

CNE Nonprofit Survey Responses

November 2025

cfmco.org/cne

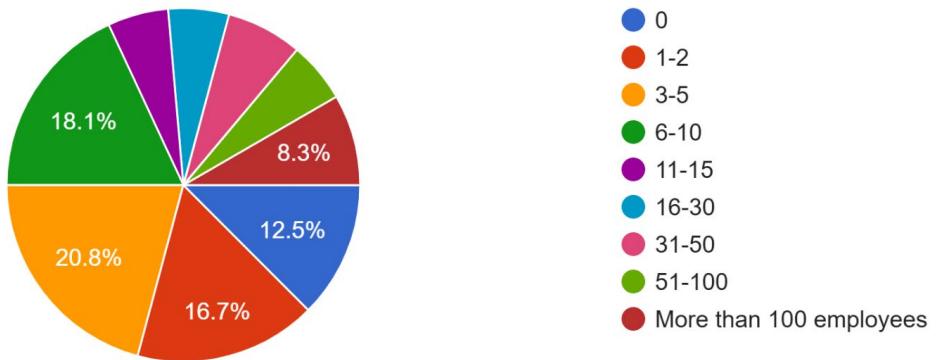
Purpose and Method

- The purpose of the 20-question survey was to take a **snapshot of how local nonprofits are faring** plus learn more about ongoing impacts of Federal policy, funding changes and Executive orders (November 2025).
- This online survey received 72 responses. It is not an exhaustive study nor a randomized sample. Responses are subjective and terms used are open to interpretation.
- Analysis comparing data with May survey responses ([Impacts on the Local Nonprofit Community May 2025 Survey Report](#)) is limited; only a small portion of organizations responded to both 2025 surveys.

Who Responded

Number of paid staff (FTE Full Time Equivalent):

72 responses

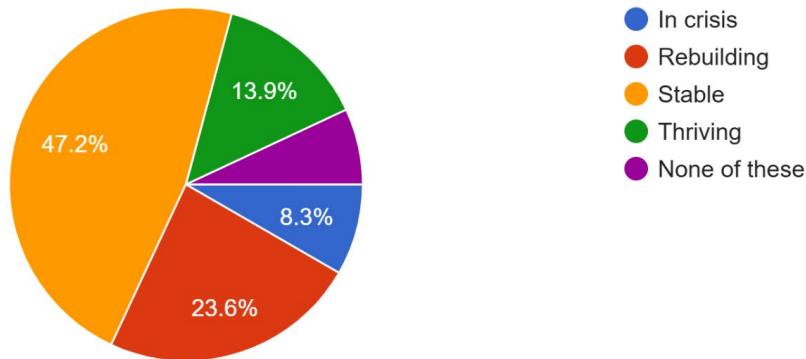


- The majority of responses came from organizations with 1-10 paid staff.
- Geographic service areas include Monterey, Santa Cruz & San Benito Counties. Primary zip code areas served: 93940, followed by 93901

Current State of Nonprofits 2025

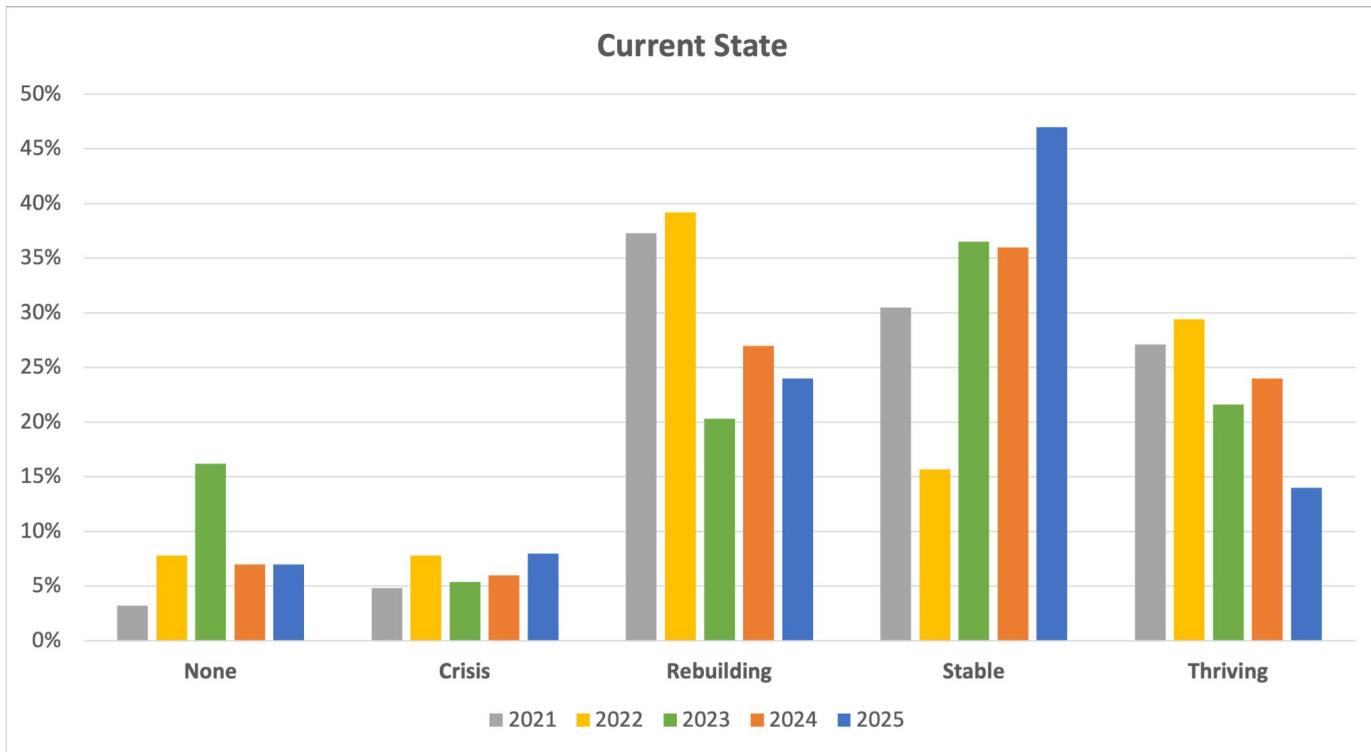
Which best describes the current state of your nonprofit?

72 responses



None of These responders (7%) referred to "building" or "uncertainty."

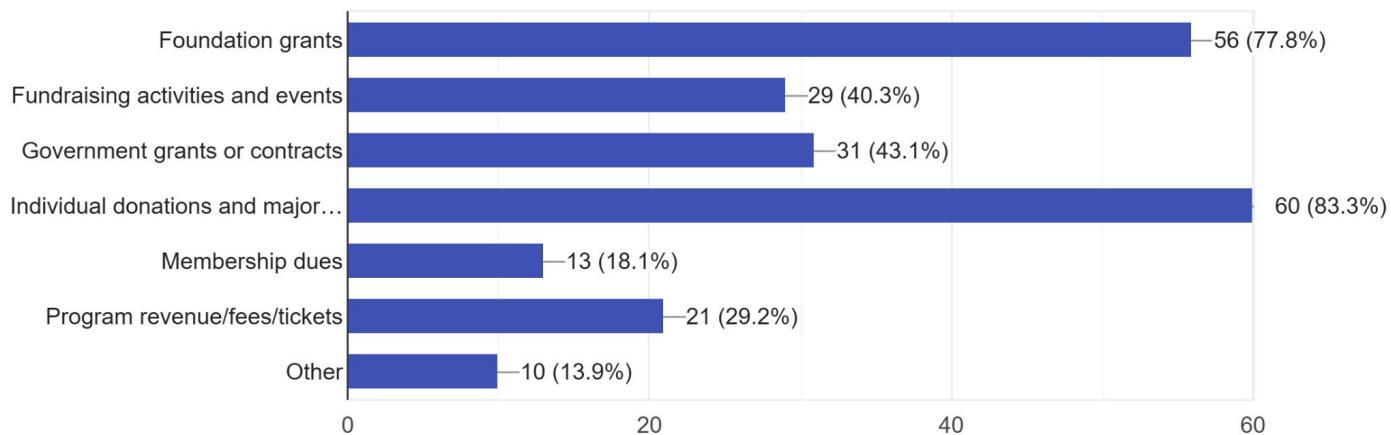
State of Nonprofits: 5 years of snapshot data



Nonprofit Funding Sources

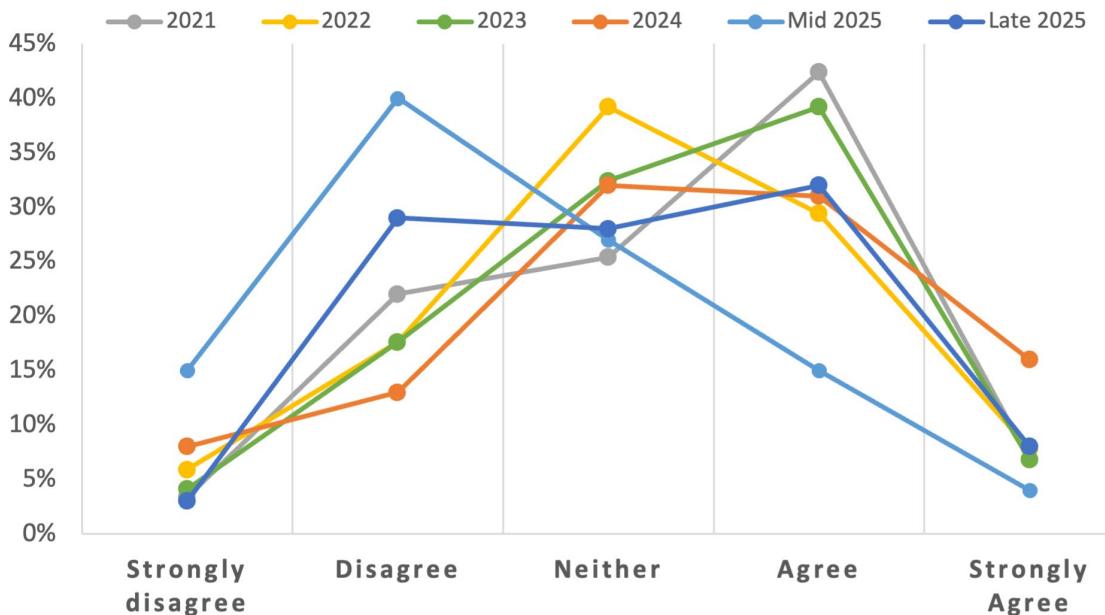
Which are your organization's funding sources? (top 3)

72 responses

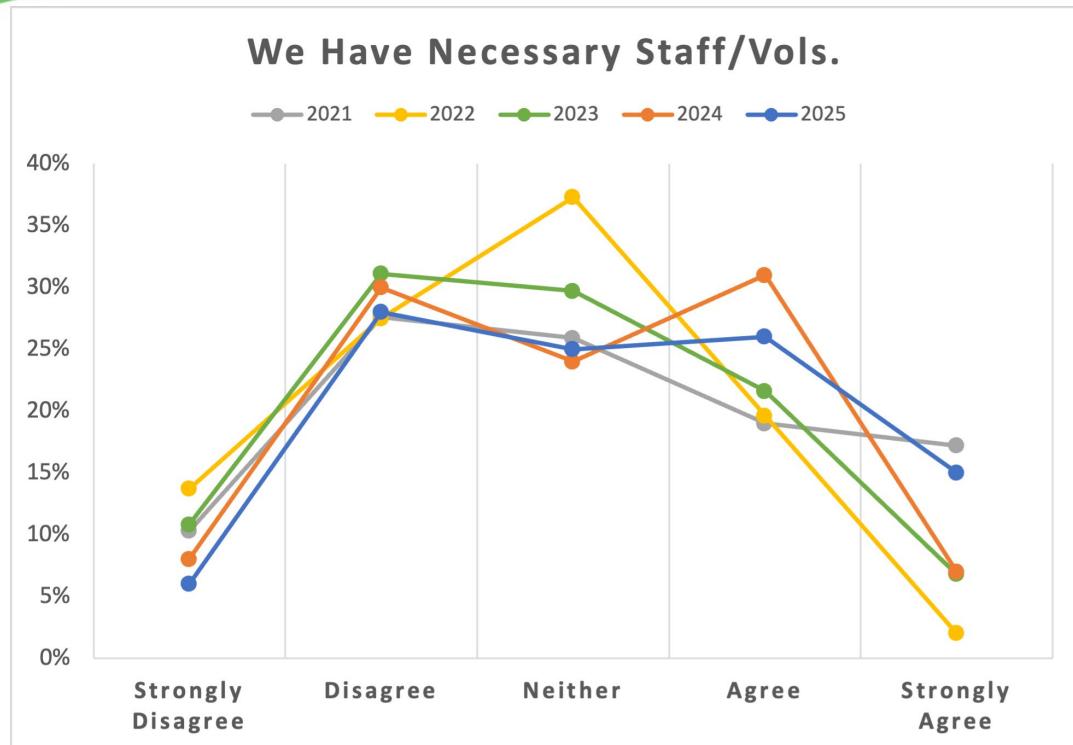


Funding Reliability

Our Existing Funding Sources Are Reliable



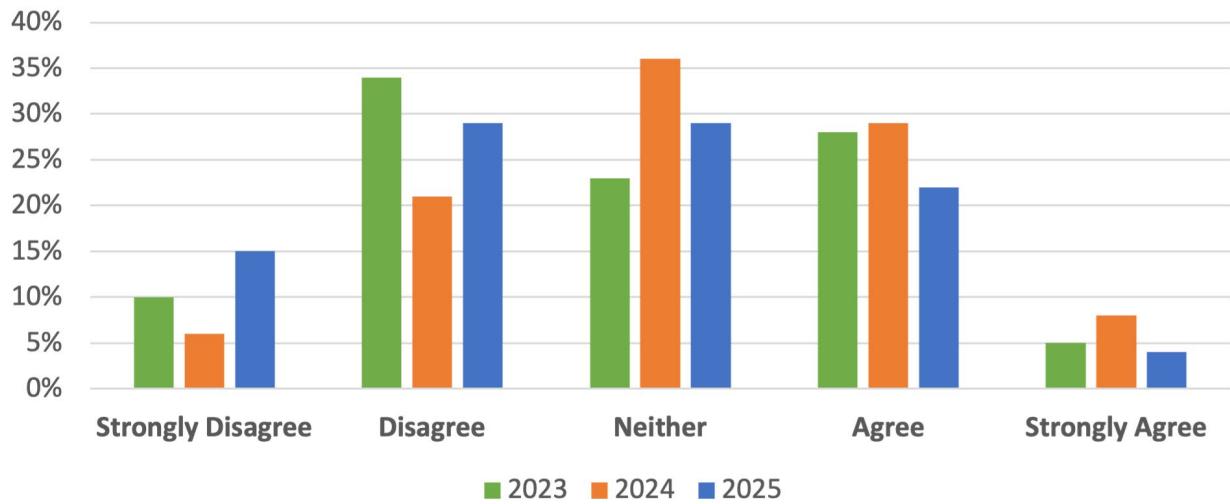
Staff and Volunteers



70% of responding orgs take steps to **support the mental wellbeing** of staff/ vols.

Resources to Build Capacity

We Have The Necessary Resources To Build Our Capacity.



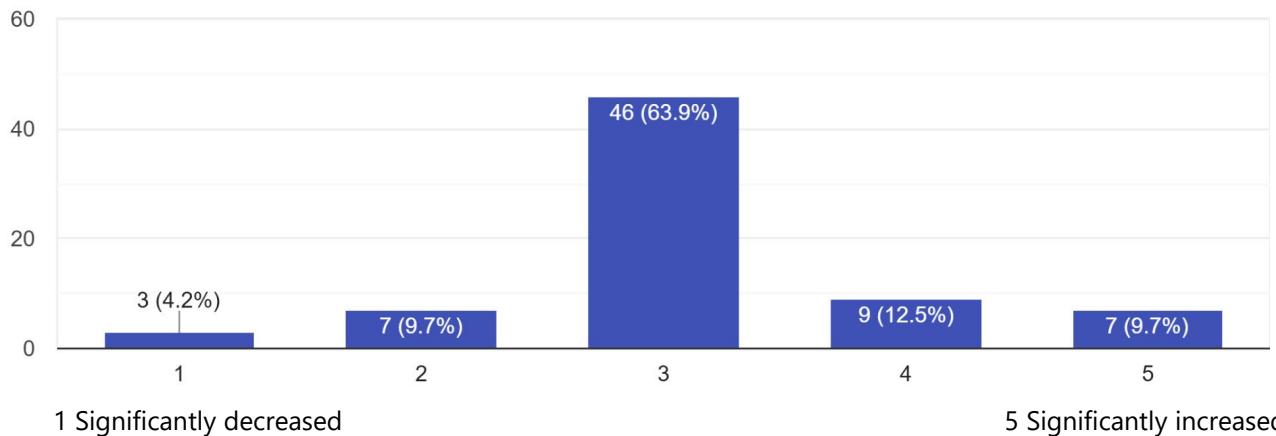
2025: Nearly 1/3 of responding organizations have **over 1 year** of cash reserves.

Local Nonprofits Report Impacts of Federal Cuts, Freezes and Policies

Program Participation

To what degree is program participation at your nonprofit impacted (for example, due to increased demand or because of fears related to immigration status, etc.)?

72 responses



Example: *"Many of the participants to our cultural events are not showing up as they once did...we had **1/4 of our normal turnout** for the parade and [Dia de Los Muertos] festival."* (Arts organization with 1-2 employees, King City)

HR1* or Federal Shutdown**

- **50%** of responding organizations report **some impact** from HR 1 or the Federal Shutdown
- **Many** report currently operating at the same level with concerns that they **won't be able to sustain** this moving forward.

**HR 1 is the 2025 budget reconciliation bill (One Big Beautiful Act); it has far-reaching implications for charitable nonprofits with changes to charitable giving and taxes. Changes to the Supplemental Nutrition Assistance Program, Medicaid and other federal programs will put greater pressure on nonprofits to help meet local needs.*

*** A government shutdown occurred October 1-November 12, 2025. During a government shutdown, federal agencies stop non-essential operations and cannot spend or obligate funding approved by Congress.*

Concerns Highlighted

- Words like **competition, nervous, tenuous** and **uncertain** appeared several times in survey responses. Community needs are rising faster than nonprofits can respond.
- Local **safety net, health** and **environmental** organizations in particular are feeling the **impact of federal changes and cuts.**
- Broader economic impacts mentioned: **increased costs** for nonprofits, **tourism** to the area is down and it is **hard for supporters with smaller donations** to continue during tough times.
- Fears related to **immigration enforcement** are impacting the **mental health** of children and families.

Detail by Program Area: Environmental Orgs (12)

- **66%** of responding environmental organizations rely on federal revenue sources. Of those, **three have already discontinued services or activities** as a result of cuts or freezes.
- *"Existing federal grants getting cut plus another proposal approved by [the] state but stuck needing federal approval, is having a big impact. In 2026, it also appears that state grants for the work we do will be reduced significantly as well."*
(16-30 employees, Monterey)

Detail by Program Area: Human Services Orgs (20)

- 75% of responding human services organizations rely on federal revenue sources. Of those, **over half** report that work is either continuing at a **reduced level or reductions are anticipated** in next six months.
- *"Our agency recently contracted and is in a reformation mode. We are not implementing our growth plans nor are we at the same size and level of stability as we were at the beginning of the year...While we are doing housing cases, we are more limited in the number we can take due to reduction in our staff."*
(100+ employees, Countywide)

Detail by Program Area: Health Orgs (10)

- 50% of responding health organizations rely on federal funding sources. Of those, **nearly all** report that work is either continuing at a **reduced level or reductions are anticipated** in next six months.
- *"There is a lot of uncertainty at this time. We have seen the number of clients and underserved community members, including immigrants, withdraw--not wanting to seek services, afraid of seeking medical care, and having little trust in institutions and organizations...We anticipate this will have a serious financial impact, possible reduction in staff, and diminished quality of life for the community we serve." (6-10 employees, E Salinas)*

What's Next

- Nonprofits stretched to the limit can count on CNE as a resource as they steady their efforts and build capacity.
- CNE will continue to offer responsive and relevant programming for our local nonprofit community. Nearly half of responding organizations **value CNE most** when it delivers workshops and trainings in relevant content areas.
- 2026 programs will encourage connection across organizations, help leaders strengthen fundraising capacity and navigate change. [**cfmco.org/cne**](http://cfmco.org/cne)

Further Insights for the Local Nonprofit Sector



- Consider **shared outreach approaches**; fear and basic needs are reshaping how many in the community engage with services.
- Consider **sharing volunteers or aligning services** to meet people where they are; some participation and access are uneven.
- Funding pressure may prompt creative ways to **stretch resources through partnerships** or working together on **funding advocacy**.

Additional Resources

2026 CFMC Grants - <https://cfmco.org/grant-opportunities/>

CNE Nonprofit Training Calendar - www.cfmco.org/workshops
Leadership Transitions

- Executive Director Breakfast Series begins March 26, 2026, in Salinas
- [Guide to Leadership Transitions](#) from the Center for Nonprofit Excellence (CNE)
- Fair Pay for Northern CA Nonprofits: [2025 Compensation & Benefits Report](#)

Sector-wide Advocacy

- National Council of Nonprofits
<https://www.councilofnonprofits.org/articles/nonprofit-advocacy-2025>

Thank you to all who
responded to the survey.



Contact:
Susie Polnaszek
Director, Center for Nonprofit Excellence
susiep@cfmco.org
831.375.9712 x138
cfmco.org/CNE