



# THE STATE OF RHODE ISLAND'S NONPROFIT SECTOR

Results from the 2024  
Rhode Island Nonprofit Survey

**GCRI** | Grantmakers Council  
OF RHODE ISLAND  
UNITED WAY  
Rhode Island



# Welcome



**GCRI**

**Grantmakers Council  
OF RHODE ISLAND**

# Thank You

We are grateful to the **265** Rhode Island nonprofit organizations that took the time to participate in this lengthy survey, as well as the members of Grantmakers Council of Rhode Island who helped to distribute the survey.

Thank you for your help in collecting this important data.

# METHODOLOGY AND RESPONDENTS

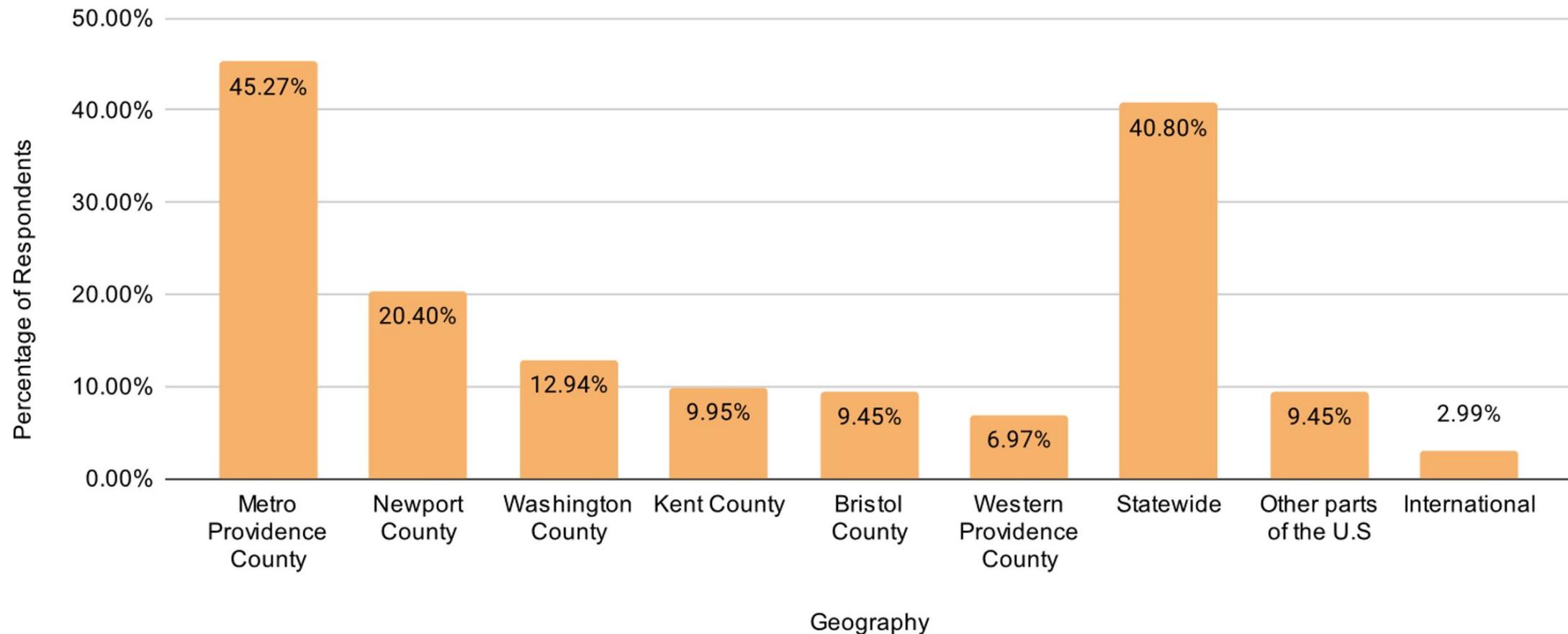


# METHODOLOGY

- Non-probability convenience sampling
- Descriptive analysis
- Survey was made available between October 15 and December 9, 2024
- Analysis based on 265 respondents

# GEOGRAPHY

Q8. What county/ies do your participants/clients primarily live in? (n=201)

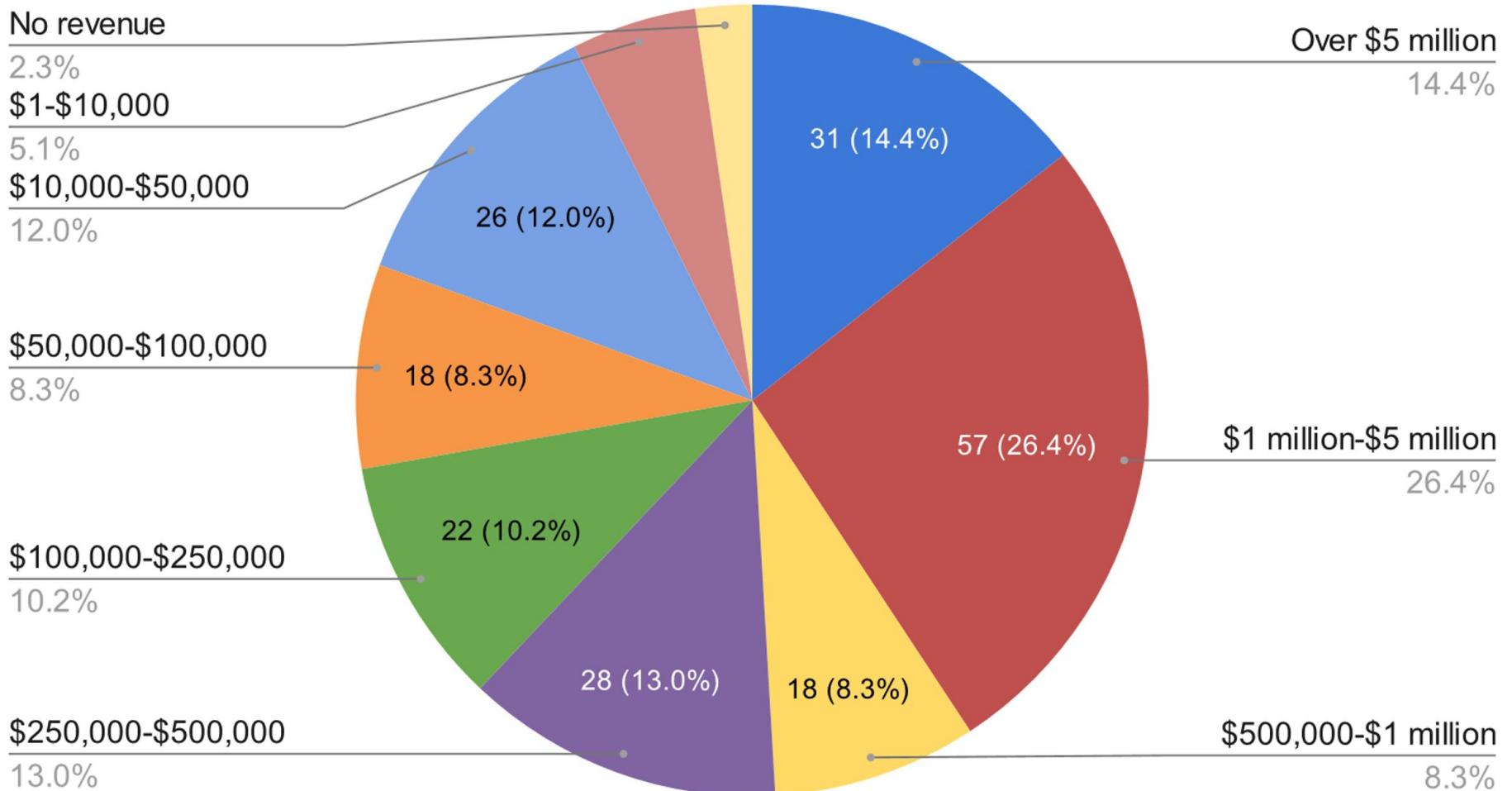


# ORGANIZATIONS BY FOCUS

Q5. What is the focus of your organization's programs and services? Check all that apply. (n=257) <b>TOP 10</b>	Percentage of respondents
Arts and Culture	19.8%
K-12 Education	17.1%
Basic Needs	16.3%
Workforce development	13.2%
Environment	12.1%
Behavioral/Mental Health	11.3%
Humanities	10.1%
Healthcare - Non-hospital	9.3%
Housing or Unhoused	9.3%
Racial Equity or Social Justice	8.9%

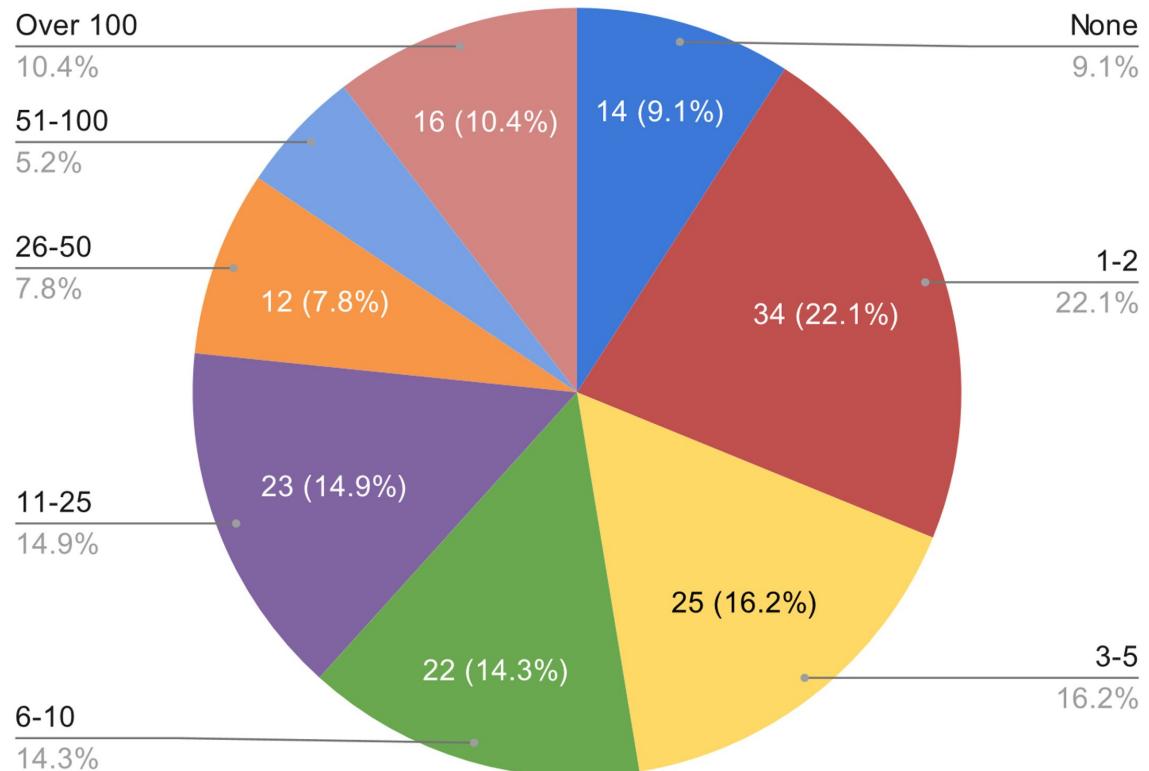
# REVENUE

Q14. What was your organization's revenue for your last fiscal/budget year? (n=216)

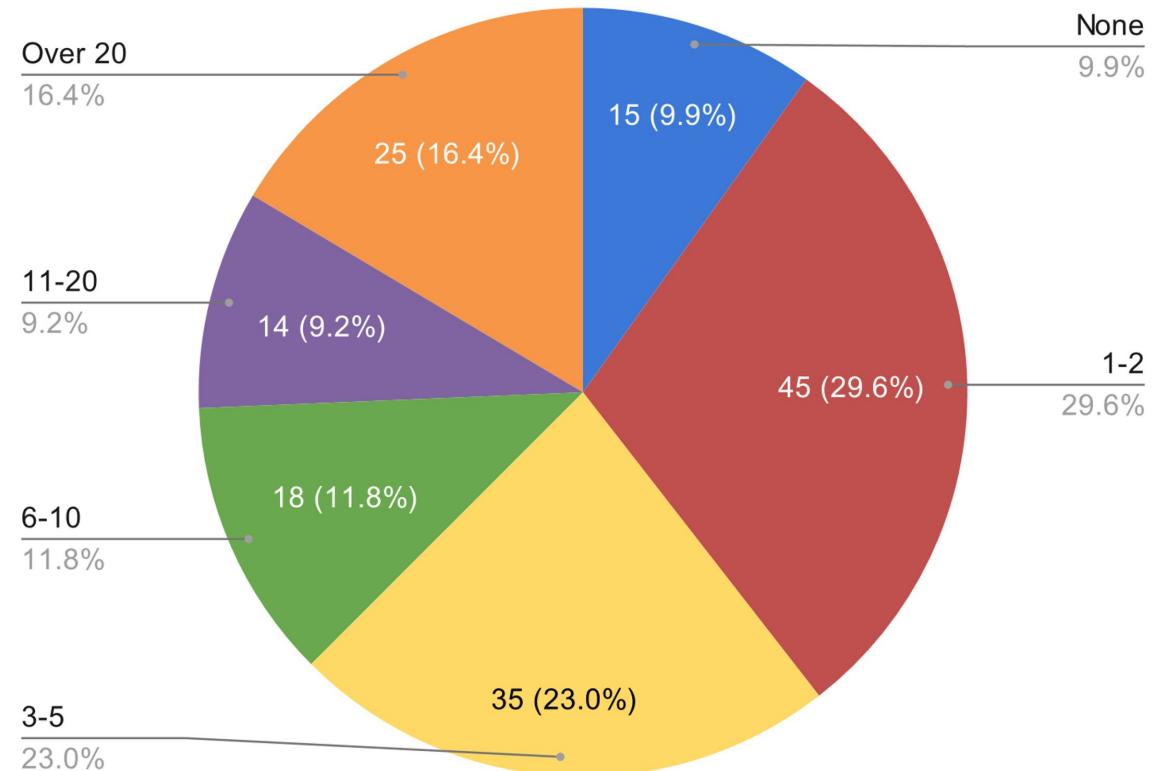


# STAFF SIZE

Q38. Full Time Staff (n=154)

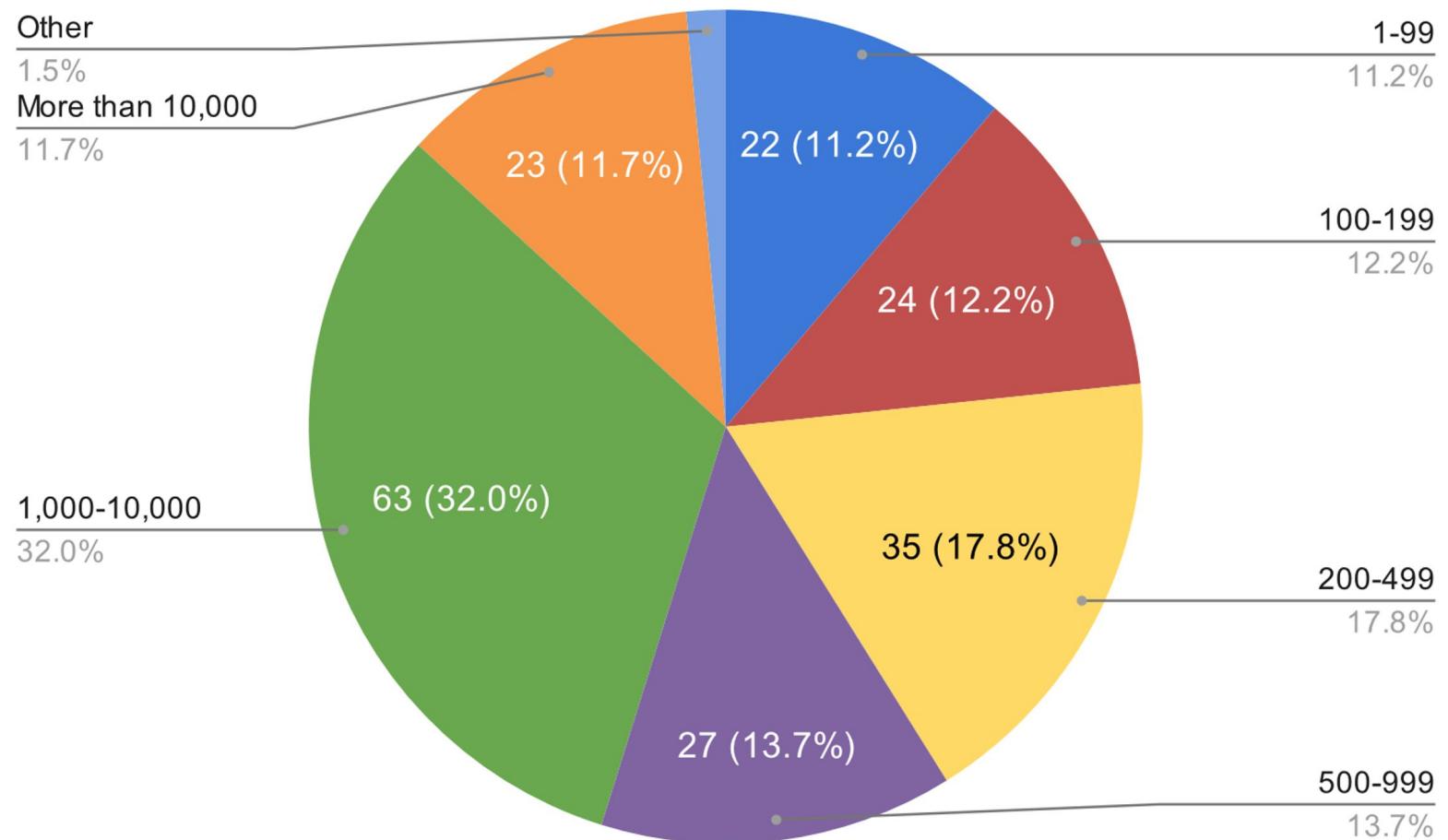


Q39. Part Time Staff (n=152)



# PROGRAMS AND SERVICES

Q7. Approximately how many people have participated in your programs and services in the last 12 months? (n=199)



# COMMUNITY OUTLOOK

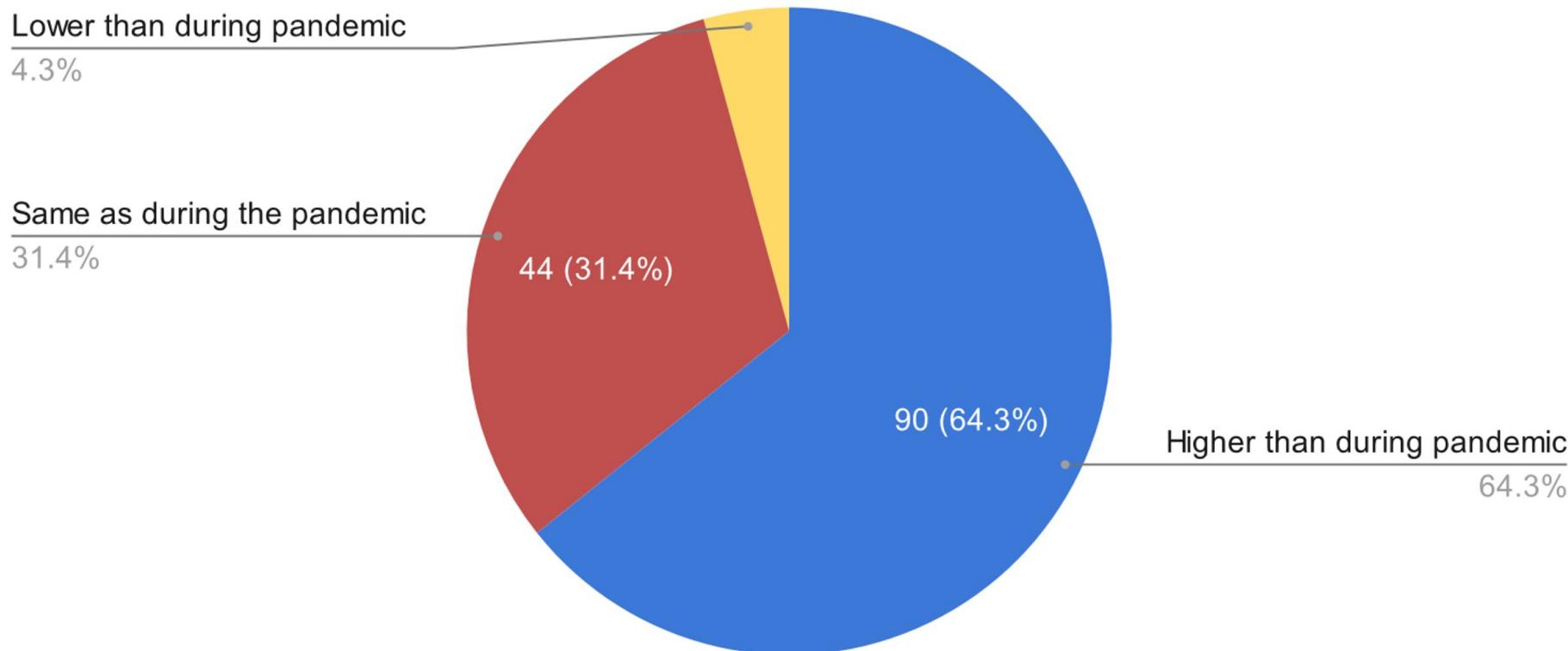


# COMMUNITY NEEDS

Q10. What are the primary needs you currently see in the communities you serve? <b>TOP 10 (n=200)</b>	Percentage of respondents
Affordable housing and homelessness	53.0%
Education	46.5%
Behavioral and mental health	46.0%
Food insecurity	43.0%
Inflation	40.0%
Health and healthcare	36.0%
Racial justice issues	30.0%
Low wages	29.5%
Social isolation	26.0%
Climate	21.0%

# COMMUNITY NEED

Q11. Programs providing needs-based services: how does the demand compare with the demand during the pandemic (Mar 2020-Dec 2021)? (n=140)



# END OF PANDEMIC FUNDING

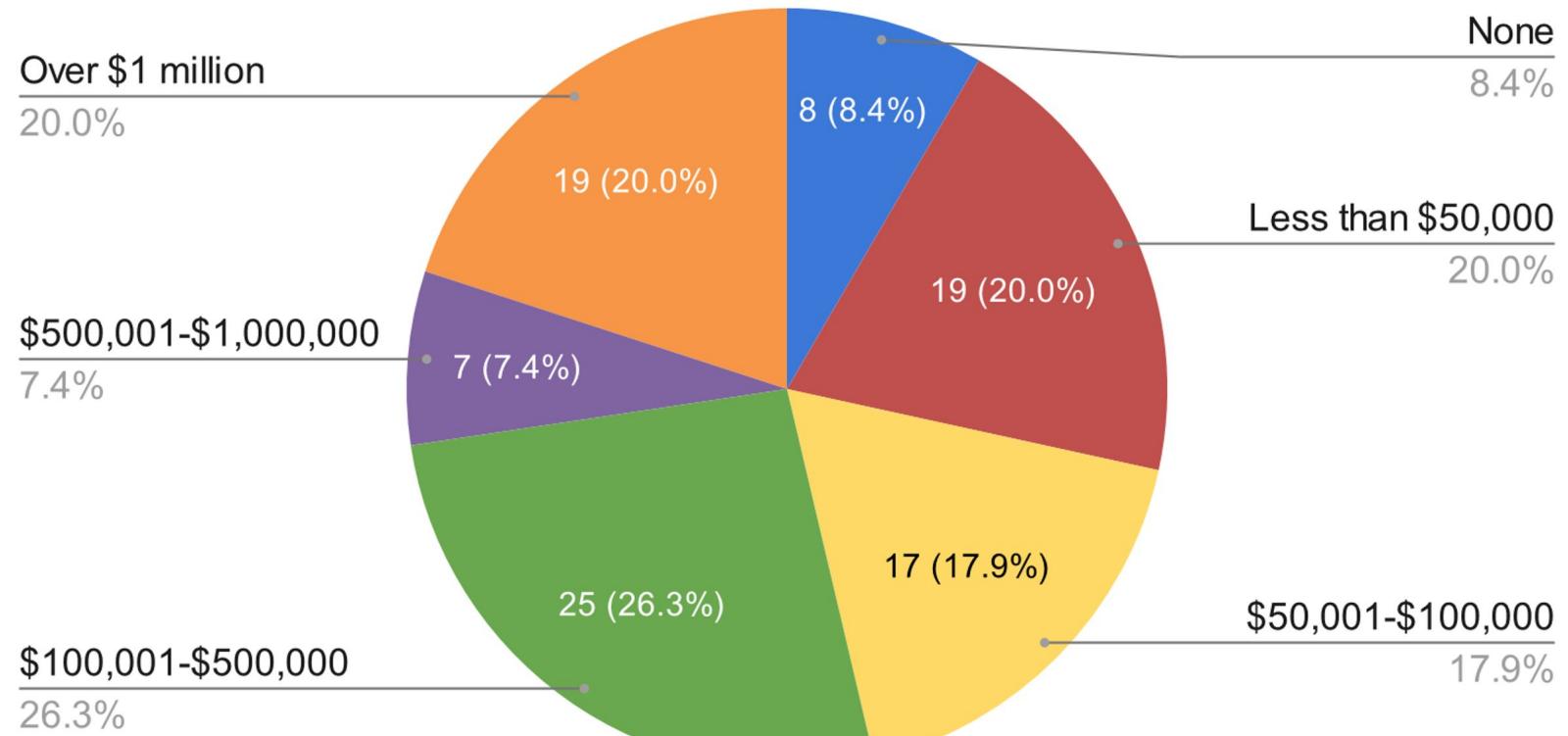


# ARPA FUNDS

87 organizations reported receiving pandemic-specific funding, with 51 receiving more than \$100,000 in pandemic-specific funds. **Only 12 still have active pandemic-specific funding** (expiration dates in 2025).

This funding was a significant resource, but less than a quarter of organizations who received ARPA or other governmental supplemental funding have secured alternative funds to replace COVID-specific funding.

Q21. Approximately how much pandemic-specific government funding did your organization receive? (n=95)



# IMPACT OF END OF ARPA



We are still trying to gauge this. We have had to cut staff and budgets and are still awaiting grant renewals. We have also seen increased need for all of our services with less resources.

We have gradually rolled off of rescue plan dollars and prepared for the reduction over past 1-2 years. We have scaled back some programs, expanded where we could, and worked to diversify our funding sources.

One of the ways we are using the funding is to cover the cuts we have been receiving from VOCA-- which for us has been cut 75% over the last 4 years. If we don't replace it, we will likely have to cut programs.

Rate increases in Medicaid billable services and DCYF contracts have largely made up for the loss of pandemic-related funding.

The impact of this, coupled with the significantly increased cost of doing business and increased community need across the board that we are addressing, has been quite dire. That funding provide to be a short-term stop gap to what is ultimately a long-term systemic program, with the higher level of need and challenges of serving our community persisting far beyond the pandemic but with no availability of adequate resources to address these needs. We have had to lay off staff and hold positions at a time when we need significantly increased staff capacity, and will have to continue to make cuts if this climate persists and we're not able to secure new sources of revenue (which we are working overtime to do).

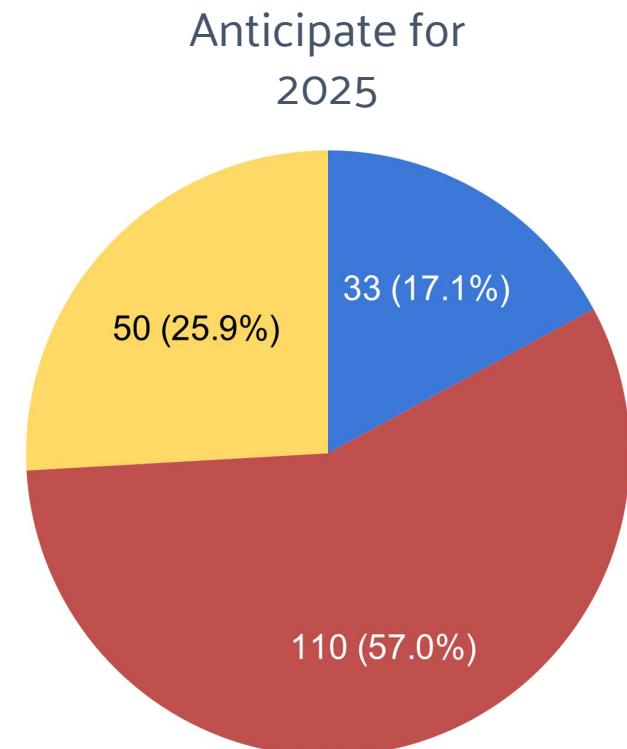
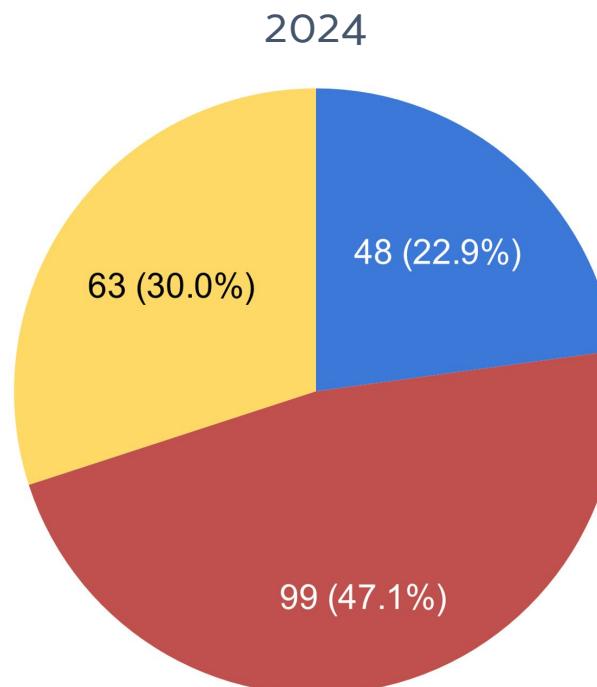
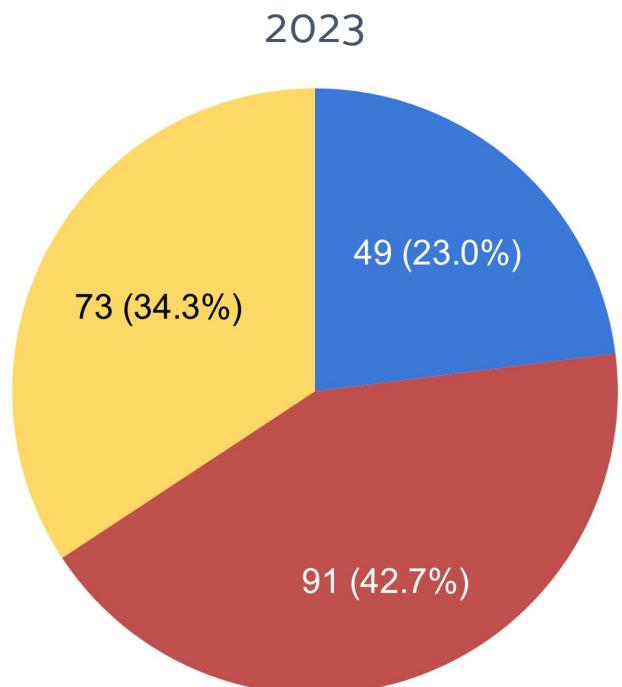
Minimal. We knew that it was one-time funding that probably wasn't going to be replaced or replaceable.

# FINANCES



# FINANCES

Q17. What is your organization's financial status? (n=214)



● Operating at a deficit

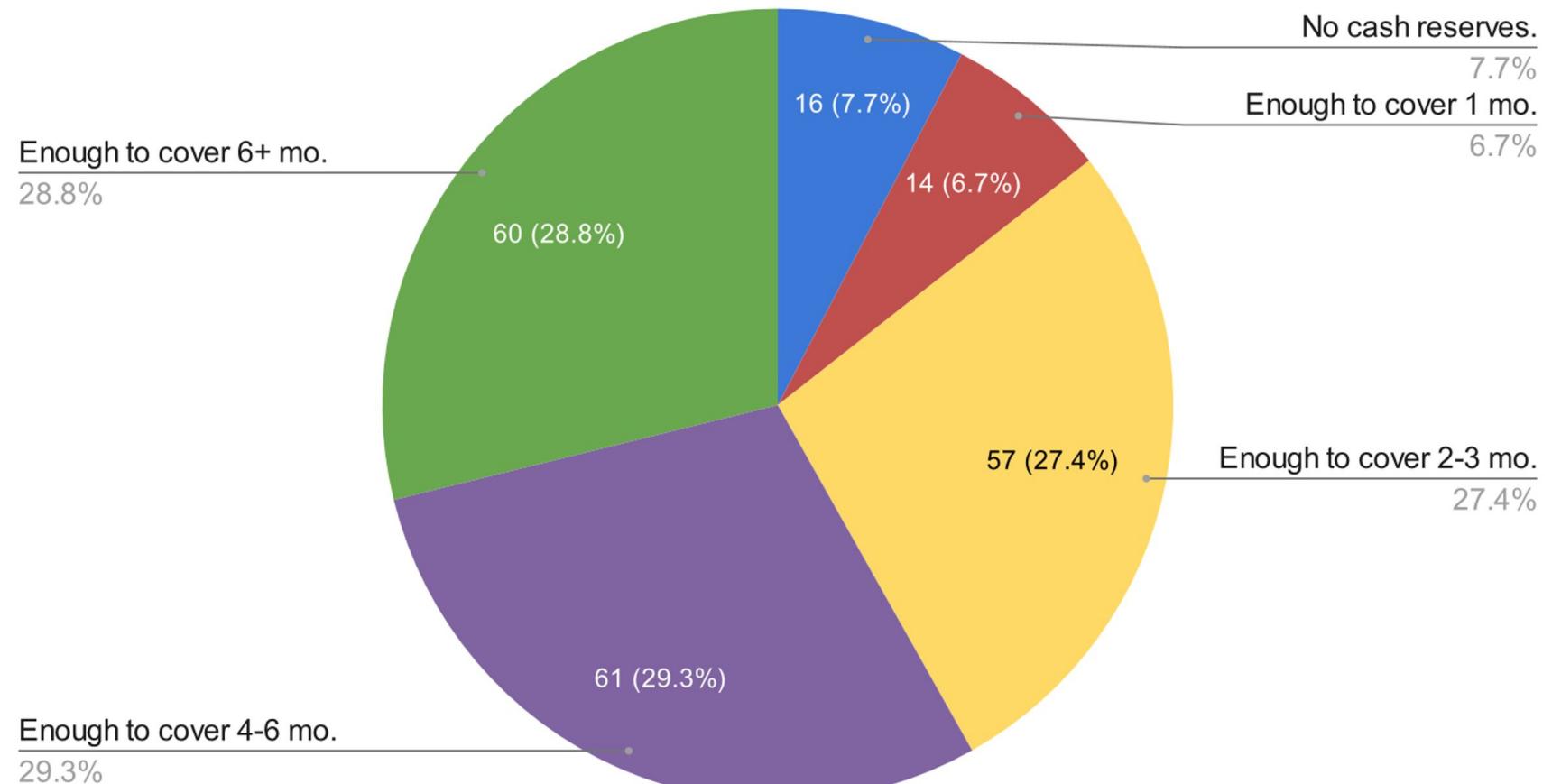
● Expenses and income approximately equivalent

● Operating with a surplus

# CASH RESERVES

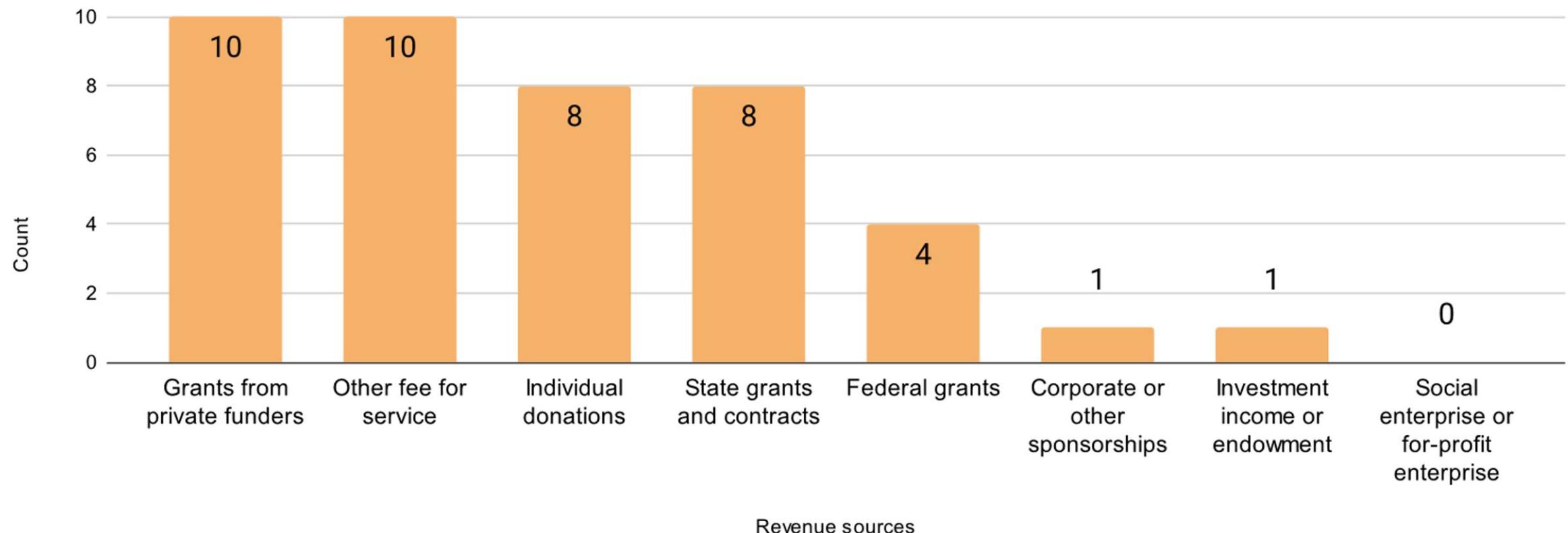
More than half of respondents (58.1%) said their organizations had more than 4 months of cash reserves, but a concerning 14.4% of respondents have one month or less of reserves.

Q15. How extensive are your organization's cash reserves? (n=213)



# REVENUE DIVERSIFICATION

Q16. 76-100% of your organization's revenue comes from: (n=211)



# INFLATION

Impacts of inflation on organization	2023 (n=276)	2024 (n=194)
Increased expenses	84.4%	82.24%
Decreased individual giving	34.1%	32.24%
Decreased purchases to cut costs	20.3%	20.56%
Postponed hiring to cut costs	14.5%	20.56%
Cancelled/reduced programs or services	13.8%	14.95%
Funders have increased/adjusted grants	9.1%	12.62%
Laid off staff		6.54%
Increased borrowing costs	8.3%	6.54%
Reduced salaries or benefits to cut costs	5.8%	5.14%

# RESPONDING TO FINANCIAL CHALLENGES



Before the election, the future of our organization showed a clear path to sustainability, but we are carrying a large line of credit funded deficit at currently high interest rates. Debt reduction is the most important thing for future sustainability.

Laid off most administrative staff, cuts to programs, salary cuts.

We are extremely concerned about our 2025 budget and working on projections currently. We need support on additional funding sources, impact of the election on funding, and how to collaborate and partner with others to meet community need and share resources.

We have shifted to focus on alternate funding sources, especially earned revenue. We would love to share resources such as backend support resources, insurance/health insurance, etc.

We have a larger than ever gap to close for our 25 budget. We are identifying sources of revenue including increase in Medicaid billing, and also looking for more state support.

We have not hired for vacant positions, which means our staff and volunteers are burning out. I need more professional help (grant writers, fiscal, etc.).

# FINANCIAL SUPPORT

**Top 5** types of support that "would be valuable to your organization's financial management and sustainability":

- 53% Shared subscription services (grants database, project management, etc.)
- 49% Backoffice support organization -- finance/accounting, IT, HR, etc.
- 38% Collective buying for benefits and supplies
- 35% Pool of trained volunteers to serve as, or support, Treasurer roles
- 31% Training or mentoring in financial management

# STAFFING

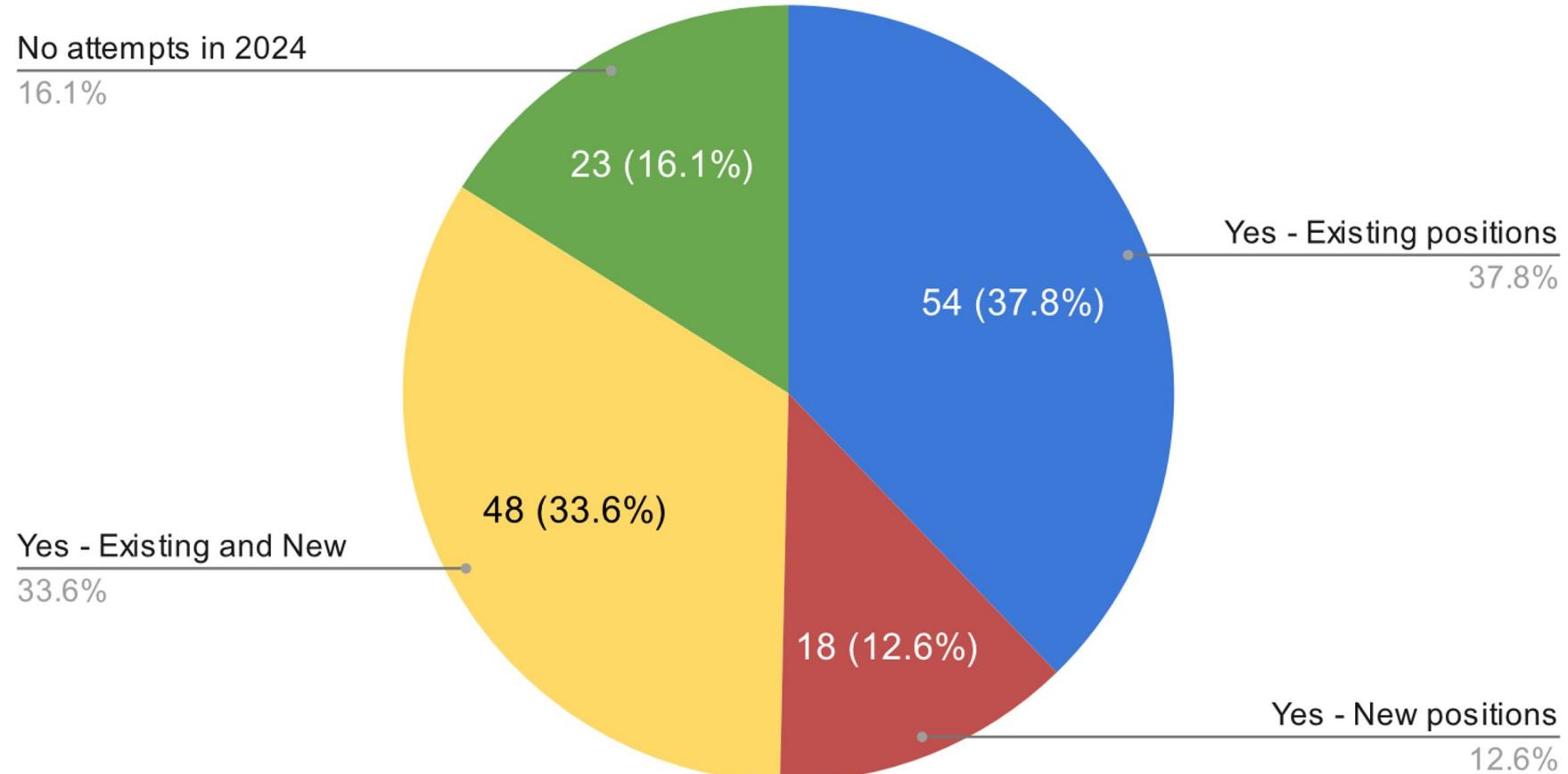


# HIRING

120 (84%) of the respondents made attempts to hire in the last year.

48 of these organizations were hiring to fill both new positions and existing positions.

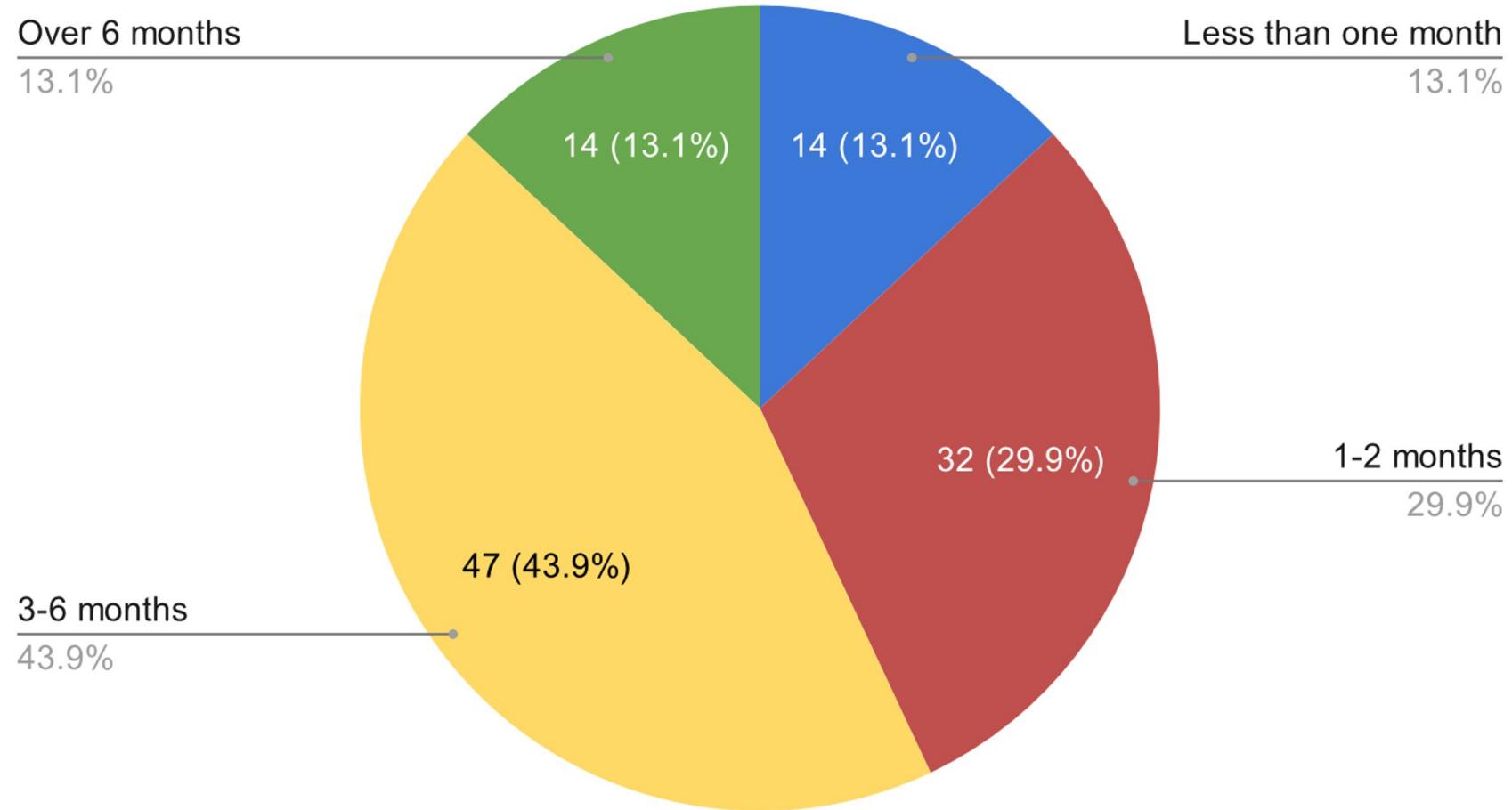
Q44. Have you attempted to hire new staff in 2024? (n=143)



# VACANCIES

Over half of vacancies (55.0%) lasted over three months. This obviously puts additional strain on the other employees and volunteers to cover the responsibilities of the vacant position.

Q46. In 2024, how long has your typical vacant position remained open before you were able to hire a qualified candidate? (n=111)



# HIRING CHALLENGES



We need more bilingual and BIPOC candidates. We encounter homogeneous candidate pools in some specialties, such as Development. We need new methods to overcome these challenges.

The skillset is somewhat unique and therefore there are a limited number of potential candidates.

How to operate traditionally 9-5 in person programs using the new desired work model of flexibility and remote work.

We have a very talented team, but unfortunately most are working part-time or less, and doing much more voluntary hours than they should have to in order to keep the organizational motor running to speed. Many of these staff have other jobs as their main source of income because we cannot offer competitive wages and benefits at this time. This splits siphons from their ability to operate at optimal capacity.

Lack of available public transportation and affordable childcare.

Ensuring we have a strategy to financially sustain our hiring plan long-term when we rely very heavily on fluctuating sources (ie, small and mid-size yearly grants, donors, sponsors) has been our biggest obstacle to hiring.

# HARDEST POSITIONS TO FILL

- Childcare and early childhood
- Medically certified positions and clinicians
- Fund development
- Direct care and direct service provider
- Finance and bookkeeping/accounting
- Executive Director and senior management
- Part-time positions
- Bilingual positions

# TOP RECRUITMENT AND RETENTION CHALLENGES

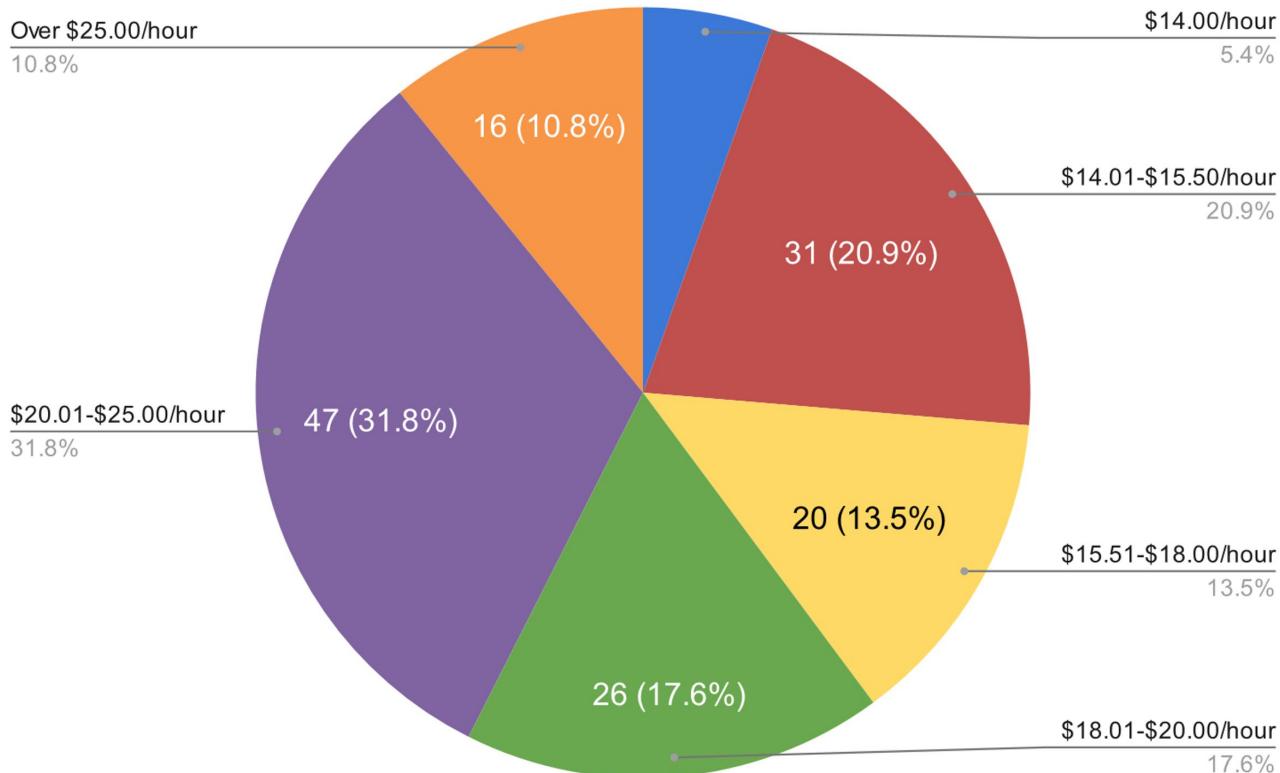
Recruitment (n=90)	Retention (n=137)
Higher salaries in private sector (66)	Higher salaries in private sector (82)
Better benefits in private sector (43)	Limited opportunity for advancement (65)
Higher salaries in neighboring states (37)	Staff burnout (60)
Nonprofit stress and burnout (34)	Better benefits in private sector (49)
Salary incommensurate with scope of work(29)	Salary incommensurate with workload (47)
Not enough qualified workers in RI (25)	Limited professional and personal growth opportunities (32)
No centralized hub for job opportunities (17)	Increased need in the community (27)

# COMPENSATION

RHODE ISLAND STANDARD OF NEED BUDGET			
Expenses	Single-Parent Family w/2 children*	Two-Parent Family w/2 children*	Single Adult
Housing	\$1,463	\$1,463	\$1,110
Food	\$845	\$1,131	\$392
Transportation	\$1,315	\$1,343	\$933
Healthcare	\$741	\$1,066	\$345
Child Care	\$1,755	\$1,755	\$0
Other Necessities	\$817	\$918	\$532
<b>Total Monthly</b>	<b>\$6,937</b>	<b>\$7,697</b>	<b>\$3,311</b>
<b>Total Yearly</b>	<b>\$83,239</b>	<b>\$92,375</b>	<b>\$39,741</b>
 Taxes and Tax Credits			
Monthly	\$1,348	\$1,229	\$757
Yearly	\$16,179	\$14,752	\$9,083
 Pre-Tax Earnings Needed to Make Ends Meet			
Monthly	\$8,285	\$8,927	\$4,068
Yearly	\$99,418	\$107,126	\$48,824
<b>Hourly Wage**</b>	<b>\$47.80</b>	<b>\$25.75</b>	<b>\$23.47</b>

\* Assumes two children (a 4-year-old and an 8-year-old) and that all parents are working.  
\*\* Hourly wage needed assumes 52 weeks of work at 40 hours per week; for two-parent family, hourly wage is how much each parent would need to make, so for 52 weeks of work at 80 hours total worked per week.  
Source: Family Budget Calculator produced by the Economic Policy Institute; state-level data calculated by the Economic Progress Institute by weighting county-level data by population.

Q40. What is the approximate hourly pay of your lowest paid staff member(s)? (n=148)



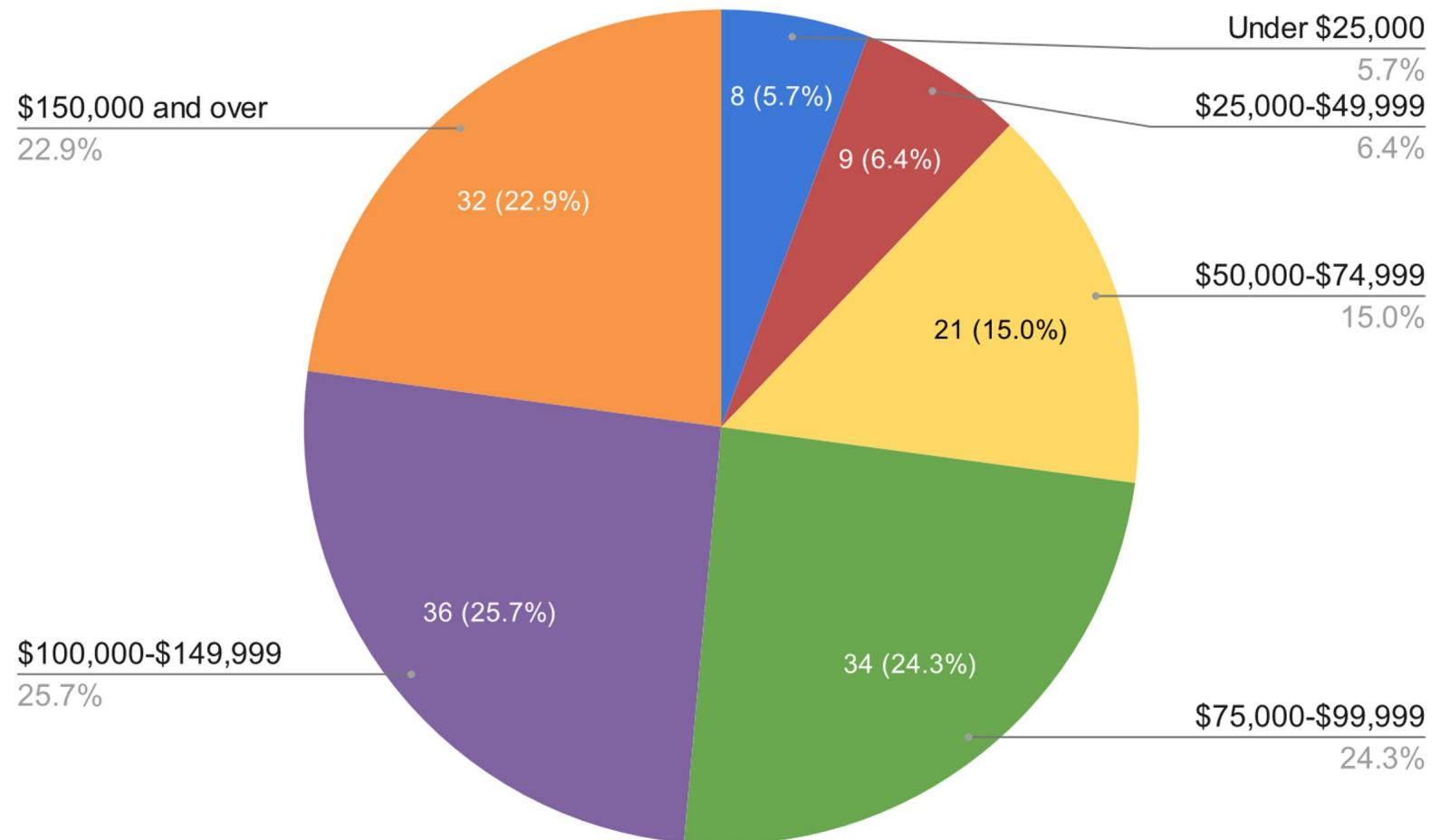
Entry level wages in the sector are insufficient to support a family in RI. Almost 60% of entry level positions pay less than \$20/hour, which, according to the EPI Standard of Need budget is not sufficient even for a single adult to make ends meet, let alone provide for a family.

# COMPENSATION

One in five (22%) of the organizations in the survey had an unpaid executive director.

Among paid executive directors and senior management, one in 10 is paid less than \$50,000, with 5% paid under \$25,000, which, if they are working full-time, amounts to an average of less than \$14/hour.

Q41. What is the approximate salary range of your organization's senior management (Executive Director/CEO and senior leadership)? (n=140)



# BENEFITS

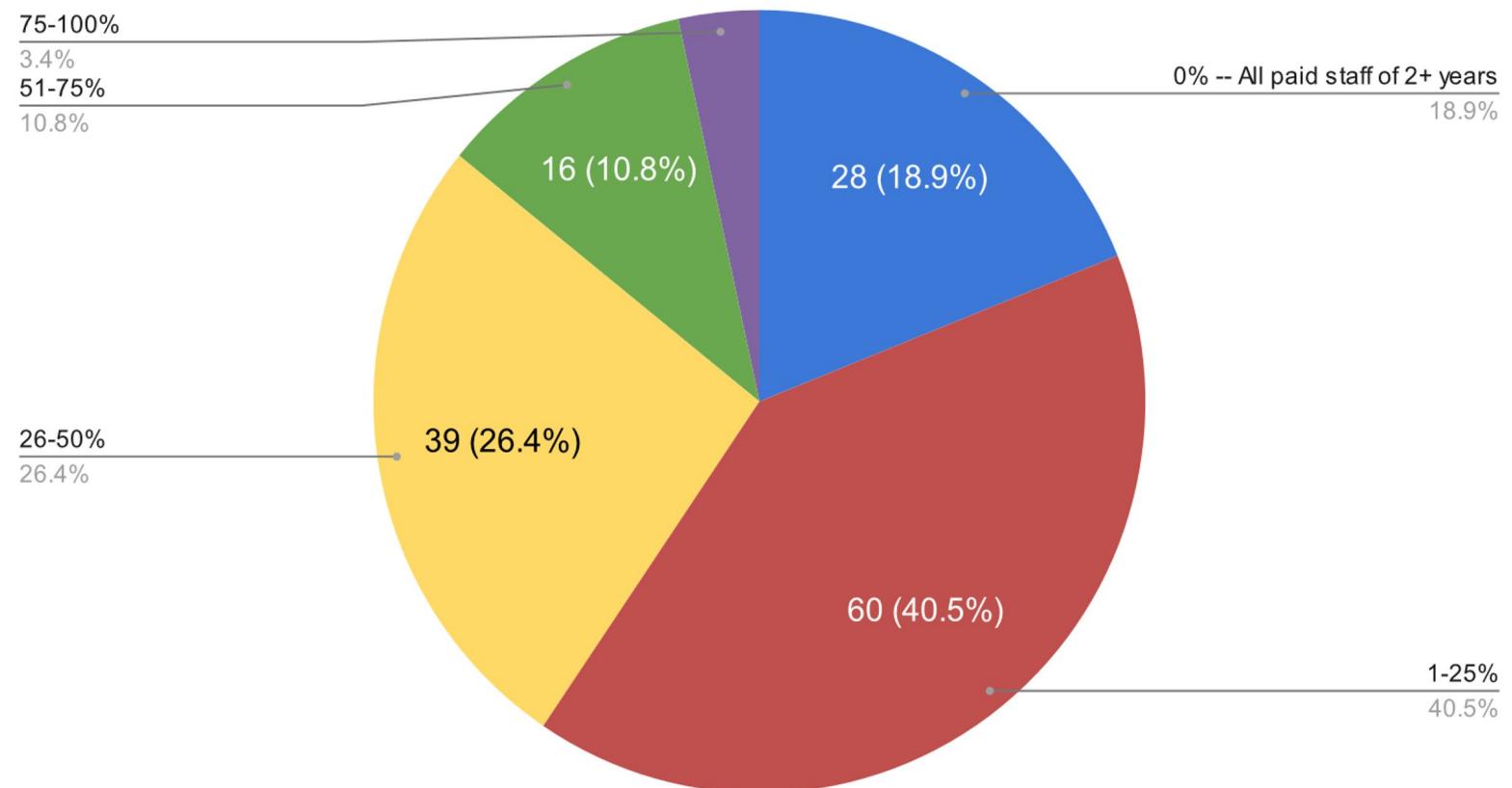
Q42. What benefits does your organization provide for full-time staff? (n=153) <b>TOP 10</b>	Percentage of respondents
Paid vacation	78.4%
Paid sick time	75.2%
Medical coverage	71.2%
Dental coverage	64.1%
Retirement plan	60.1%
Vision coverage	44.4%
Paid family and medical leave	40.5%
Life insurance	37.9%
Tuition reimbursement	19.6%
Childcare (On-site or reimbursement)	6.5%

# STAFF TURNOVER

Almost 15% of responding organizations had staff teams predominantly made up of employees with less than two years' experience.

This lack of institutional knowledge requires a significant investment of time and money diverted from mission-related activities to hiring and training.

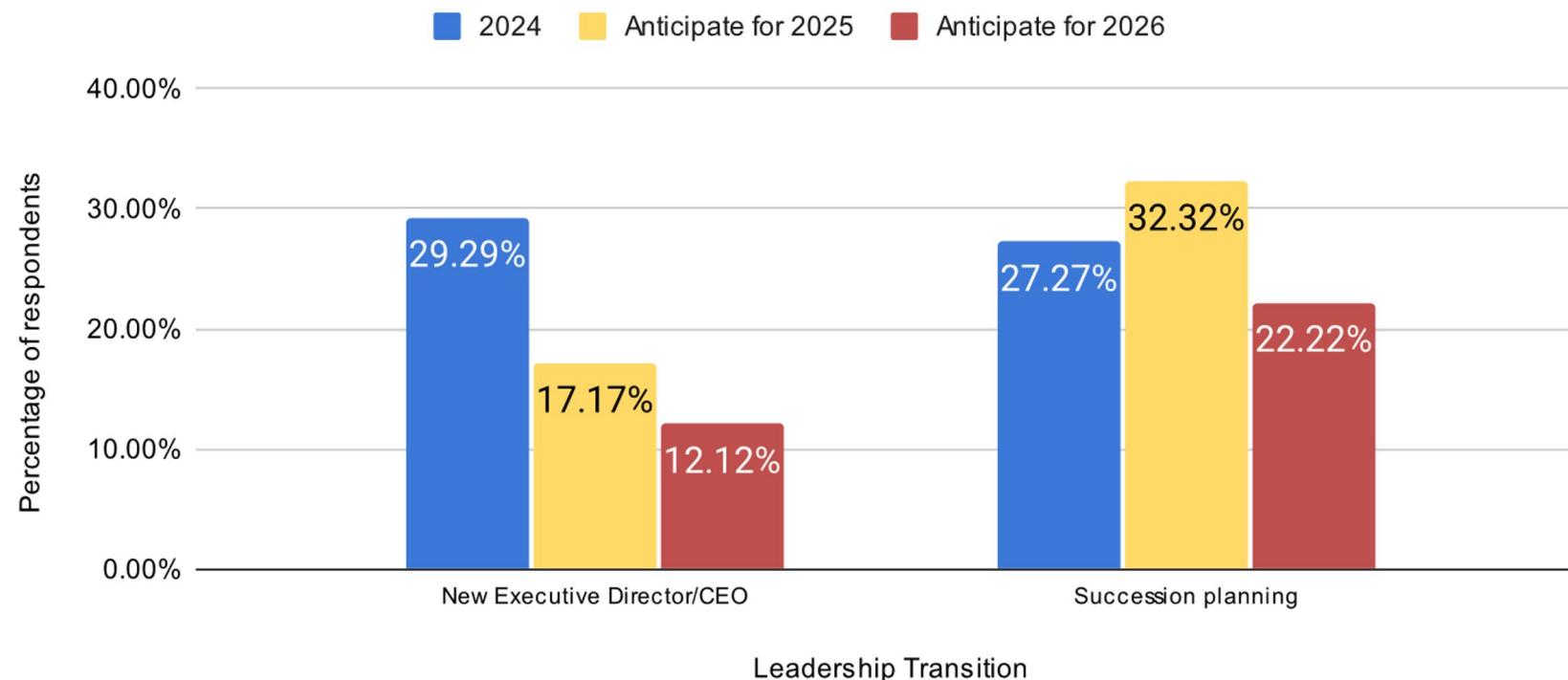
Q43. What percent of your paid staff positions are currently filled by staff who have been with your organization for less than two years? (n=148)



# LEADERSHIP TURNOVER

Of the respondents who answered the question about leadership transition, roughly 29% of their organizations experienced a new ED/CEO in 2024, with a fewer proportion of respondents anticipating a change in ED/CEO in the coming years. The anticipated increase in succession planning from 27% in 2024 to 32.3% in 2025 speaks the need to develop future leaders and a qualified talent pool to sustain organizational efforts.

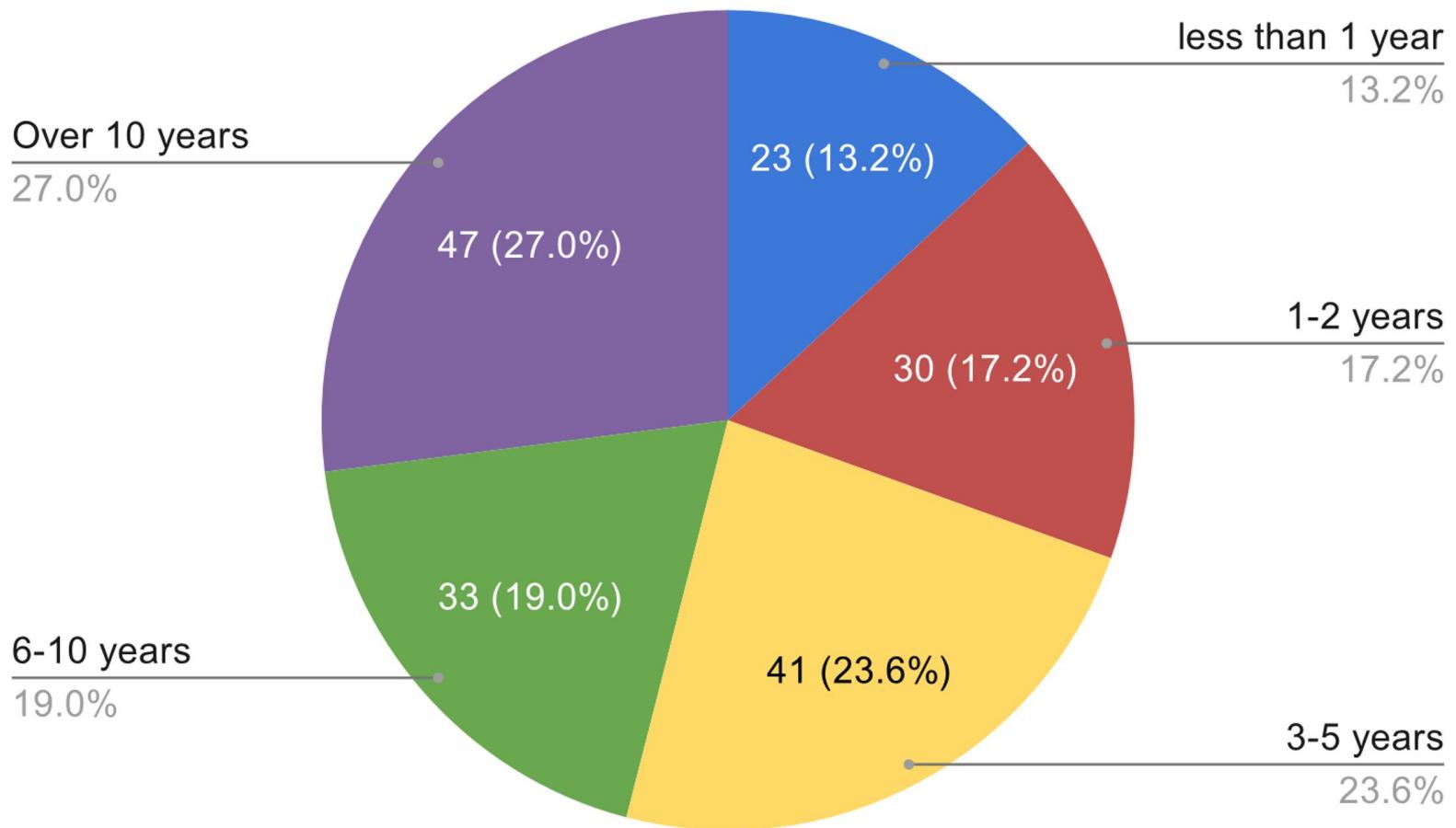
Q35. Did your organization experience a change in leadership or engage in leadership succession planning? (n=99)



# LEADERSHIP LONGEVITY

This graph points to the cycle of leadership turnover – in slightly less than one-third of responding organizations (27.0%), the executive director/CEO has held the role for over 10 years. And slightly less than one-third (30.4%) of organizations are headed by leaders who have been in the role for less than two years.

Q34. How long has your Executive Director/CEO held that role? (n=174)



# BURNOUT

	2022	2023	2024
Experiencing burnout	82%	75%	78%
Compassion fatigue	76%	58%	56%
Emotionally exhausted	83%	76%	72%
Physically exhausted	67%	59%	62%
Staff have left the sector	47%	39%	31%
Staff considering leaving the sector	60%	52%	50%

# STAFF RETENTION



The innate nature of being a nonprofit and how we pursue funds burns out folks, especially leaders of color who are severely underfunded, and have to overperform for less funds than their white counterparts.

Some staff have left to go into a job that requires less juggling of balls, less work outside of normal business hours and better benefits.

I am all alone in this.

Offering more regular hours. We've met with two other organizations to share staffing.

The work we do is very difficult for what we can pay. Many staff leave for a less difficult job and more pay.

We have not lost staff yet, but we do ask A LOT of our staff and understand that they stay based on their love and belief in our mission, but we do see the burnout creep in at times.

We need more competitive wages and increased tuition reimbursement.

The emotional well-being of our workforce is a top priority. Many staff are struggling with their own or their children's mental health needs, which impact their ability to do their jobs and remain motivated and satisfied with the work.

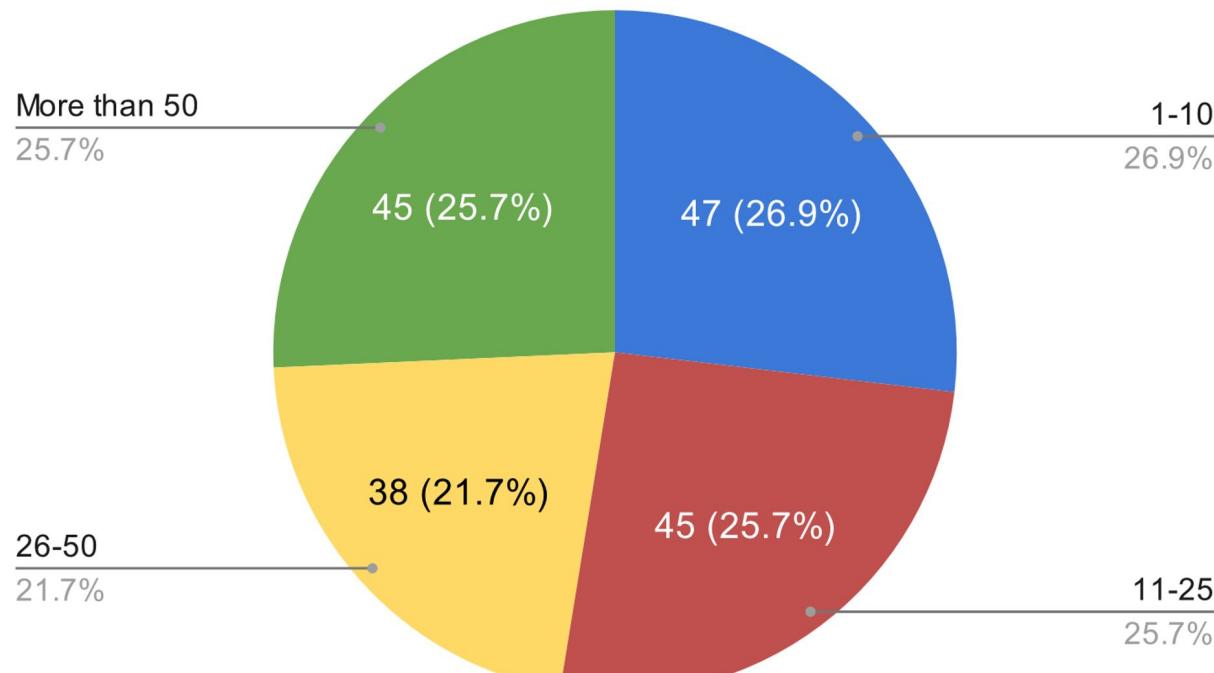
The pandemic, social media, and politics have created a toxic soup in society and frayed everyone's nerves. Well meaning people are taking it out on one another (including my staff and me!).

# HUMAN RESOURCES

HR-Related activities in 2024	n=121
College intern or apprentice	57.02%
Equity adjustments to salary	39.67%
High school intern	31.40%
Hired someone with barriers to employment	19.83%
Governors Workforce Board grant	15.70%
Staff layoffs or furloughs	10.74%
Had to reimburse state for self-funded unemployment	4.13%

# VOLUNTEERS

Q53. How many volunteers have worked in your organization in 2024? (n=175)

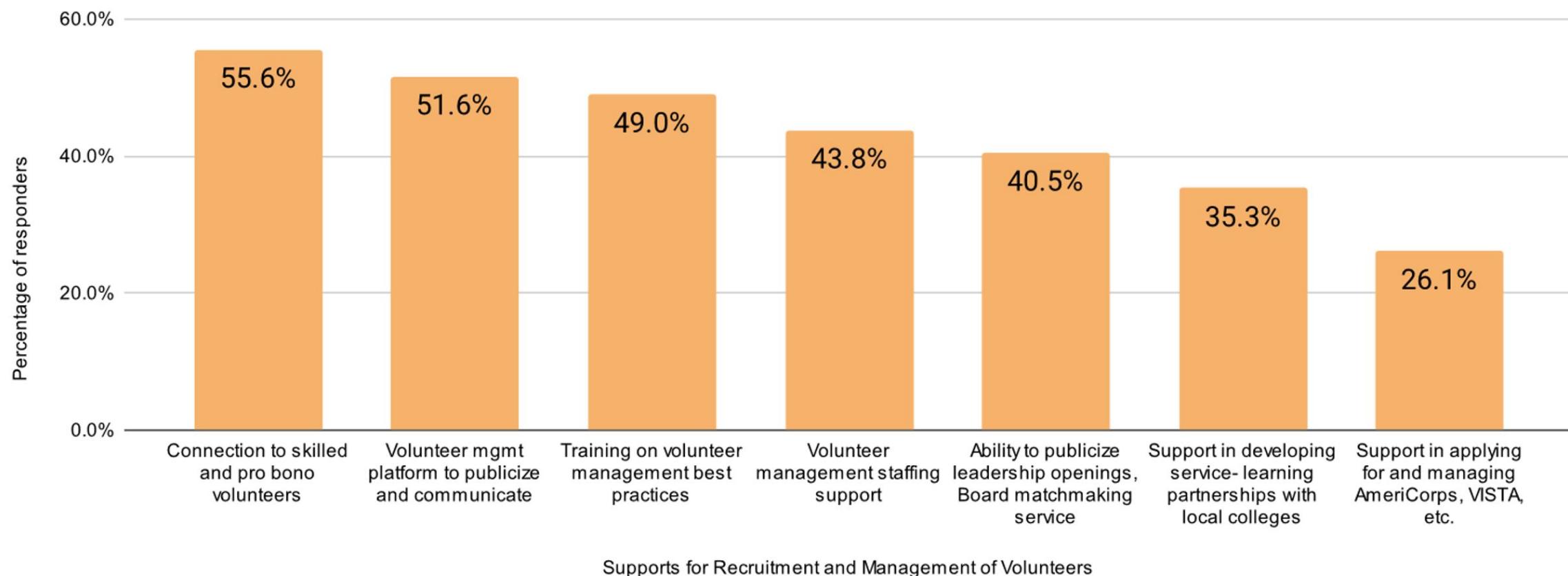


**Q54. What roles have volunteers played in your organization in 2024? (n=177)**

	Percentage of responders
All roles -- We have no paid staff	22.6%
Board of Directors and committee members	70.1%
Special events	61.0%
Delivery of programs and services	45.8%
Fundraising	37.9%
Skills-based pro bono support -- financial, marketing, legal, etc.	29.9%
Administrative and office support	25.4%
Facilities maintenance	21.5%
Tutoring and mentoring	15.8%

# VOLUNTEERS

Q55. What types of support would be helpful to increase your capacity to recruit and manage volunteers effectively? (n=153)



# FUND DEVELOPMENT



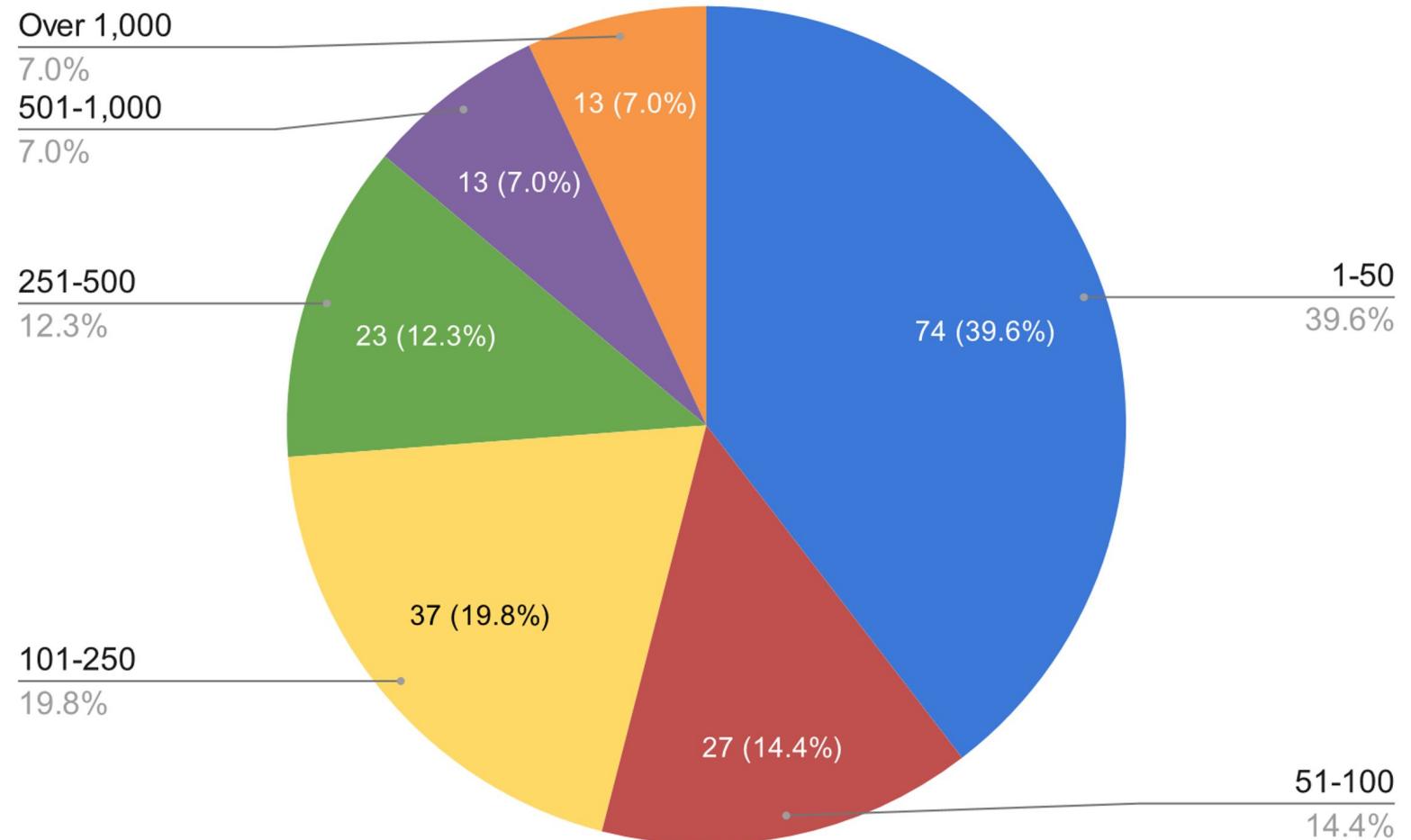
# FUND DEVELOPMENT

Percentage of respondents	Top 10 Fund Development Activities Engaged in by Respondents (n=201)
88.1%	Apply to foundations or donor advised funds for grants
80.1%	Fundraising appeal to donors
67.2%	Apply for corporate grants
62.7%	Apply for sponsorships
60.7%	401Gives
58.7%	In-person fundraising events
46.3%	Apply for federal/state contracts, grants, Medicaid billing
41.3%	Giving Tuesday effort
25.9%	Virtual fundraising
21.9%	Planned giving

# DONOR BASE

More than half (54%) of responding nonprofits have fewer than 100 individual donors and 40% have fewer than 50 donors.

Q26. In your last fiscal/budget year , how many individual donors gave to support your organization? (n=187)



# GOVERNMENT FUNDING CHALLENGES



The federal portal is a nightmare! The whole process is ridiculously laborious.

We have been underfunded for many years with our state contracts.

The reporting requirements and time requirements for completing an application do not seem worth the amount of funding offered.

Funding from the federal government is tied to fiscal year appropriations approval; when the funding will be received is uncertain. This funding has limitations regarding by when the funding must be used so that sometimes we cannot use all the funding received without being wasteful (which we are not).

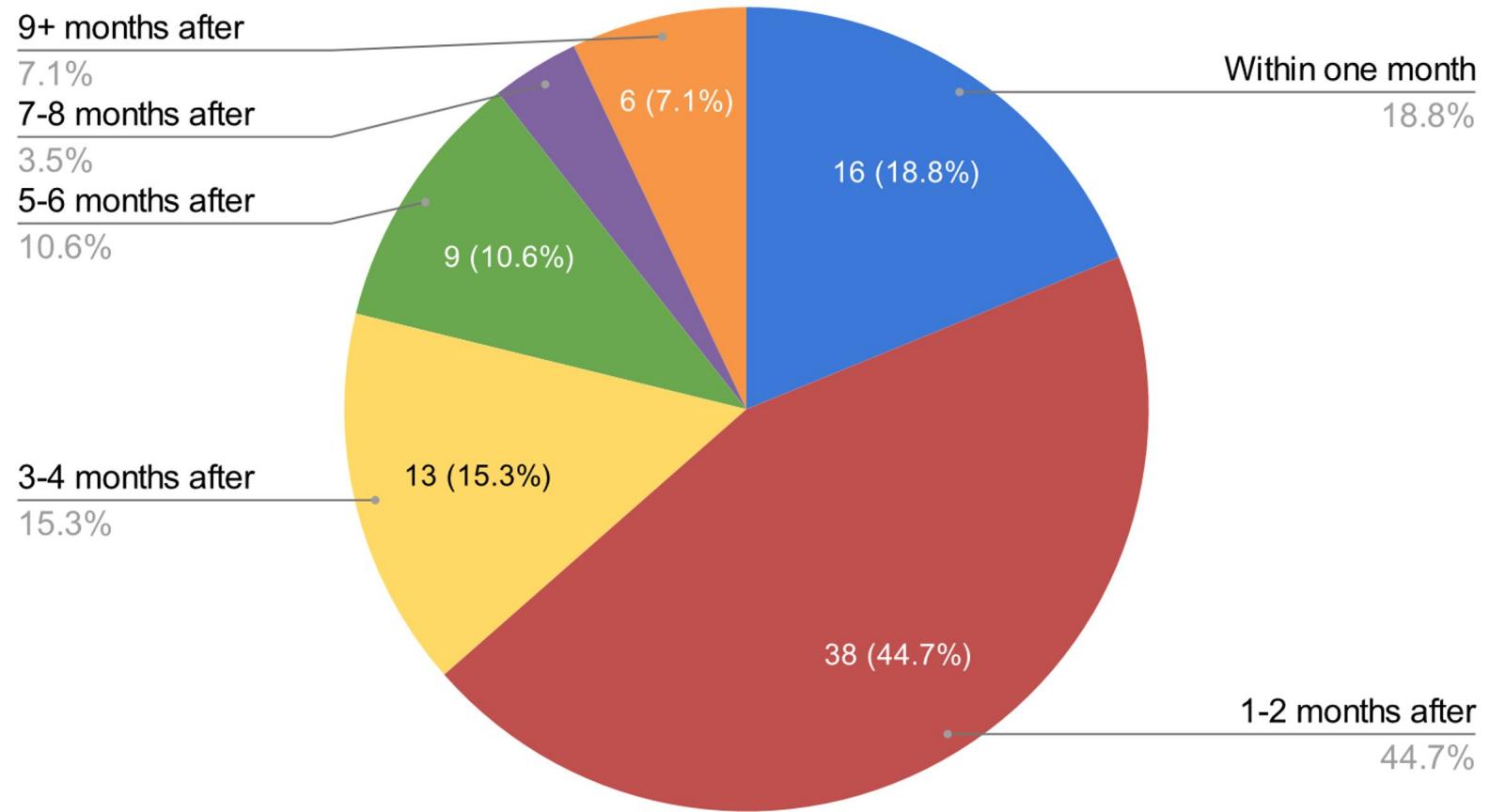
There are changes in Medicaid billing for DCYF services that will be impacting many child and family serving nonprofits. Small to medium size nonprofits do not have the infrastructure, client management systems, and billing knowledge to be able to keep programs and/or build new ones.

For both federal and state grants, the application processes are time consuming. The additional attachments required can feel excessive, and sometimes confusing. And each federal agency has its own portal, and even within the same portal, different departments utilize the portals differently, so you kind of don't know what to expect when you login (e.g. cut and paste all the narrative, or upload a PDF narrative.) I block and entire day every time we have to upload a grant-- and that is just to UPLOAD, all the content has been written.

# GOVERNMENT FUNDING

One in five (21.1%) organizations that had government funding reported waiting more than five months for reimbursement from government grants and contracts. This means that available cash is tied up, and cannot be allocated for other programs, services, salaries and expenses.

Q31. If you have received government funding or contracts, when did you receive payment? (n=85)



# FUND DEVELOPMENT SUPPORT



Support with strategic fund development planning (creating longterm goals and strategy), with building NEW donor relationships (how to cultivate relationships with new donors), and with corporate sponsor pursuit (how to identify and approach corporations)

Creative thinking about how to collaborate with other nonprofits, versus competing for dwindling resources.

Volunteers who can help with fundraising.

Learning how to build a small endowment to support our own education and grant activities.

Simplified application and reporting process.

Research support and insight into accessing new prospects. We are adept in grants but feel we are in a place where we have exhausted local market opportunities (the RI funding landscape is relatively small) or the size of the grants is not significant enough to make the impact we need considering the size of our budget and deficit. National foundations with the potential to give bigger grants are often inscrutable or hard to access without a prior connection.

Funding for increasing staffing; shared grantwriters; pro-bono advancement consultants or advocates.

Being able to fund full time positions for this work. It is currently a piece of individual staff job duties which means we do not have full time staff devoted to this.

# POLICY & ADVOCACY



# POLICY AND ADVOCACY

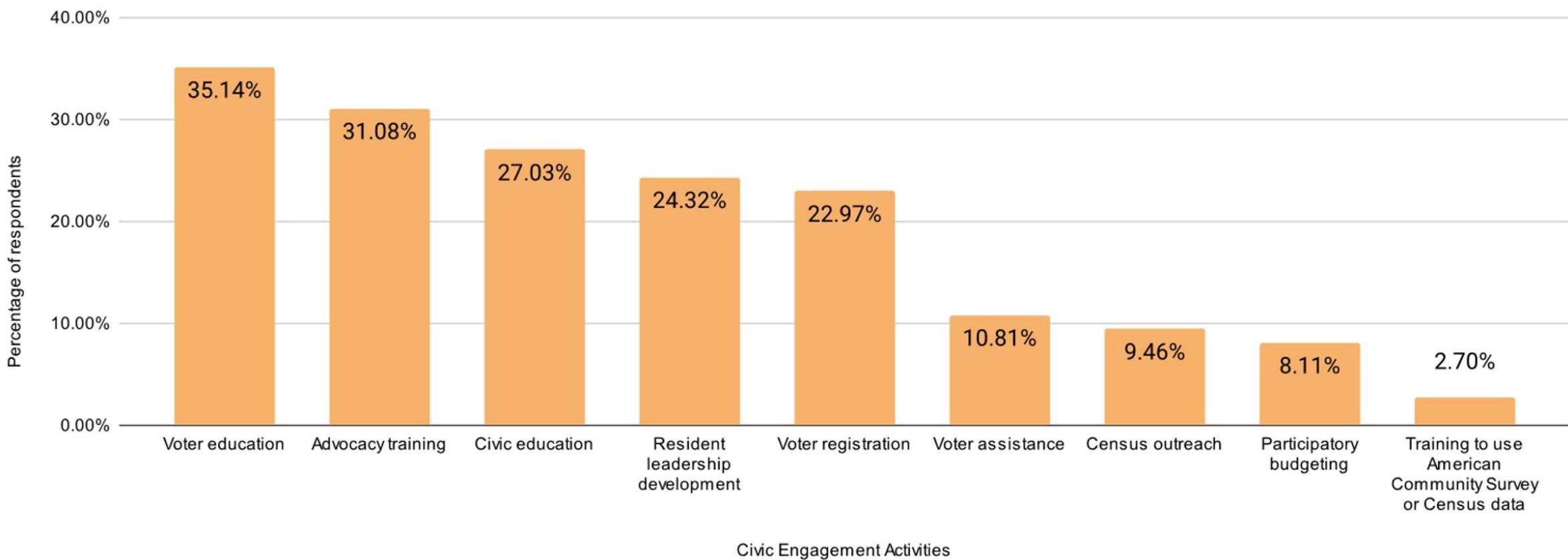
	Board	ED/CEO and Senior Leadership	Staff	Participants/Clients
Advocacy to Congressional delegation about federal legislation, budget or earmarks	21.37%	55.73%	20.61%	11.45%
Advocacy to state legislators around state legislation	29.77%	59.54%	28.24%	22.14%
Advocacy to state legislators around state budgeting	19.08%	48.85%	21.37%	14.50%
Advocacy to state executive branch around state budgeting	9.92%	35.11%	12.98%	8.40%
Submitted feedback about federal or state regulations or program implementation	11.45%	48.09%	20.61%	9.16%
Mobilized stakeholders to advocate for legislation, policy, or funding	18.32%	42.75%	22.14%	22.90%
Collaborated with state agencies/departments on program or policy initiatives	16.03%	48.85%	23.66%	14.50%

# COLLECTIVE ADVOCACY

Percentage of respondents	Top 10 Advocacy Issues of Interest (n=139)
64.7%	Issues affecting the nonprofit sector (charitable deduction, state contracting, increased public investment, etc.)
38.8%	Education
37.4%	Federal and state grant/contracting improvements
36.7%	Racial equity
35.3%	Workforce development
30.9%	Housing
27.3%	Climate crisis, Climate change
16.5%	Childcare
15.8%	Refugee assistance
14.4%	Criminal justice reform

# CIVIC ENGAGEMENT

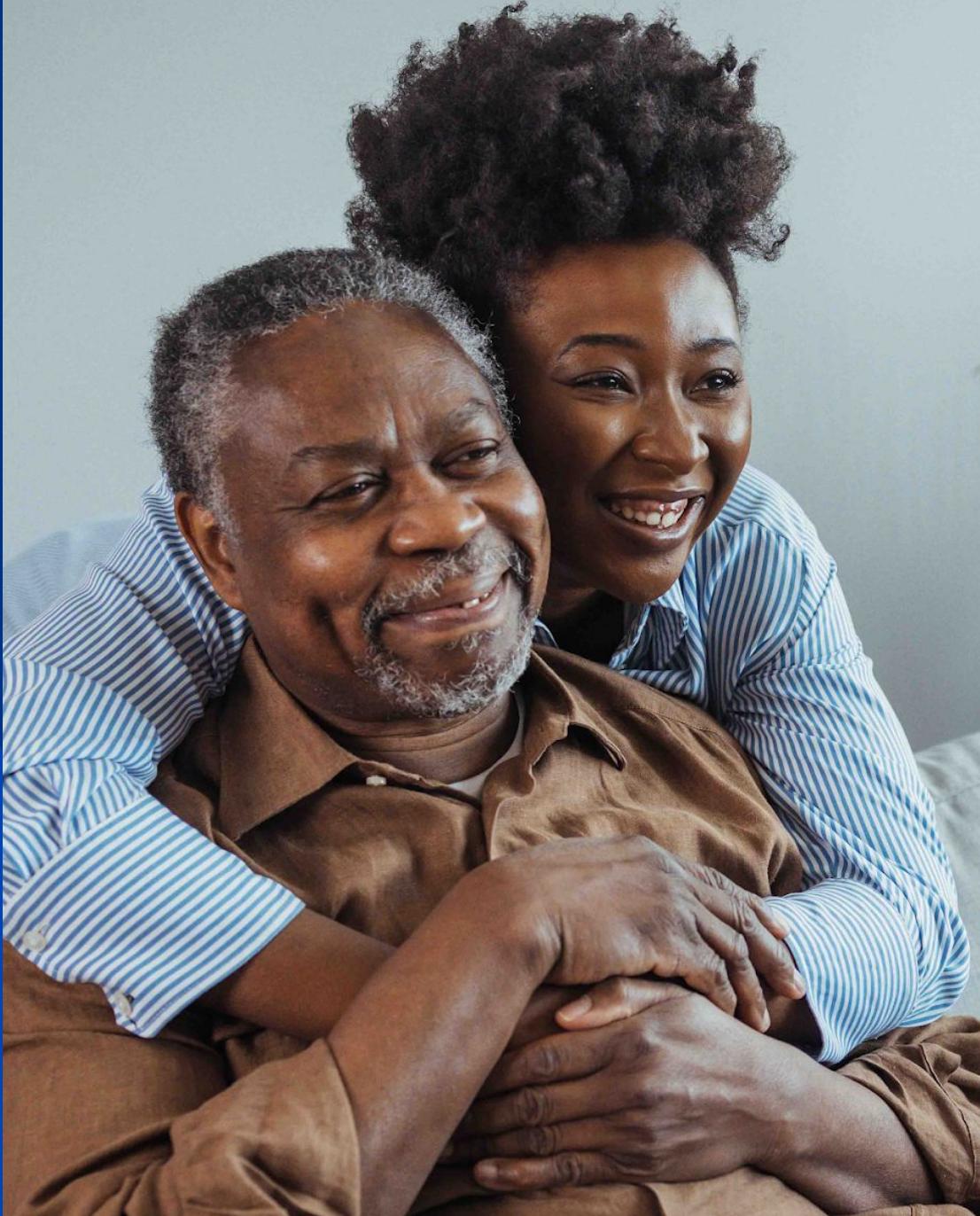
Q72. Does your organization do any nonpartisan civic engagement work? (n=74)



# COMMUNITY CONTRIBUTIONS

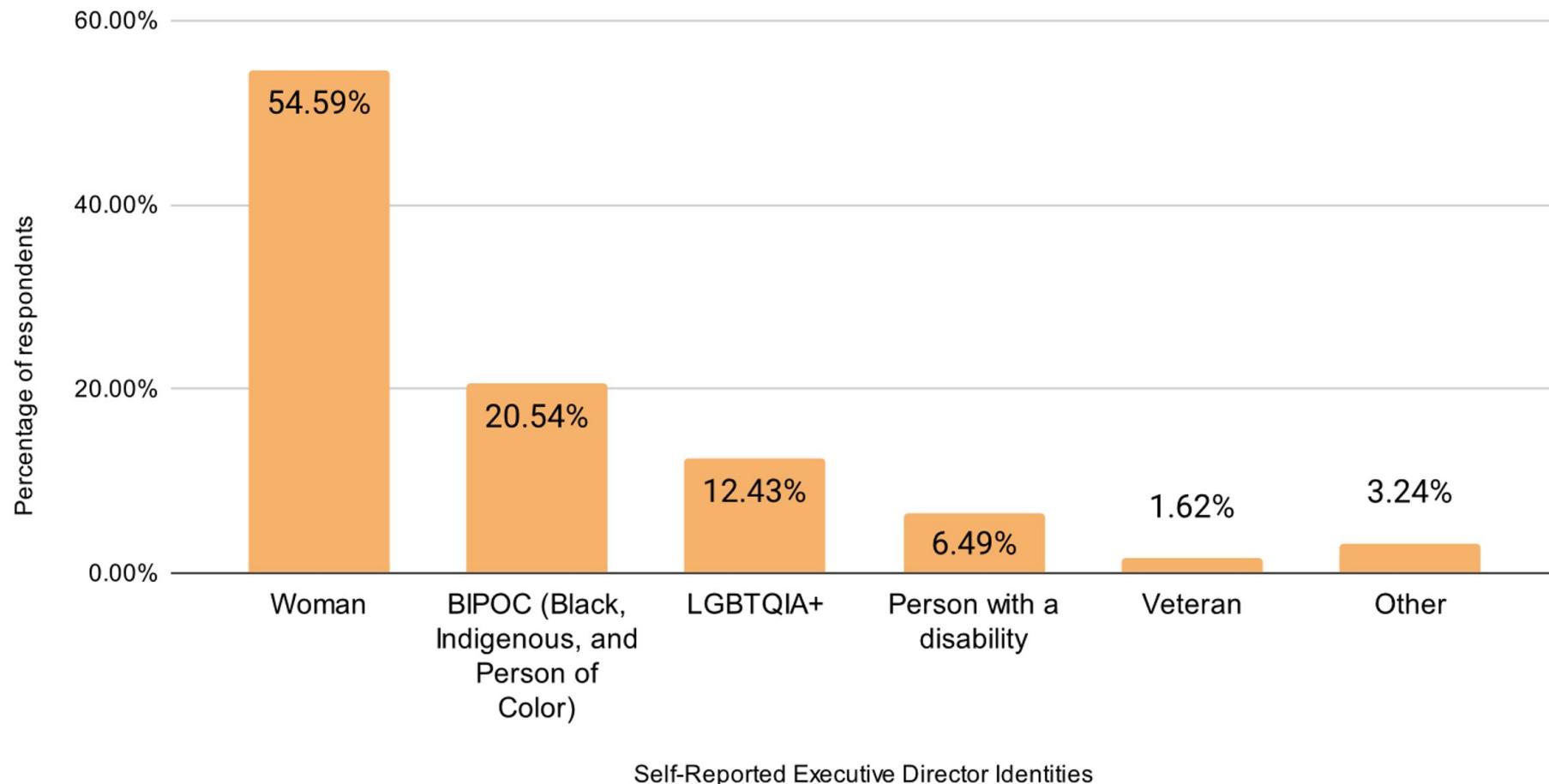
Percentage of respondents	Top 10 Most Important Contributions of the Nonprofit Sector to RI Communities (n=174)
78.2%	Improve overall quality of life
71.3%	Provide safety net services and assistance with basic needs
69.0%	Support those who are vulnerable or in need
63.8%	Address issues of social justice and inequity
60.3%	Increase understanding, empathy and respect between people of different backgrounds, races or identity
58.1%	Bring people together and encourage social connections
52.3%	Inspire people to grow and achieve goals
51.7%	Link Rhode Islanders to important resources
49.4%	Improve physical well being
48.9%	Develop new leaders

# RACIAL EQUITY



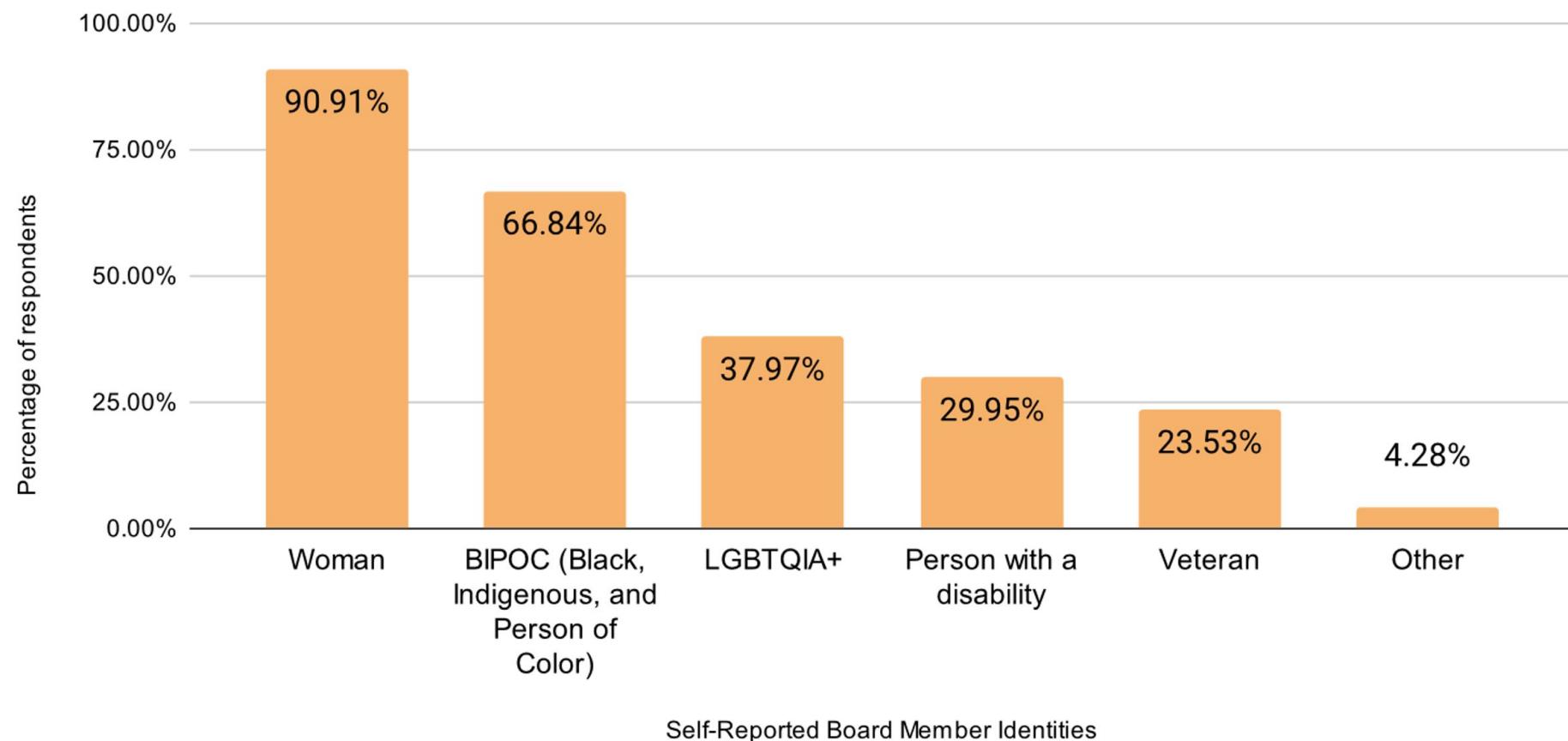
# LEADERSHIP DIVERSITY

Q58. Does your Executive Director identify as any of the following? (n=185)



# GOVERNANCE DIVERSITY

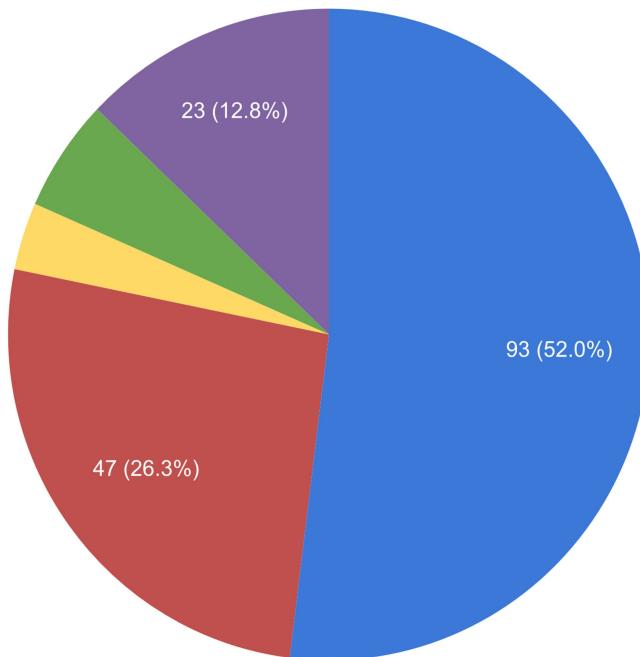
Q60. Does your Board of Directors include one or more members that identify as any of the following? (n=187)



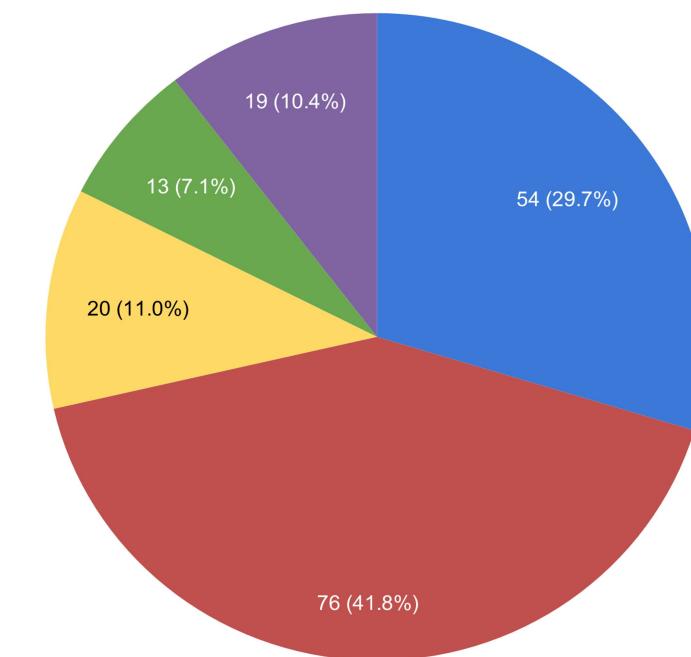
# LEADERSHIP DIVERSITY

What percentage of your organization's leadership consisted of BIPOC in 2024?

Senior Leadership (n=184)



Board of Directors (n=185)



- None
- 1-24
- 25-49
- 50-74
- 75-100

# RACIAL EQUITY

Percentage of respondents	Top 10 Implemented Racial Equity Practices (n=176)
44.3%	Guest speakers, learning and/or recognition of diverse history, culture and celebrations
40.9%	Staff training on JEDI
36.4%	Actively recruit job candidates of color and actively recruit in underserved areas
35.2%	Intentional efforts to support existing BIPOC staff and Board members
32.4%	Board training on JEDI
29.5%	Ensure that resident/participant voice is included in decision-making and strategy development
27.8%	Adopted JEDI policy or values statement
22.7%	Translation available for all programs, services, job postings, internal and external documents
19.3%	Regular assessment of public-facing programs and publications to ensure that language reflects an asset- based community framework
13.1%	Prioritize Minority Business Enterprise vendors

# RACIAL EQUITY SUPPORT



Making space for members of the BIPOC community and especially Black participants to lead in this teaching of this work. Our lived experiences are not taken seriously. We need to be able to lead and train folks on these discussions.

Continue to promote the funding disparity of leaders and orgs of color publicly so donors and funders can stay conscious of where their money is going .

Funding for internships.

More funding to be able to hire additional staff and market these positions more in underserved areas.

Free training and resources for our staff and volunteers.

We need more training or best practices on how to recruit a more diverse board.

Evaluation and responsible demographics.

We have been working with a JEDI consultant of which we will not have funds to continue in 2025.

We have had this as a goal for a long time, but have not had the time/capacity to create a dedicated strategy. We would like to increase the BIPOC participation in our Board. We have more BIPOC volunteers than ever before, but still disproportionately low. We have historically converted volunteers into Board members, rather than seeking out Board members specifically - so hopefully some people will convert!

# CLIMATE



# CLIMATE AND ENVIRONMENT

Addressing Environmental Issues	n=166
None	40.96%
Environmental programming	27.71%
Support disproportionately polluted communities	20.48%
Prioritize sustainability in vendors/products	18.67%
Some utilization of green energy	18.07%
Advocacy/support for people historically affected by pollution and climate issues	16.87%
Environmental justice work	16.27%
Energy efficient facilities	17.47%
Sustainability incorporated in policies and decision making	16.27%
Legislation and policy advocacy	12.65%
Climate resilient facilities	4.82%

# CLIMATE AND ENVIRONMENT



We are a historic property with restrictions on the kinds of upgrades we can do to it because of its historic nature. Information on how we can still enact climate and energy efficiency changes without having to outside our historic restrictions would be helpful (we can't install solar panels, for example).

We need funding to upgrade a very old building to be more energy efficient and leave a smaller carbon footprint.

We need supports to make our building solar ready.

Solar energy project will be underway in 2025.

Grants to improve energy efficiency would help us become more efficient faster.

We would install solar panels, change our heating system from natural gas to electric, and install EV charging stations if we could afford to do so.

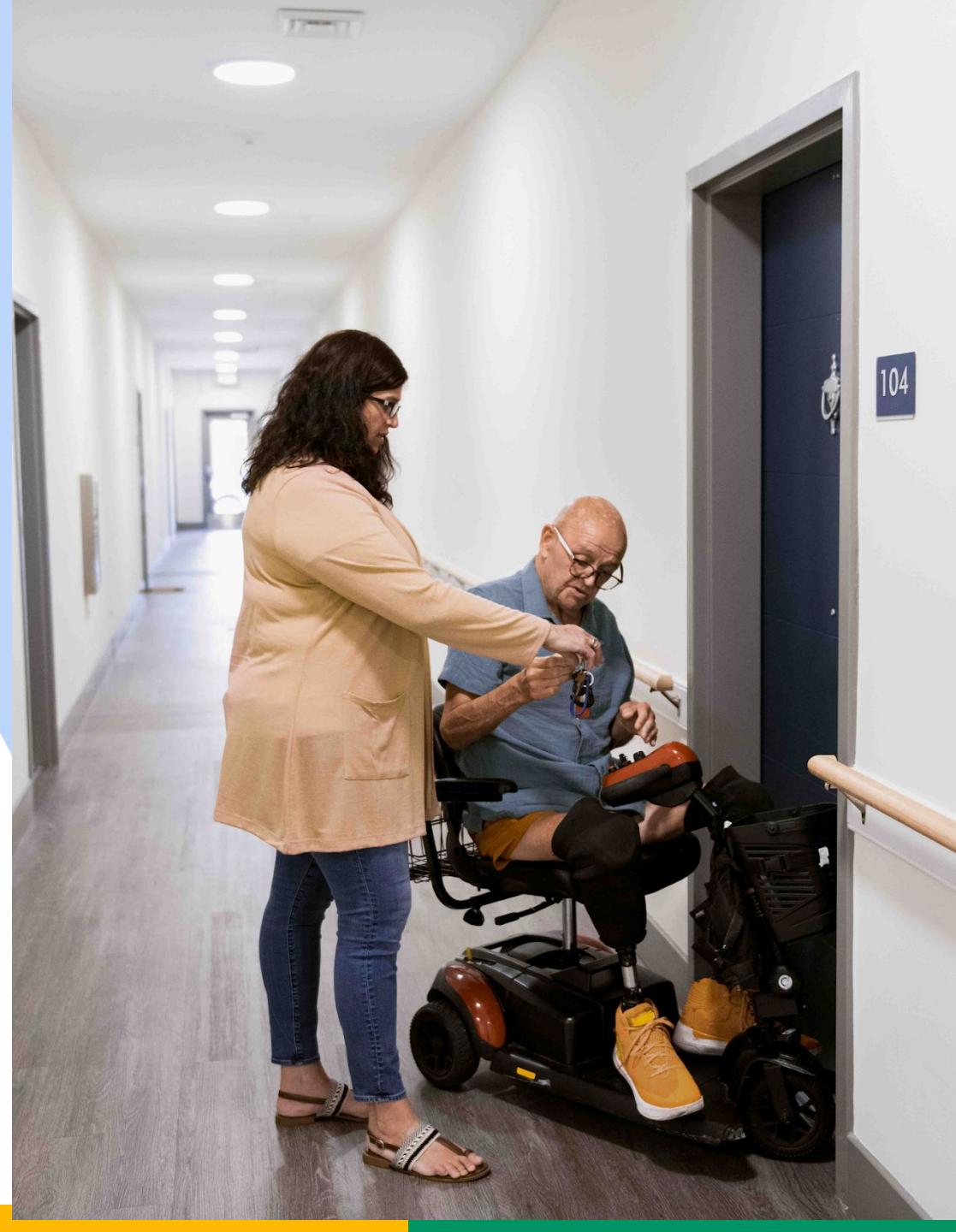
Interested in programs that could help us make our heating system more efficient for little or no cost.

Advice on which existing programs are real and not just alternate energy company solicitation schemes.

Funding or funded access to expertise to analyze and prioritize resilience and efficiency work needed in historic buildings.

Understanding Direct Pay credits, connecting with other organizations who are not explicitly environmental organizations but who are working to build connections between their core mission and climate resilience.

# ACCESSIBILITY



# DISABILITY ACCESS

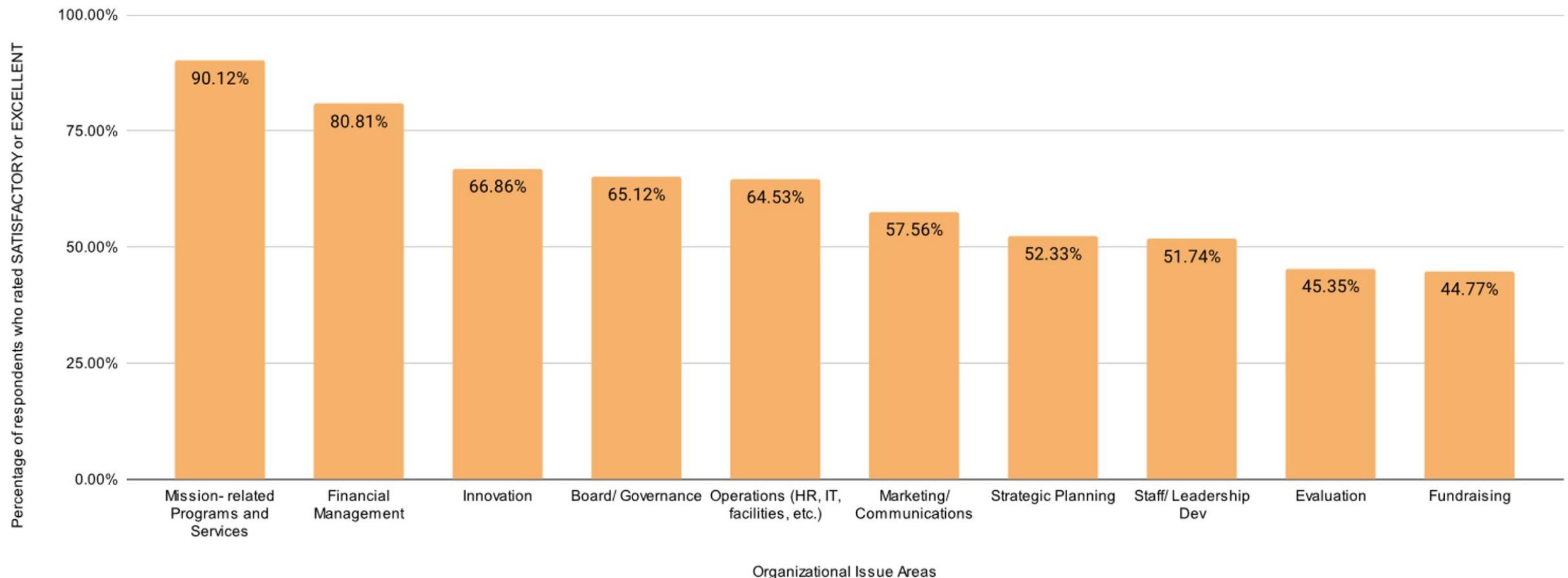
Percentage of respondents	Top 10 Most Commonly Used Accessibility Practices (n=153)
46.4%	Programming for, by, or with people with disabilities.
42.3%	Facility upgrades
36.6%	Facility, website, program evaluations
26.8%	Events and meetings at accessible facilities
26.8%	Staff who identify as people with disabilities
22.2%	Accessibility information on website
17.7%	Use of microphones and/or hearing assistive technology
13.1%	Board approved access/accessibility statement
11.1%	Identified accessibility point person
7.2%	Closed captioning/CART/sign language options

# CAPACITY BUILDING



# CURRENT CAPACITY

Q67. Looking internally, our organization is satisfactory/excellent in the following areas (n=172)



# EXTERNAL CAPACITY

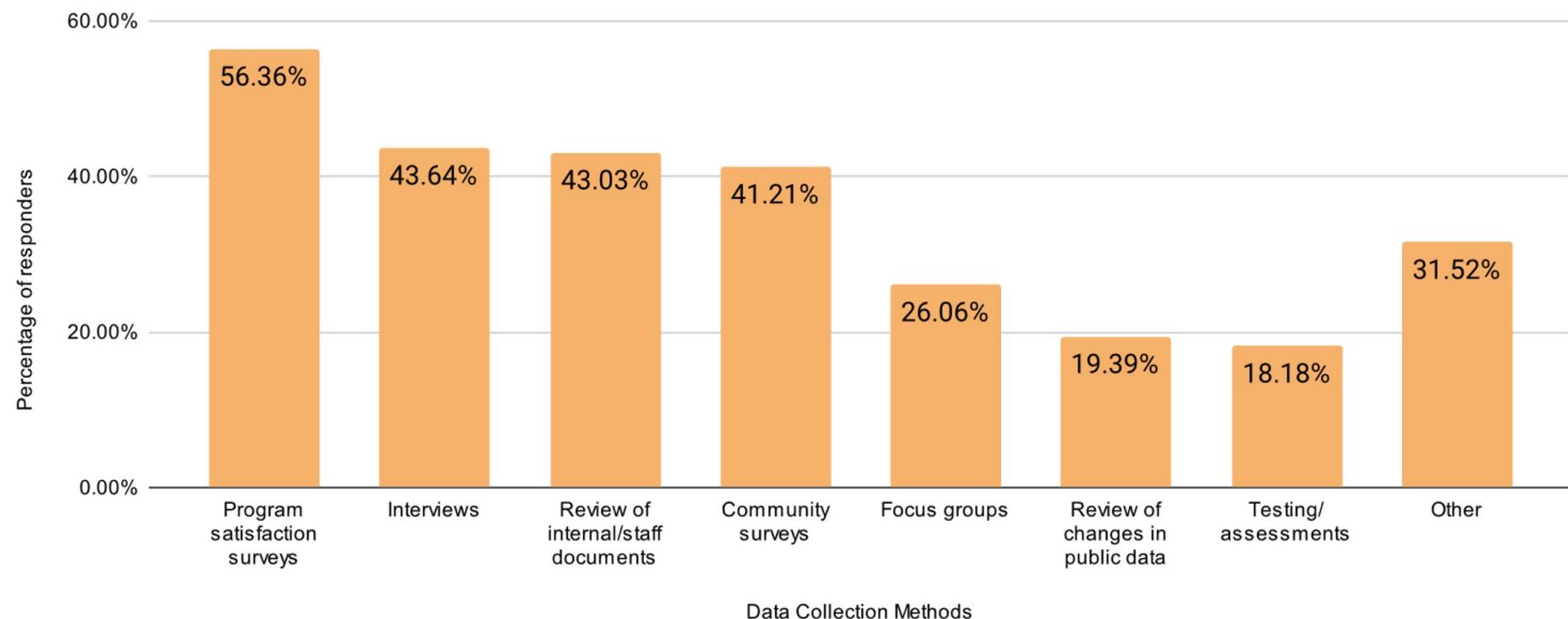
<b>Third party services (n=188)</b>	<b>Have used in last Plan on using</b>	
	<b>12 mo.</b>	<b>in next 24 mo.</b>
Financial/accounting/bookkeeping	53.72%	43.09%
Human resources/payroll	51.06%	38.83%
Information technology and cybersecurity	44.68%	37.77%
Benefits administration	34.04%	29.26%
Marketing/communications	28.72%	28.72%
Grantwriting	28.19%	23.94%
Communications and marketing	27.66%	26.60%
Strategic planning	22.34%	23.40%
Facilities monitoring and security	21.28%	19.15%
Database management	20.74%	21.28%
Facilities management	13.83%	11.70%
Fund development	13.83%	19.15%
Board development	13.30%	19.68%
Policy/advocacy	12.23%	15.43%
Operations management	3.72%	9.04%

# EVALUATION & DATA



# DATA COLLECTION

Q66. In what ways do you determine, evaluate, or measure the effectiveness or impact of your programs and strategies? (n=165)



# TAKEAWAYS



# THEMES

- Community need still at pandemic level or higher.
- Entering a "lean time" -- decreased individual giving, state budget deficit, recent and proposed federal cuts, end of ARPA funding. Many organizations have limited cash reserves, so they can't absorb large revenue losses.
- Staff burnout continues, with many considering leaving the sector, vacancies difficult to fill, and significant turnover. Compensation issues are significant barriers for recruitment and retention.
- Workforce support is needed at all stages of leadership development – development opportunities for leaders, especially for people of color; support for new ED's; development opportunities for emerging leaders; and succession planning. General workforce issues like lack of access to affordable childcare and transportation also make it more difficult for nonprofits to find qualified employees.
- Training, staffing and implementation funding needed for increased effectiveness in fundraising, racial equity, accessibility, policy, climate.

# MOVING RI NONPROFITS FORWARD

## RECOMMENDATIONS

- Potential for collective action in advocacy, cost-sharing, marketing, etc.
- Support for nonprofits in contingency planning, financial assessment, pathways forward in resource-constrained environment, additional fundraising training.
- Growth in individual giving and alternative approaches to revenue – social enterprise, impact investing, etc.
- Connecting nonprofits with existing resources – some unaware of existing Alliance resources and training; other programs and services are in development, or are incorporated in Alliance long-term plans.
- Advocacy for parity in existing government resources for small businesses and nonprofits.
- Funding that includes living wages for staff, full cost of programs and services.
- Support for nonprofit staff – leadership development, wellness and secondary trauma resources.

# Mini-Discussions

## Questions

## What's Next

The 2024 RI Nonprofit Survey is the fifth annual statewide survey, jointly produced by Grantmakers Council of Rhode Island and United Way of Rhode Island.

