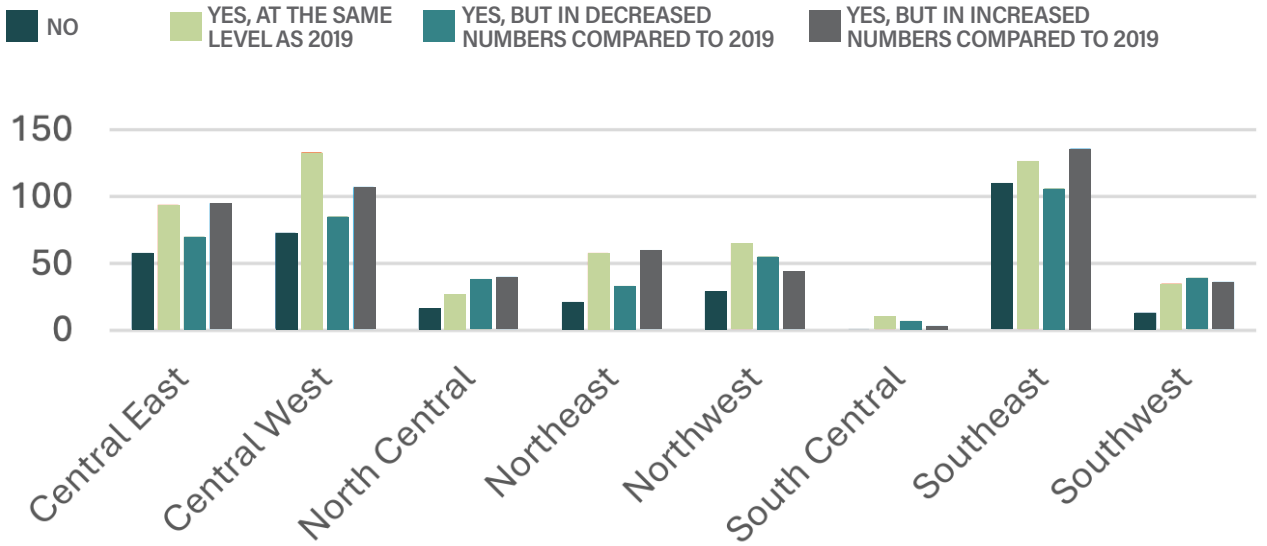
Q3 Compared to 2023, how many clients have you served in 2024?



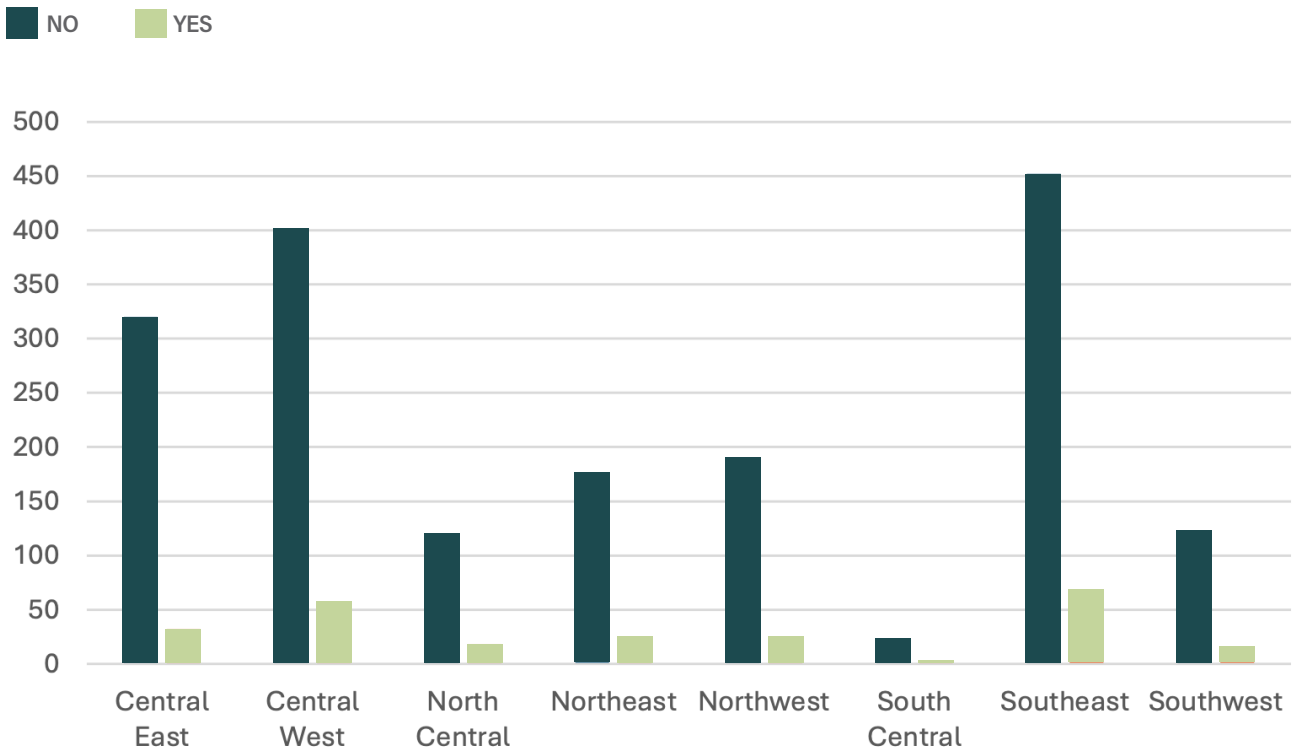
HUMAN RESOURCES

- The **North Central**, **South Central**, and **Southwest** regions have the largest percentages of decreased volunteer use.
- **Northeast** has the highest percentage of organizations that have increased volunteer use over the past year.
- The **North Central** and **Southeast** regions are slightly more likely to have had a CEO change in 2024.
- The **Central East** and **South Central** regions are slightly less likely to have had a CEO change in 2024.
- **Central West** is slightly more likely to have a CEO change in the coming 12 months.

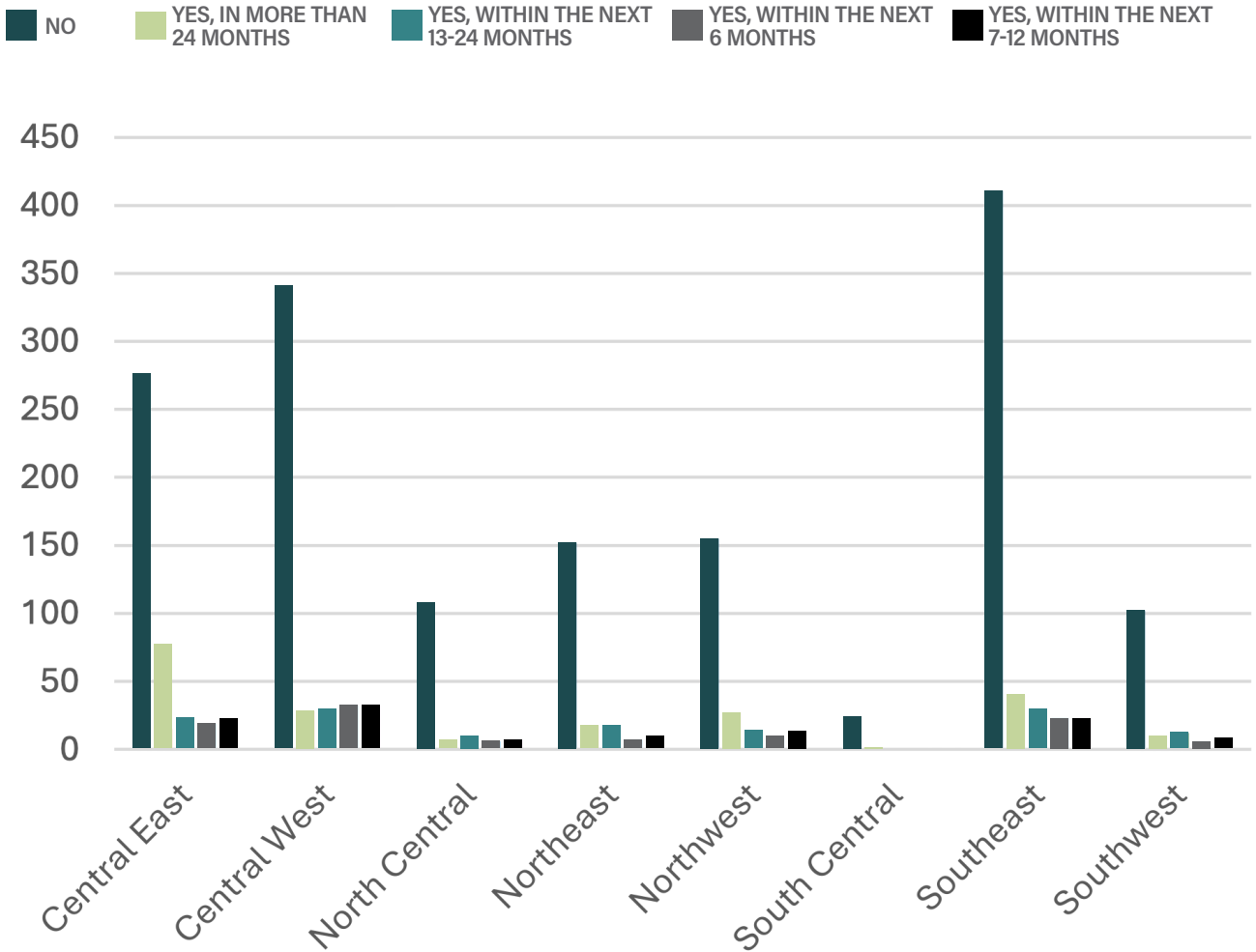
Q6 Are you currently using volunteers at your organization, excluding your Board members?



Q7 Have you had a change in CEO leadership at your organization in the last year?



Q8 Do you anticipate a turnover in the CEO/ED position at your organization?

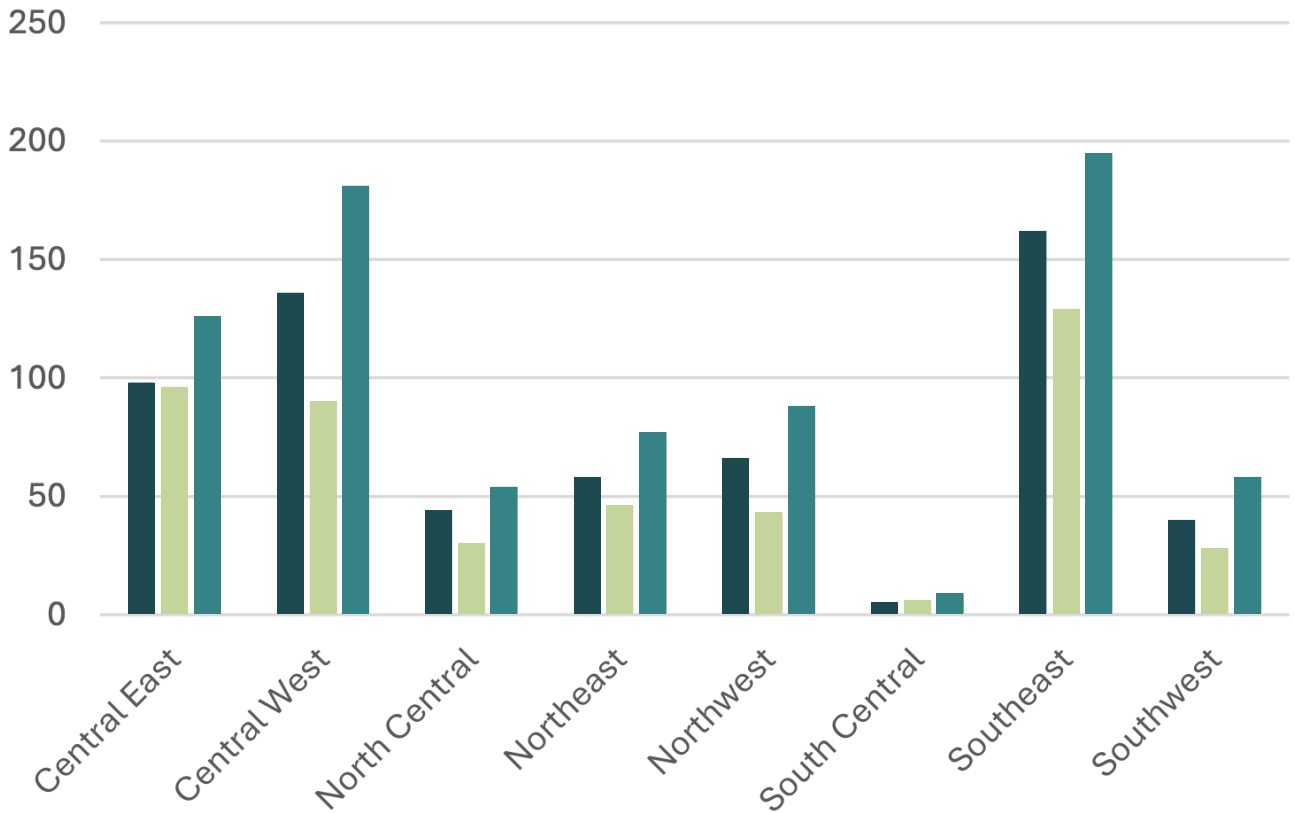


FINANCIAL HEALTH

- The **North Central** and **Northwest** regions were more likely to see a decrease in unrestricted revenue in 2024.
- The **Central East** and **South Central** regions, followed by Southeast, were more likely to see an increase in unrestricted revenue.
- Organizations in **North Central** and **Southwest** regions are more likely to have reserves.
- The **Southeast** region is least likely to have reserves.

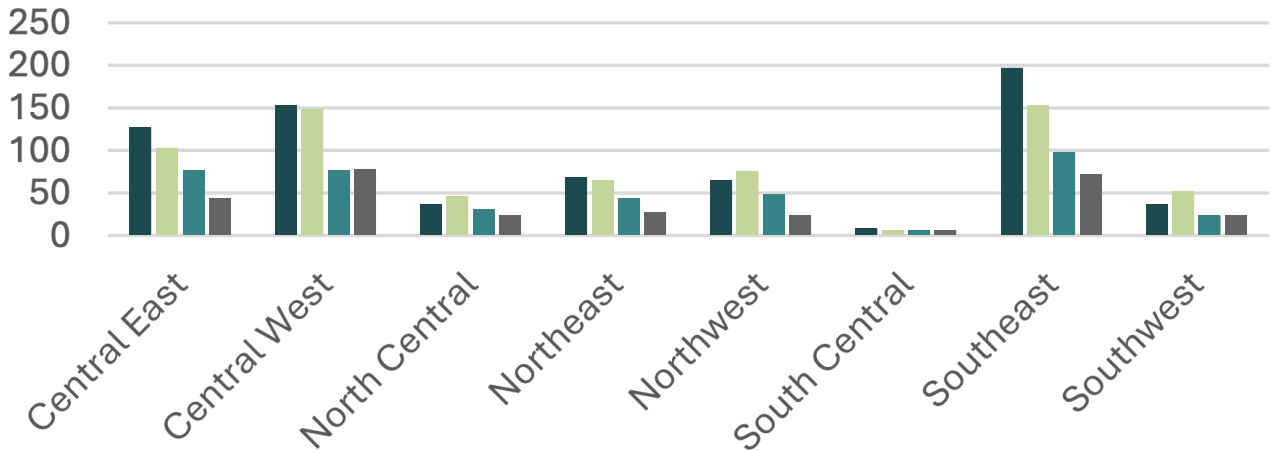
Q9 Has your unrestricted revenue in 2024:

DECREASED
 INCREASED
 STAYED THE SAME



Q12 Does your organization have reserve funds?

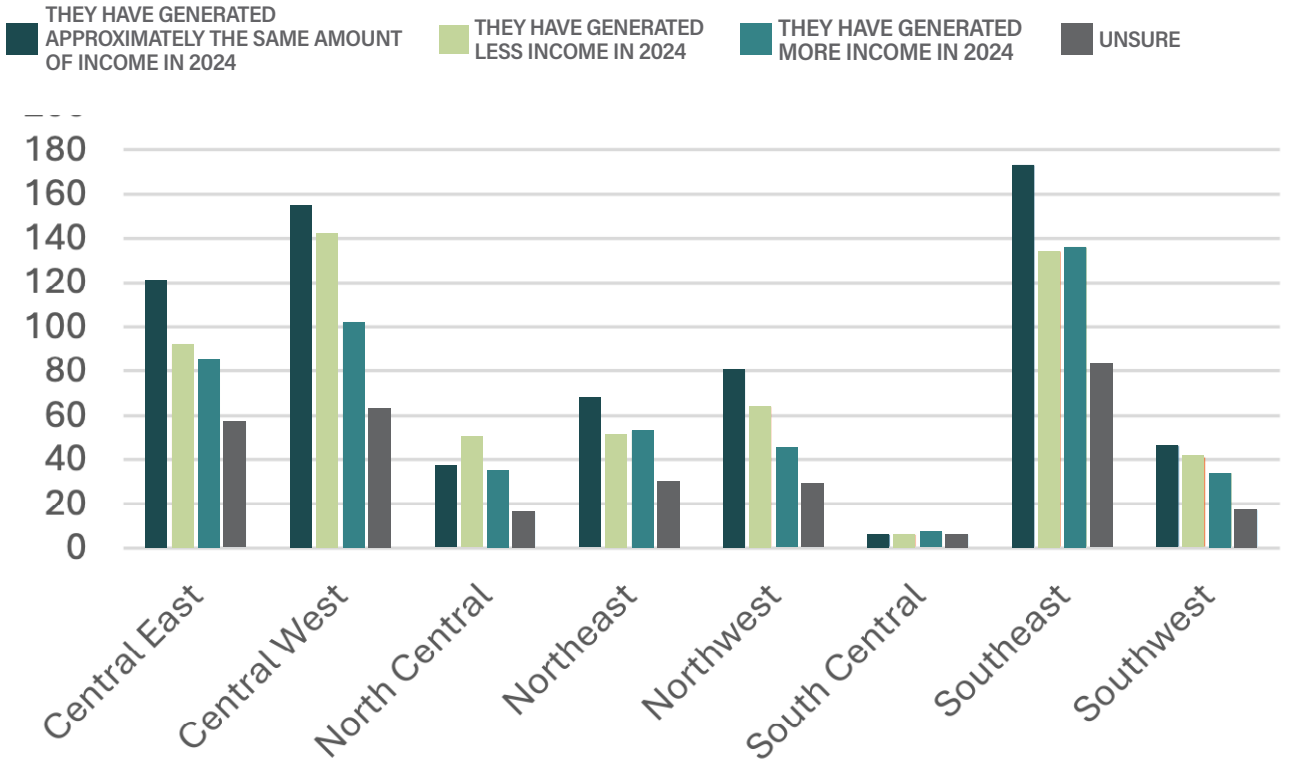
NO, MY ORGANIZATION DOES NOT HAVE ANY RESERVES
 YES, BETWEEN THREE MONTHS & ONE YEAR OF OPERATING COSTS
 YES, LESS THAN THREE MONTHS OF OPERATING COSTS
 YES, MORE THAN ONE YEAR OF OPERATING COSTS



FUNDRAISING

- **North Central** has more organizations that raised less money in 2024 than in 2023.
- **South Central** raised slightly more money in 2024 than in 2023.

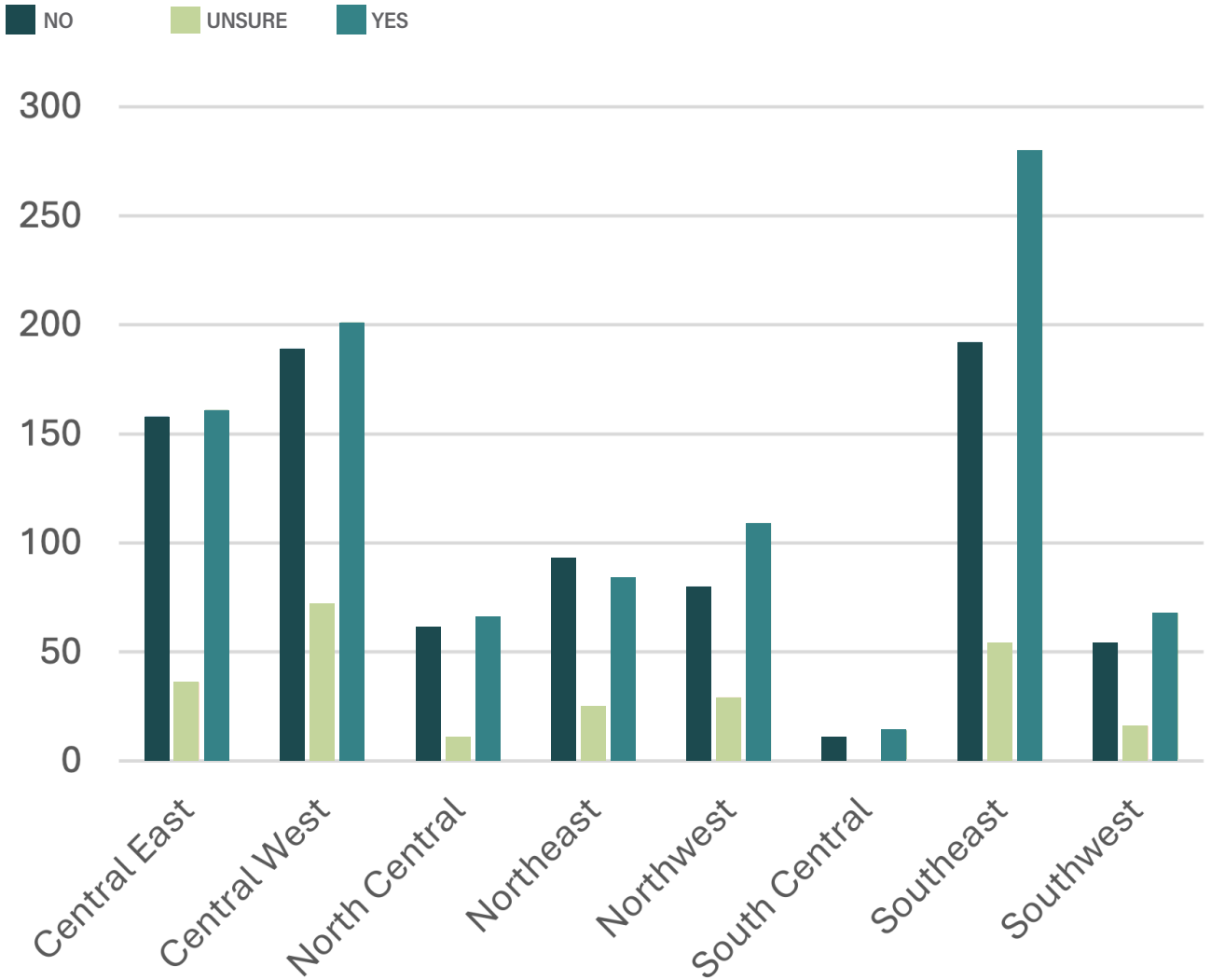
Q13 How did your fundraising activities in 2024 compare to your fundraising activities in 2023?



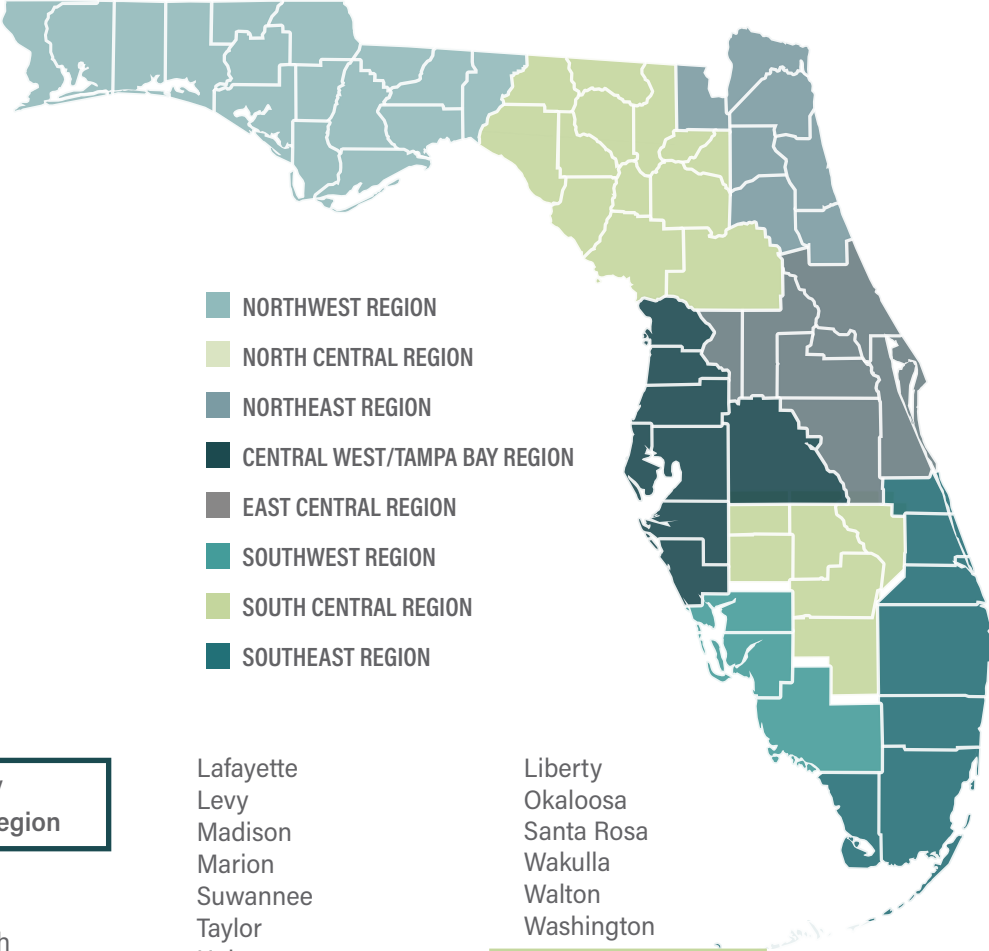
Hurricane Effects

- **South Central, Southeast, and Northwest** organizations were most likely to have a disaster plan in place.
- The **Northeast** and **Central East** regions were slightly less likely to have a disaster plan.

Q20 Do you have a disaster preparedness plan in place for your organization?



REGIONAL BREAKDOWN OF COUNTIES



- NORTHWEST REGION
- NORTH CENTRAL REGION
- NORTHEAST REGION
- CENTRAL WEST/TAMPA BAY REGION
- EAST CENTRAL REGION
- SOUTHWEST REGION
- SOUTH CENTRAL REGION
- SOUTHEAST REGION

**Central West/
Tampa Bay Region**

- Citrus
- Hernando
- Hillsborough
- Manatee
- Pasco
- Pinellas
- Polk
- Sarasota

Central East Region

- Brevard
- Lake
- Orange
- Osceola
- Seminole
- Sumter
- Volusia

North Central Region

- Alachua
- Bradford
- Columbia
- Dixie
- Gilchrist
- Hamilton

- Lafayette
- Levy
- Madison
- Marion
- Suwannee
- Taylor
- Union

Northeast Region

- Baker
- Clay
- Duval
- Flagler
- Nassau
- Putnam
- St. Johns

Northwest Region

- Bay
- Calhoun
- Escambia
- Franklin
- Gadsden
- Gulf
- Holmes
- Jackson
- Jefferson
- Leon

- Liberty
- Okaloosa
- Santa Rosa
- Wakulla
- Walton
- Washington

South Central Region

- DeSoto
- Glades
- Hardee
- Hendry
- Highlands
- Okeechobee

Southeast Region

- Broward
- Indian
- River
- Martin
- Miami-Dade
- Monroe
- Palm Beach
- St. Lucie

Southwest Region

- Charlotte
- Collier
- Lee