Florida Nonprofit Alliance
Florida Nonprofits Survey
Fall 2026

This survey version (PDF) is for informational purposes only. To submit your survey responses, visit https://forms.gle/5k3YWAHBbjQBT9qa6

Survey Instructions

This survey, conducted by the Florida Nonprofit Alliance, is the 2026 installment of annual research on the successes and challenges of Florida nonprofit organizations. If you are a 501(c)(3) nonprofit organization based and operating in the state of Florida that was in existence in 2025 and 2026, please complete one survey per organization. All responses are anonymous.

Unless otherwise specified in the question, you should answer each question for the calendar year 2026 through today. The survey is 36 questions long and will take approximately 25 minutes to complete. Participation is optional.

The survey will close on Friday, December 4, 2026.

Florida Nonprofit Alliance is the state association for nonprofits in Florida with a mission to advance Florida's nonprofits as their advocate and collective voice. To learn more about Florida Nonprofit Alliance and to read the previous reports, please visit www.flnonprofits.org.

If you have any questions, please contact Leah McDermott, Vice President of Policy and Programs, at lmcdermott@flnonprofits.org.

THANK YOU for taking the time to complete this survey and help inform the needs of Florida's nonprofit sector.

This research is generously sponsored by Wells Fargo.

Questions

DEMOGRAPHIC INFORMATION

1. What area best describes your mission work?
   - Advocacy
   - Animals
   - Arts, Culture and Humanities
   - Capacity Building
   - Children and Youth Development
   - Community/Civic Engagement

- Education and Literacy
- Environment and Public Spaces
- Food and Food Security
- Foundations
- Health
- Housing and Affordability
- Human Services (Seniors, Domestic Violence, etc)
- International
- Military and Veterans
- Religion and Faith-based Organizations
- Science and Technology
- Other

2. What is the budget range for your organization?
- Under $50,000
- $50,000-$250,000
- $250,000-$750,000
- $750,000-$2.5M
- $2.5M-$10M
- $10M-$25M
- $25M-$50M
- Over $50M

3. What counties do you serve? Select all that apply. Note: if you serve all counties/statewide, please select only that option at the bottom of the list.

Alachua
Baker
Bay
Bradford
Brevard
Broward
Calhoun
Charlotte
Citrus
Clay
Collier
Columbia
DeSoto
Dixie
Duval
Escambia
Flagler
Franklin
Gadsden
Gilchrist
Glades
Gulf
Hamilton

Hardee
Hendry
Hernando
Highlands
Hillsborough
Holmes
Indian River
Jackson
Jefferson
Lafayette
Lake
Lee
Leon
Levy
Liberty
Madison
Manatee
Marion
Martin
Miami-Dade
Monroe
Nassau
Okaloosa
Okeechobee
Orange
Osceola
Palm Beach
Pasco
Pinellas
Polk
Putnam
St. Johns
St. Lucie
Santa Rosa
Sarasota
Seminole
Sumter
Suwannee
Taylor
Union
Volusia
Wakulla
Walton
Washington
All counties/Statewide
All counties and outside of Florida

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

Baker
Bay
Bradford
Brevard
Broward
Calhoun
Charlotte
Citrus
Clay
Collier
Columbia
DeSoto
Dixie
Duval
Escambia
Flagler
Franklin
Gadsden
Gilchrist
Glades
Gulf
Hamilton
Hardee
Hendry
Hernando
Highlands
Hillsborough
Holmes
Indian River
Jackson
Jefferson
Lafayette
Lake
Lee
Leon
Levy
Liberty
Madison
Manatee
Marion
Martin
Miami-Dade
Monroe
Nassau
Okaloosa
Okeechobee
Orange
Osceola
Palm Beach
Pasco

Pinellas
Polk
Putnam
St. Johns
St. Lucie
Santa Rosa
Sarasota
Seminole
Sumter
Suwannee
Taylor
Union
Volusia
Wakulla
Walton
Washington
Outside of Florida

5. How many total paid staff members (full and part-time combined) does your organization have?
   - 0 – all volunteer organization
   - 1-5
   - 6-10
   - 11-20
   - 21-30
   - 31-50
   - 51-100
   - More than 100
   - Unsure

PROGRAMS

6. Which of the following describe what your organization is experiencing with your programs and services? Select all that apply.
   - Cancelled or reduced programs and services to clients and communities
   - Challenges in finding program staff
   - Challenges in finding program volunteers
   - Change in method of service delivery
   - Decreased demand for services/support from clients and communities
   - Decreased fundraising for program expenses
   - Demand for services you do not provide
   - Disruption of supplies or services provided by partners
   - Increased costs for recurring expenses
   - Increased demand for services/support from clients and communities
   - Increase in funding for program expenses
   - Issues with program delivery (e.g. lack of space, technology constraints, etc.)
   - Reduced financial support from government (local, state or federal)
   - Sufficient program staff
   - Sufficient program volunteers
   - None of the above

- Other:

7. How much do you agree with the following statements about your organization in 2026? (Scale of 5 from “not at all” to “strongly agree”)
- We are regularly operating programs and services beyond our organization’s capacity.
- We have a wait list for our programs and services.
- We have turned clients away from accessing our programs and services.

8. How are you currently operating your programs?
- Fully in-person
- Fully virtually
- Hybrid of in-person and virtual
- We are not currently operating any programs
- Other:

9. Compared to 2025, how many clients have you served in 2026?
- More than in 2025
- Fewer than in 2025
- Approximately the same as in 2025
- Did not serve clients in 2025
- Unsure
- Other:

10. In one or two sentences, please share one measurable result your organization achieved in 2026 (e.g., 'Placed 120 families in permanent housing').

HUMAN RESOURCES

11. What changes to your staffing (paid and volunteer) have you experienced in 2026? Select all that apply.
- Board burnout
- Board feeling effects on their mental health
- Challenges finding committed volunteers
- Challenges finding or affording health insurance for staff
- Challenges with fairly compensating employees
- Changing work arrangements for staff and volunteers
- Lack of staff or not enough staff members
- Staff absence
- Staff benefits reductions
- Staff burnout
- Staff feeling effects on their mental health
- Staff layoffs or cuts
- Staff pay cuts
- Staff positions added
- Staff positions eliminated
- Staff voluntary turnover/resignations
- Volunteer absences
- Volunteer burnout
- Volunteers feeling effects on their mental health

- Workforce shortages/trouble filling open positions
- None of the above
- Other:

12. Have you had a change in CEO leadership at your organization in the last year?
- Yes
- No
- Unsure

13. Do you anticipate a turnover in the CEO/ED position at your organization?
- Yes, within the next 6 months
- Yes, within the next 7-12 months
- Yes, within the next 13-24 months
- No

14. What work options are you currently offering to employees? Select all that apply.
- Accommodations for child care
- Allowing employees to work remotely full time
- Appreciation activities for staff and/or volunteers
- Flexible schedules
- Four-day work week
- Implementing hybrid work schedules
- Increased time off for any reason
- Pay increases or bonuses
- Six-hour work shifts
- Team building and/or social time
- Time off for mental health
- None of the above, and we have paid staff
- None of the above, because we do not have paid staff
- Other:

FUNDING

15. Compared to last year, has your unrestricted revenue in 2026:
- Increased
- Decreased
- Stayed the same
- Unsure

16. Compared to your 2025 budget, did your 2026 budget:
- Increase, with a corresponding increase in services
- Increase, with services staying constant
- Increase, with services decreasing
- Decrease, with a corresponding decrease in services
- Decrease, with services staying constant
- Decrease, with services increasing
- Stayed the same as in 2025
- We do not have a budget
- Organization did not exist in 2025
- Other:

17. Does your organization currently have reserve funds?
- Yes, less than three months of operating costs
- Yes, between three months and one year of operating costs
- Yes, more than one year of operating costs
- No, my organization does not have any reserves
- Other:

18. Does your organization have an endowment?
- Yes
- No
- Unsure
- Other

19. Compared to your 2026 budget, do you expect your 2027 budget to:
- Increase, with a corresponding increase in services
- Increase, with services staying constant
- Increase, with services decreasing
- Decrease, with a corresponding decrease in services
- Decrease, with services staying constant
- Decrease, with services increasing
- Stay the same as the previous year
- Difficult to predict right now
- We do not have a budget
- Other:

20. How are your fundraising activities in 2026 comparing to your fundraising activities in 2025?
- They have generated more income in 2026
- They have generated less income in 2026
- They have generated the same amount of income in 2026
- Unsure
- We do not fundraise

21. What are the significant sources of your current fundraising dollars? Select all that apply. (NOTE: individual donors includes memberships, events, online donations, etc.)
- Existing bequests/planned giving
- Existing corporate donors
- Existing endowment
- Existing federal government grants
- Existing fees for service
- Existing foundation grants
- Existing individual donors
- Existing local government grants
- Existing state government grants
- New bequests/planned giving
- New corporate donors
- New endowment
- New federal government grants

- New fees for service
- New foundation grants
- New individual donors
- New local government grants
- New state government grants
- None of the above
- Other:

22. Where do you expect significant sources of funding to come from in 2027? Select all that apply. (NOTE: individual donors includes memberships, events, online donations, etc.)
- Existing bequests/planned giving
- Existing corporate donors
- Existing endowment
- Existing federal government grants
- Existing fees for service
- Existing foundation grants
- Existing individual donors
- Existing local government grants
- Existing state government grants
- New bequests/planned giving
- New corporate donors
- New endowment
- New federal government grants
- New fees for service
- New foundation grants
- New individual donors
- New local government grants
- New state government grants
- None of the above
- Other:

23. Are you currently engaged in or planning on a capital campaign (funding for building and infrastructure) in the next 3 years?
- Yes
- No
- Unsure
- Other

RECENT GOVERNMENT CHANGES FOR NONPROFITS

24. In the last year, have federal changes, decisions, and/or legislation impeded your organization's ability to provide your regular programs and services?
- Yes
- No
- Unsure

25. If yes (to question 24), how have federal changes impeded your organization? Please select all that apply. (If they have not impeded your organization, please skip this question.)

- Clients and/or staff members have been targeted
- Federal funding has become uncertain
- Federal funding has been reduced/eliminated
- Forced to reduce programming
- Forced to reduce staffing
- Increased demand for programs and services
- Staff morale has decreased and/or staff burnout has increased
- Your organization decided not to apply for federal funding after receiving it in the past
- Your organization's mission, programs or name has made your organization a target
- Other:

26. In the last year, have state changes, decisions, and/or legislation impeded your organization's ability to provide your regular programs and services?
- Yes
- No
- Unsure

27. If yes (to question 26), how have state changes impeded your organization? Please select all that apply. (If they have not impeded your organization, please skip this question.)
- Clients and/or staff members have been targeted
- State funding has become uncertain
- State funding has been reduced/eliminated
- Forced to reduce programming
- Forced to reduce staffing
- Increased demand for programs and services
- Local funding has become uncertain
- Local funding has been reduced/eliminated
- Staff morale has decreased and/or staff burnout has increased
- Your organization decided not to apply for local funding after receiving it in the past
- Your organization decided not to apply for state funding after receiving it in the past
- Your organization's mission, programs or name has made your organization a target
- Other:

28. If you answered yes to questions 24 and/or 26, how has your organization reacted to the impediments? Please select all that apply. (If they have not impeded your organization, please skip this question.)
- Organization has created multiple budgets and/or plans
- Organization has considered merging with another organization
- Organization has merged with another organization
- Organization has reduced staffing
- Organization has reduced access to programs (adjusted hours, changed program options, closed programs, etc.)
- Organization relies more on existing or creating new collaborations
- Organization has done scenario or contingency planning
- Organization has used some reserve funds to fill gaps
- Organization has depleted reserve funds to fill gaps
- Other:

29. Has your organization updated its bylaws in accordance with the updated Florida Nonprofit Corporation Act?
- Yes
- No
- Unsure
- Other

30. Did your nonprofit organization advocate or lobby on Amendment 3 (Property Tax Changes) on the November 2026 general election ballot? Please select all that apply.
- Yes, we advocated (shared information about the impacts)
- Yes, we lobbied (asked voters to vote yes or no)
- No, but we monitored the issue
- No, we did not engage at all about Amendment 3
- Other

REFLECTING AND PLANNING

31. Do you have a disaster preparedness plan in place for your organization?
- Yes
- No
- Unsure

32. Does your organization have challenges with finding affordable liability insurance?
- No, we have affordable liability insurance with adequate coverage
- Yes, we can find policies but they are prohibitively expensive
- Yes, we can't find a policy that will cover our organization
- We do not carry liability insurance
- Other

33. Think about what you expected to happen this year. Would you say the following are now better or worse than your expectations?
(Matrix – much better, slightly better, the same, slightly worse, much worse)
    - Access to funds
    - Access to volunteers
    - Client needs
    - Filling available staff positions
    - Fundraising activities
    - Having enough staff and volunteers
    - Program delivery
    - Retaining staff
    - Staff/volunteer morale

34. What is the biggest challenge you have faced this year? Please select one, or write your answer in "other."
- Adapting to uncertainty
- Communication
- Funding/fundraising for operations
- Funding/fundraising for programs

- Government interactions/decisions
- Human resources (staff and volunteers)
- Meeting community demand for services
- Mental health (you, your staff, your volunteers)
- Political climate
- Program operations
- Technology needs/updates
- Using AI
- Workforce shortage
- None of the above
- Other:

35. How concerned are you about the following issues over the next 12 months? (Matrix - Not at all concerned, a little concerned, somewhat concerned, very concerned)
- Artificial Intelligence (AI)
- Board engagement
- Cash flow
- Closing your doors
- Cybersecurity and/or cyber safety
- Employee and staff health and well being
- Filling available staff positions/workforce shortage
- Finding and retaining board members
- Increased expenses
- Increased need for services
- Laying off staff
- Loss of income/revenue
- Merging your organization with another one
- Political climate
- Reduced ability to provide programming
- Reduced future funding (2027 and beyond)
- Volunteer availability

36. What resources does your organization need going forward? Select all that apply.
- Advocacy (e.g. direct lobbying, trainings, education, etc.)
- Board engagement and/or mobilization
- Business operations assistance
- Capacity for effective community engagement
- Capacity to manage more complicated finances (including debt)
- Collaborations in or information for your local community
- Disaster planning & relief
- Executive or leadership transitions (CEO/ED)
- Facilities
- Funding
- Fundraising assistance
- HR assistance
- Identifying, recruiting, and/or hiring new employees
- Information on Artificial Intelligence (AI)
- Information on cybersecurity
- Information on or assistance with nonprofit collaborations

- Information on or assistance with nonprofit mergers
- Leadership/professional development for staff and/or volunteers
- Resources on merging and/or closing your organization
- Resources to support staff
- Support to build partnerships (government, funders, other nonprofits)
- Technology
- Volunteers
- None of the above
- Other:

Thank you for sharing your insights in the online version of this survey, which can be found here: ***https://forms.gle/5k3YWAHBbjQBT9qa6***

For additional related resources, please click below:

- Florida Nonprofit Alliance
- Florida Nonprofits Survey 2025 Results
- Florida's Updated Nonprofit Corporation Act
- Get Ready for a Disaster Toolkit
- Florida Nonprofit Compensation and Benefits Report
- Information about FNA Membership