



# Nonprofit Needs Assessment

Navigating Federal Funding & Policy Challenges

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Spring 2025

# About

The **Nonprofit Leaders Group** works to ensure that nonprofit organizations remain informed and prepared to navigate an evolving fiscal and political landscape. We exchange timely updates, share resources, and build community. With hundreds of participating leaders from organizations ranging in size and focus, the group fosters a collaborative approach to meeting today's challenges. The group began meeting in January 2025 and is open to all Philadelphia area nonprofit leaders.

## *Steering Committee*

- Cynthia Figueroa, President & CEO, JEVS (NLG Founder and Convener)
- Marianne A. Fray, President & CEO, Maternity Care Coalition
- Loree D. Jones Brown, Chief Executive Officer, Philabundance
- Sharmain Matlock-Turner, CEO, Urban Affairs Coalition
- Mike Pearson, President & CEO, Public Health Management Corporation
- Arun S. Prabhakaran, President, Urban Affairs Coalition
- Matt Rader, President, Pennsylvania Horticultural Society

# Acknowledgements

This needs assessment was initiated by the **Nonprofit Leaders Group** and made possible with support from **Philadelphia Foundation**.

## *Additional Acknowledgements*

Development and promotion of the survey was supported by **Philanthropy Network Greater Philadelphia** and **Pennsylvania Association of Nonprofit Organizations (PANO)**.

Thank you to the 20+ organizations and foundations that promoted the survey, which enabled participation by a wide range of missions and communities. Lastly, special thanks to the volunteers who supported data analysis and report development.

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# Current Conditions

Directly or indirectly, most nonprofits are feeling the impact of the current policy environment.

## Information Emergency

Rapid news cycles, conflicting updates, limited guidance from funders, and few trusted sources of clear, reliable information

## Leadership Stretch

Burnout, staff strain, and stalled decisions as leaders face rising needs, shifting expectations, limited support

## Muted Voices

Fear of retaliation, leaders seeking collective action and advocacy opportunities

## Missions Under Pressure

Scrutiny of orgs serving vulnerable communities, particularly orgs working in multiple targeted mission areas

## Sector in Limbo

**Many are frozen, delayed, or reinventing without clarity about the future**

# Financial Limbo

Funding and programming conditions reported by local nonprofits

## Frozen

Programs halted due to stop-work order or funding suspensions

## Delayed

Funding on hold, but expected to resume after administrative, legal, or political resolution

## Fractured

Some funding sources remain, but others are paused, causing operational strain

## On the Edge

Grants/contracts nearing expiration with no clear renewal path

## Constrained

Stable funding, but regulatory or policy shifts hindering service delivery

## Reinventing

Seeking new strategies: mergers, fiscal sponsorships, or alternative revenue... closure.

# Survey Background & Reach

# Survey Background

## **Purpose:**

In the context of destabilizing disruptions from Washington, DC, the Nonprofit Leaders Group initiated a needs assessment survey to help the region's nonprofit service organizations, associations, funders, and policymakers identify what would be most helpful to the sector at this time.

## **Background:**

Developed as a rapid assessment tool to capture local nonprofit perspectives on policy shifts and funding disruptions, and to surface priority needs for support, technical assistance, and coordination.

**Outreach By:** Funders, nonprofit associations, nonprofit service organizations

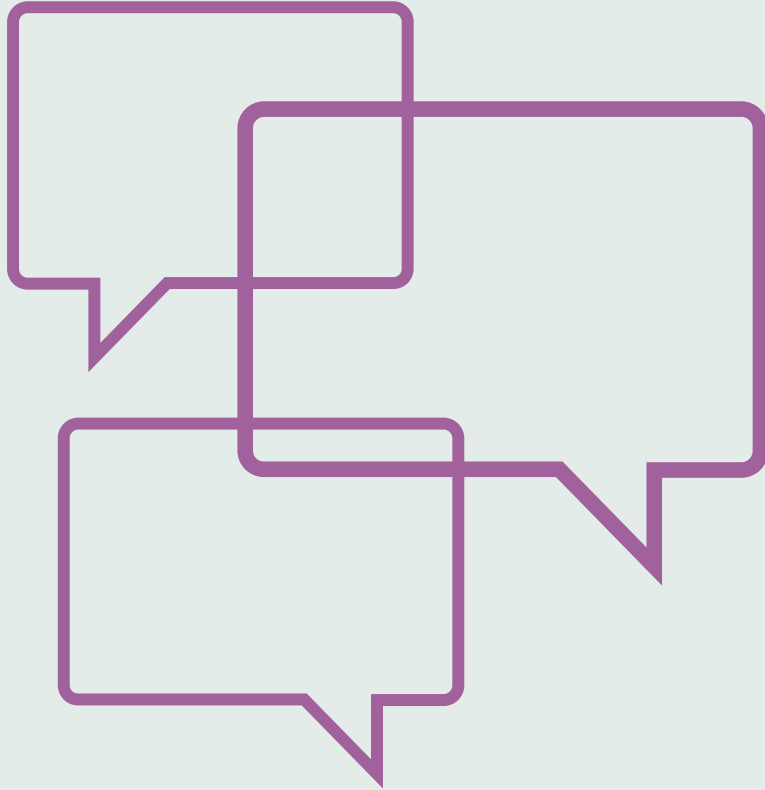
**Dates Open:** March 20 – April 11, 2025

## **Limitations:**

- Individual perspectives, not org positions
- English-only survey and meetings
- Varied degree of impact across respondents
- Sample size limited data analysis



# Who We Heard From



## Overall

- 607 respondents
- 362 organization names shared
- 130 Greater Philadelphia service zip codes (5-county)
- Majority shared open-text responses
- 56% were open to follow-up

# Survey Questions

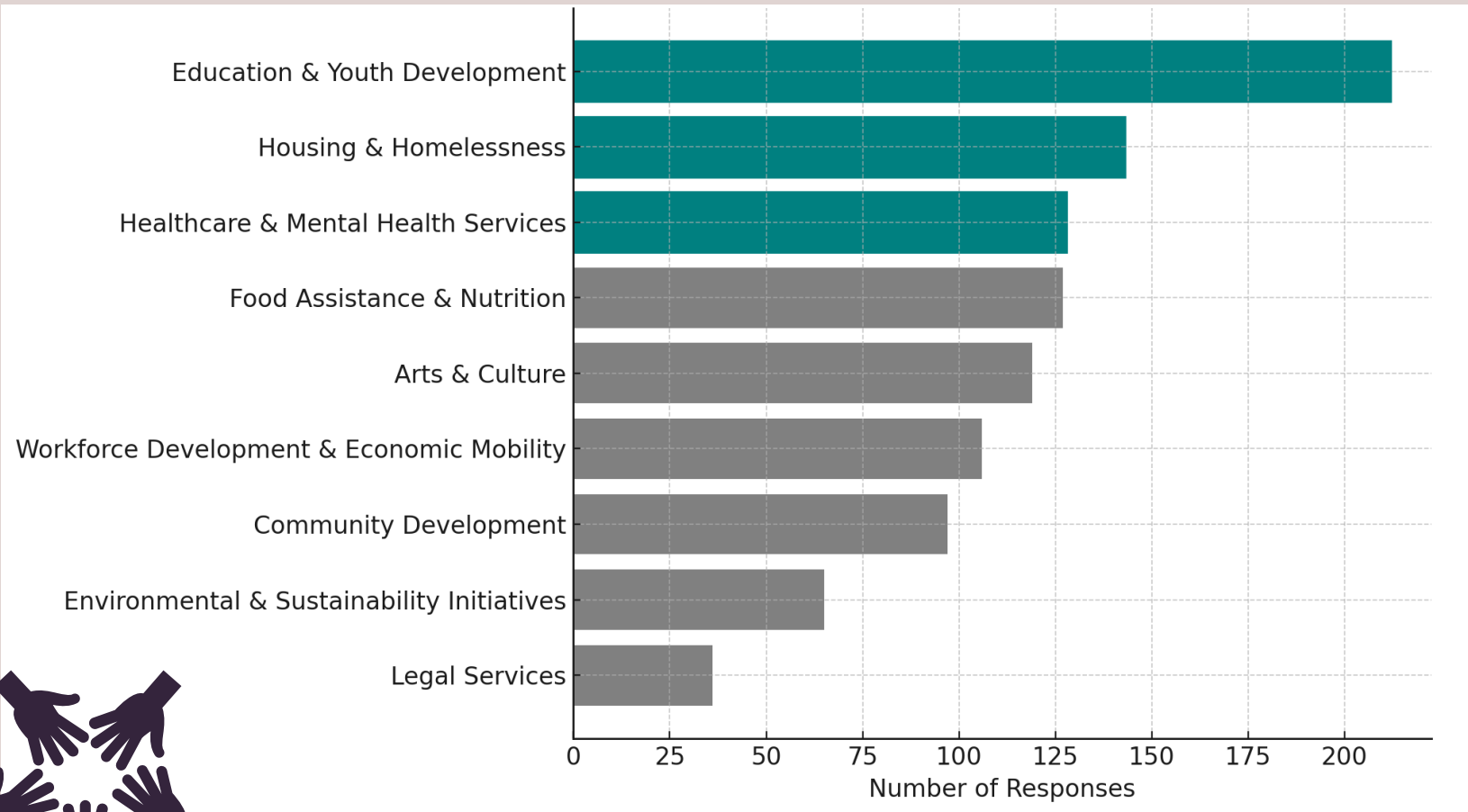
## Organizational Profile

1. What primary services does your organization provide?
2. Is your organization primarily focused on a specific population?
3. What are the top ZIP codes where you provide services?



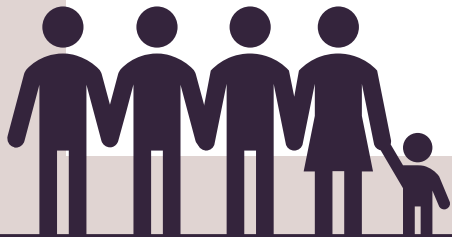
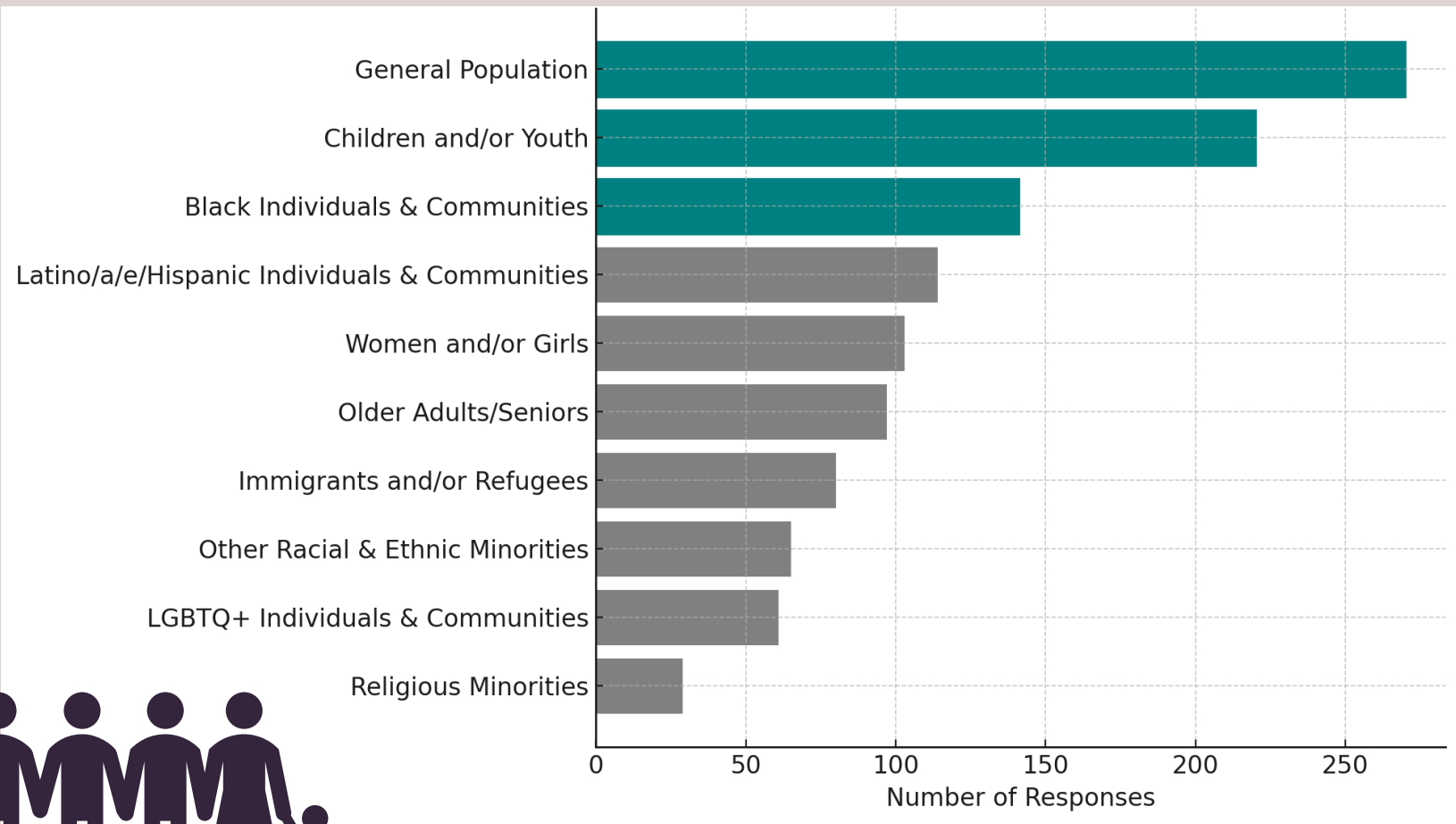
# Primary Services

Which categories best describe the services that your organization provides?



# Primary Populations

If your organization's mission is primarily focused on target populations, please identify which.



# Geography

Please enter the three ZIP codes where you provide the most services.

Zip Mentions by County
<b>Philadelphia County</b> - 591
<b>Chester County</b> - 309
<b>Montgomery County</b> - 242
<b>Bucks County</b> - 105
<b>Delaware County</b> - 45

Top Philadelphia Zips	
Zip	Area
<b>19143</b>	Southwest Philly, Kingsessing, Cedar Park, Squirrel Hill
<b>19104</b>	West Philadelphia, Mantua, Belmont, Mill Creek, Powelton, West Powelton
<b>19144</b>	Northwest Philly, Germantown (East & West), parts of Nicetown, Logan
<b>19140</b>	North Philly, Hunting Park, Nicetown-Tioga
<b>19131</b>	West/Northwest. Wynnefield, Overbrook, Belmont Village

Top Zips Outside Phila	
Zip	Area
<b>19464</b>	Pottstown
<b>19320</b>	Coatesville
<b>19401</b>	Norristown

# Survey Results: Impacts

# Survey Questions

## Impact of Federal Funding & Policy Shifts

1. How have the federal funding freeze and/or new policies affected your organization?
2. Are there specific federal funding sources or programs you're concerned about?
3. What is your organization's greatest concern right now?



# Federal Impacts from Survey

Funding uncertainty, staff strain, and stalled decision-making are widespread


**49%** of respondents reported **delayed or disrupted public funding**

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**36%** cited **staffing stress or instability**, including freezes, role reductions

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**28%** said funding uncertainty had **stalled planning or decision-making**

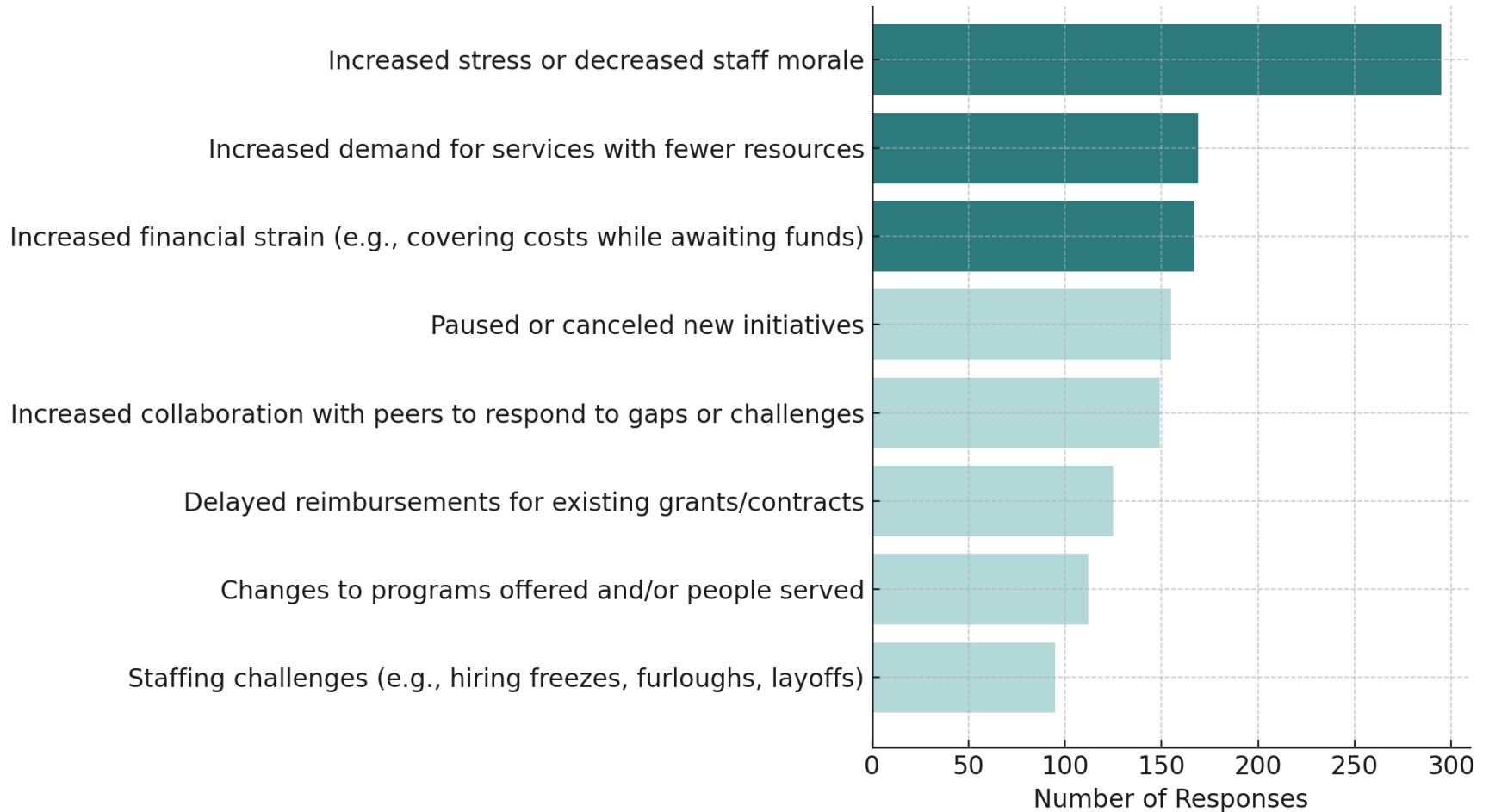


**“The uncertainty is debilitating. The need escalates, but concern over looming cuts is stifling.”**



# Current Impacts

Of those affected, these were the most reported disruptions



# Organizational Concerns

What is your organization's greatest concern right now?

## Prevalent Themes

**Already Precarious:** “Our organization took on a lot of debt during covid and we're in a precarious place now with the funding cuts where we may not survive the year.”

**Mission Conflicts:** “We are concerned that we may be bound to executive orders that do not align with our values in order to receive future and current funding.”

**Perpetual Uncertainty:** “We continue to put together complex and burdensome federal funding applications, but there is always the possibility that those funding avenues are cut the next day.”

**Federal Budget:** “Our greatest concern is if funding for FY2025 will be allocated for programs and service come 7/1/2025.”

**Private Philanthropy:** “My concern is the increased demand on private foundations and the increased competition for the same (or possibly less) funds.”

**Business Overhaul:** “We need to rethink our entire business model.”

# Community Concerns

What is your organization's greatest concern right now?

## Prevalent Themes

**Fear & Anxiety:** “Our clients are afraid to leave their homes. They are keeping their children out of school. This is a dire situation.”

**Ripple Effects:** “Even a temporary disruption in services can lead to delayed prenatal care, gaps in early childhood development, and increased stress in the home.”

**Most Vulnerable:** “Funding freezes are taking money and services from the people who need it most. We are harming marginalized people, and it is gut wrenching.”

**Partner Impacts:** “Funding cuts/eliminations for organizations that we partner with... and that impact on our organization and clients we serve.”

**Lifeline Services:** “Homeless services through HUD are a lifeline—can’t afford to lose them.”

**Workforce Impacts:** Despite “the astronomical rise in cost of living, our government is threatening to take [childcare] funding away.”

# Survey Results: Priority Needs

# Survey Questions

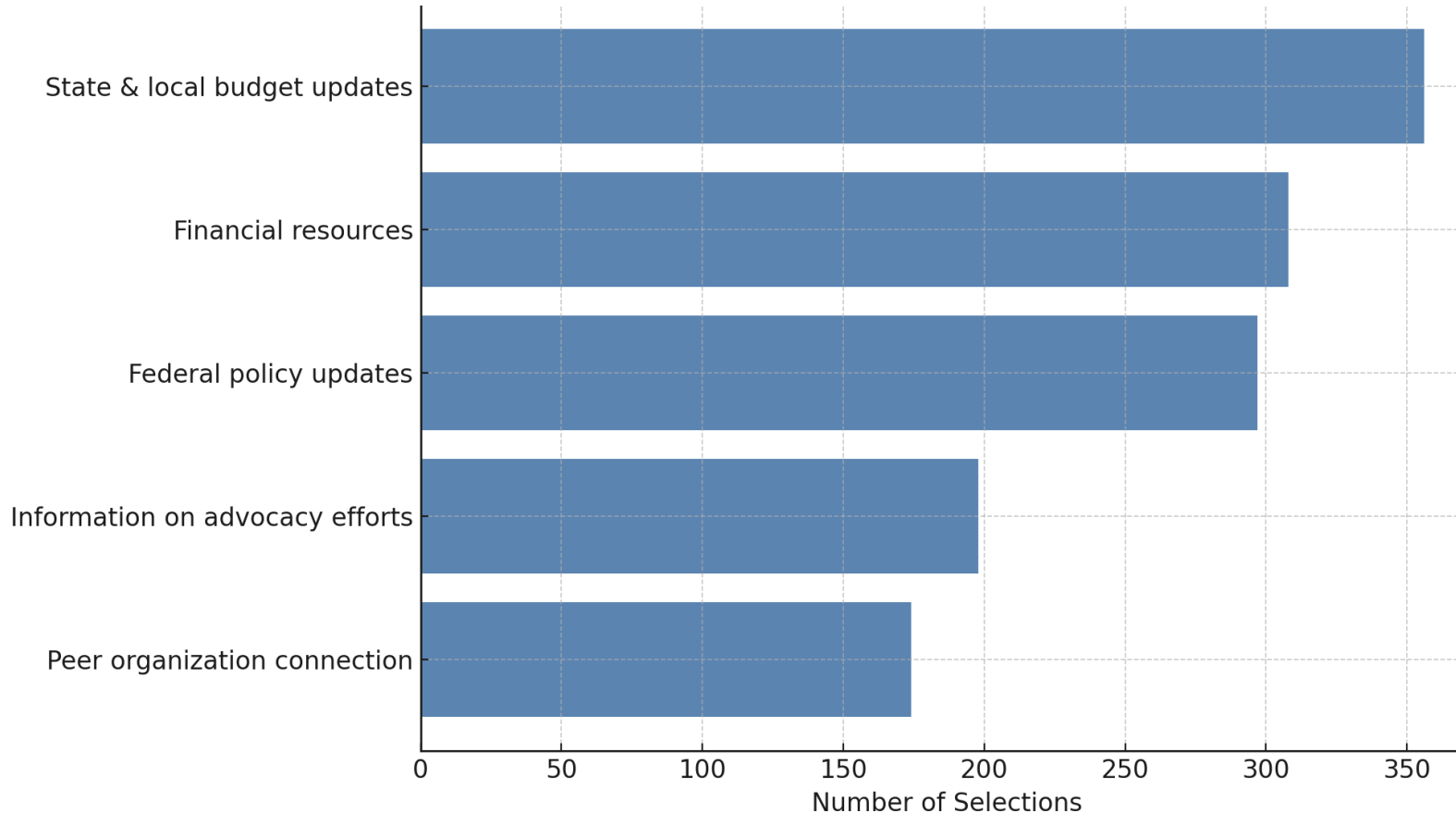
## Priority Needs & Support

1. What types of information or updates would be most helpful to your organization right now?
2. What types of legal support and compliance issues are most important to your organization?
3. What kinds of education or training would be most useful in the months ahead?



# Information & Resources

Which of these resources and topics would be most helpful to you?



# Funding Needs

300+ respondents selected “financial resources” as a top need.

<i>Themes</i>	<i>Key Points</i>
<b>Bridge Support</b>	Flexible grants are needed to help organizations withstand delayed or disrupted funding.
<b>General Operating</b>	Unrestricted funding allows greater ability to plan and manage as conditions change
<b>Sustained Investment</b>	Long-term shifts in public funding would require multi-year support to rebuild

**“We just need a bridge grant to get through this fiscal year. If we lose state funding-because they lost federal grants-we’ll have to lay off people.”**

Many reported compounding pressures: delayed reimbursements, frozen contracts, and increased competition for private dollars.

# Legal Support & Compliance

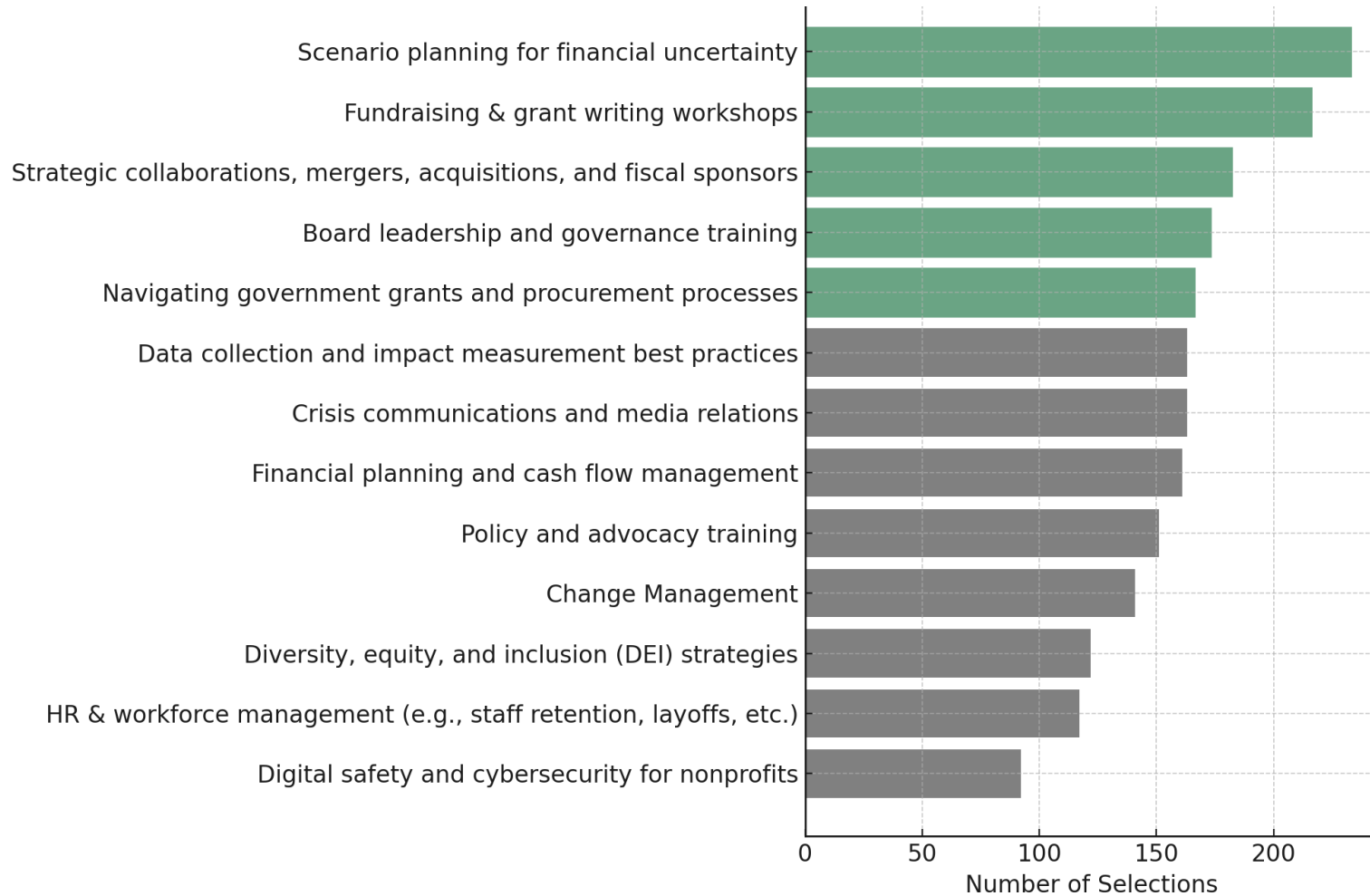
Which of these resources and topics would be most helpful to you?





# Capacity Building

Which of these resources and topics would be most helpful to you?



# Reflections & Next Steps

# Protective Factors

Some organizations are faring better than others due to existing capacities and experience.



<b>Legal Guidance</b>	Interprets executive orders, funding terms, compliance risks
<b>Gov't Affairs or Lobbyist</b>	Tracks policy shifts, provides strategic insight, supports advocacy
<b>Financial Reserves</b>	Flexibility during delays, disruptions, or unplanned expenses
<b>Internal Capacity</b>	Enables planning, change management, staff support
<b>Experienced Board</b>	Governance, expertise, access in legal, policy, communications
<b>Funder Relationships</b>	Honest dialogue, flexibility, responsive adjustments
<b>Change Management</b>	Proactive planning, scenario testing, and confident adaptation
<b>Support Networks</b>	<b>From technical expertise to emotional support, networks and associations are in overdrive.</b>

# Staying Connected

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Email [info@jevs.org](mailto:info@jevs.org) to:

- Join the Nonprofit Leaders Group. The Nonprofit Leaders Group is for leaders of nonprofit human services and health-related organizations
- Request to have this presentation shared with Board and other key stakeholders
- Express interest in presenting to or partnering with the Nonprofit Leaders Group



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