



2025

**FLORIDA
NONPROFITS
SURVEY**

MARCH 2026

Introduction

Florida Nonprofit Alliance's mission is to advance Florida's nonprofits as their advocate and collective voice.

 <p>We focus in five major areas.</p>	<p>01</p> <p>Advocacy and lobbying on behalf of the sector</p>	<p>02</p> <p>Education for nonprofits about advocacy and lobbying</p>
<p>03</p> <p>Research that benefits the state's nonprofits</p>	<p>04</p> <p>Resources that are important to all nonprofits</p>	<p>05</p> <p>Fostering collaborations and connections</p>

FNA is a membership organization that communicates about the importance and impact of the nonprofit sector, while drawing on the expertise and passion of its members to drive its work.

For more information, visit us at:



 www.flnonprofits.org

 [floridanonprofitalliance](https://www.facebook.com/floridanonprofitalliance)

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SECTION 01.

Executive Summary

Florida Nonprofit Alliance has conducted regular surveys of the Florida nonprofit sector since April 2020, beginning in the early months of the COVID-19 pandemic. Three reports in 2020 and annual check-ins in 2021, 2022, 2023, and 2024 have provided ongoing insight into the sector's strengths and the evolving challenges nonprofit organizations face.

This year's survey examines how nonprofits fared in six major categories – programs, human resources, finances, fundraising, recent external events, and barriers to sustainability – in the calendar year 2025.

The 2025 Florida Nonprofits Survey presents a detailed picture of a sector under sustained pressure while continuing to adapt in service of its communities. Florida's nonprofit organizations are facing rising demand for services, persistent fundraising difficulties, workforce (both staff and volunteer) pressure, and heightened uncertainty driven by economic, political, and environmental factors. At the same time, modest improvements in some

financial indicators and continued optimism about mission impact demonstrate the sector's resilience and commitment to meeting community needs.

Understanding what nonprofits are facing and how to support them is vitally important. It ensures they are able to continue to positively impact our state by serving a variety of missions, like health care, housing, education, environmental protection, animal welfare, human services, and much more. It also allows them to continue to be an important economic driver by bringing in revenue and paying wages to the more than 450,000 people employed by a nonprofit organization.

This year's report shows a sector strained by financial volatility, human resources gaps, and rising community expectations – barriers that limit nonprofits' ability to deliver services and plan confidently for the future. Even so, Florida nonprofits remain deeply committed to improving and strengthening communities in every part of our state to advance a better future for Florida.

Key findings of the 2025 report include:

01

PROVIDING PROGRAMS IS GETTING HARDER.

Nearly **60%** of Florida nonprofits experienced increased costs for recurring expenses in **2025**, while **40%** raised less money for program expenses, while demand for services continues to go up.

02

NONPROFIT STAFF AND VOLUNTEERS STRUGGLED MORE IN 2025 THAN IN RECENT YEARS.

Staff and board burnout affected about **one in five nonprofits**, and **16%** reported staff experiencing mental health impacts, reflecting growing workforce strain. CEO and Executive Director turnover remains around **25%** over a three-year period, placing further stress on staff.

03

FINANCIAL HEALTH INDICATORS ARE SLIGHTLY IMPROVED FROM 2024 BUT STILL RAISE RED FLAGS ABOUT LONG-TERM SUSTAINABILITY.

Two-thirds of nonprofits saw no increase in unrestricted revenue, and **30%** reported having no reserve funds at all, leaving many organizations financially vulnerable. **27%** of nonprofits are very concerned about increased expenses, and **23%** are very concerned about reduced future funding.

04

FUNDRAISING REMAINS THE BIGGEST CONCERN AND CHALLENGE FOR FLORIDA NONPROFITS.

More than half of nonprofits did not raise more money in **2025** than in **2024**, and, for the fourth year in a row, anticipated new fundraising sources consistently failed to materialize.

05

EXTERNAL FACTORS, LIKE THE POLITICAL LANDSCAPE AND DISASTER RECOVERY, ADD ADDITIONAL STRESS TO FLORIDA NONPROFITS.

About **30%** of nonprofits reported that recent federal changes impeded their ability to provide programs, including funding uncertainty, increased demand, and staff burnout. **12%** are still experiencing negative effects from the 2024 hurricane season.

SECTION 02.

Methodology

This survey, designed for 501(c)(3) charitable organizations located in and serving the state of Florida, was conducted in the fall of 2025. The online survey was open from October 17 to November 24, 2025, and the research results were published in March of 2026. The 34-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.

1,082 nonprofit organizations responded. 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



Section 03.

Programs and Services

Charitable nonprofit organizations exist to provide programs and services to support their missions. These programs and services are key to their impact in every community in our state. However, providing those programs to meet the demand in a sustainable way was tougher for nonprofits in 2025 than in previous years.

Demand for nonprofit services in 2025 increased for more than 1/3 of nonprofit organizations – the highest response rate since 2021, and an 8% increase over 2024. 14% have had demand for services they don't provide, up 5% from the previous year. About half of Florida's nonprofits served more people in 2025 than in 2024.

At the same time, 3 in 5 nonprofit organizations have experienced increased costs for recurring expenses – an increase of more than 10% from the previous year. 40% have raised less money for program expenses than the previous year, a slight increase from the 2024 survey. Fundraising challenges consistently show up across our survey as the number one

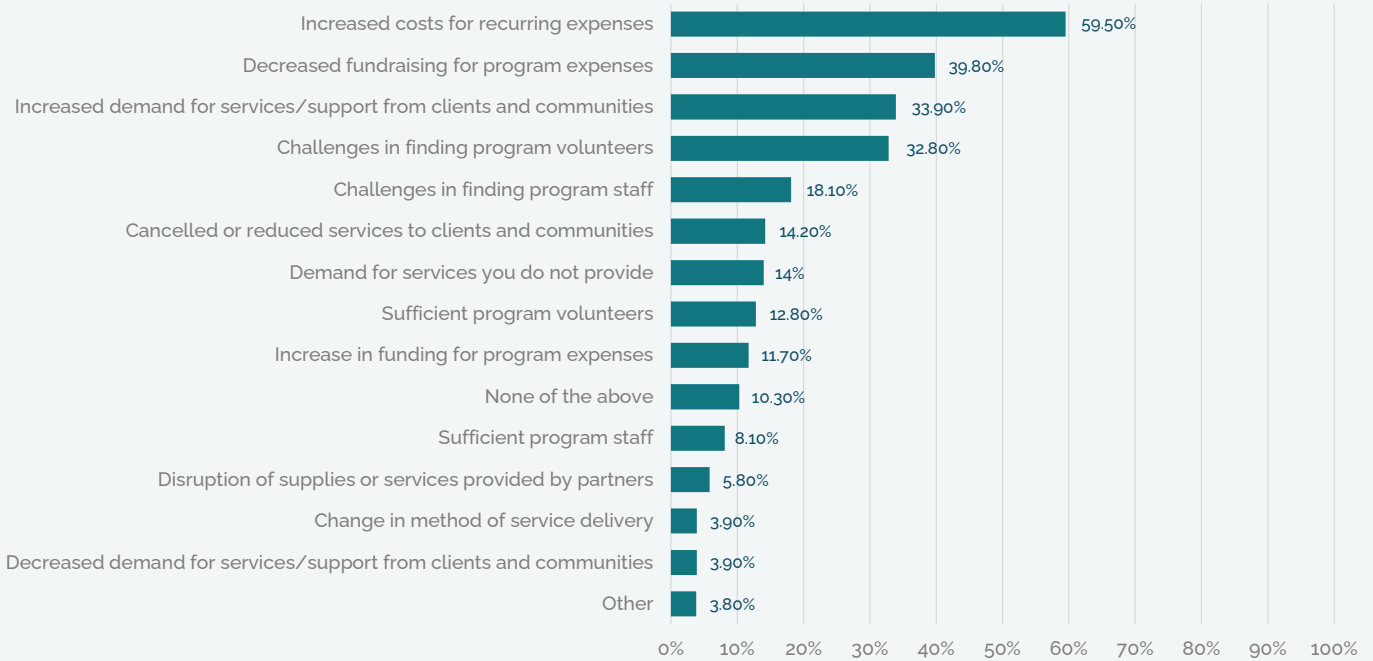
challenge for nonprofits, even in supporting programming.

Finding program volunteers and staff is an increasing challenge for nonprofits – especially for volunteers. 1/3 of nonprofits need more volunteers for their programs and services. By using volunteers, nonprofits are able to provide their programs and services at a lower cost (by eliminating the cost of additional staff), and a lack of volunteers could mean either more expenses to run the programs or cuts to the programs they are able to offer.

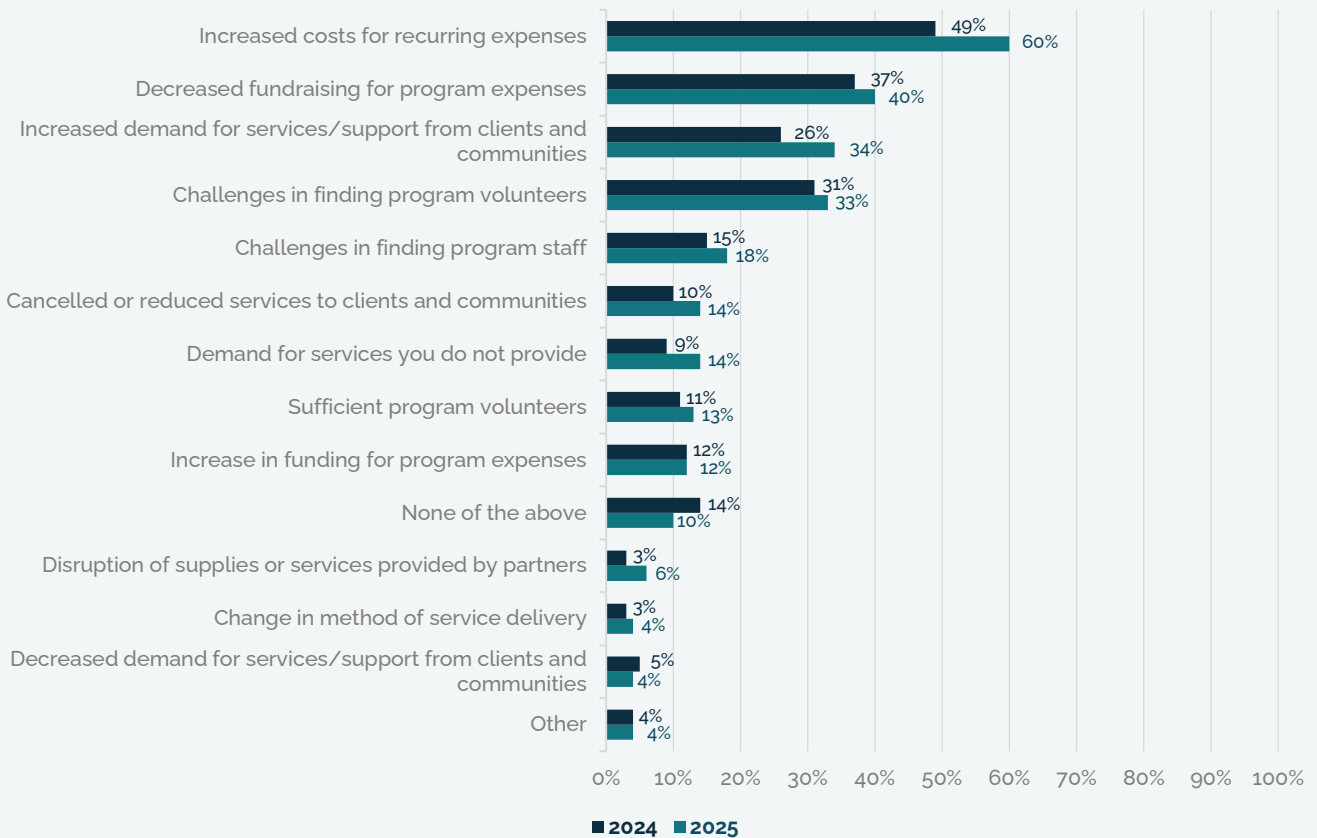
62% of nonprofits provide their services fully in-person, and 32% provide a hybrid of in-person and virtual services. This number remains consistent with the last two years.

Organizations also shared other program issues, including lack of space for their programs and services, shifting government priorities at the local, state, and federal level, and challenges in acquiring and keeping up with technology.

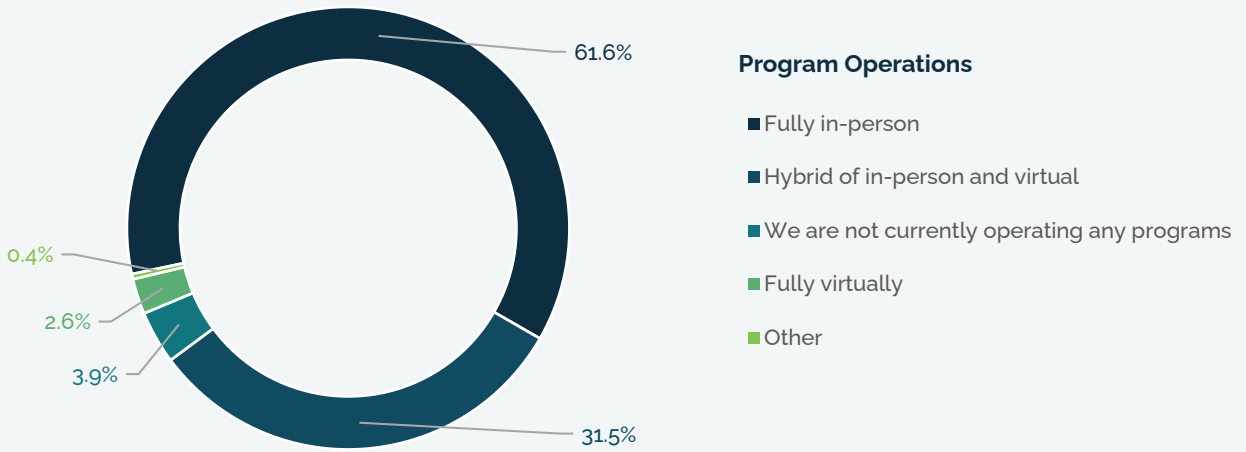
Q1. Which of the following programmatic impacts is your organization currently experiencing? Select all that apply.



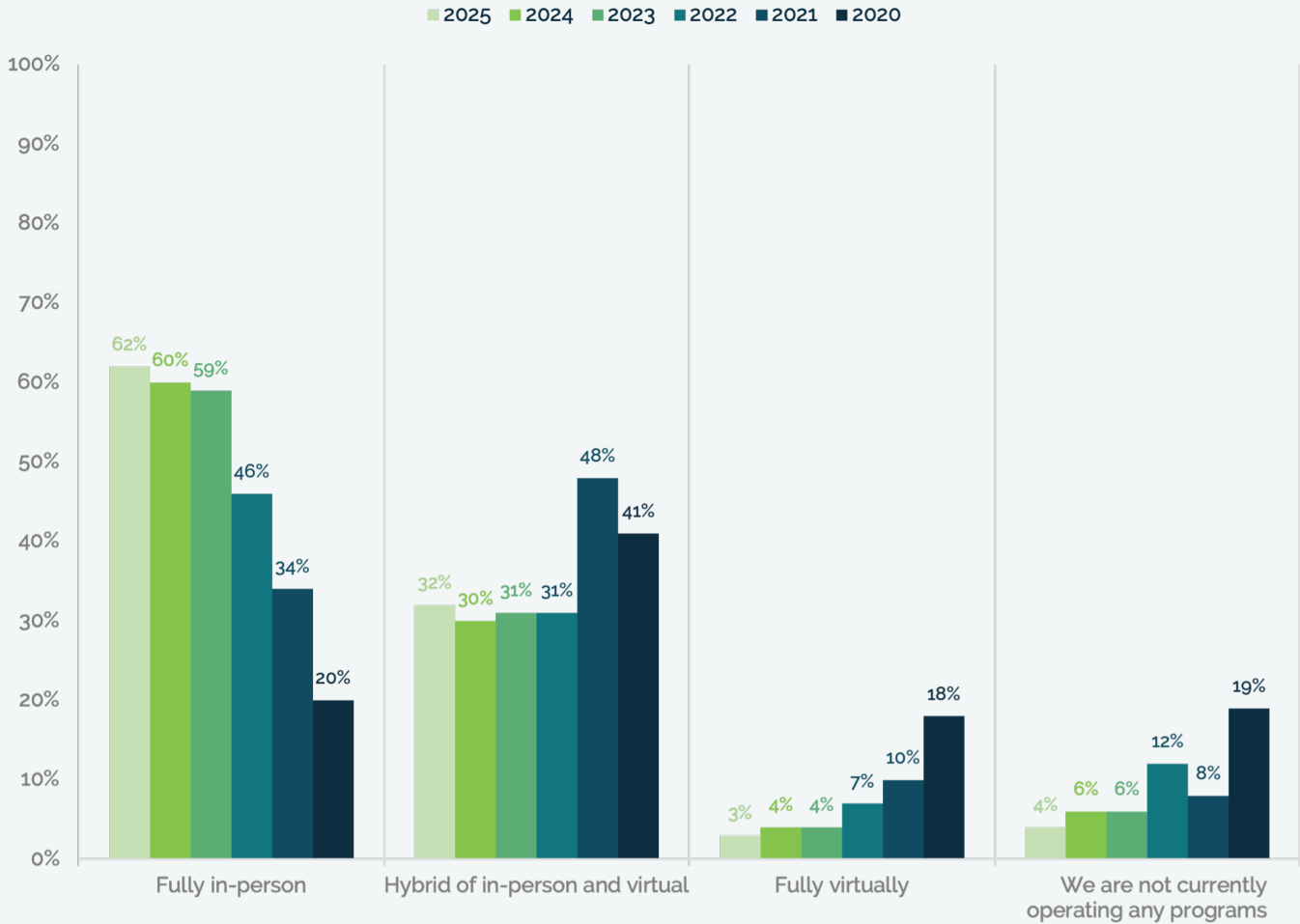
YEAR TO YEAR COMPARISON



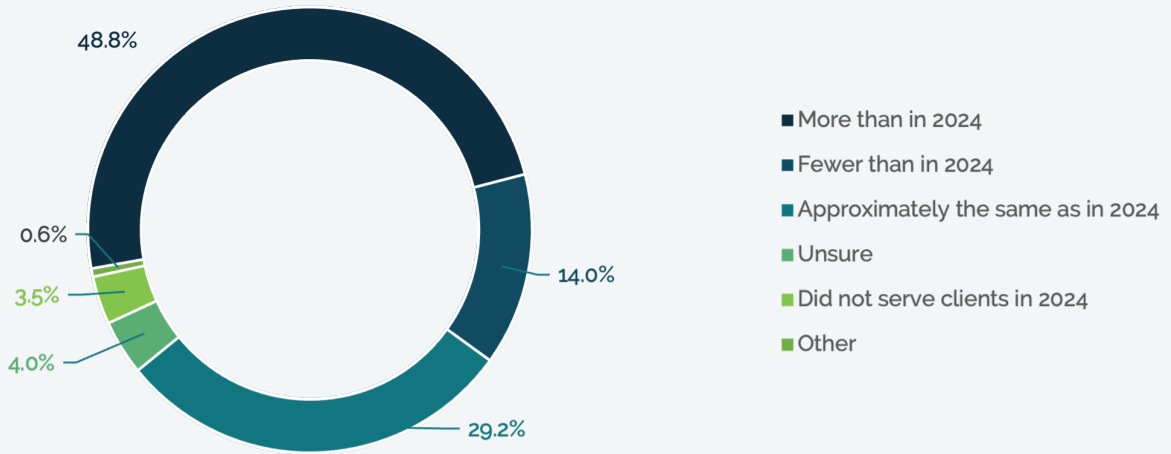
Q2. How are you currently operating your programs?



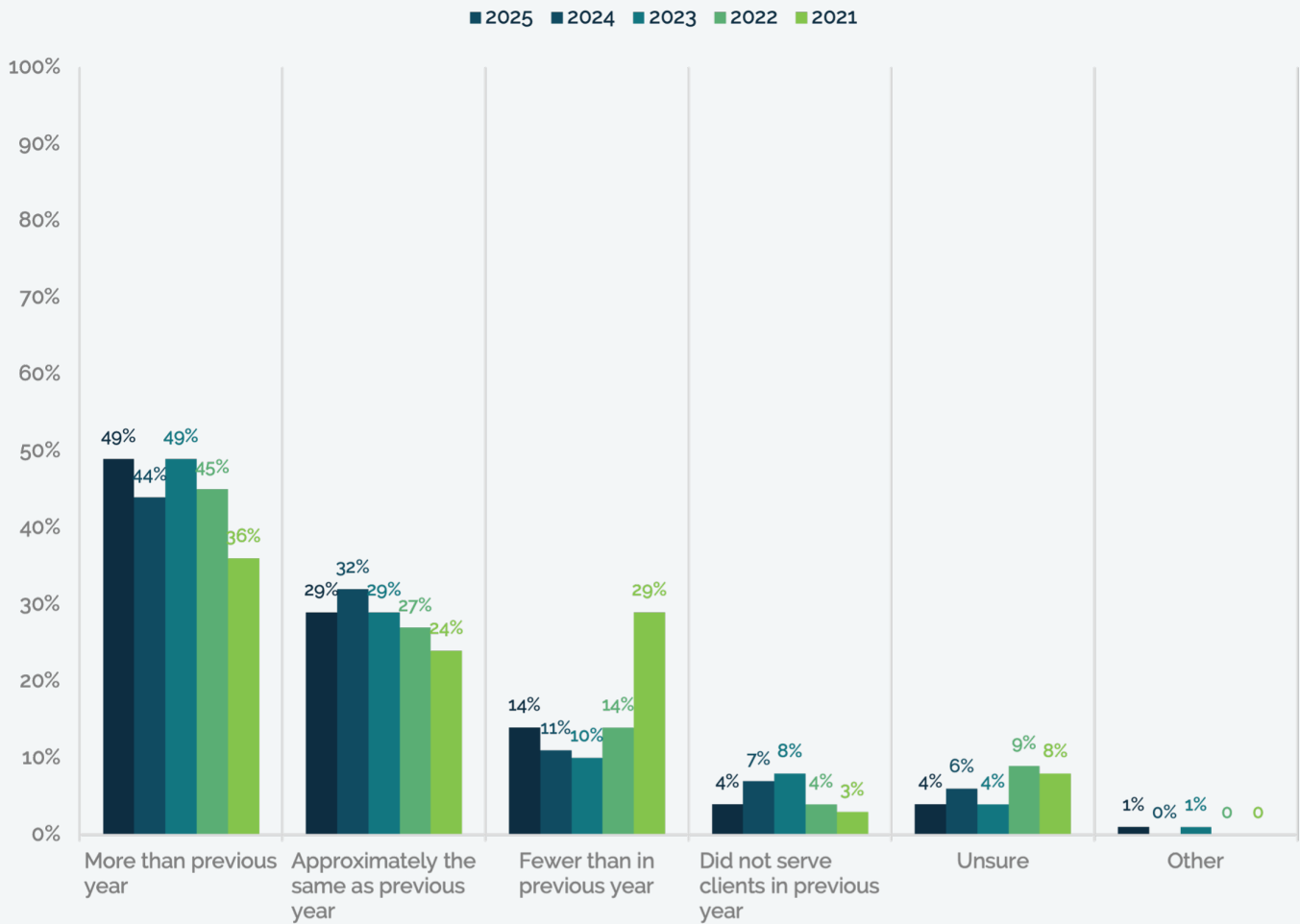
YEAR TO YEAR COMPARISON



Q3. Compared to 2024, how many clients have you served in 2025?



YEAR TO YEAR COMPARISON



SECTION 04.

Human Resources

The staff and volunteers that run nonprofit organizations and provide the programs and services are the backbone of those organizations. Especially in challenging times, with high demand and trouble fundraising, it's more important than ever to support the people who make nonprofit services possible.

Staff and board burnout are at the highest levels since 2021. 20% of organizations say their Board members are burned out and 21% say their staff members are burned out. Organizations anecdotally report other concerns with volunteers, like their volunteer base aging or moving away. 16% of nonprofit organizations report staff members feeling an effect on their mental health, a 6% increase from 2024. They also mention not being able to support employees with raises and not being able to hire staff due to limited funding.

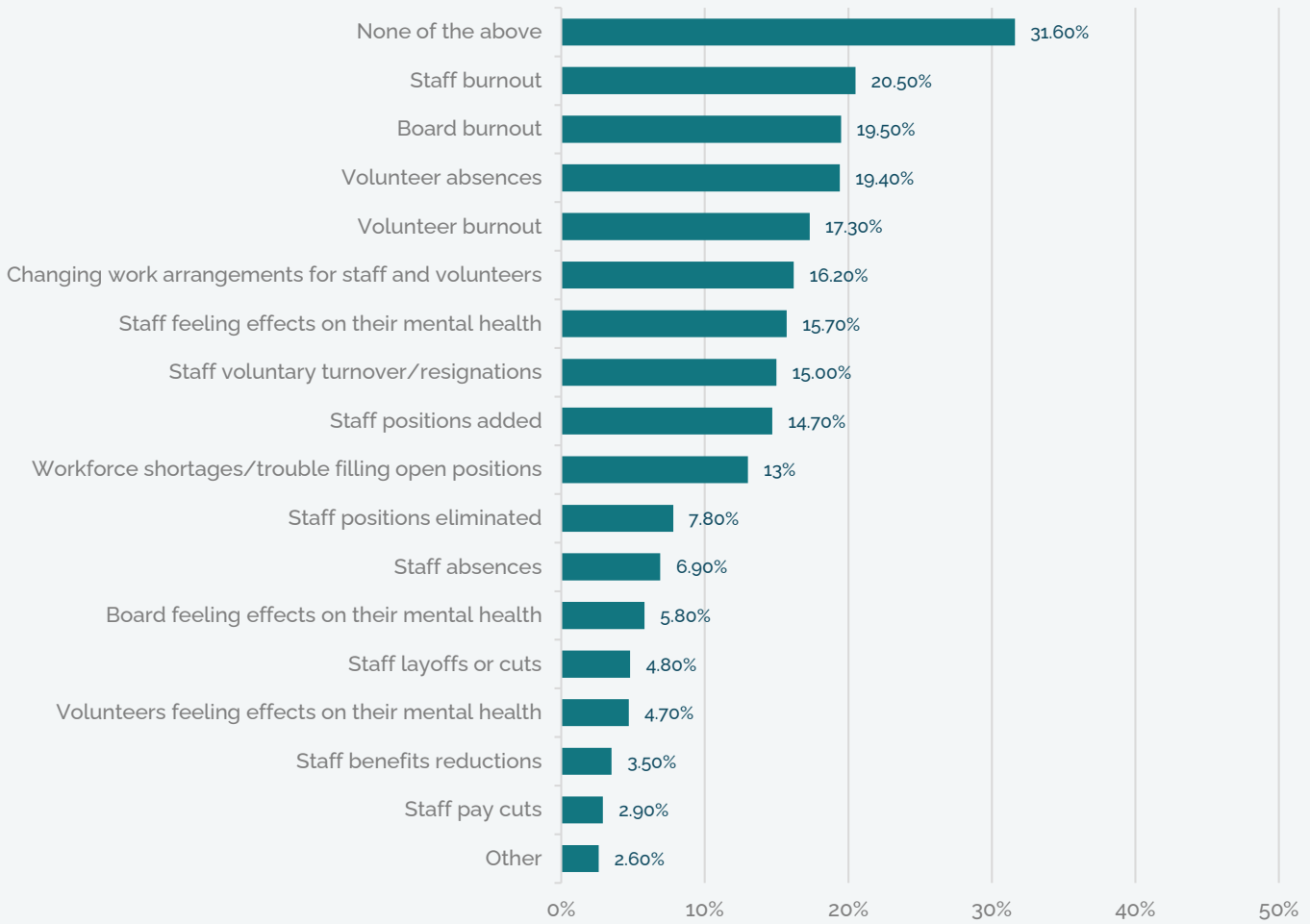
71% of Florida nonprofits are providing some sort of health insurance to qualified employees. 56% of that is through a more

traditional plan, like an HMO, PPO, or HSA.

When asked what kinds of work options organizations are offering to staff, 63% say they offer flexible schedules for employees (a slight increase from 2024), and 36% say they offer hybrid work opportunities (a 5% increase from 2024), where employees can work between office and home. One third provided pay increases or bonuses, up 2% from 2024. 15% of nonprofit organizations did not provide any special work options to their employees, which is a 3% improvement from 2024.

11% of nonprofits had a change in the CEO or Executive Director role in 2025. Another 16% expect to have one in the next two years. This means more than 25% of nonprofit CEOs/EDs will be different by 2028.

Q4. What changes to your staffing (paid and volunteer) have you experienced in 2025? Select all that apply.



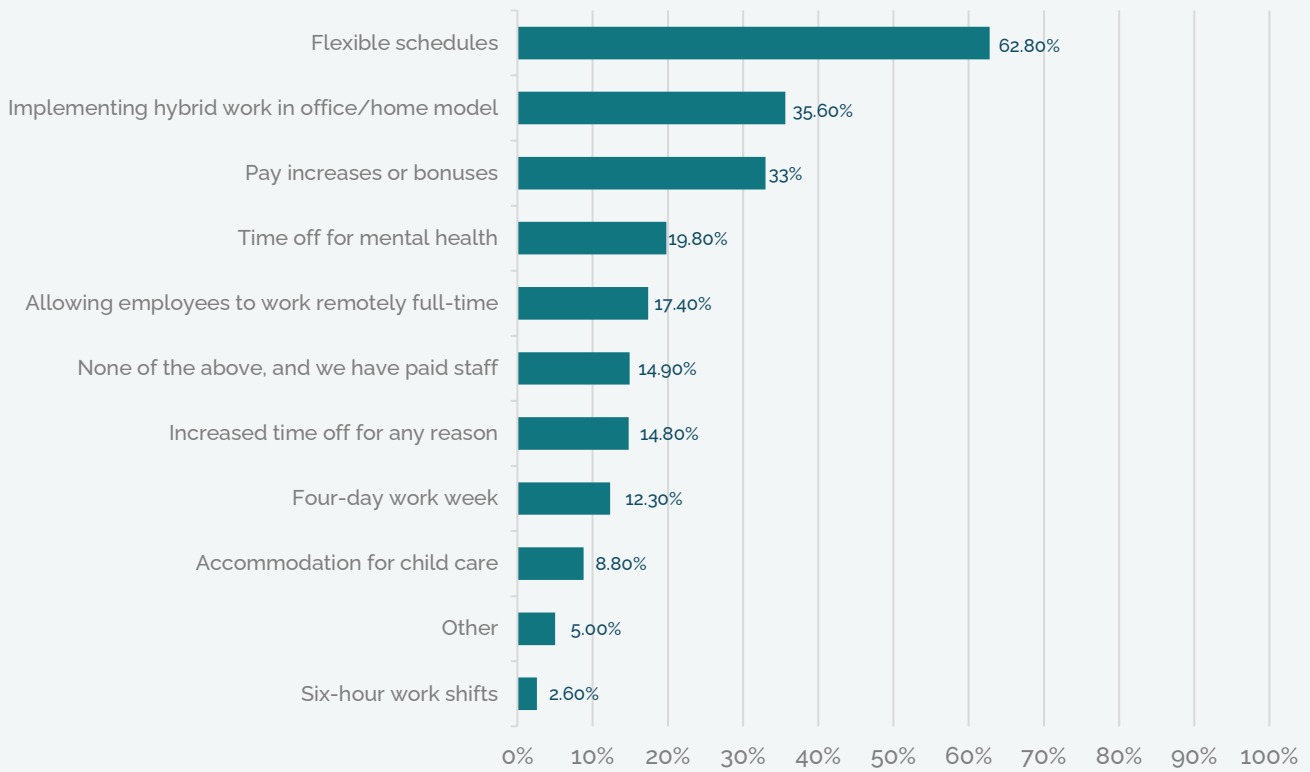
YEAR TO YEAR COMPARISON

	2025	2024	2023	2022	2021	2020
Board burnout	20%	17%	19%	17%	26%	36%
Board feeling effects on their mental health	6%	5%	6%	7%	15%	29%
Changing work arrangements for staff and volunteers	16%	12%	18%	20%	43%	48%
Staff absences	7%	6%	8%	10%	18%	14%
Staff benefits reductions	4%	2%	1%	1%	2%	3%
Staff burn out	21%	14%	15%	16%	27%	40%
Staff feeling effects on their mental health	16%	10%	12%	13%	26%	43%

» chart continued

	2025	2024	2023	2022	2021	2020
Staff layoffs or cuts	5%	3%	2%	2%	4%	10%
Staff pay cuts	3%	2%	1%	1%	4%	5%
Staff positions added	15%	13%	15%	15%	11%	1%
Staff positions eliminated	8%	5%	4%	4%	7%	N/A
Staff voluntary turnover/resignations	15%	14%	15%	17%	19%	1%
Volunteer absences	20%	18%	22%	24%	44%	52%
Volunteer burnout	17%	18%	21%	20%	29%	46%
Volunteers feeling effects on their mental health	5%	6%	7%	8%	23%	41%
Workforce shortage/trouble filling open positions	13%	14%	17%	27%	NA	NA

Q5. What work options are you currently offering to employees?
N=616



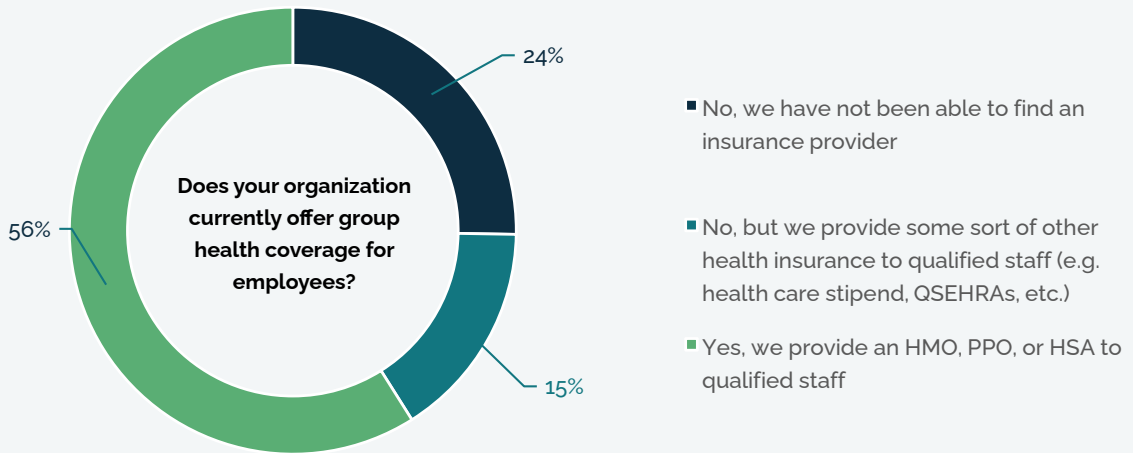
The chart only includes nonprofit organizations with paid employees.

YEAR TO YEAR COMPARISON

	2025	2024	2023	2022	2021
Accommodation for child care	5%	3%	3%	3%	4%
Allowing employees to work remotely full-time	10%	9%	9%	11%	15%
Four-day work week	7%	6%	6%	4%	4%
Implementing hybrid work in office/home model	20%	14%	13%	17%	23%
Increased time off for any reason	8%	6%	7%	9%	9%
Six-hour work shifts	2%	3%	2%	2%	2%
Time off for mental health	11%	8%	8%	11%	10%
None of the above	52%	60%	72%	60%	56%

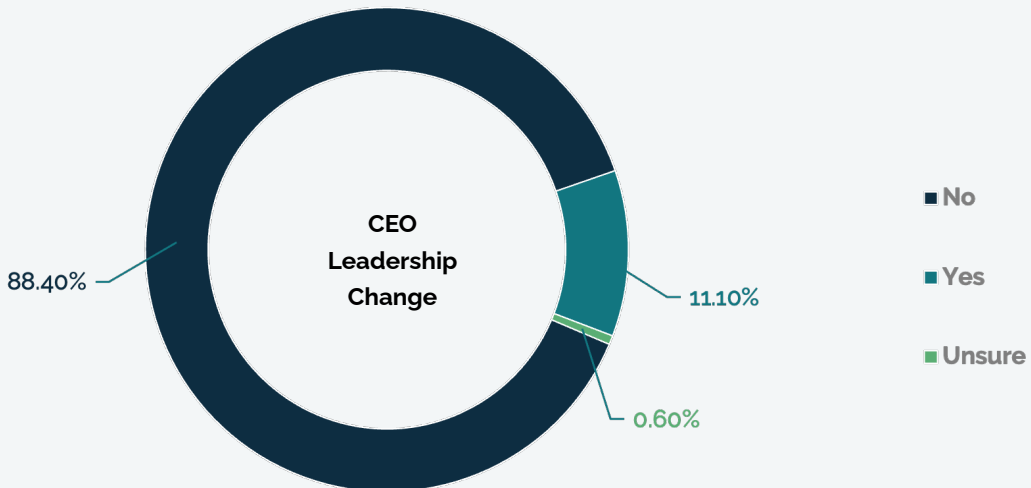
This chart includes all respondents – all volunteer organizations and those with paid staff

Q6. Does your organization currently offer group health coverage for employees?
N=502

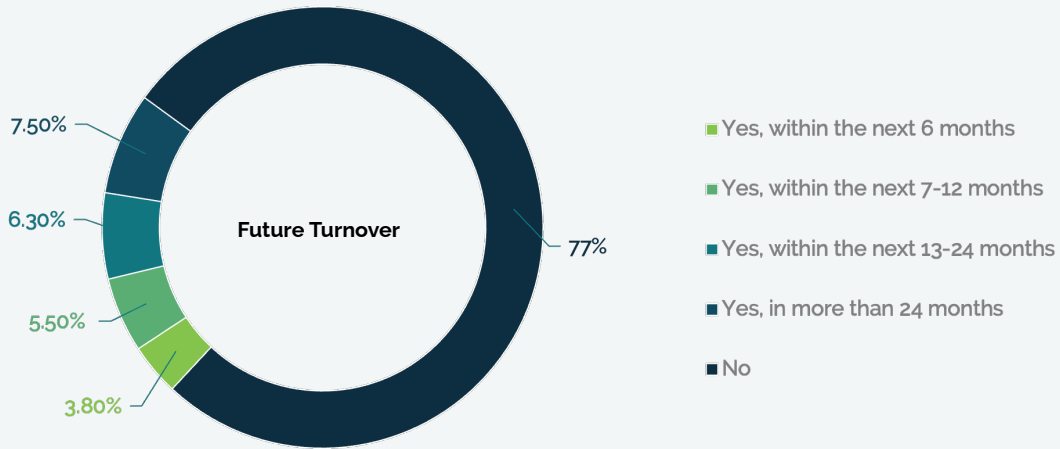


This chart only includes responses from organizations with paid staff.

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

	2025	2024	2023	2022
Yes, within the next 6 months	4%	5%	5%	4%
Yes, within the next 7-12 months	6%	5%	6%	5%
Yes, within the next 13-24 months	6%	6%	10%	7%
Yes, in more than 24 months	8%	7%	NA	NA
No	77%	76%	80%	83%

SECTION 05.

Financial Health

To evaluate the financial health of Florida nonprofits, we look at three indicators – level of unrestricted revenue, budget growth, 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, meet its mission, and feel more confident about its financial security. Overall, these financial indicators show small improvements from 2024, although there is still room for improvement.

Unrestricted revenue allows organizations to strategically prioritize their spending, pay staff, and make investments in capacity and is extremely valuable in insuring the sustainability of an organization. So it is concerning that two thirds of nonprofit organizations report that their unrestricted revenue did not increase from 2024 to 2025. 26% of nonprofits had an increase in unrestricted funds, which is up 3% from 2024.

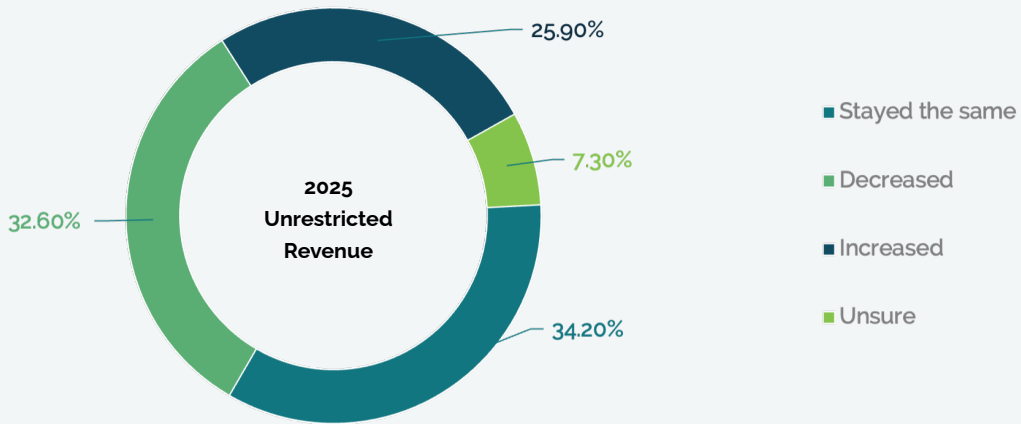
Half of Florida nonprofits had a larger budget in 2025 than in 2024. 34% of those are providing more services with the budget increase, but 17% are providing the same

level or lower levels of services, even with a budget increase, once again showing how increasing costs affect service delivery. 22% of organizations had the same size budget as in 2024, demonstrating little or no financial growth. Nonprofit organizations did a slightly better job in predicting their financial position for 2025, compared to in 2024.

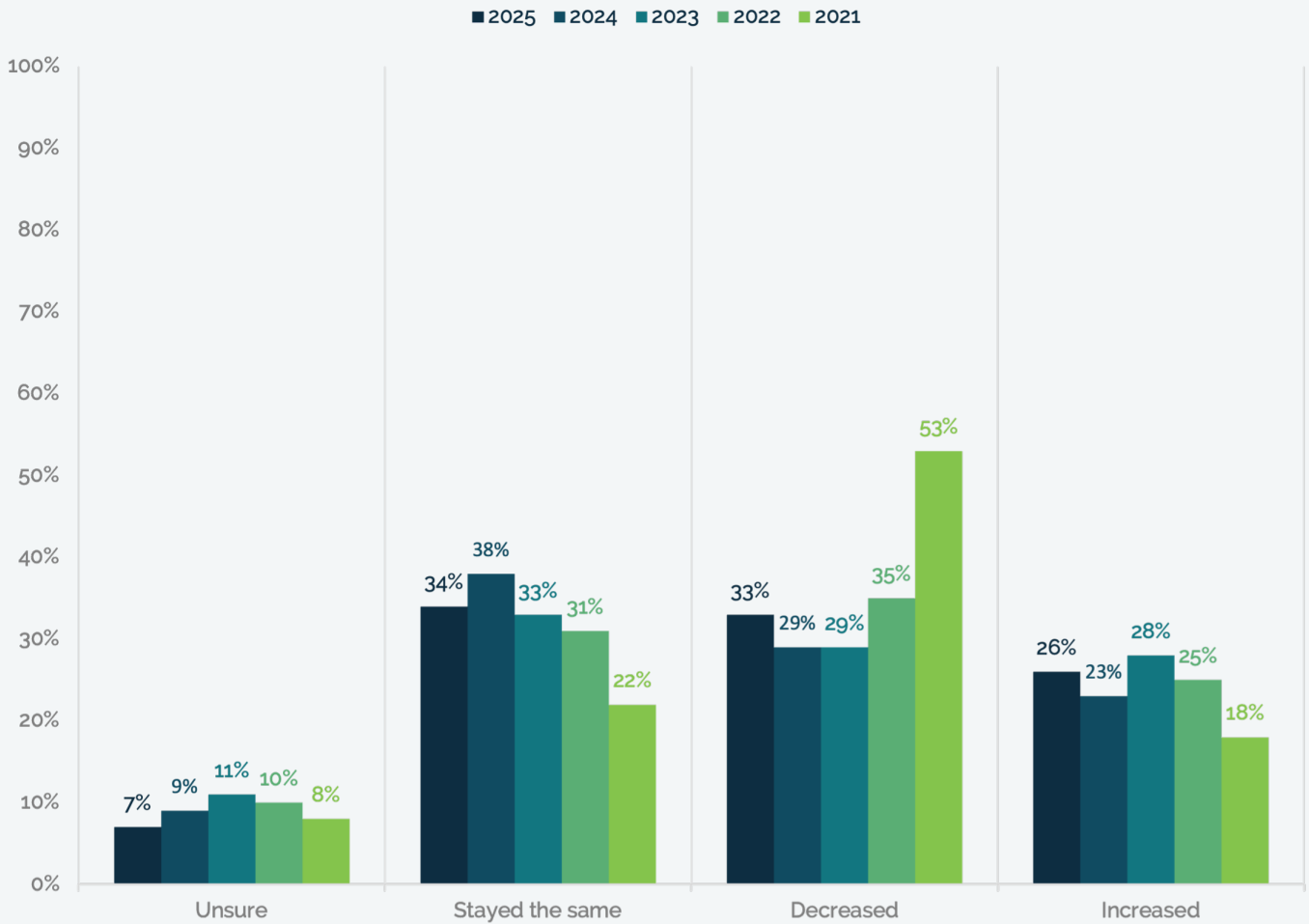
More than half of nonprofit organizations expect their 2026 budget to be larger than their 2025 budget, and one third of respondents expected their 2026 budget to increase with a corresponding increase in services.

30% of respondents have no reserve funds at all – reserves are surplus funds that can be used to cover future, unexpected, or large financial obligations. This is a 4% improvement from 2024. Another 19% of organizations have less than three months' operating expenses in reserves, which leaves organizations vulnerable when the unexpected happens. Only 15% of nonprofit organizations have more than one year's worth of operating reserves.

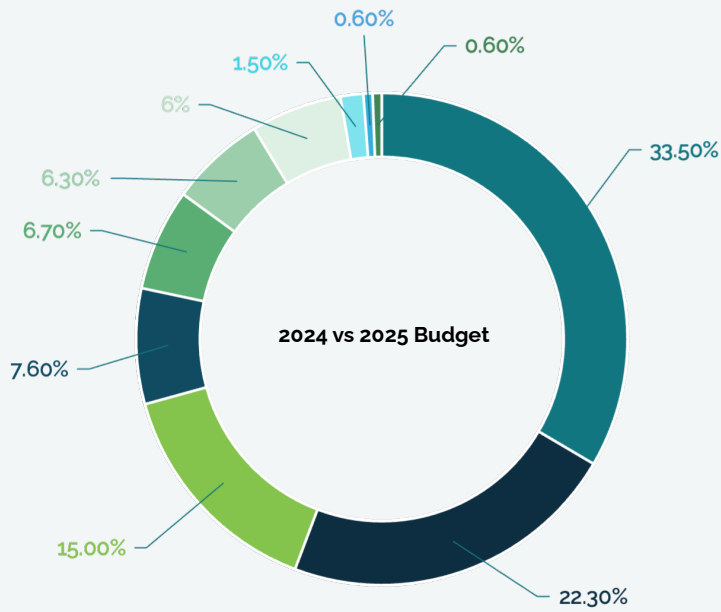
Q9. Has your unrestricted revenue in 2025:



YEAR TO YEAR COMPARISON

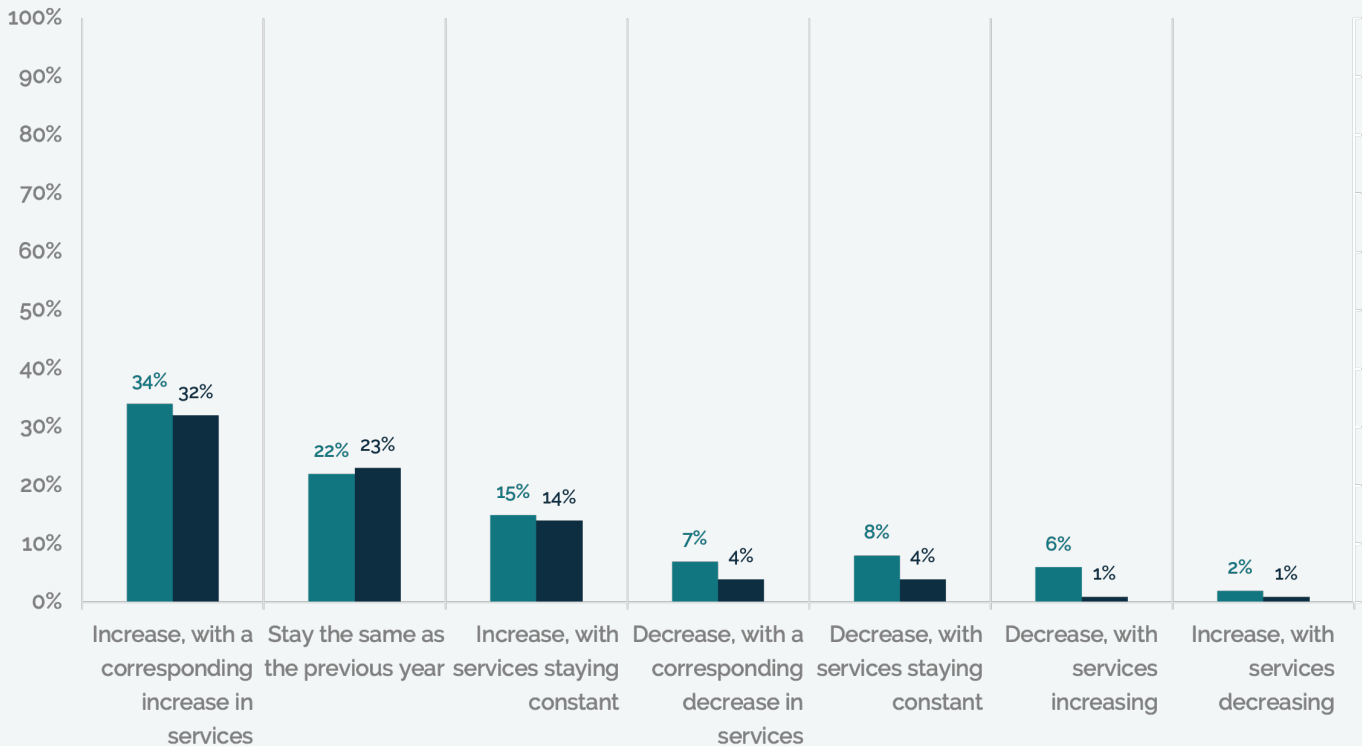


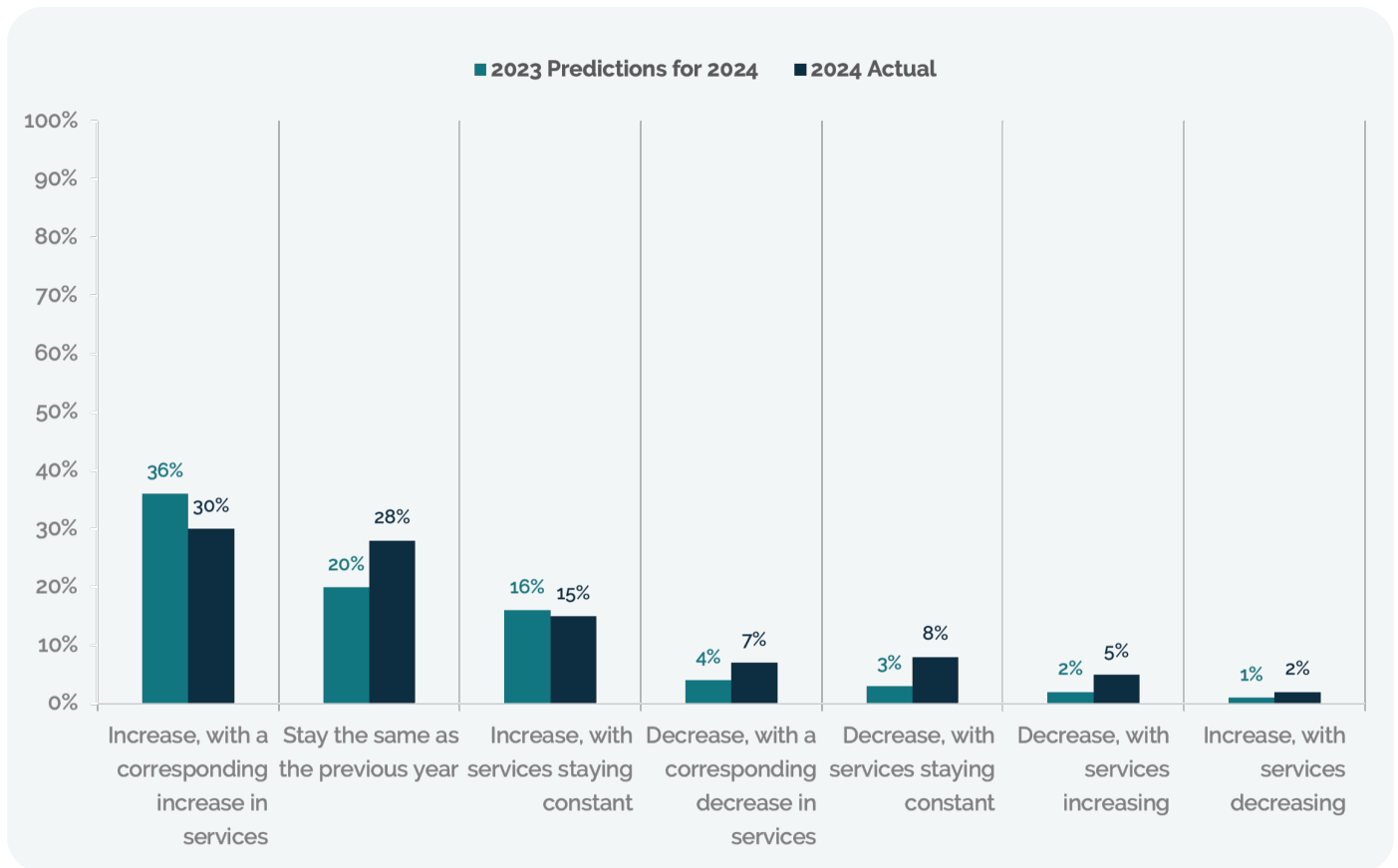
Q10. Compared to your 2024 budget, did your 2025 budget:



- Increase, with a corresponding increase in services
- Stayed the same as in 2024
- Increase, with services staying constant
- Decrease, with services staying constant
- Decrease, with a corresponding decrease in services
- We do not have a budget
- Decrease, with services increasing
- Increase, with services decreasing
- Other
- Organization did not exist in 2024

■ 2024 Predictions for 2025 ■ 2025 Actual

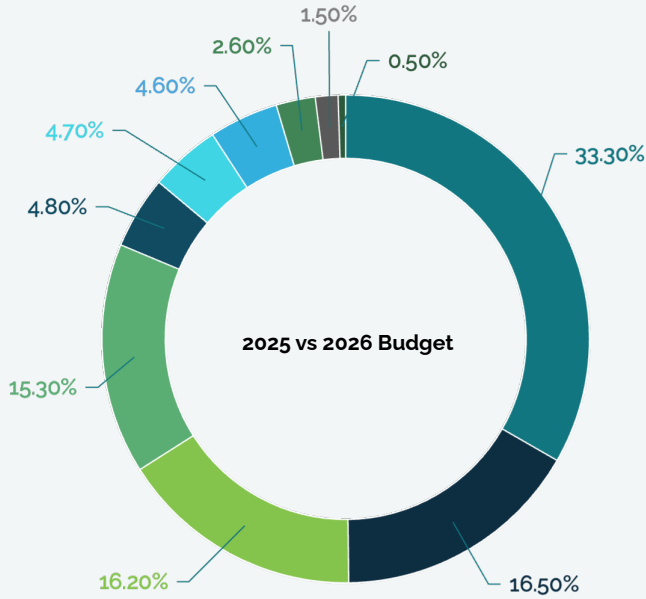




YEAR TO YEAR COMPARISON

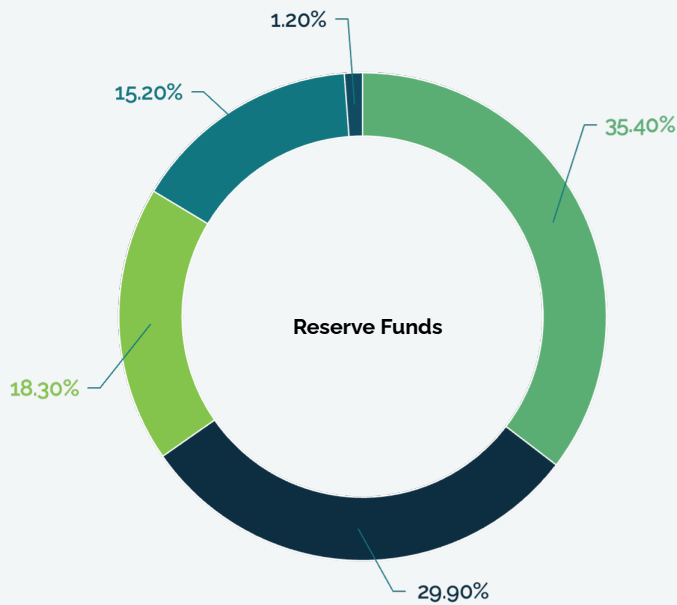
	2025	2024	2023	2022	2021
Increase, with a corresponding increase in services	34%	30%	34%	33%	23%
Increase, with services staying constant	15%	15%	14%	13%	8%
Increase, with services decreasing	2%	2%	3%	2%	3%
Decrease, with a corresponding decrease in services	7%	7%	9%	12%	29%
Decrease, with services staying constant	8%	8%	7%	9%	11%
Decrease, with services increasing	6%	5%	4%	5%	8%

Q11. Compared to your 2025 budget, do you expect your 2026 budget to:



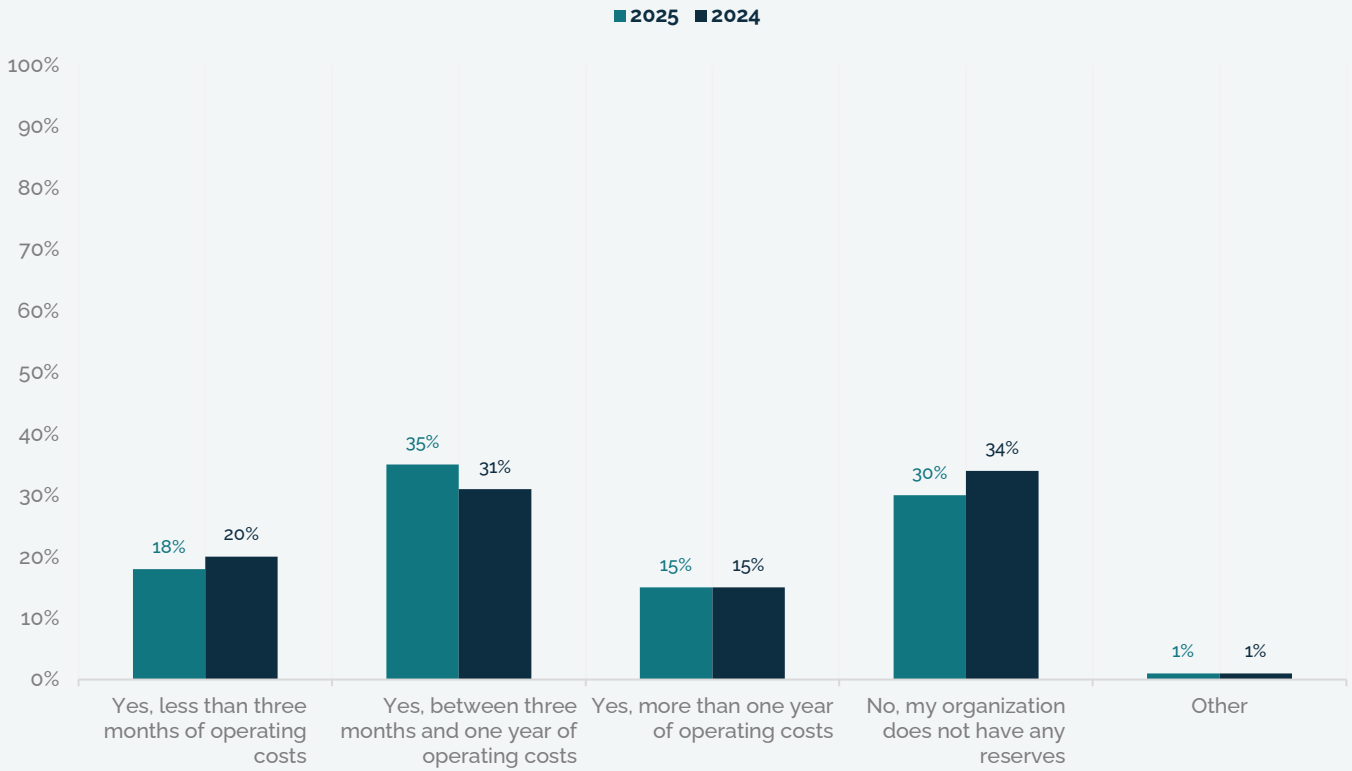
- Increase, with a corresponding increase in services
- Increase, with services staying constant
- Stay the same as the previous year
- Difficult to predict right now
- We do not have a budget
- Decrease, with services staying constant
- Decrease, with a corresponding decrease in services
- Decrease, with services increasing
- Increase, with services decreasing
- Other

Q12. Does your organization have reserve funds?



- Yes, between three months and one year of operating costs
- No, my organization does not have any reserves
- Yes, less than three months of operating costs
- Yes, more than one year of operating costs
- Other

YEAR TO YEAR COMPARISON



SECTION 06.

Fundraising

Year after year in this research, fundraising remains the greatest need and biggest challenge for nonprofit organizations in Florida.

56% of nonprofit organizations did not generate more revenue from fundraising activities in 2025 – they either held steady at 2024 levels, or they generated less revenue. These numbers have held relatively steady over the last four years.

Individual donors continue to be the primary fundraising source for Florida nonprofits. 77% of organizations get funding from existing individual donors (a 6% increase from 2024), and 43% get funding from new individual donors. This year's survey looked specifically at how many organizations raise money online. On average, about 31% of fundraising from individuals in Florida happens through online portals, like websites, social media, and email campaigns. 61% of nonprofits get less than 30% of their fundraising from online portals.

Existing foundation grants and existing corporate donors are received by 36% (5% increase from 2024) and 35% (6% increase

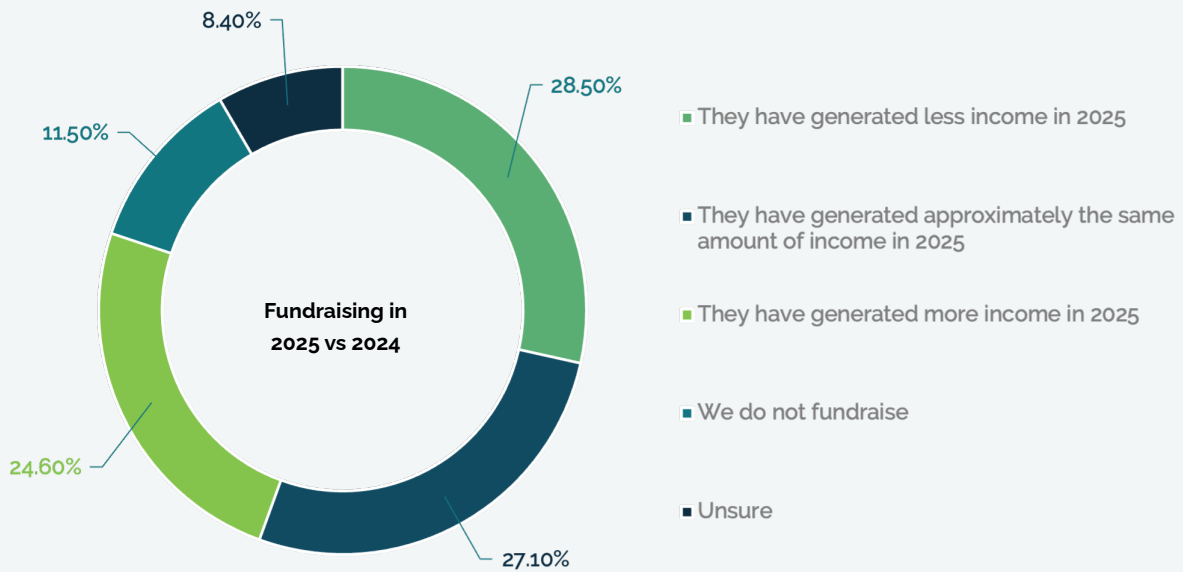
from 2024) of nonprofits, respectively. About 25% of nonprofits get funding from existing fees for service.

Government funding is not a common source for Florida nonprofits. Only about 10% of nonprofits receive existing federal grants or contracts, about 13% receive existing state grants or contracts, and about 19% receive existing local government grants and contracts.

Florida nonprofits continue to see a concerning trend in fundraising – they are overly optimistic about their new 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 2025 to what actually happened, they overestimated the success of new fundraising dollars in all categories by 5-13%. For example, before 2025 began, 55% of nonprofits thought new individual donors – ones that had never given to their organization before – would be a significant funding source. However, at the end of 2025, only 42% said that came true, a difference of almost 13%.

This research shows us the same trend happening in 2026. Once again, nonprofits have anticipated a much higher return from new sources of fundraising in 2026, compared to what actually happened in 2025. 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 2025 compare to your fundraising activities in 2024?

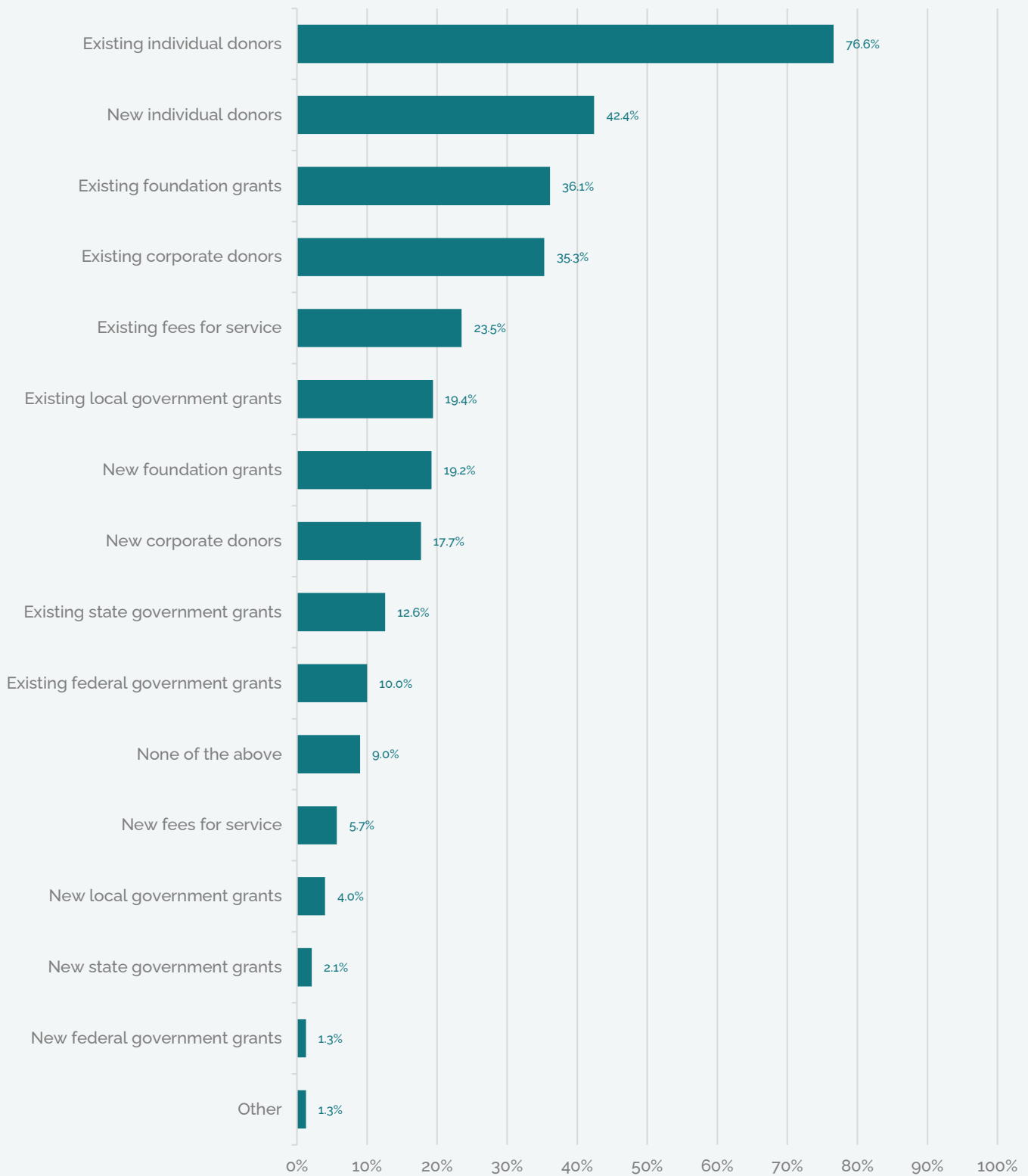


YEAR TO YEAR COMPARISON

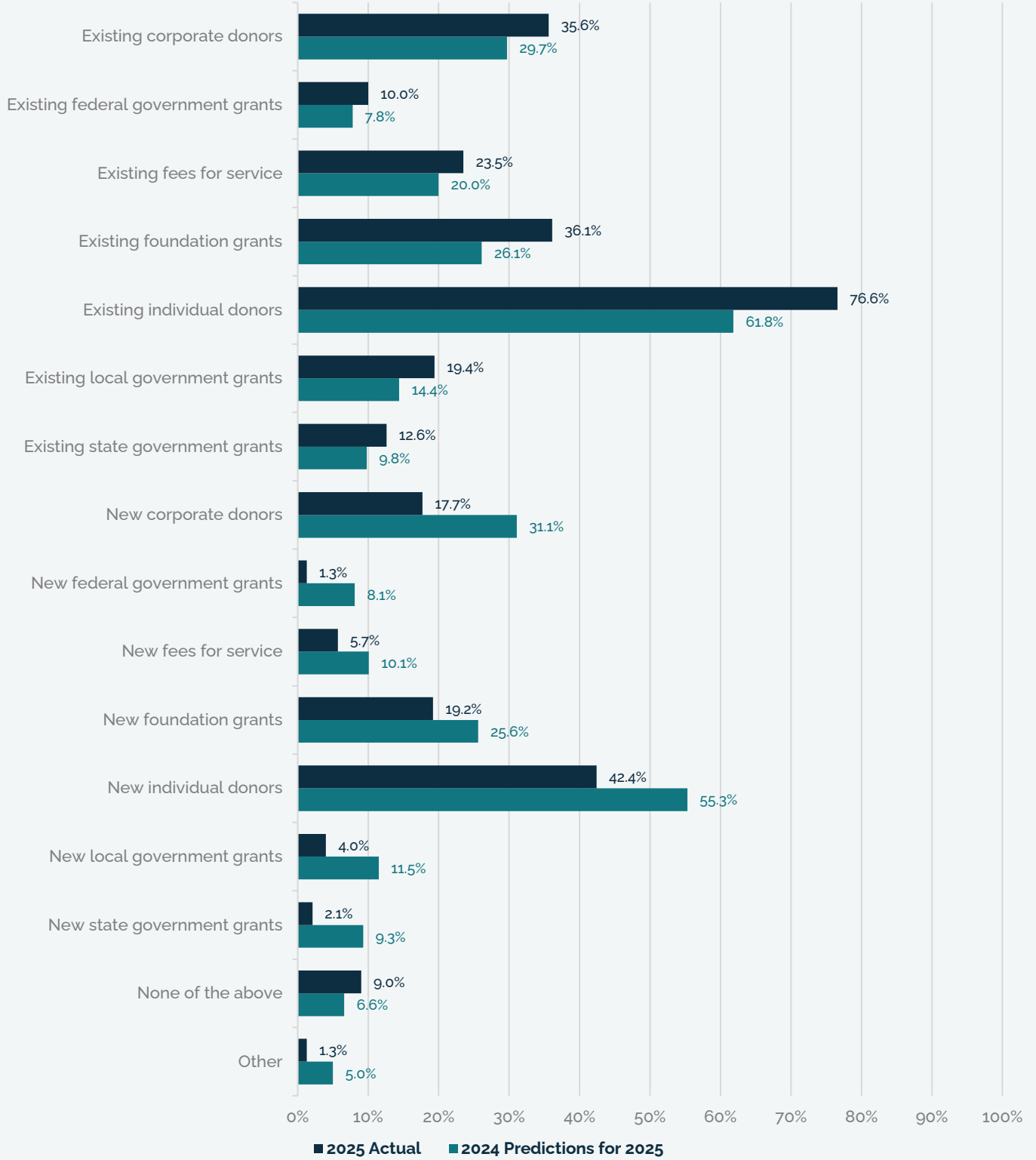
	2025	2024	2023	2022	2021	2020
They have generated more income this year than last	25%	24%	26%	28%	18%	9%
They have generated less income this year than last	29%	28%	26%	28%	50%	69%
They have generated approximately the same amount of income this year than last	27%	33%	33%	27%	19%	11%
Unsure	8%	15%	15%	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.)

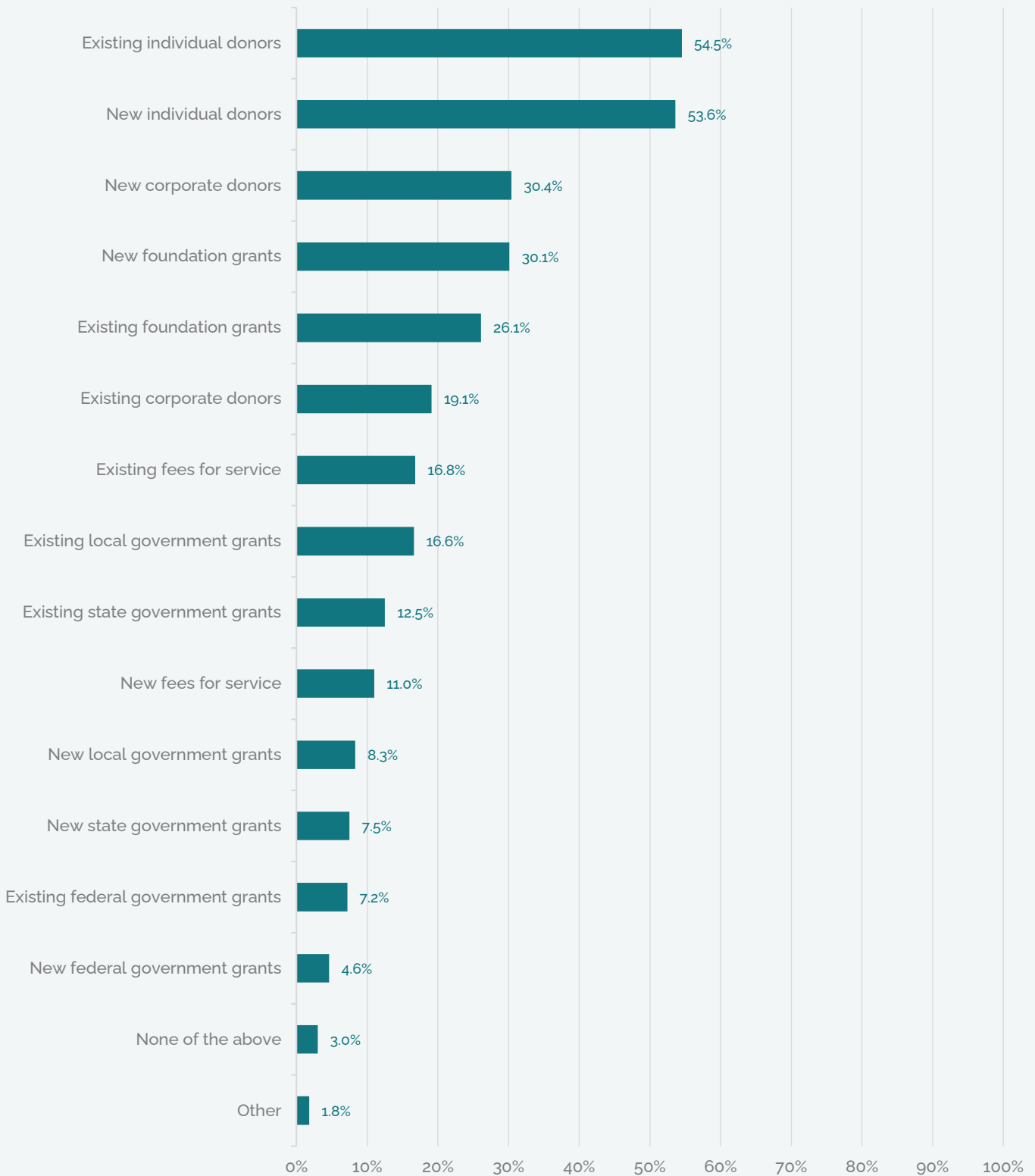


COMPARISON: 2024 PREDICTIONS VS. 2025 ACTUALS

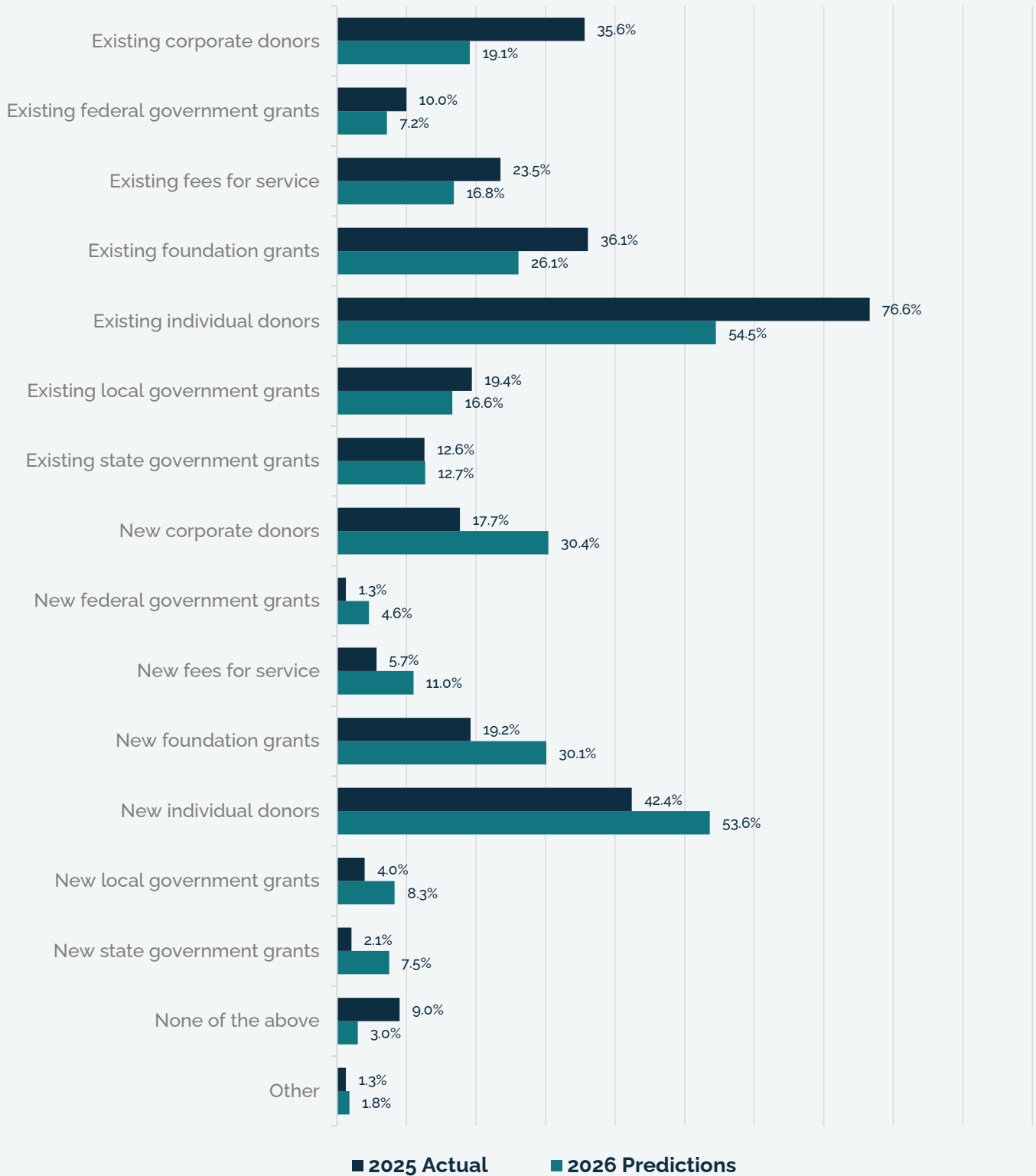


Q15. Where do you expect significant sources of funding to come from in 2026? Select all that apply.

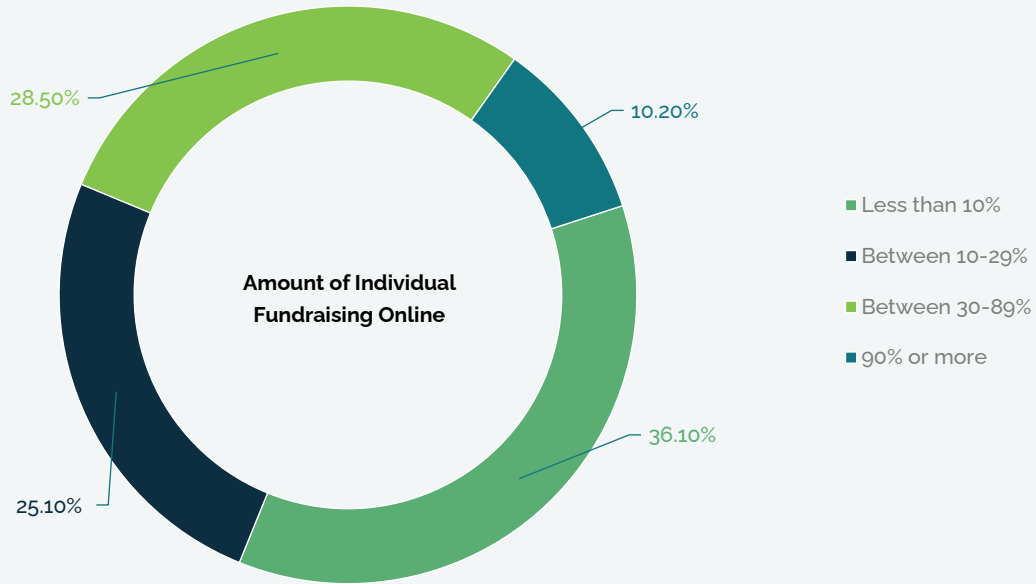
(NOTE: individual donors include memberships, events, online donations, etc.)



COMPARISON: 2025 ACTUALS VS. 2026 PREDICTIONS



Q16. Approximately what percentage of your individual fundraising happens through online portals? (e.g. website, social media, email campaigns, etc.)



SECTION 07.

Recent Events

Nonprofit organizations in Florida were faced with new and continuing challenges in 2025. FNA surveyed nonprofits about two of them: if they had been affected by any changes at the federal government level and if they were still dealing with and investing in recovery and rebuilding efforts from the 2024 hurricane season that brought three direct hits to Florida.

President Donald Trump began his second term in January 2025. His administration immediately put some Executive Orders in place that affected nonprofit organizations. The passing of the One Big Beautiful Bill Act by Congress also had significant implications for nonprofits. In the fall of 2025, FNA asked nonprofits a series of questions about those changes.

About 30% of Florida nonprofits feel their regular programs and services have been impeded by recent federal changes, decisions, and/or legislation. Later in this report, in question 24, 42% of nonprofits

indicated they are somewhat or very concerned about the “political climate” in 2026.

How have these federal changes affected nonprofits? Of the nonprofits that responded yes to question 17, 43% say they are now uncertain about the future of their federal funding, and 36% say their federal funding has been reduced or eliminated. 36% say they have increased demand for programs and services, and another 20% have been forced to reduce programming. Approximately 1 in 5 Florida nonprofits say their clients and/or staff have been targeted by the federal changes and that their specific mission, programs, or name has made the organization a target.

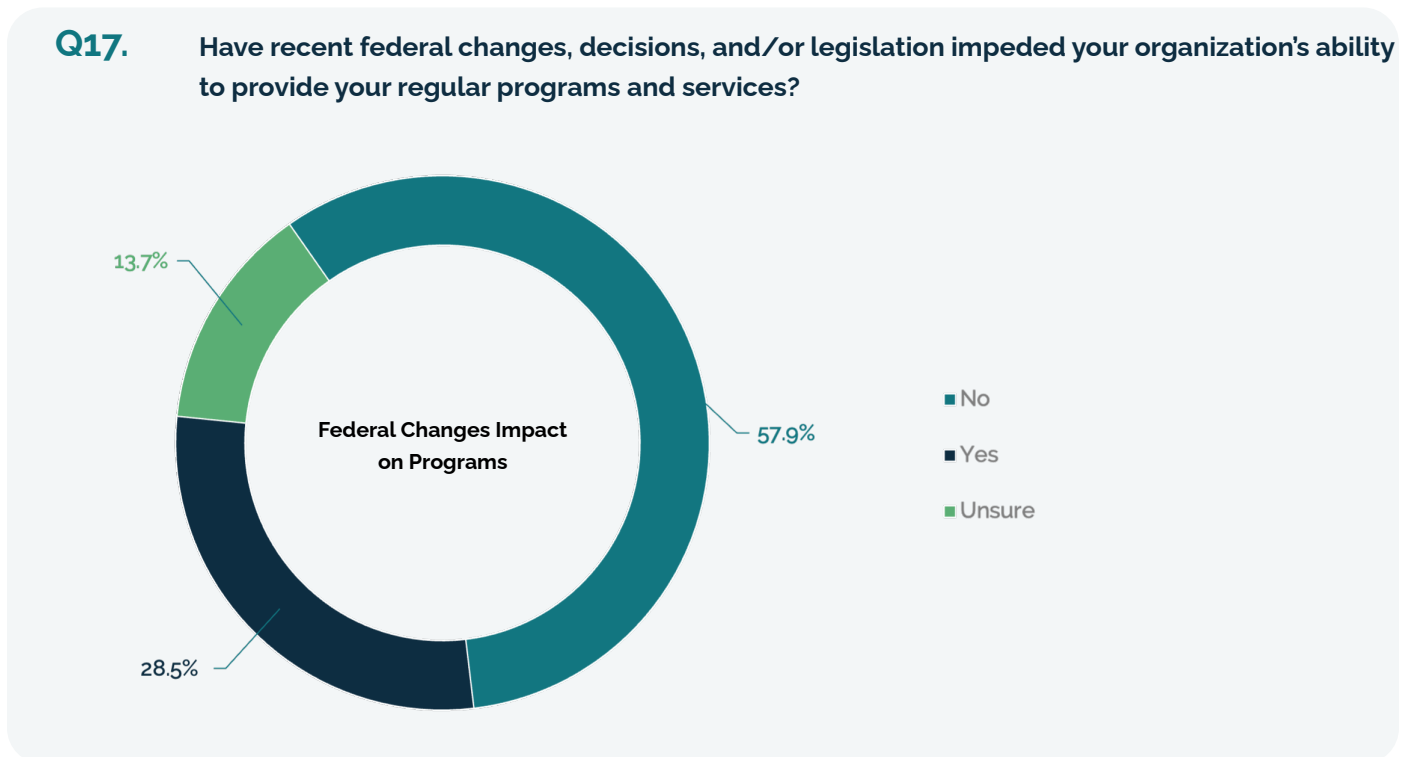
The activities and priorities at the federal level are adding to nonprofit staff stress. 34% of respondents say staff morale has decreased and/or staff burnout has increased in 2025.

Half of Florida nonprofits have reacted to these changes by relying on existing collaborations within the sector or building new ones. Other reactions by nonprofits include using or depleting reserve funds to fill funding gaps – which is a short term solution, doing scenario or contingency planning, and creating multiple budgets and/or plans. The good news is that organizations who have felt impacts because of the federal government generally feel very supported by their boards of directors. On a scale of 1 to 5, when asked how effective their board has been in supporting and protecting their organization, respondents gave their board an average score of 4.

Although the 2025 hurricane season produced no direct hits to Florida, 12% of nonprofits in the state were still experiencing effects from the very destructive 2024 hurricane season, a good reminder that storm recovery and rebuilding is not a short-term or cheap project. Those effects include:

- Damage to nonprofit facilities and/or property that has not yet been fixed (40%)
- Lost revenue from storm-related damage and/or from people relocating from the area hit by the storm and cost increases (24%)
- Increased demand from the community, especially in the areas of food, animal support, financial assistance, and transportation (17%)
- Lack of affordable housing and/or delays in rebuilding housing, which keep volunteers, donors, and clients out of the area (15%)

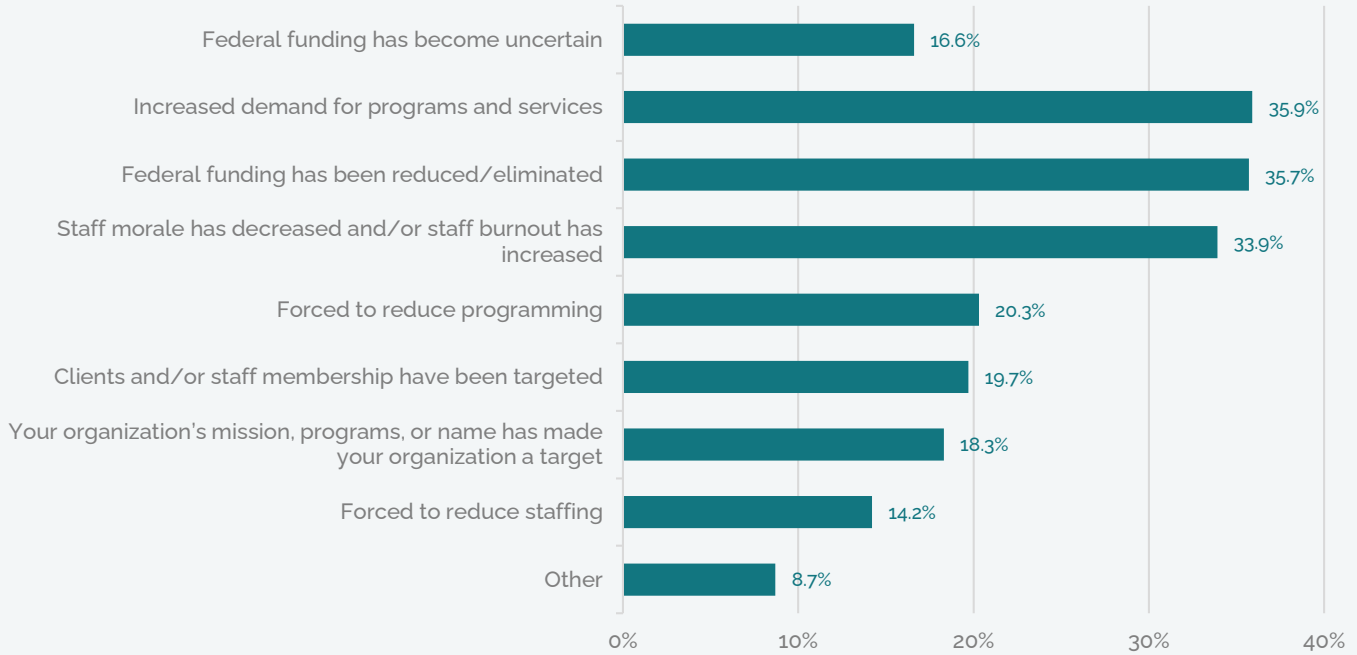
Despite this, 40% of Florida nonprofits still have no disaster preparedness plan in place. This number is slightly better than in 2024, but it's important that all Florida nonprofits take the time to create a disaster plan.



Q18. If yes to question 17, how has it impeded your organization? Select all that apply.

(If they have not impeded your organization, please skip this question.)

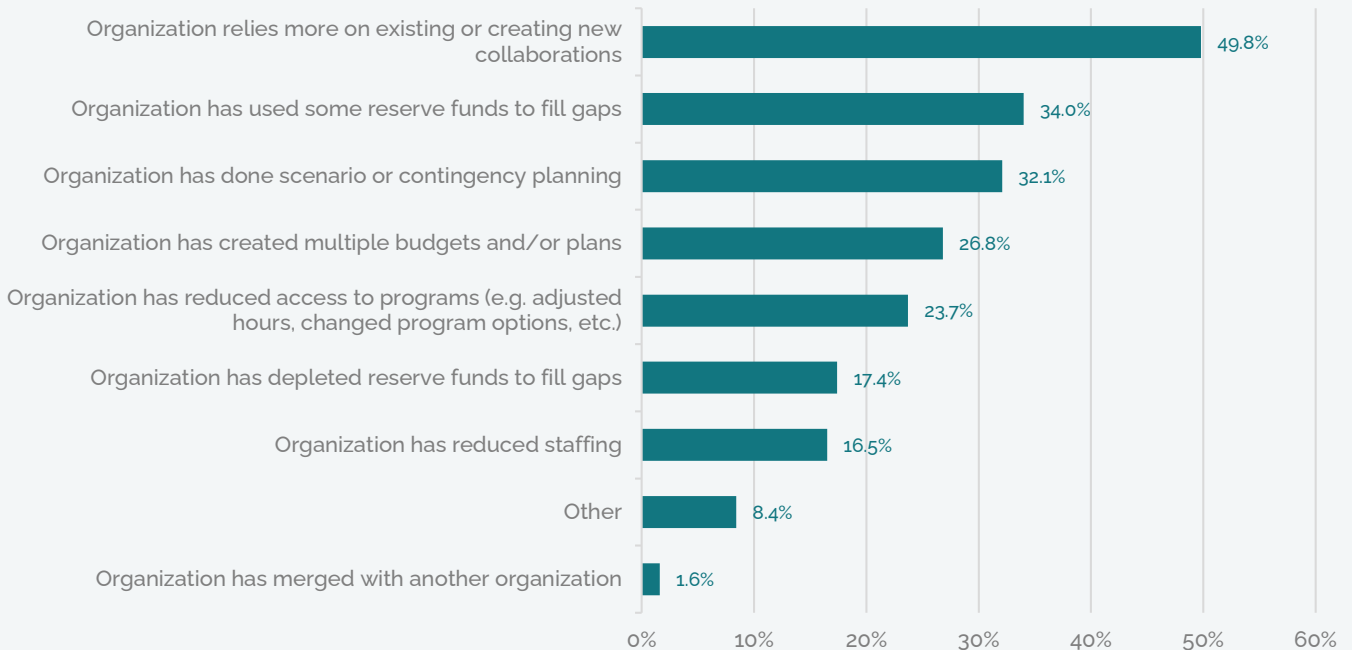
N=345



Q19. If yes to question 17, how have you reacted to the impediments? Please select all that apply.

(If they have not impeded your organization, please skip this question.)

N=321

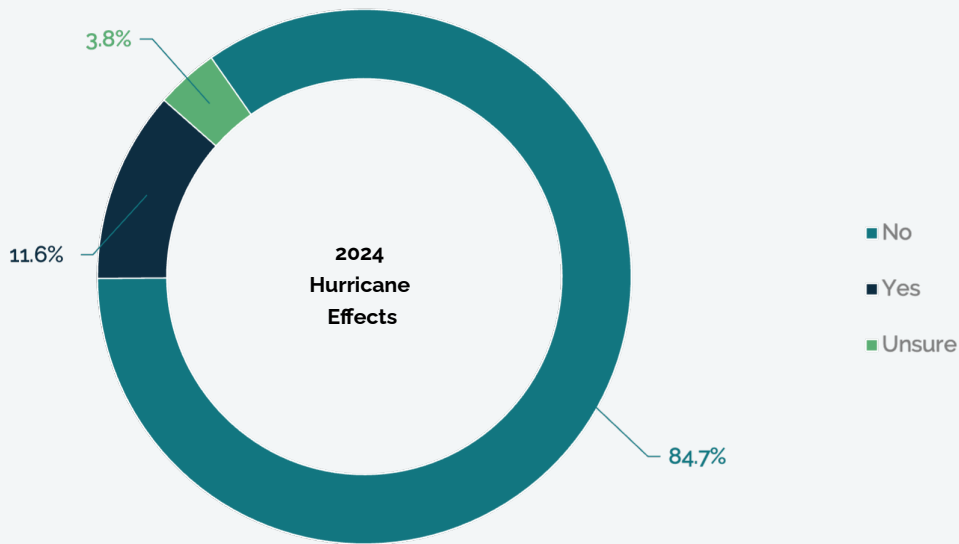


Q20. If yes to question 17, how effective has your Board been in supporting and protecting your organization?

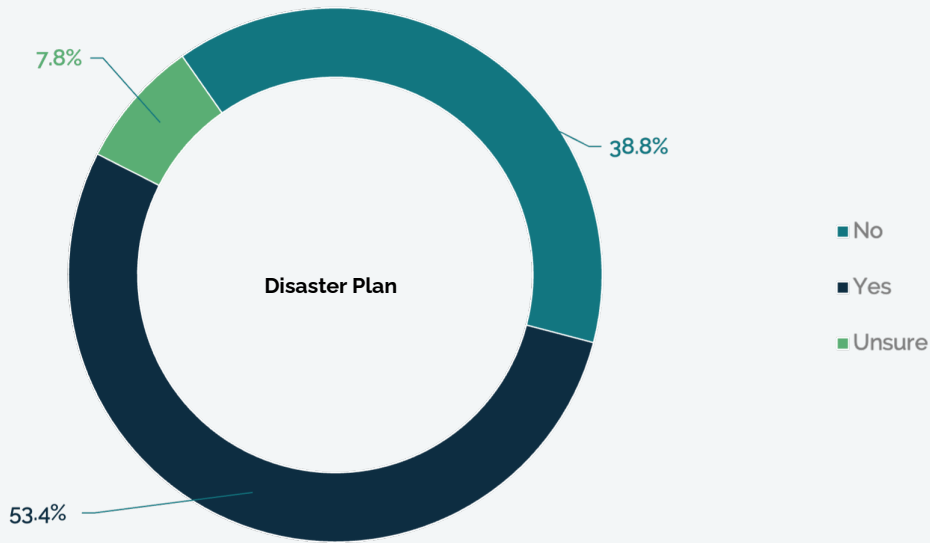
N=372



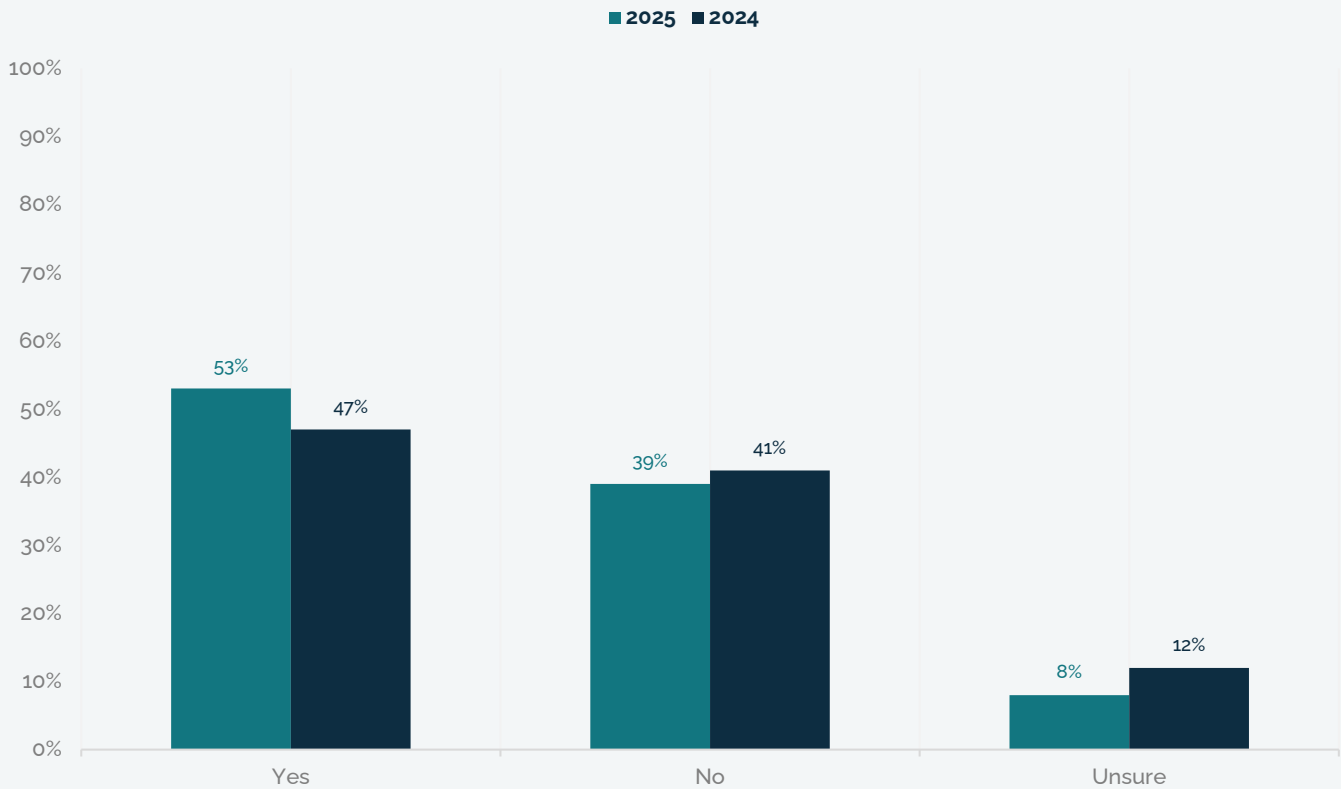
Q21. Is your organization still experiencing effects from the 2024 hurricanes?



Q22. Do you have a disaster preparedness plan in place for your organization?



YEAR TO YEAR COMPARISON



SECTION 08.

Barriers to Sustainability

Florida nonprofits continue to face a challenging operating environment marked by financial strain, workforce pressures, and rising community needs. Funding remains the most persistent and dominant barrier. Nearly half of organizations report fundraising activities turned out worse than expected this year (25% slightly worse, 10% much worse), and a quarter of nonprofits cite operational fundraising as their single biggest challenge, with another 20% naming program fundraising. This aligns with a five year trend in which fundraising has remained the top challenge, rising from 31% in 2021 to 43% in 2025. Looking ahead, 27% are very concerned about increased expenses, and 23% are very concerned about reduced future funding, underscoring ongoing financial instability.

Workforce and volunteer shortages also remain significant barriers. While most organizations reported staffing conditions were “the same” as expected, 25% experienced worse than expected difficulty filling staff positions, and 23% saw worse than expected access to volunteers. Human resources issues are challenging, and concerns about workforce shortages persist, with 26% somewhat or very concerned about filling staff positions. Volunteer availability

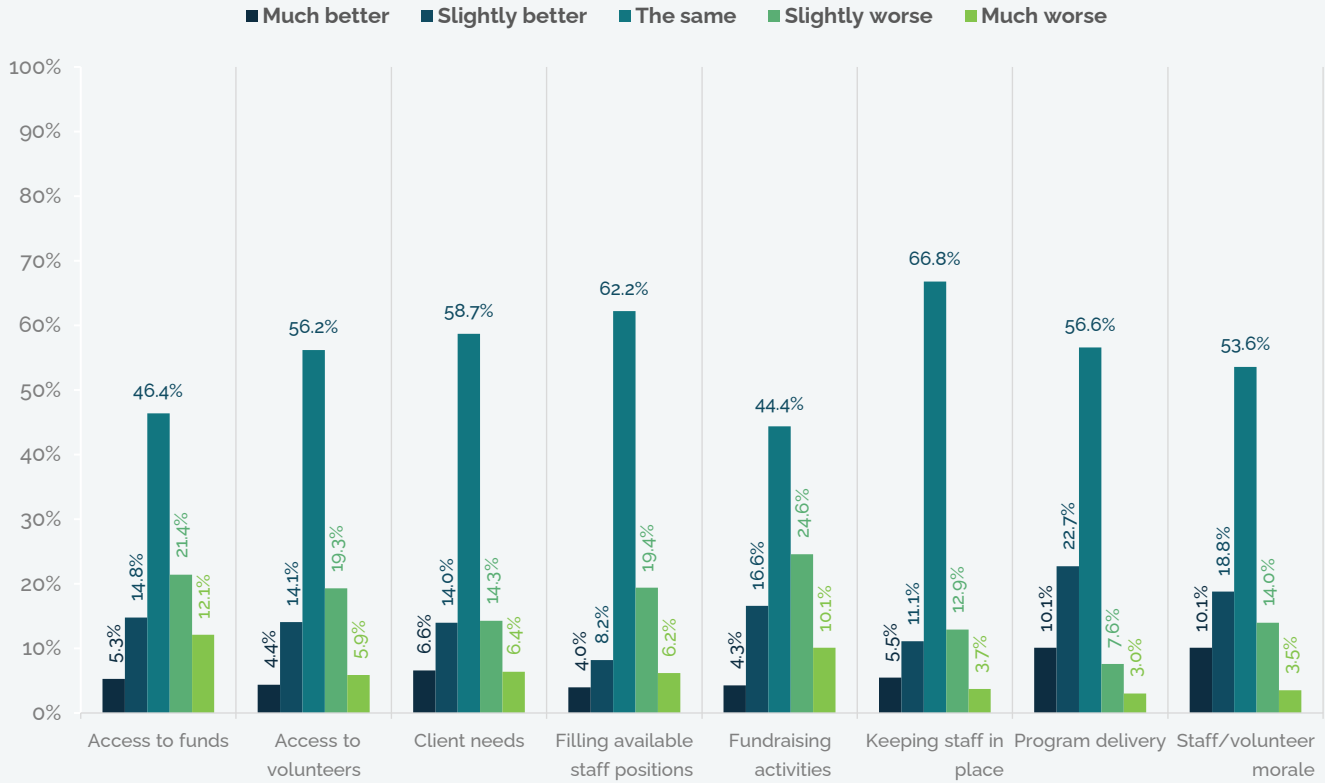
is also a notable future worry, with 30% expressing moderate to high concern.

Rising community needs add additional pressure. Although almost 60% said client needs matched expectations, 1 in 5 reported needs were worse than expected, and 8% identified meeting community demand as their biggest challenge. Looking forward, 42% are somewhat or very concerned about increased need for services, suggesting demand continues to outpace capacity.

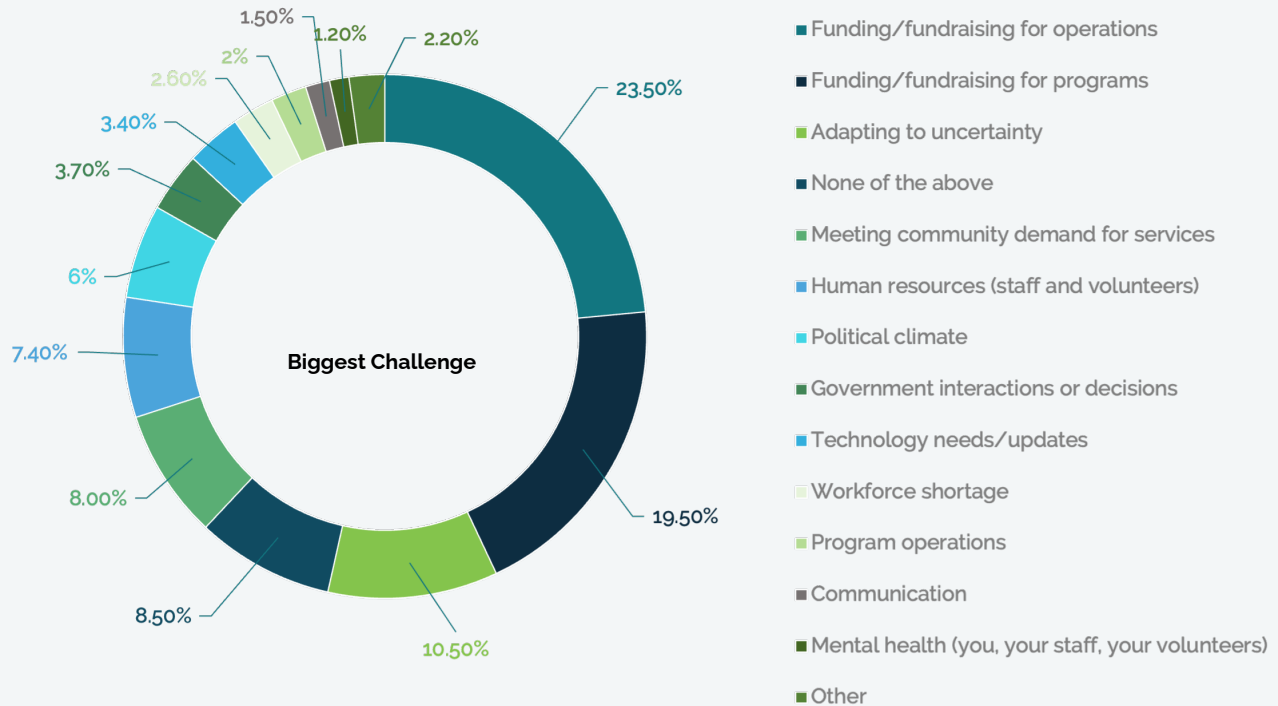
Operational and organizational capacity barriers also surface across the data. Nonprofits report high need for funding (65%), fundraising assistance (46%), volunteers (38%), and board engagement (37%). Capacity-building needs like community engagement (28% - a 5% increase from 2024), partnership development (27%), advocacy skills (26% - a 6% increase from 2024), and technology (23%) signal that many organizations lack the infrastructure required to adapt to uncertainty or scale services effectively.

Threats like closing, merging, or laying off staff remain fairly low at this time.

Q23. Think about what you expected to happen this year. Would you say the following are now better or worse than your expectations?



Q24. What is the biggest challenge you have faced this year? Please select one or write one answer in "other."



YEAR TO YEAR COMPARISON

	2025	2024	2023	2022	2021	2020
Funding/fundraising	43%	46%	42%	34%	31%	36%
None of the above	9%	12%	10%	11%	5%	NA
Human resources (staff and volunteers)	7%	10%	12%	8%	8%	10%
Meeting community demand for services	8%	7%	9%	8%	8%	NA
Adapting to uncertainty	11%	6%	6%	9%	15%	4%
Program operations	2%	4%	4%	4%	9%	34%
Technology needs/updates	3%	4%	5%	3%	NA	NA
Workforce shortage	3%	3%	4%	7%	NA	NA
Communication	2%	3%	2%	2%	2%	1%
Mental health (you, your staff, your volunteers)	1%	2%	2%	2%	2%	3%

Q25. How concerned are you about the following issues in the next 12 months?

Concerns	Not at all concerned	A little concerned	Somewhat concerned	Very concerned
Increased expenses	11.8%	30.1%	30.9%	27.2%
Political climate	37.1%	21.3%	17.1%	24.6%
Reduced future funding (2026 and beyond)	20.8%	36.0%	20.1%	23.1%
Loss of income/revenue	23.9%	36.0%	18.7%	21.4%
Increased need for services	27.5%	30.5%	22.4%	19.6%
Cash flow	22.7%	34.1%	23.9%	19.2%
Volunteer availability	36.0%	34.8%	19.0%	10.2%
Reduced ability to provide programming	39.6%	34.8%	15.8%	9.8%
Employee and staff health and wellbeing	41.3%	29.6%	20.1%	9.0%
Finding and retaining Board members	45.7%	27.5%	18.0%	8.8%

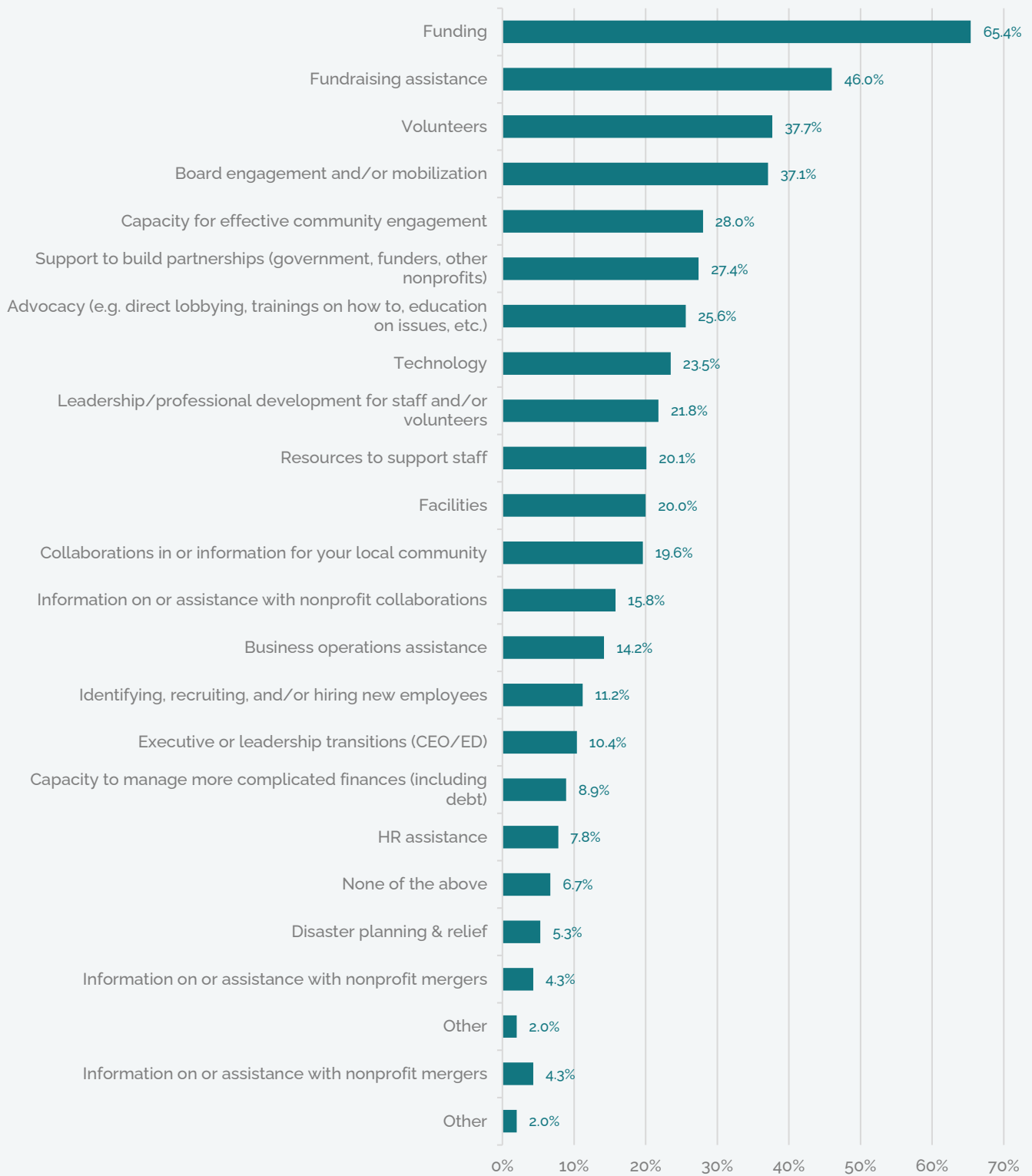
>> chart continued

Concerns	Not at all concerned	A little concerned	Somewhat concerned	Very concerned
Filling available staff positions/workforce shortage	43.5%	30.9%	18.1%	7.5%
Closing your doors	69.3%	18.0%	6.5%	6.2%
Laying off staff	74.2%	15.8%	5.5%	4.5%
Merging your organization with another one	85.4%	8.9%	3.8%	1.9%

YEAR TO YEAR COMPARISON: VERY CONCERNED RESPONSES

Year to Year Comparison	Very Concerned 2025	Very Concerned 2024	Very Concerned 2023	Very Concerned 2022	Very Concerned 2021	Very Concerned 2020
Cash flow	19%	17%	18%	19%	26%	NA
Closing your doors	6%	5%	6%	6%	10%	14%
Employee and staff health and well being	9%	5%	7%	10%	20%	NA
Filling available staff positions/workforce shortage	7%	7%	9%	12%	19%	NA
Increased expenses	27%	21%	24%	24%	23%	NA
Increased need for services	20%	14%	15%	18%	22%	26%
Laying off staff	4%	3%	3%	4%	7%	11%
Loss of income/revenue	21%	15%	14%	17%	27%	41%
Merging your organization with another one	2%	3%	3%	3%	5%	7%
Reduced ability to provide programs	10%	7%	7%	7%	13%	23%
Reduced future funding (beyond this year)	23%	15%	15%	15%	22%	34%
Volunteer availability	10%	10%	11%	12%	18%	NA

Q26. What resources does your organization need going forward? Select all that apply.



YEAR TO YEAR COMPARISON

	2025	2024	2023	2022
Advocacy	26%	20%	21%	23%
Business operations assistance	14%	14%	14%	15%
Capacity for effective community engagement	28%	23%	28%	25%
Capacity to manage more complicated finances (including debt)	9%	8%	8%	9%
Collaborations in or information for your local community	20%	20%	23%	21%
Funding	65%	61%	62%	60%
Fundraising assistance	46%	45%	45%	45%
HR assistance	8%	7%	7%	8%
Identifying and recruiting new employees	11%	11%	12%	16%
Information on or assistance with nonprofit collaborations	16%	16%	17%	18%
Information on or assistance with nonprofit mergers	4%	3%	NA	3%
Leadership/professional development for staff and/or volunteers	22%	19%	20%	20%
Support to build partnerships (government, funders, other nonprofits)	27%	23%	24%	22%
Technology	24%	20%	21%	20%
Volunteers	38%	40%	42%	41%
None of the above	7%	10%	10%	11%

SECTION 09.

Moving Forward: Sharing in the Support of Florida Nonprofits

The 2025 Florida Nonprofits Survey makes one reality clear: Florida's nonprofit organizations remain deeply committed to serving their communities, but the conditions under which they operate continue to grow more challenging. Rising demand for services, persistent fundraising difficulties, workforce strain, financial vulnerability, and ongoing uncertainty are placing sustained pressure on the sector.

Despite these challenges, nonprofits across Florida continue to adapt, collaborate, and show up for their communities every day. Their resilience, however, should not be confused with unlimited capacity. The data in this report demonstrate that without coordinated and intentional support, the pressures facing nonprofits will increasingly limit their ability to plan, respond, and sustain services over the long term.

Supporting Florida nonprofits requires action from many directions. The following calls to action outline meaningful ways different stakeholders, including funders and philanthropy leaders, elected officials, business, and nonprofits themselves, can help strengthen the sector and ensure nonprofits remain able to serve communities across the state.

What Nonprofits Can Do

- Prioritize sustainability alongside mission delivery. Even in times of high demand, investing in strategic planning, financial planning, building reserves, staff support, and realistic growth strategies are critical to long-term stability.
- Lean into collaboration. Partnerships with other nonprofits, local governments, and community organizations can reduce duplication, expand reach, and strengthen collective impact, especially during periods of uncertainty.
- Communicate needs clearly. Transparent storytelling about challenges, costs, and impact helps funders, policymakers, and the public better understand what nonprofits need to succeed.
- Invest in your people. Support staff and volunteers through stressful times and challenging work with competitive pay. If you can't afford that right now, consider less expensive benefits, like more time off or wellness supports.

What Funders and Philanthropic Partners Can Do

- Provide flexible, unrestricted funding. General operating support allows nonprofits to respond to rising expenses, invest in staff, and adapt programs as community needs evolve.
- Offer multi-year commitments when possible. Predictable funding improves planning and reduces the cycle of constant fundraising.
- Reduce administrative burden. Streamlined applications, realistic reporting requirements, and trust-based philanthropy free up staff time for mission-focused work.
- Support the workforce. Allow grant funds to be used for compensation, benefits, professional development, and wellness supports.

What Individuals and Communities Can Do

- Give consistently, not just during crises. Recurring donations, even modest ones, provide stability in an unpredictable funding environment.
- Volunteer skills as well as time. Expertise in finance, technology, communications, governance, or fundraising can be as valuable as direct service.
- Serve on nonprofit boards. Engaged board members strengthen governance, expand networks, and support organizational resilience.
- Advocate locally. Sharing nonprofit impact stories with community leaders helps elevate the sector's role and value.

What Elected Officials and Policymakers Can Do

- Engage nonprofits as partners. Nonprofits bring essential on-the-ground, unbiased, and expert knowledge that can improve policy design and implementation.
- Ensure timely and reliable government funding. Predictable contracts, prompt reimbursements, and clear guidance are critical to nonprofit stability.
- Reduce administrative complexity. Simplifying compliance requirements allows nonprofits to focus limited capacity on service delivery.

Florida's nonprofit sector is a cornerstone of the state's social and economic well-being. The organizations reflected in this survey educate children, care for seniors, respond to disasters, protect natural resources, support families, and strengthen communities every day. Their ability to continue this work depends on collective action.

By investing in nonprofits as trusted partners, strengthening the systems that support them, and recognizing both their resilience and their limits, Florida can ensure that its nonprofit sector remains strong, responsive, and sustainable. The challenges documented in this report are significant, but with shared responsibility and intentional support, they are not insurmountable.

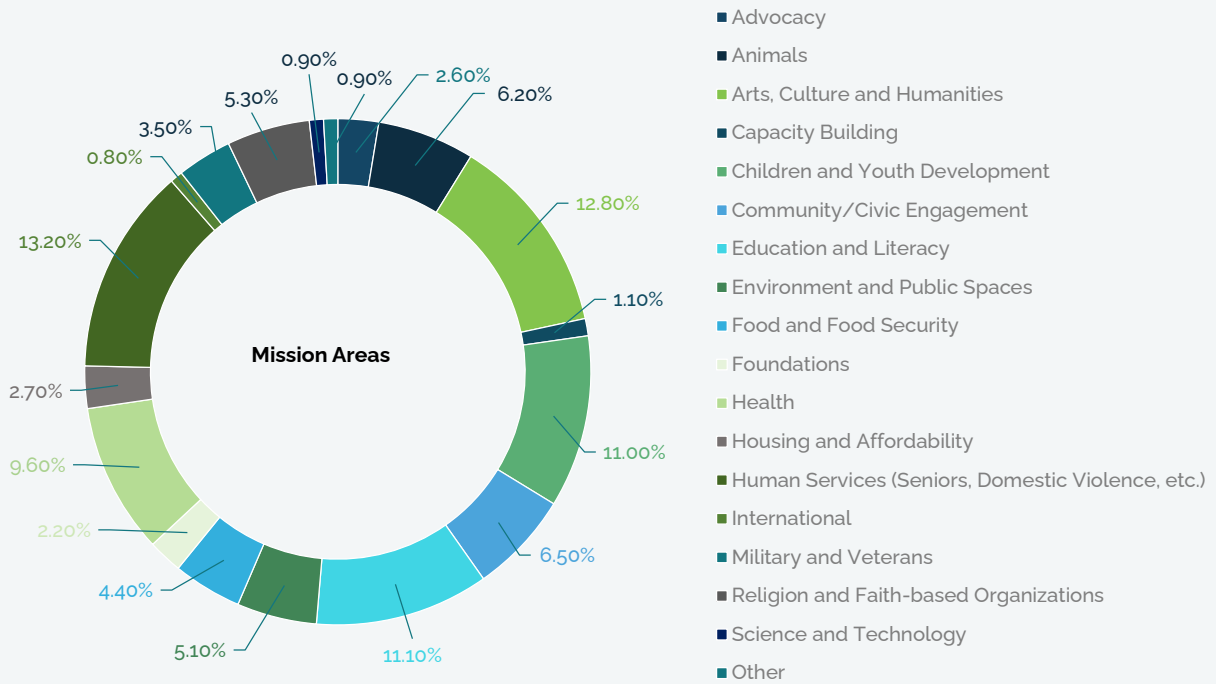
Florida Nonprofit Alliance remains committed to advancing the nonprofit sector through research, advocacy, education, and collaboration and to working with partners across the state to support Florida's nonprofits and the communities they serve.

SECTION 10.

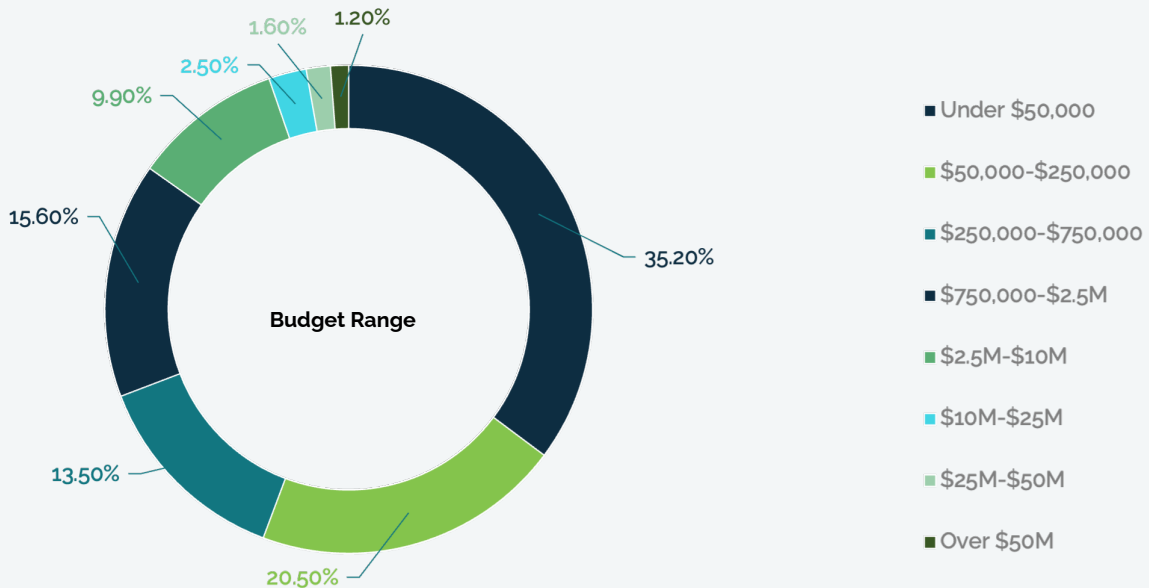
Demographics of Survey Respondents

1,082 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, 2023, and 2024 Nonprofits Survey.

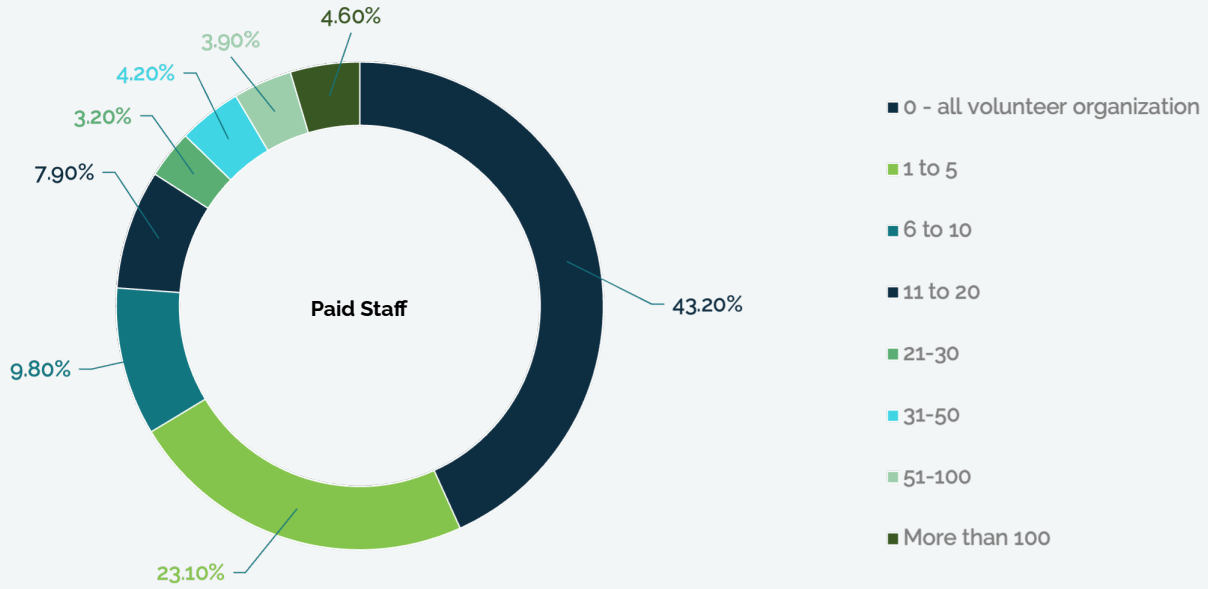
Q27. What area best describes your mission work?



Q28. What is the budget range for your organization?

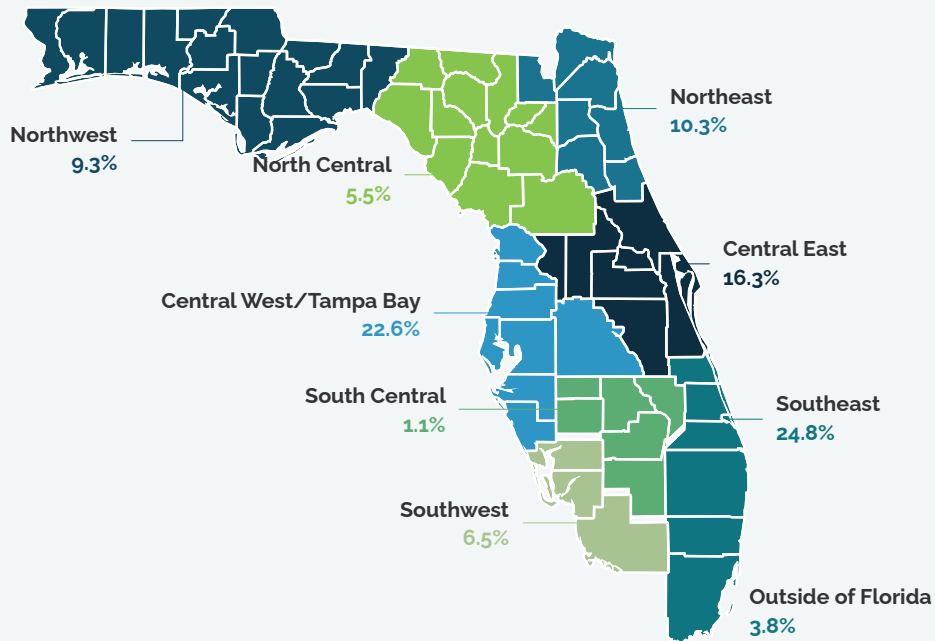


Q29. How many total paid staff members (full and part-time combined) does your organization have?



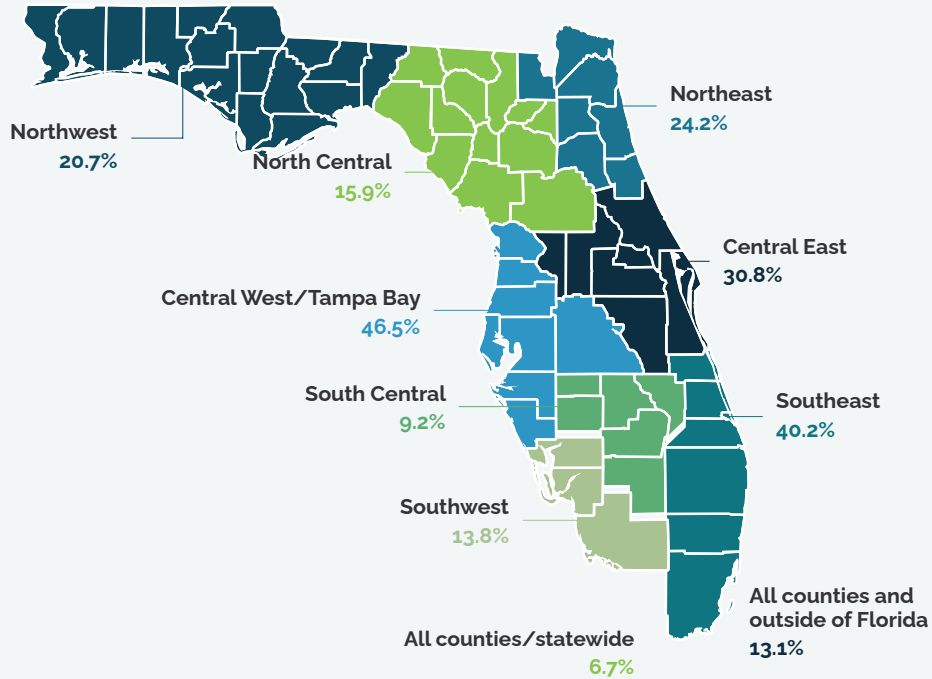
Q30. What county is your organization headquartered in? Select only one.

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



Q31. 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 counties (excluding those who serve statewide and outside of Florida). Number of responses by county is available upon request.



SECTION 11.

Regional Analysis

The 2025 Florida Nonprofits Survey includes regional breakdowns for a selection of the questions. For most questions, there is little difference between the eight regions in Florida. This section highlights notable differences between the regions, although the differences are sometimes slight.

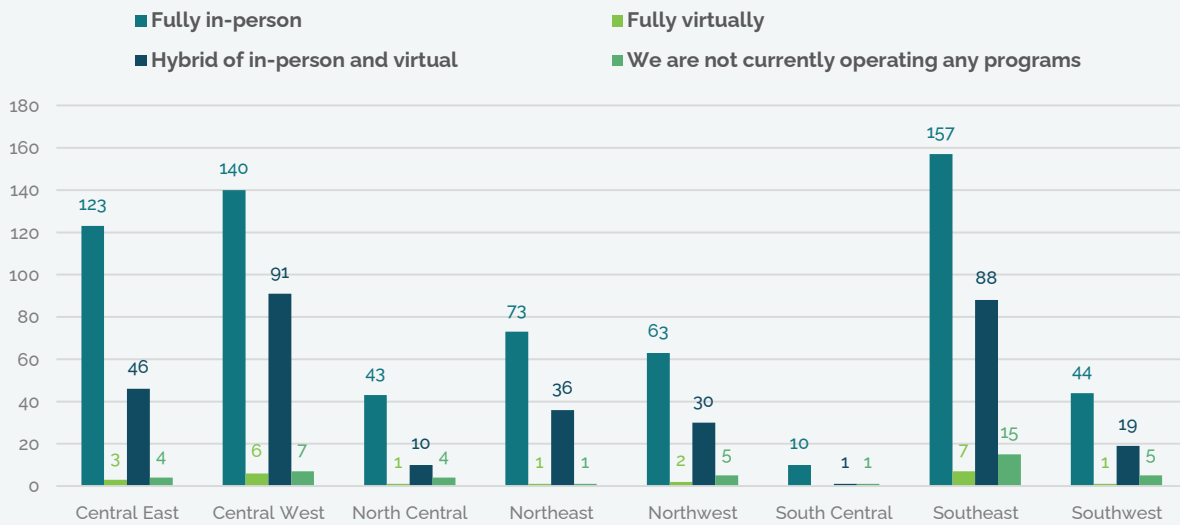
For specific regional inquiries, please contact Leah McDermott at:

lmcdermott@flnonprofits.org.

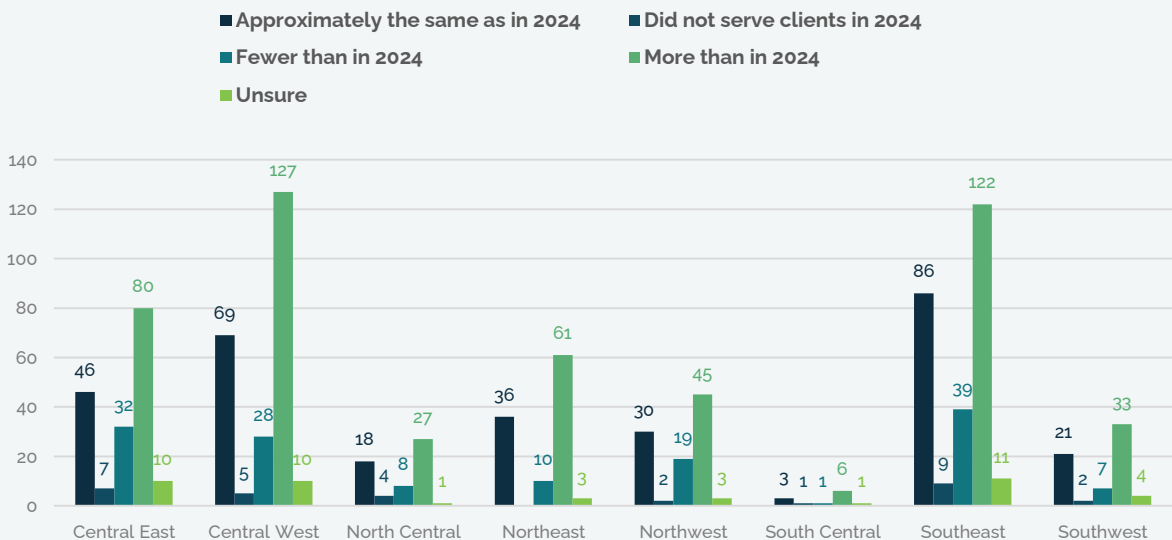
Programs and Services

- **Central West, Southeast, and Northeast** regions are the most likely to be offering hybrid services.
- **South Central** and **North Central** have the highest percentages of in-person services out of all the regions.
- **Northeast** and **Central West** have the highest percentages of nonprofits serving more clients in 2025 than in 2024.
- **Northwest** and **Central East** had the highest percentage of nonprofits serving fewer clients in 2025 than in 2024.

Q2. How are you currently operating your programs?



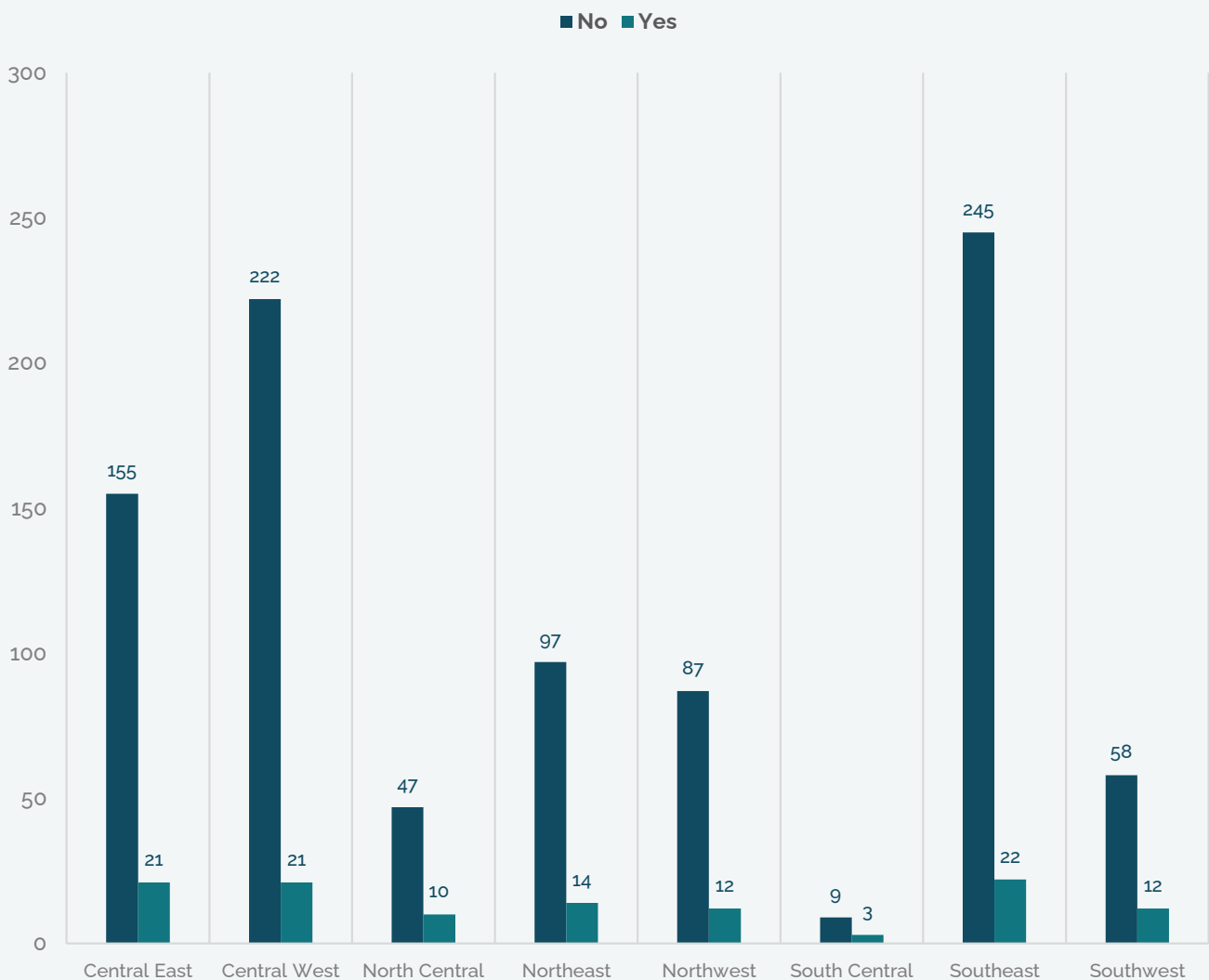
Q3. Compared to 2024, how many clients have you served in 2025?



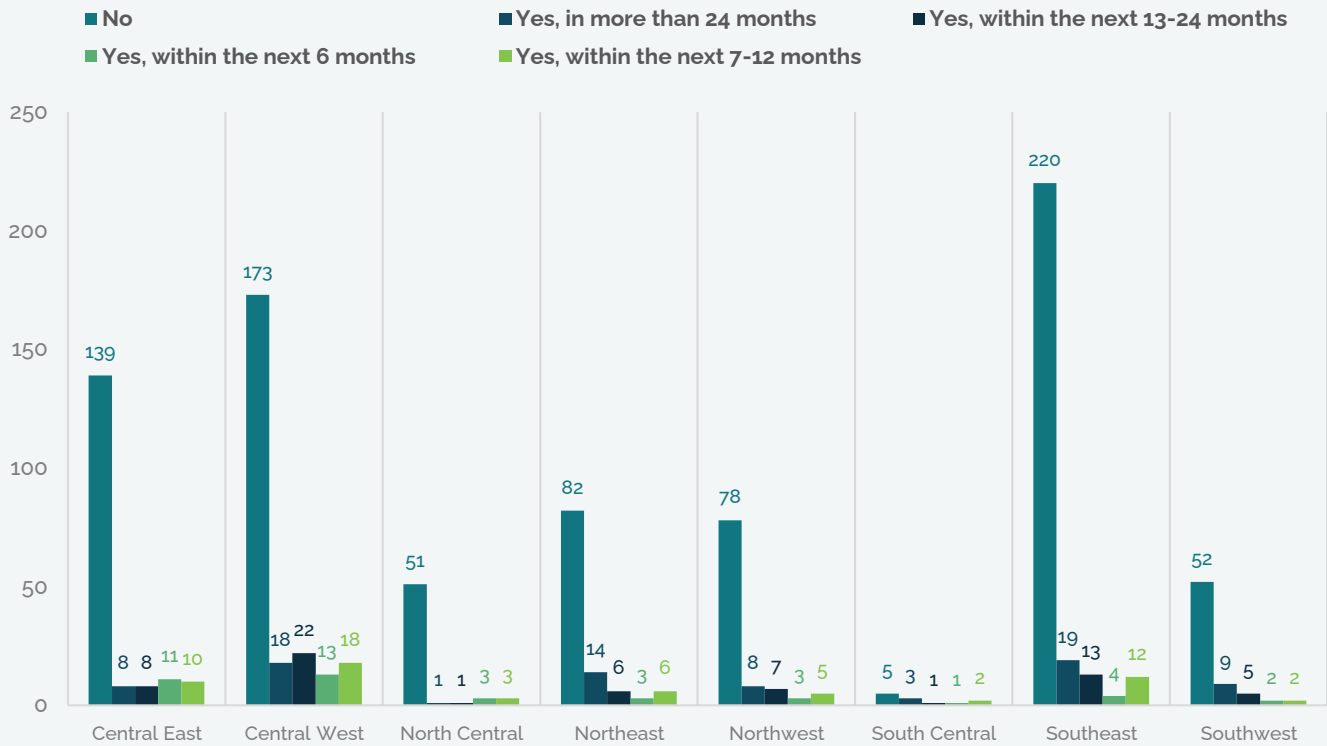
Executive Transitions

- The **South Central** region had the largest percentage of CEO turnovers in the state, followed by **North Central** and **Southwest**.
- The **Southeast** and **Central West** regions are less likely to have had a CEO change in 2025.
- The **South Central** region is also expecting the most turnover in the next two years, followed by **Central West**.

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



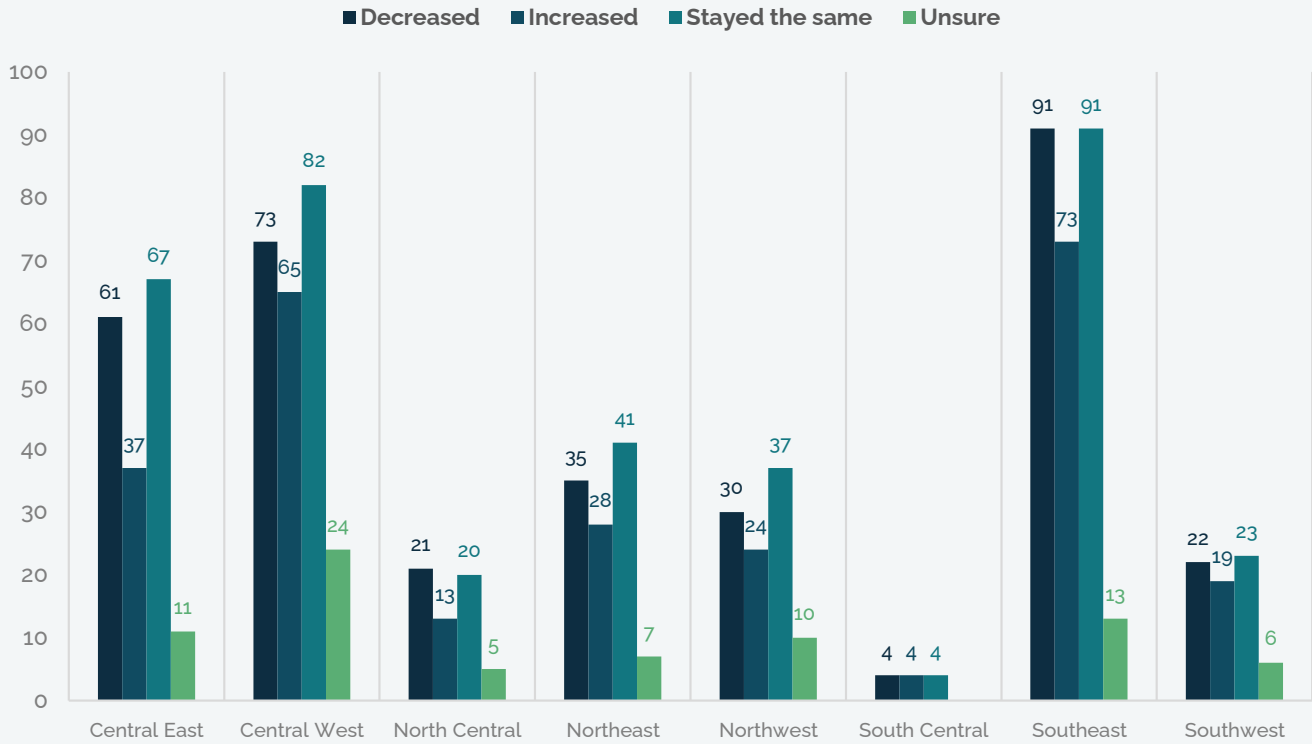
Q8. Do you anticipate a turnover in the CEO/ED position at your organization?



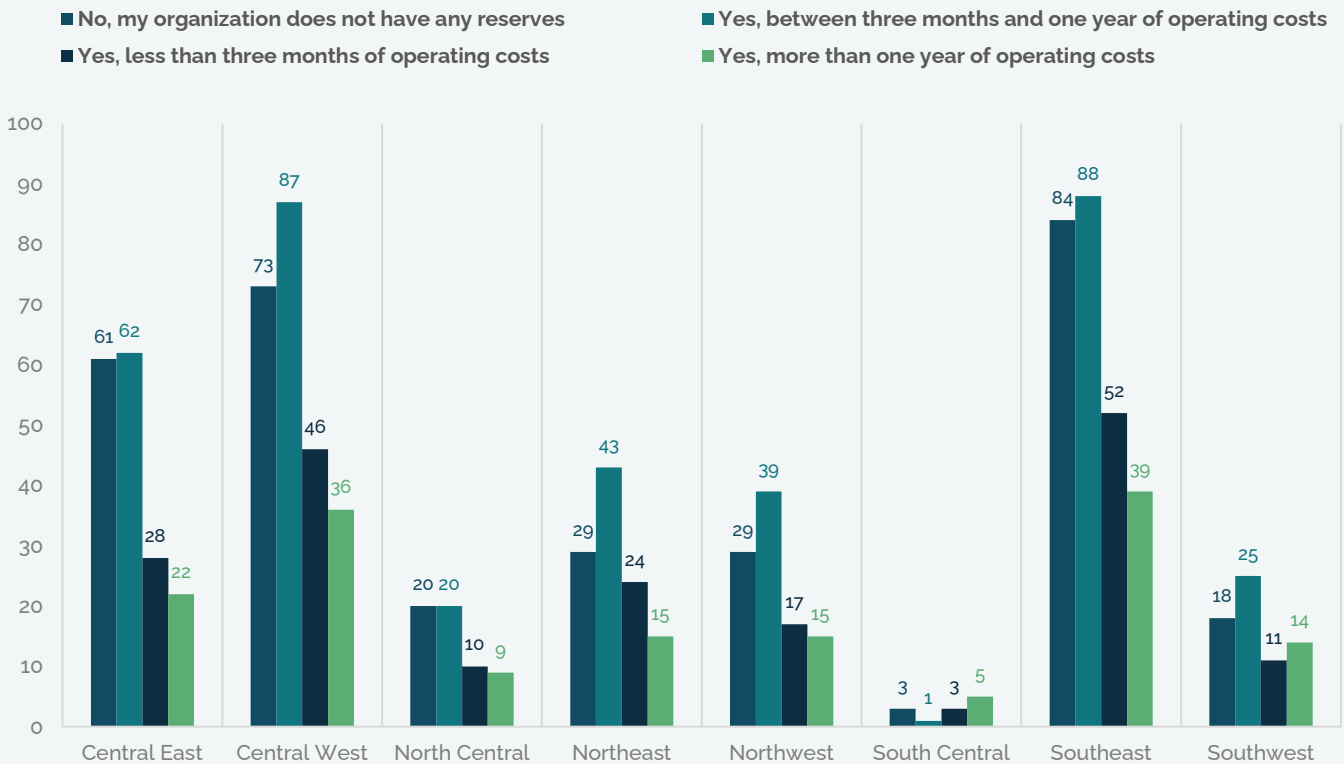
Financial Health

- The **North Central** and **Central East** regions were slightly more likely to see a decrease in unrestricted revenue in 2025 than the other regions.
- The **Central East**, **Northeast**, and **Northwest** regions were slightly more likely to have unrestricted revenue stay at the same level as in 2024.
- The **Central West**, **South Central**, **Southeast**, and **Southwest** regions were slightly more likely to see an increase in unrestricted revenue in 2025.
- Organizations in **South Central**, **Southwest**, and **Northeast** are more likely to have reserves.
- The **Central East** and **North Central** regions are slightly less likely to have reserves.

Q9. Has your unrestricted revenue in 2025:



Q12. Does your organization have reserve funds?

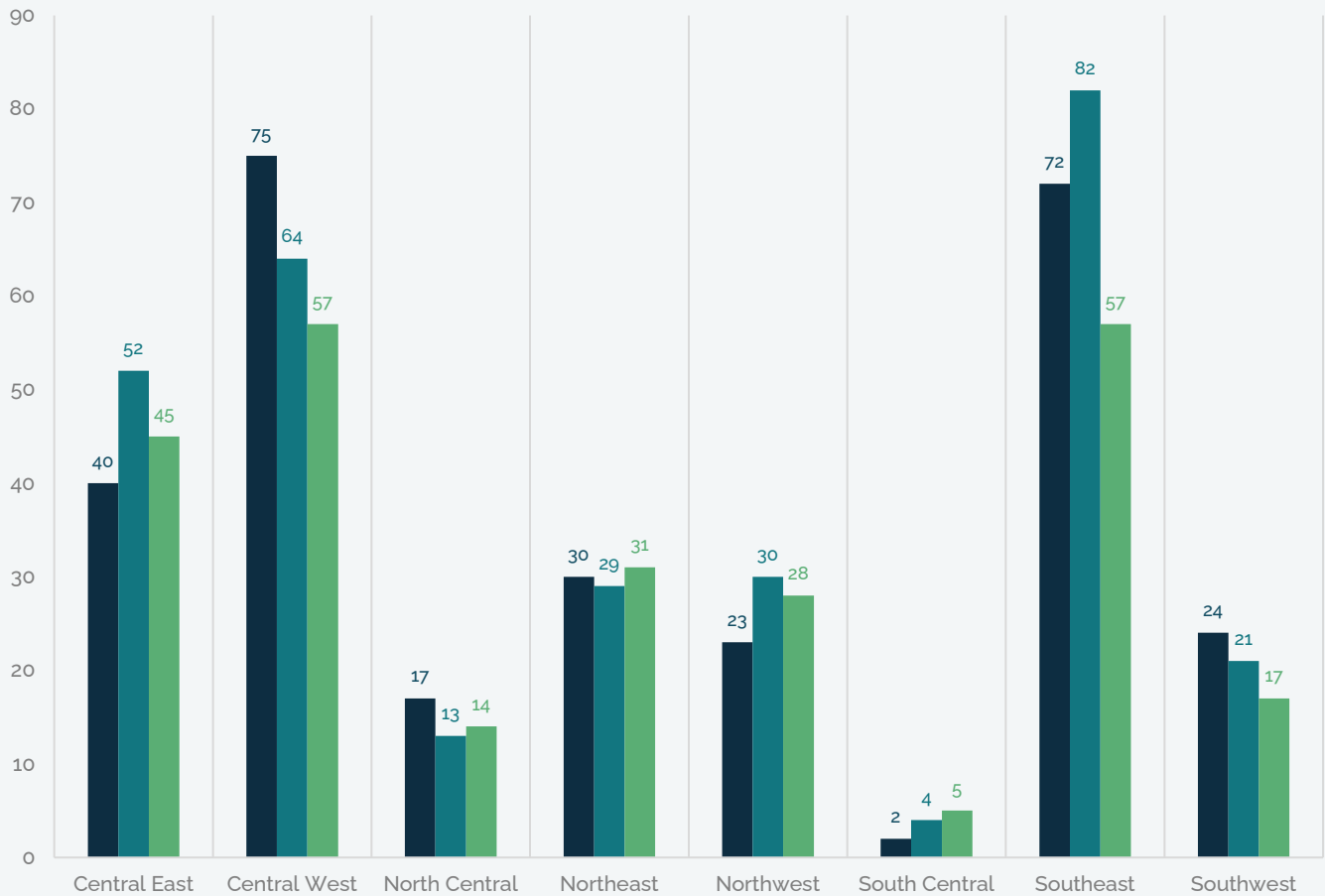


Fundraising

- **Southeast, Central East, and Northwest** regions had slightly more organizations that raised less money in 2025 than in 2024.
- The **South Central** region had the highest percentage of nonprofits that raised more money in 2025, compared to 2024.

Q13. How did your fundraising activities in 2025 compare to your fundraising activities in 2024?

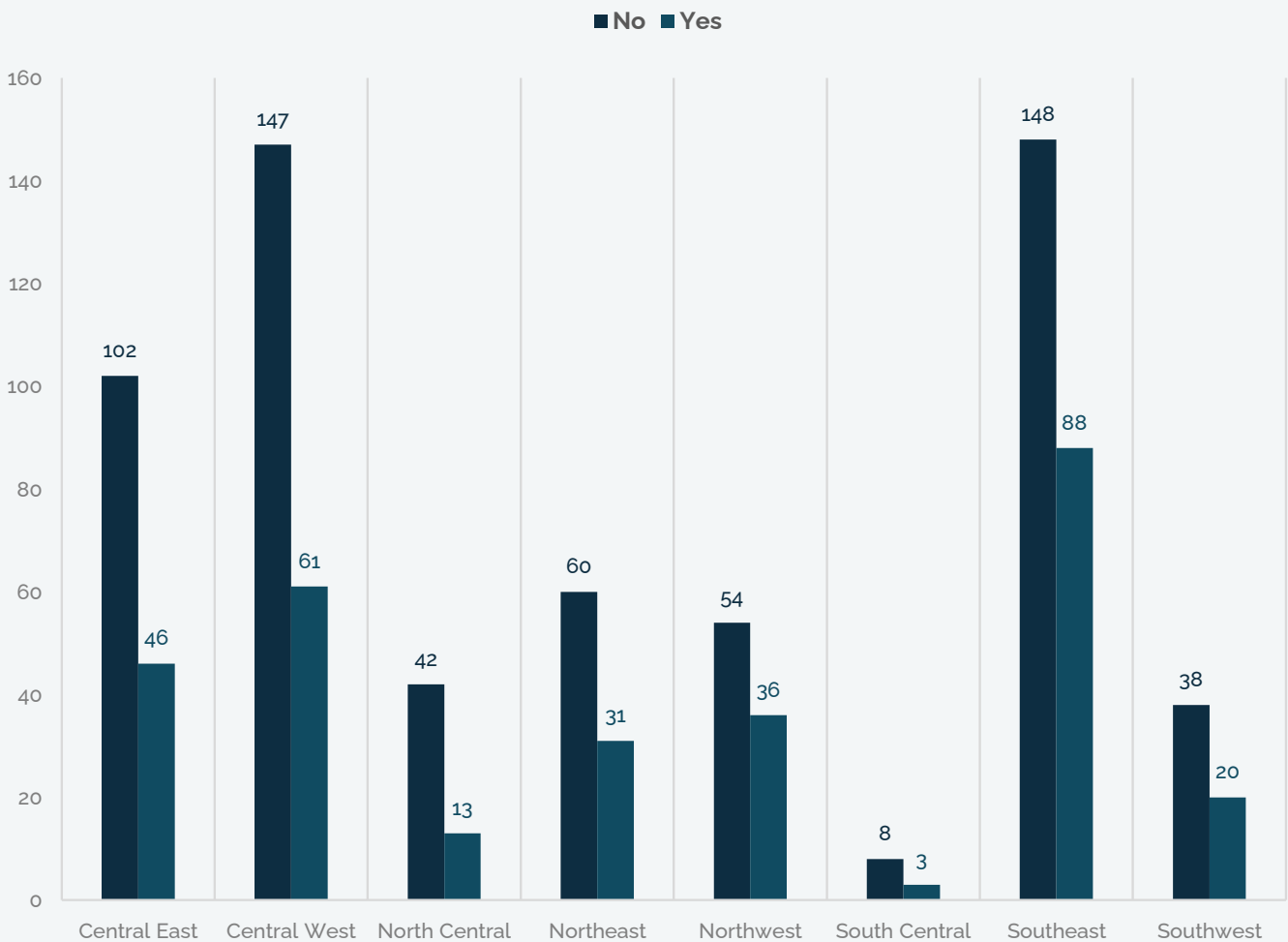
- They have generated approximately the same amount of income in 2025
- They have generated less income in 2025
- They have generated more income in 2025



Federal Changes

- The **Northwest** and **Southeast** regions had the highest percentage of nonprofits affected by recent federal changes.
- **South Central** and **North Central** had the lowest percentage of nonprofits affected by recent federal changes.

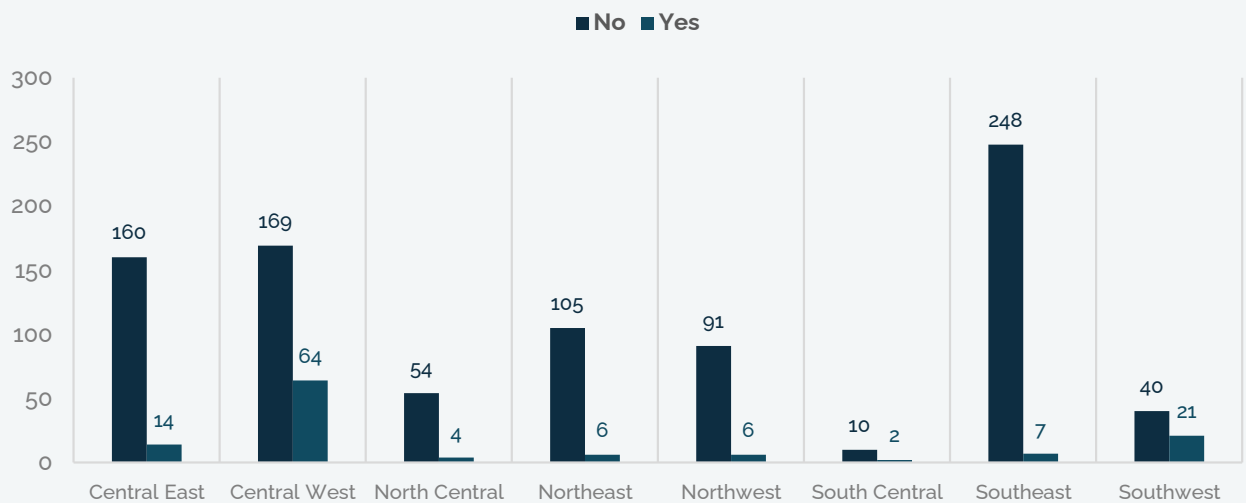
Q17. Have recent federal changes, decisions, and/or legislation impeded your organization's ability to provide your regular programs and services?



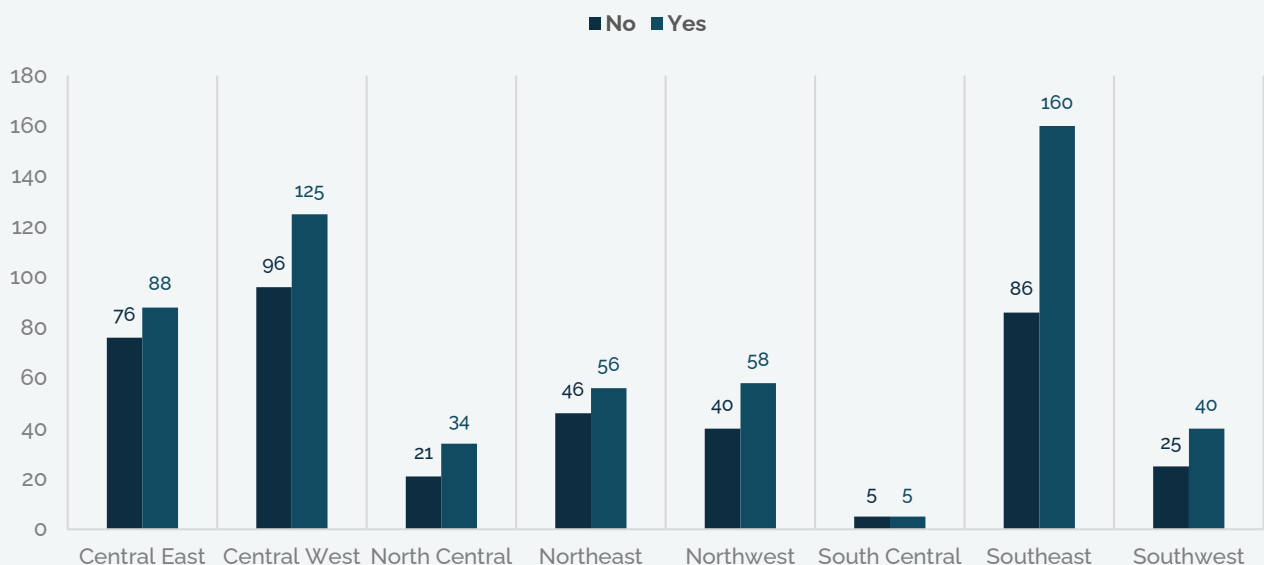
Hurricane Recovery and Preparedness

- The **Southwest, Central West**, and **South Central** are by far the regions that are still experiencing the most effects from the 2024 hurricanes.
- **South Central, East Central**, and **Northeast** are the regions least likely to have a disaster plan.
- The **Southeast, Southwest**, and **North Central** regions have the highest percentages of nonprofits with disaster plans.

Q21. Is your organization still experiencing effects from the 2024 hurricanes?



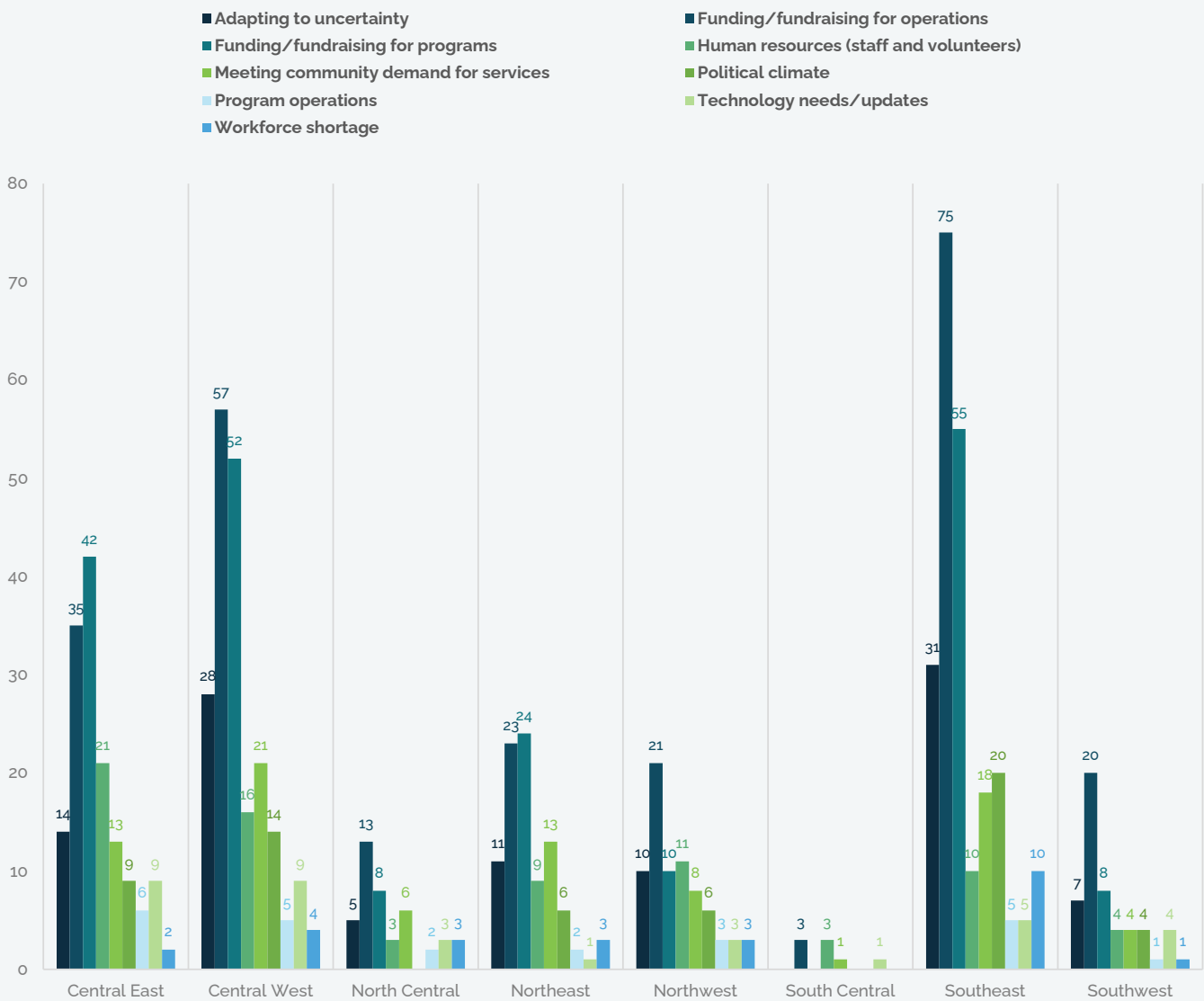
Q22. Do you have a disaster preparedness plan in place for your organization?



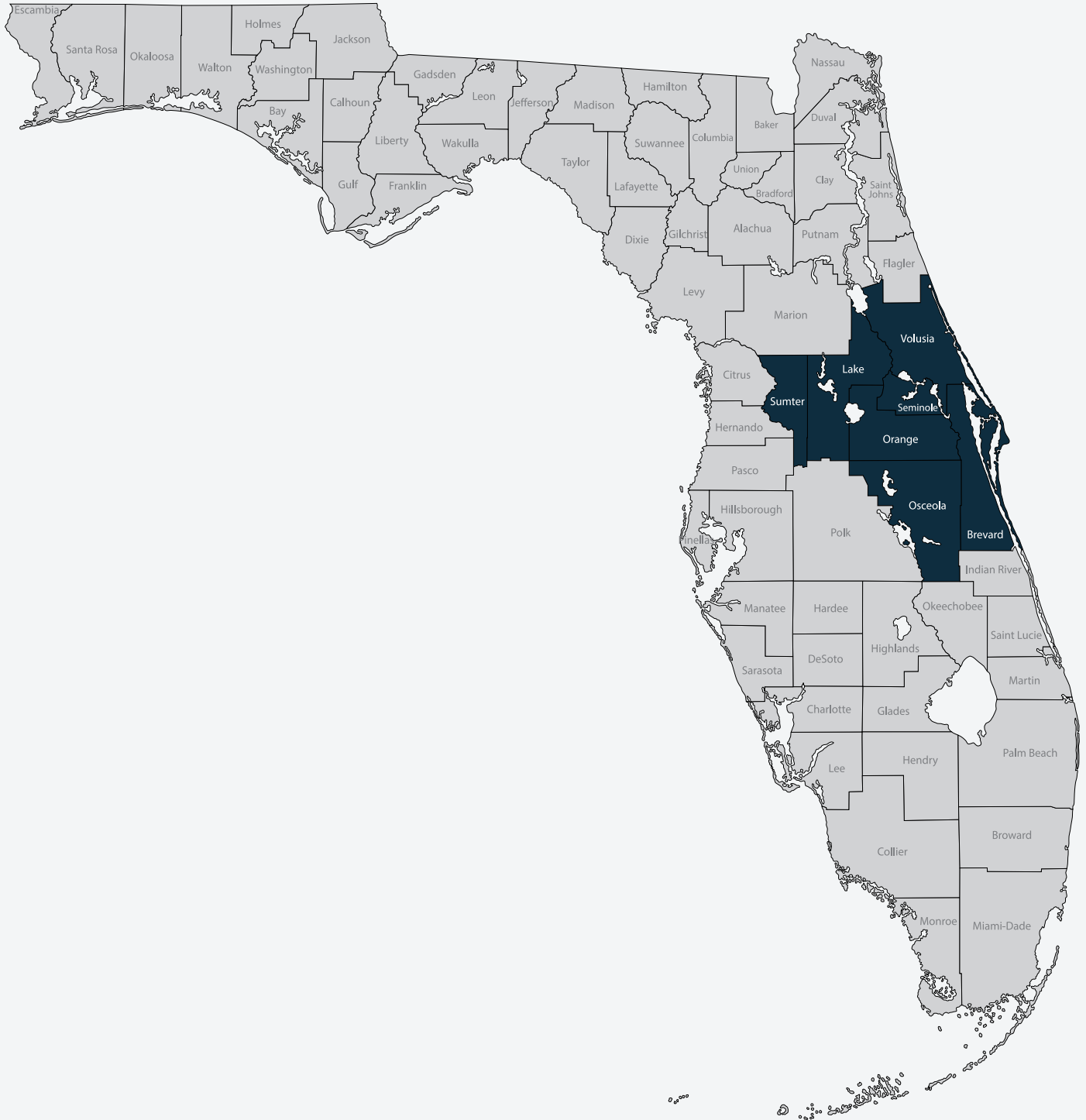
Challenges

- Funding/fundraising for operations was the top challenge for nonprofits in the **Central West, North Central, Northwest, South Central, Southeast,** and **Southwest** regions.
- Only two regions had a different top challenge (**Central East** and **Northeast**), and it was funding/fundraising for programs.

Q24. What is the biggest challenge you have faced this year? Please select one or write your answer in "other."



Central East



01 PROGRAMS AND SERVICES

- 70% of nonprofits are providing services fully in-person; 26% are providing services in a hybrid manner.
- 46% of nonprofits served more clients in 2025 than in 2024; 26% served the same amount; and 18% served fewer.

02 EXECUTIVE TRANSITIONS

- 12% of organizations had a change in CEO or Executive Director leadership in 2025.
- 16% of nonprofits will have a CEO change in the next two years.

03 FINANCIAL HEALTH

- 21% of nonprofits saw an increase in unrestricted revenue; 35% saw a decrease; and 38% had unrestricted revenue remain the same as in 2024.
- 35% of organizations have no reserves, and another 16% have less than three months of operating costs in reserve.

04 FUNDRAISING

- 33% of nonprofits raised more money in 2025 than in 2024; 38% raised less; and 29% held at the same amount as the previous year.

05 FEDERAL CHANGES

- 31% of nonprofits have had their programs and services impacted by recent federal changes, decisions, and/or legislation.

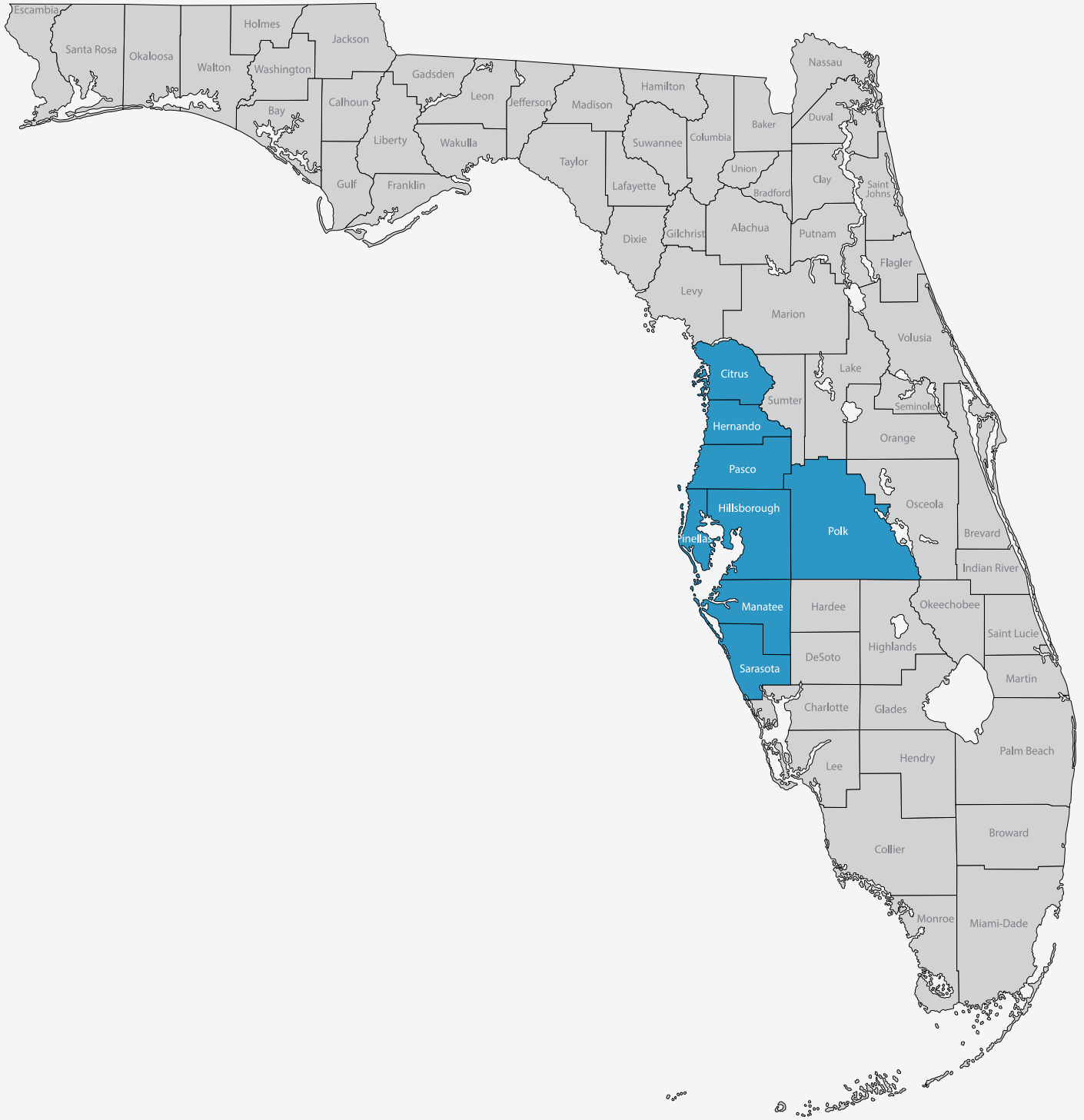
06 HURRICANE RECOVERY AND PREPAREDNESS

- Only 8% of nonprofits in this region are still experiencing effects from the 2024 hurricane season.
- 46% of organizations do not have a disaster preparedness plan in place.

07 TOP CHALLENGES

- The top challenges for the region were funding/fundraising for programs (28%); funding/fundraising for operations (23%); and human resources (staff and volunteers) (14%).

Central West/Tampa Bay Region



01 PROGRAMS AND SERVICES

- 57% of nonprofits are providing services fully in-person; 37% are providing services in a hybrid manner.
- 53% of nonprofits served more clients in 2025 than in 2024; 29% served the same amount, and 12% served fewer.

02 EXECUTIVE TRANSITIONS

- 9% of organizations had a change in CEO or Executive Director leadership in 2025.
- 22% of nonprofits will have a CEO change in the next two years.

03 FINANCIAL HEALTH

- 27% of nonprofits saw an increase in unrestricted revenue; 30% saw a decrease; and 34% had unrestricted revenue remain the same as in 2024.
- 30% of organizations have no reserves, and another 19% have less than three months of operating costs in reserve.

04 FUNDRAISING

- 29% of nonprofits raised more money in 2025 than in 2024; 33% raised less; and 38% held at the same amount as the previous year.

05 FEDERAL CHANGES

- 29% of nonprofits have had their programs and services impacted by recent federal changes, decisions, and/or legislation.

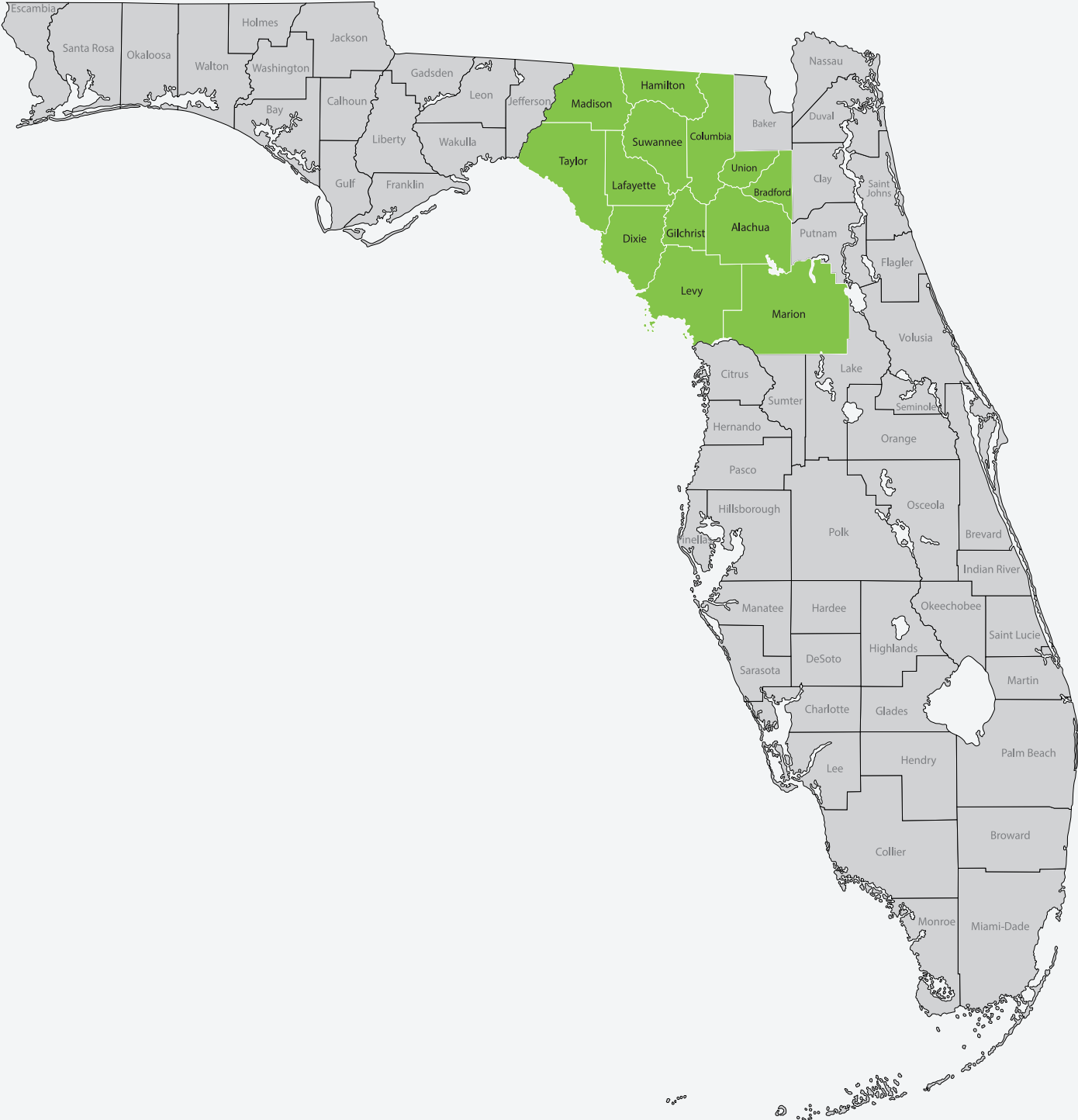
06 HURRICANE RECOVERY AND PREPAREDNESS

- 27% of nonprofits in this region are still experiencing effects from the 2024 hurricane season.
- 43% of organizations do not have a disaster preparedness plan in place.

07 TOP CHALLENGES

- The top challenges for the region were funding/fundraising for operations (28%); funding/fundraising for programs (25%); and adapting to uncertainty (14%).

North Central



01 PROGRAMS AND SERVICES

- 74% of nonprofits are providing services fully in-person; 17% are providing services in a hybrid manner.
- 47% of nonprofits served more clients in 2025 than in 2024; 31% served the same amount, and 14% served fewer.

02 EXECUTIVE TRANSITIONS

- 18% of organizations had a change in CEO or Executive Director leadership in 2025.
- 12% of nonprofits will have a CEO change in the next two years.

03 FINANCIAL HEALTH

- 22% of nonprofits saw an increase in unrestricted revenue; 36% saw a decrease; and 34% had unrestricted revenue remain the same as in 2024.
- 34% of organizations have no reserves, and another 17% have less than three months of operating costs in reserve.

04 FUNDRAISING

- 32% of nonprofits raised more money in 2025 than in 2024; 30% raised less; and 39% held at the same amount as the previous year.

05 FEDERAL CHANGES

- 24% of nonprofits have had their programs and services impacted by recent federal changes, decisions, and/or legislation.

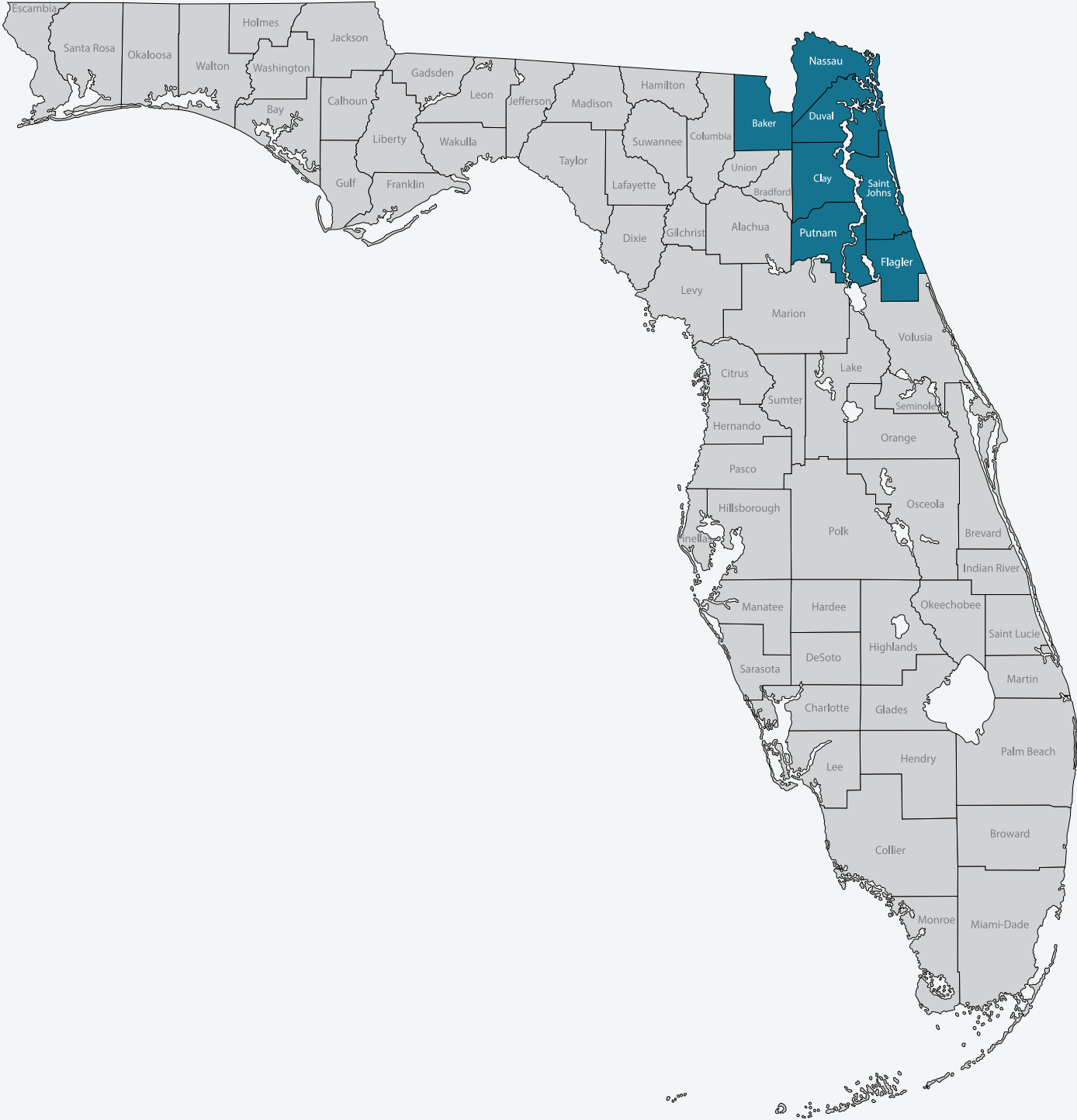
06 HURRICANE RECOVERY AND PREPAREDNESS

- Only 7% of nonprofits in this region are still experiencing effects from the 2024 hurricane season.
- 38% of organizations do not have a disaster preparedness plan in place.

07 TOP CHALLENGES

- The top challenges for the region were funding/fundraising for operations (30%); funding/fundraising for programs (19%); and meeting community demand for services (14%).

Northeast



01 PROGRAMS AND SERVICES

- 66% of nonprofits are providing services fully in-person; 32% are providing services in a hybrid manner.
- 55% of nonprofits served more clients in 2025 than in 2024; 33% served the same amount, and 9% served fewer.

02 EXECUTIVE TRANSITIONS

- 13% of organizations had a change in CEO or Executive Director leadership in 2025.
- 14% of nonprofits will have a CEO change in the next two years.

03 FINANCIAL HEALTH

- 25% of nonprofits saw an increase in unrestricted revenue; 32% saw a decrease; and 37% had unrestricted revenue remain the same as in 2024.
- 26% of organizations have no reserves, and another 22% have less than three months of operating costs in reserve.

04 FUNDRAISING

- 34% of nonprofits raised more money in 2025 than in 2024; 32% raised less; and 33% held at the same amount as the previous year.

05 FEDERAL CHANGES

- 34% of nonprofits have had their programs and services impacted by recent federal changes, decisions, and/or legislation.

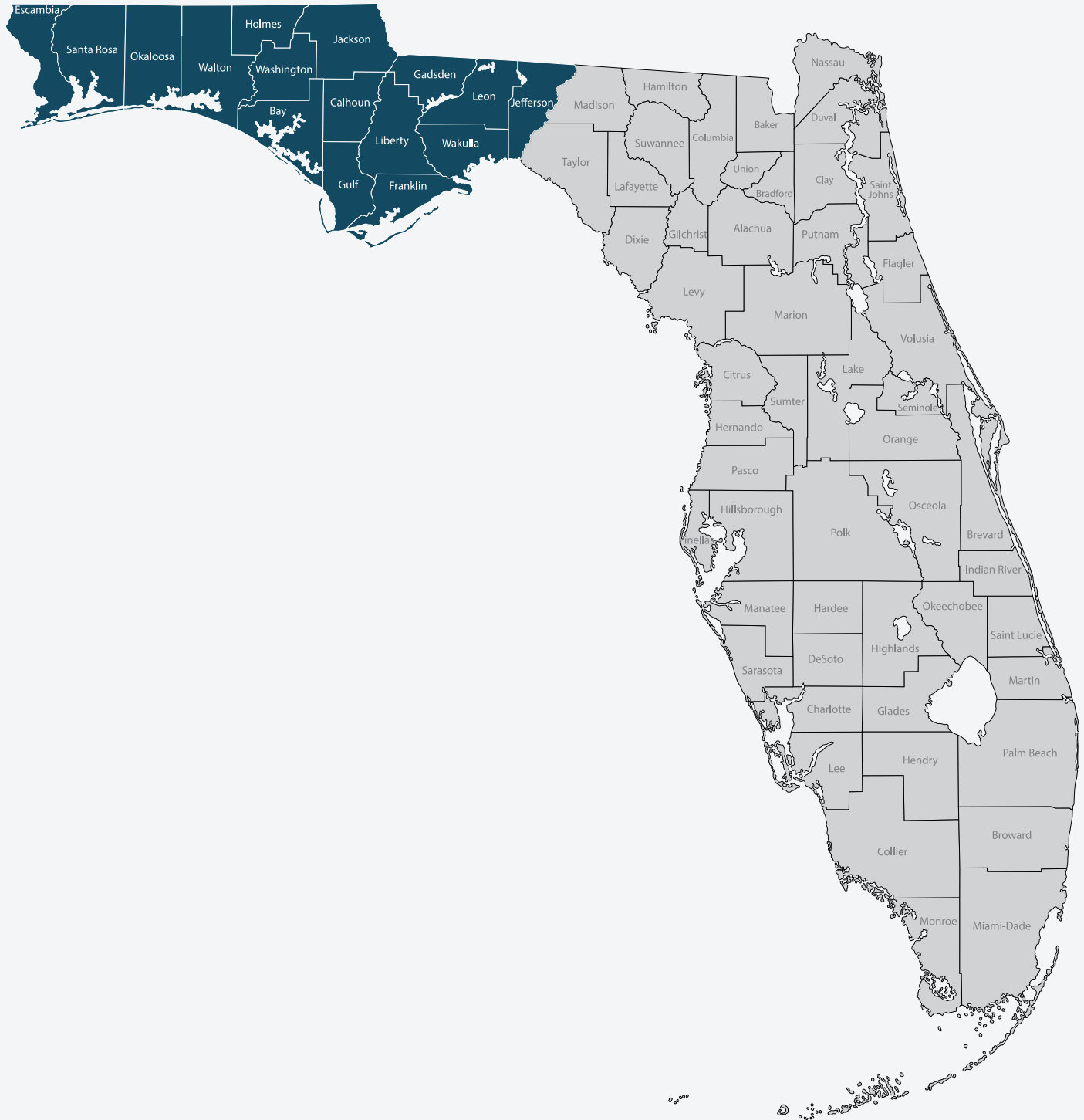
06 HURRICANE RECOVERY AND PREPAREDNESS

- Only 5% of nonprofits in this region are still experiencing effects from the 2024 hurricane season.
- 45% of organizations do not have a disaster preparedness plan in place.

07 TOP CHALLENGES

- The top challenges for the region were funding/fundraising for programs (26%); funding/fundraising for operations (25%); and meeting community demand for services (14%).

Northwest



01 PROGRAMS AND SERVICES

- 63% of nonprofits are providing services fully in-person; 30% are providing services in a hybrid manner.
- 45% of nonprofits served more clients in 2025 than in 2024; 30% served the same amount; and 19% served fewer.

02 EXECUTIVE TRANSITIONS

- 12% of organizations had a change in CEO or Executive Director leadership in 2025.
- 15% of nonprofits will have a CEO change in the next two years.

03 FINANCIAL HEALTH

- 24% of nonprofits saw an increase in unrestricted revenue; 30% saw a decrease; and 37% had unrestricted revenue remain the same as in 2024.
- 29% of organizations have no reserves; and another 17% have less than three months of operating costs in reserve.

04 FUNDRAISING

- 35% of nonprofits raised more money in 2025 than in 2024; 37% raised less; and 28% held at the same amount as the previous year.

05 FEDERAL CHANGES

- 40% of nonprofits have had their programs and services impacted by recent federal changes, decisions, and/or legislation.

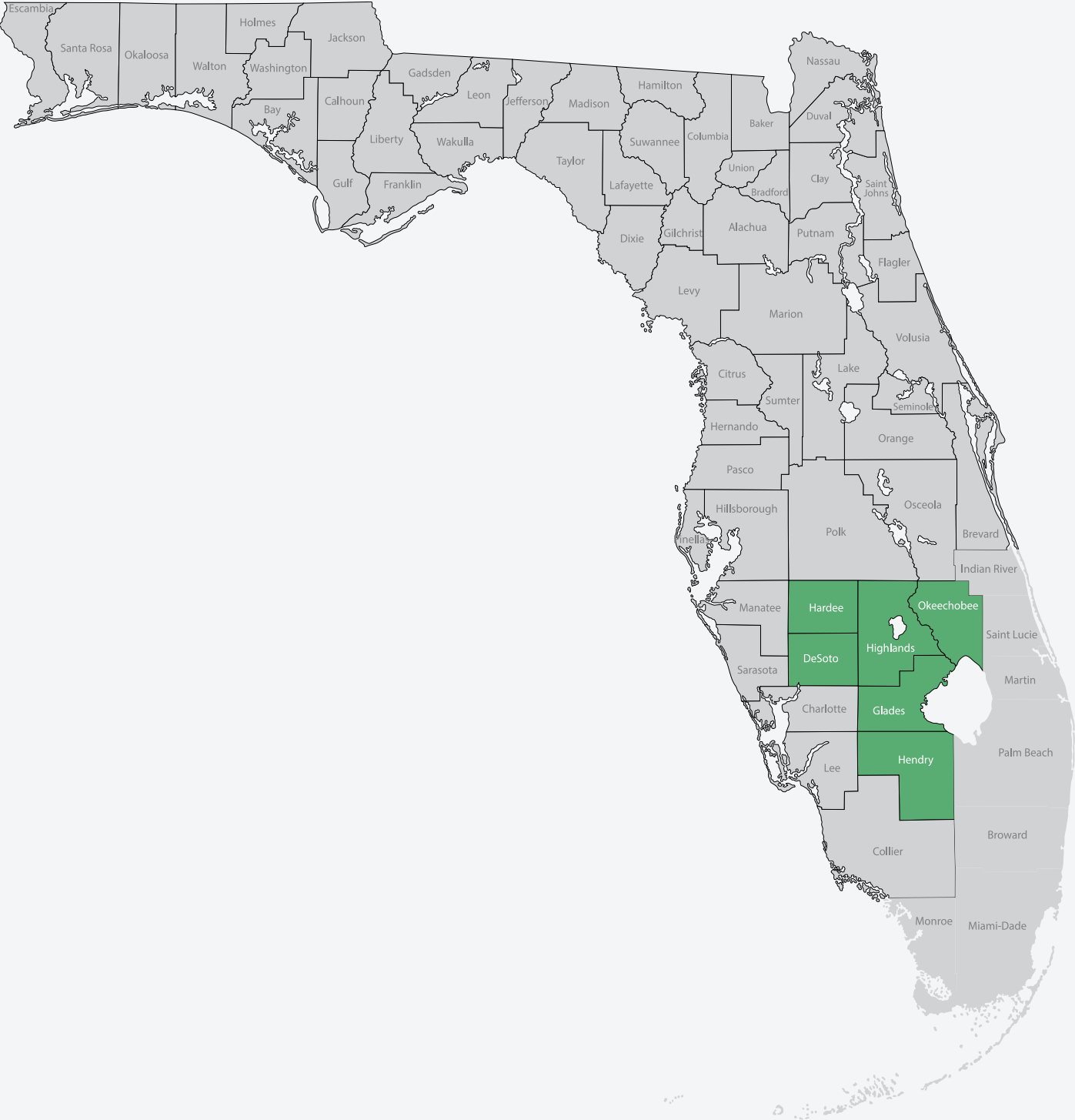
06 HURRICANE RECOVERY AND PREPAREDNESS

- Only 6% of nonprofits in this region are still experiencing effects from the 2024 hurricane season.
- 41% of organizations do not have a disaster preparedness plan in place.

07 TOP CHALLENGES

- The top challenges for the region were funding/fundraising for operations (28%); human resources (staff and volunteers) (15%); funding/fundraising for programs (13%); and adapting to uncertainty (13%).

South Central



01 PROGRAMS AND SERVICES

- 83% of nonprofits are providing services fully in-person; 8% are providing services in a hybrid manner.
- 50% of nonprofits served more clients in 2025 than in 2024; 25% served the same amount; and 8% served fewer.

02 EXECUTIVE TRANSITIONS

- 25% of organizations had a change in CEO or Executive Director leadership in 2025.
- 33% of nonprofits will have a CEO change in the next two years.

03 FINANCIAL HEALTH

- 33% of nonprofits saw an increase in unrestricted revenue; 33% saw a decrease; and 33% had unrestricted revenue remain the same as in 2024.
- 25% of organizations have no reserves, and another 25% have less than three months of operating costs in reserve.

04 FUNDRAISING

- 45% of nonprofits raised more money in 2025 than in 2024; 36% raised less; and 18% held at the same amount as the previous year.

05 FEDERAL CHANGES

- 27% of nonprofits have had their programs and services impacted by recent federal changes, decisions, and/or legislation.

06 HURRICANE RECOVERY AND PREPAREDNESS

- 17% of nonprofits in this region are still experiencing effects from the 2024 hurricane season.
- 50% of organizations do not have a disaster preparedness plan in place.

07 TOP CHALLENGES

- The top challenges for the region were funding/fundraising for operations (38%); human resources (staff and volunteers) (38%); meeting community demand for services (13%); and technology needs/updates (13%).

01 PROGRAMS AND SERVICES

- 59% of nonprofits are providing services fully in-person; 33% are providing services in a hybrid manner.
- 46% of nonprofits served more clients in 2025 than in 2024; 32% served the same amount; and 15% served fewer.

02 EXECUTIVE TRANSITIONS

- 8% of organizations had a change in CEO or Executive Director leadership in 2025.
- 11% of nonprofits will have a CEO change in the next two years.

03 FINANCIAL HEALTH

- 27% of nonprofits saw an increase in unrestricted revenue; 34% saw a decrease; and 34% had unrestricted revenue remain the same as in 2024.
- 32% of organizations have no reserves, and another 20% have less than three months of operating costs in reserve.

04 FUNDRAISING

- 27% of nonprofits raised more money in 2025 than in 2024; 39% raised less; and 34% held at the same amount as the previous year.

05 FEDERAL CHANGES

- 37% of nonprofits have had their programs and services impacted by recent federal changes, decisions, and/or legislation.

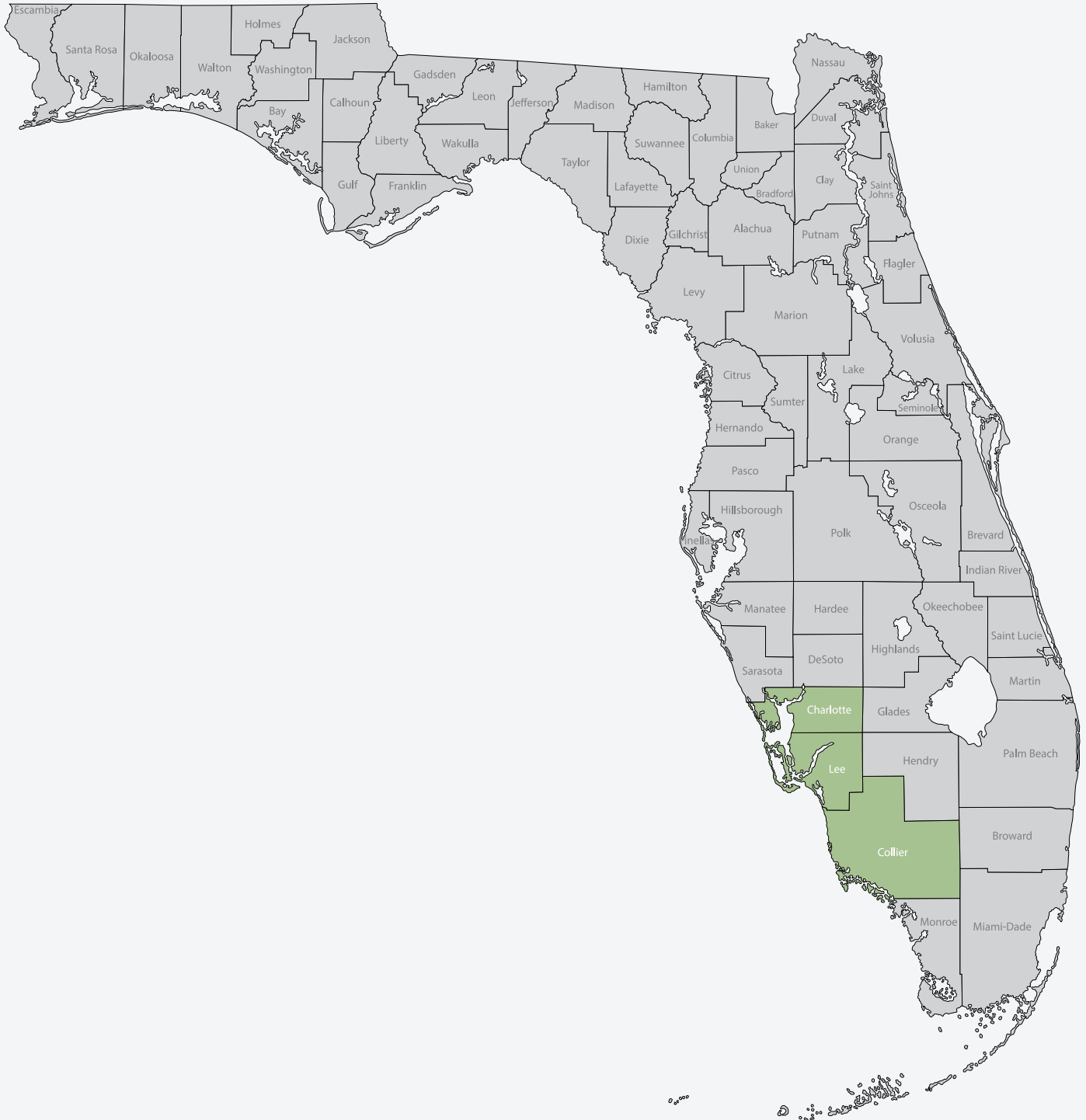
06 HURRICANE RECOVERY AND PREPAREDNESS

- Only 3% of nonprofits in this region are still experiencing effects from the 2024 hurricane season.
- 35% of organizations do not have a disaster preparedness plan in place.

07 TOP CHALLENGES

- The top challenges for the region were funding/fundraising for operations (33%); funding/fundraising for programs (24%); and adapting to uncertainty (14%).

Southwest



01 PROGRAMS AND SERVICES

- 64% of nonprofits are providing services fully in-person; 28% are providing services in a hybrid manner.
- 49% of nonprofits served more clients in 2025 than in 2024; 31% served the same amount, and 10% served fewer.

02 EXECUTIVE TRANSITIONS

- 17% of organizations had a change in CEO or Executive Director leadership in 2025.
- 13% of nonprofits will have a CEO change in the next two years.

03 FINANCIAL HEALTH

- 27% of nonprofits saw an increase in unrestricted revenue; 31% saw a decrease; and 33% had unrestricted revenue remain the same as in 2024.
- 26% of organizations have no reserves, and another 16% have less than three months of operating costs in reserve.

04 FUNDRAISING

- 27% of nonprofits raised more money in 2025 than in 2024; 34% raised less; and 39% held at the same amount as the previous year.

05 FEDERAL CHANGES

- 34% of nonprofits have had their programs and services impacted by recent federal changes, decisions, and/or legislation.

06 HURRICANE RECOVERY AND PREPAREDNESS

- Only 34% of nonprofits in this region are still experiencing effects from the 2024 hurricane season.
- 38% of organizations do not have a disaster preparedness plan in place.

07 TOP CHALLENGES

- The top challenges for the region were funding/fundraising for operations (38%); funding/fundraising for programs (15%); and adapting to uncertainty (13%).



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