

# States of COVID-19: Synthesis of State-level Nonprofit Reports on the Impact of the COVID-19 Pandemic

*Updated May 5, 2021*

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**For more information on our project see:** <https://nonprofiteducationsurvey.com/>

**Acknowledgements:** We express gratitude for the funding support of the 2020 RGK-ARNOVA President's Award. We also would like to thank Ashabul Alam, Gage Beck, and Emily Peterson for their support as research assistants on this project.

## Introduction

The impact of COVID-19 is hard to overstate as all facets of life and work seem to be touched by either effects of the pandemic itself or precautions related to it. The nonprofit sector is not immune to these effects, and although the pandemic is still ongoing, evidence is compiling about the nature and magnitude of these impacts.

Starting in spring 2020, various nonprofit associations and entities initiated documentation of the pandemic's effects on state and local nonprofit sectors as well as individual organizations using survey research. Through May 5, 2021, 43 such groups have issued reports on their findings about COVID-19's impacts on operations and staffing, and these groups represent insights from 43 states as one entity covered two states (Georgia and Alabama). We have identified 77 reports from these sources since over a third have issued updates to their earlier reporting given the protracted nature of the pandemic.

Each of these reports describe localized impacts, but as a team of researchers interested in how the pandemic is affecting the nonprofit sector's workforce, we looked to these reports for their descriptive richness. In the absence of a national data collection effort though, we found no easy means to make sense of the common and repeating indicators short of creating one ourselves. Thus, we started on this synthesis for our own purposes, but also saw an opportunity to share this compiled evidence to describe the pandemic's impact on the US nonprofit sector. Thus, this synthesis offers insight about the depth and breadth of impact that the pandemic has had on the nonprofit sector -- a sector that is suffering but still responding to community needs demonstrating why scholars have named it the [resilient sector](#).

## Preparing this Synthesis Report

[The National Council of Nonprofits has been maintaining a growing roster of these local COVID-19 impact reports](#), and we created a table ([shared here](#)) to compile these sources along with a description of their data collection methods and a link to the affiliated reports.

The entities primarily used email or online surveys for data collection, and in most cases, the findings in these reports were generated using a convenience sample with solicitations issued broadly among networks for members to respond to the surveys. The data collection sought an organizational level perspective, and the responses reflect the combined experience of 23,445 nonprofit organizations from across 43 states. In preparing this synthesis report, we identified from these reports commonly included indicators of the pandemic's impact according to financial and human resource aspects, as well as the biggest concerns of the nonprofit respondents that the reports revealed.

## Key Insights

In the following, we share common themes and findings from the 68 reports we identified and reported on in the original version of this report (released March 2021). We have summarized these indicators in the following as well as sorted them into a table [located here](#) under the Finances tab and the Human Resources tab. First, we focus on finance-related indicators, followed by human resource-related indicators and then look broadly at the primary concerns raised in these reports as faced by the nonprofit respondents.

### Financial Indicators of the Sector's Stress

All of the entities collecting impact data about COVID-19 inquired explicitly, in the form of a question or response options, about the financial implications of the pandemic for the respondent nonprofits. Highlighted indicators of COVID-19 impact are summarized in the following:

- *Nonprofit finances have been negatively impacted:* The majority of respondents in 28 of the reports indicated a negative financial impact to their nonprofit due to COVID-19.
- *Individual donations to nonprofits have been hit hard:* Nonprofits frequently reported a decline in individual donations. Of the 13 reports capturing this type of indicator, the range of impact extended from a high of 90% of nonprofit respondents in Nevada reporting this decline to a low end of just 7% in Washington state.
- *Social-distancing led to event cancellations and related lost revenue:* Nonprofits reported that COVID-19 safety protocols required the cancellation of fundraising events. Of the 18 reports capturing this type of indicator, the range of impact extended from a high of 90% of nonprofit respondents in West Virginia reporting cancelled events due to the pandemic's precautions to a low end of 24.8% of nonprofits according to a joint report from Alabama and Georgia.
- *Nonprofit earned income from fees for services or membership dues declined sharply:* The nonprofit sector's primary revenue source is from earned income, and nonprofit respondents indicated this source was affected negatively by COVID-19. Of the 10 reports capturing this type of indicator, the range of impact extended from a low of 17% of respondents in Louisiana reporting lost earned income to a high of 68.3% of respondents in Texas reporting a decline in earned income.
- *COVID-19 impact extended to nonprofit grant revenues:* Grant-related impacts were identified in just 10 reports, but are important to note since many grant relationships preceded the pandemic. Of these, highlighted indicators include 34.7% of the respondents in Texas and 20.3% of respondents of Alabama/Georgia reporting delayed grant processing due to the pandemic, which could affect nonprofit cash flows. Further, 15.6% of

respondents in Connecticut reported reductions in state grants, which could force nonprofits to adapt programmatic activities to the COVID-environment.

- *Federal COVID-related relief reached the nonprofit sector.* Nonprofit respondents reported that they were able to access Paycheck Protection Program or SBA loans specific to the COVID-19 pandemic. Again, of the 18 reports asking about this access, the range of loan participation extended from 21% of nonprofit respondents in Massachusetts to 73.1% of respondents in Texas.
- *The perfect storm of COVID-19 meant that many nonprofits faced increased expenses at the same time revenues were declining:* A lesser reported indicator but important to note given the preceding indication of lost revenues, 12 of the reports highlighted the extra responsibilities COVID-19 placed on nonprofits as service providers due to enhanced safety precautions. For example, 57.8% of respondents in Connecticut reported additional COVID-19 related expenses due to personal protective equipment and cleaning protocols. Florida respondents indicated that fewer volunteers contributed to higher paid staffing expenses. Missouri respondents indicated an average increase of expenses to the amount of \$302,417 per nonprofit, and Pennsylvania respondents indicated an estimated total of \$95.3 million in added operating costs for their state's sector.

### **The Nonprofit Human Resource Toll of the Pandemic**

As with financial indicators, all of the entities collecting impact data about COVID-19 inquired explicitly, in the form of a question or response options, about the human resource implications of the pandemic for the respondent nonprofits. Highlighted indicators of COVID-19 impact are summarized in the following:

- *Nonprofit workers had their hours cut due to the pandemic:* Of the 8 reports capturing this type of indicator, the range of responses extended from a low of 11% of Oklahoma nonprofit respondents reporting cuts to working hours to a high of 40.1% of Texas nonprofit respondents reporting these types of cuts.
- *Nonprofit workers had their pay cut due to the pandemic:* Of the 5 reports capturing this type of indicator, the responses ranged from a low of 8% of Arkansas nonprofit respondents reporting pay cuts to 32% of Massachusetts nonprofits reporting these cuts.
- *Nonprofit workers were furloughed or laid off due to the pandemic:* Of the 19 reports capturing this type of indicator, the responses extended from 6% reporting furloughs and 8% reporting layoffs in Oklahoma to a high end of 45% reporting either a furlough or a layoff in New Hampshire.
- *The modality of nonprofit work was shifted to virtual or changed locations:* Like the workforce of other sectors, nonprofit worker locations also shifted due to the pandemic. Of the 9 reports capturing this type of indicator, the range extended from 5.6% of Connecticut

nonprofit respondents reporting remote work to 88% of New Jersey nonprofits utilizing this option.

### **COVID-related Concerns weighing on the Nonprofit Sector**

To make sense of their findings, 13 of the entities included a ranking of concerns in their reports, which helps emphasize what was most pressing or troubling to the nonprofit respondents. Though the nature of these concerns took different forms, some higher level coding enables us to see what weighed heaviest for these nonprofit organizations.

- *Finances were the most pressing concern to nonprofits:* Of the 13 entities ranking concerns, finances were highest for nine, with four others rating finances as their second top concern. These were most commonly expressed as concerns about lost revenue (7) and more specifically cash flow challenges (2).
- *A responsibility to offer their services in a COVID-environment weighed heavy on nonprofits:* For eight of the 13 entities ranking their top three concerns, how to continue to provide the services that their mission required of them was a top priority. This priority was expressed as a concern for how to avoid any disruption to services (4), safely offer the services (3), and pressure due to increased need for services (1).
- *Nonprofits were also mindful of human resource considerations:* For six of the 13 entities ranking concerns, human resource considerations ranked in the top three most pressing concerns. These concerns included health and safety considerations of having staff work during a pandemic (3), reductions in staff or meeting payroll (2), and the added stress staff would experience in the pandemic (1).

State	Entity Authoring Report	Topics Covered	Data Collection Method	# of Respondents (only respondents to Most Recent Report were counted if multiple reports)	Date of Report	Date of Study	Link to the report	Additional Reports			
<b>Alabama and Georgia</b>	Cary Center for the Advancement of Philanthropy and Nonprofit Studies of Auburn University	programming, payroll, leadership concerns, organizational challenges, how to help, client needs, vulnerable populations	survey	67	September 2020	May 11-July 1, 2020	<a href="#">Alabama and Georgia</a>				
<b>Alaska</b>	The Foraker Group	impacts, services, fundraising	survey	450	2020	March 16-24, 2020	<a href="#">Alaska</a>				
<b>Arizona</b>	Alliance of Arizona Nonprofits	Operating loss, payment protection program, look forward	survey	221	October 2020		<a href="#">Arizona</a>	<a href="#">June 2020 Report</a>			
<b>Arizona</b>	Alliance of Arizona Nonprofits	staff and volunteers, revenue, expenses, future	survey	412	March 2021		<a href="#">Arizona March 2021</a>				
<b>Arkansas</b>	UA Clinton School of Public Service, UA Little Rock, Center for Nonprofit Organizations/School of Public Affairs, Arkansas Community Foundation	service delivery, financial impact, employment impact, areas in need of support, perceived level of support, critical challenges, resiliency and adaptation	survey via email	316	2020	June 22- July 10, 2020	<a href="#">Arkansas</a>				
<b>California</b>	CalNonprofits	partnering with government, relief funds, anxiety about the future, policy needs	survey	1000	2020		<a href="#">California</a>				

This Overview tab was updated on 5.4.2021 with reports (highlighted in yellow) that were brought our attention following original distribution of States of COVID-19 Synthesis Report

<b>San Diego, California</b>	University of San Diego, Nonprofit Institute	operational capacity, financials, demand, workforce, innovation, diversity, leadership	survey, polling		October 2020	March, April and September	<a href="#">San Diego</a>	<a href="#">March 2020 Report</a> , <a href="#">May 2020 Report</a>			
<b>Colorado</b>	Philanthropy Colorado	impact, needed resources	survey	738	2020	March 16-19	<a href="#">Colorado</a>				
<b>Conneticut</b>	The Alliance, Fio, New Canaan Community Foundation, The Community Foundation for Greater New Haven	service delivery, policy impacts, financial issues, payroll protection program, critical needs of populations served, concerns, challenges, training/professional development needs	survey	258	September 2020	June 18-July 2, 2020	<a href="#">Conneticut</a>				
<b>Delaware</b>	Delaware Alliance for Nonprofit Advancement, Delaware Community Foundation, Philanthropy Delaware, United Way of Delaware	impact, demand for services, challenge, financial, grants, racial inequity	survey	114	January 2021	mid-November 2020	<a href="#">Delaware</a>	<a href="#">March 2020 Report</a> , <a href="#">April 2020 Report</a> , <a href="#">June 2020 Report</a>			
<b>Florida</b>	Florida Nonprofit Alliance	Impact on organization, clients, services, financial, staffing, resources needed	survey	1154	December 2020	October 21-November 10, 2020	<a href="#">Florida</a>	<a href="#">April 2020</a> , <a href="#">July 2020</a>			
<b>Hawaii</b>	Hawai'i Alliance of Nonprofit Organization, Hawai'i Investment Ready	impact on organization/product/services/beneficiaries, financial impact, challenges and opportunities, sustainability, employment impact, leadership	survey	1202	December 2020	August-September, 2020	<a href="#">Hawaii</a>				

<b>Illinois</b>	Forefront	programs, impacts, impacts, financial	survey	487	January 2021	November 1, 2020	<a href="#">Illinois</a>	<a href="#">First Survey</a>			
<b>Indiana</b>	Indiana United Ways, The O'Neill School of Public and Environmental Affairs Indiana University Bloomington, The Lilly Family School of Philanthropy	impact on mission and service delivery, technology, financial, staffing	survey	512	July 2020	April 29-May 31 2020	<a href="#">Indiana</a>				
<b>Iowa</b>	Business and Community Services University of Northern Iowa	staffing, impacts, financial, concerns	survey	1326	July 2020	May 20-29, 2020	<a href="#">Iowa</a>	<a href="#">April 2020</a>			
<b>Kentucky</b>	Kentucky Nonprofit Network	services, changes, staff, Heroes Act vs. Heals Act	survey	207	August 2020		<a href="#">Kentucky</a>	<a href="#">March 2020</a> <a href="#">April 2020</a>			
<b>Louisiana</b>	Greater New Orleans Foundations and the University of New Orleans	financial impact, jobs, operations, service delivery	survey	734	June 2020	March 23-April 13, 2020	<a href="#">Louisiana</a>				
<b>Maine</b>	Maine Associate of Nonprofits	financial impacts	survey	376	July 2020	July 1-6, 2020	<a href="#">Maine</a>	<a href="#">March 2020</a>			
<b>Massachusetts</b>	Massachusetts Nonprofit Network	Impacts, financial, services	survey	550	2020		<a href="#">Massachusetts</a>				
<b>Updated Massachusetts</b>	Massachusetts Nonprofit Network	finances, organizational needs, subsector and organization size	survey	275	April 2021	March 2021	<a href="#">Massachusetts</a>				
<b>Minnesota</b>	Minnesota Council of Nonprofits	Pre-Pandemic Nonprofit Economy, impact on nonprofits and communities they serve, government/philanthropy responses and recovery strategies	survey	528	May 2020	April 9, 2020	<a href="#">Minnesota</a>				



<b>Missouri</b>	Nonprofit Connect	impacts on organization and community	"online"	129	Dec 8 2020	Nov 19-Dec 3, 2020	<a href="#">Kansas</a>				
<b>Montana</b>	Montana Nonprofit Association	Adaptation, Financial challenges, workspace challenges, leadership challenges	interview and survey	130	September 2020	August 2020	<a href="#">Montana</a>	<a href="#">March 2020</a> <a href="#">April 2020</a> <a href="#">December 2020</a> (update by subsector)			
<b>Nebraska and SW Iowa</b>	Nonprofit Association of the Midlands	financial	survey	248	October 2020	October 1-12, 2020	<a href="#">Nebraska</a>	<a href="#">March 2020</a> <a href="#">April 2020</a> <a href="#">September 2020</a>			
<b>Nevada</b>	University of Nevada Las Vegas	concerns, financial, staff, stimulus funding	survey	149	2020	April 23-May 15, 2020	<a href="#">Nevada</a>				
<b>New Hampshire</b>	NH center for Nonprofits		survey		May 2020	April 20-27, 2020	<a href="#">New Hampshire</a>	<a href="#">March 2020</a>			
<b>New Jersey</b>	Center for Non-Profits	impacts and actions taken, needs, immediate and long-term investment	survey	280	July 2020	July 9-15, 2020	<a href="#">New Jersey</a>	<a href="#">March 2020</a> <a href="#">April 2020</a>			
<b>New Jersey New</b>	Center for Non-Profits	funding, government relief, expenses, remote work, partnerships, diversity and equity	survey	251	February 2021	January-Early Feb 2021	<a href="#">New Jersey</a>				
<b>New Mexico</b>	New Mexico Thrives	implications, financial			June 2020		<a href="#">New Mexico</a>				
<b>New York</b>	Nonprofit New York	financial, staff, ability to carry out mission, effects, actions taken	survey	158	2020	March 16-April 24, 2020, May 1-June 5, 2020	<a href="#">New York</a>	<a href="#">Hudson</a>			
<b>North Carolina</b>	North Carolina Office of Strategic Partnerships and the Policy Lab	Geography of Nonprofit Community, impact, needed supports, financial	survey via email	2010	September 2020	May 20, 2020	<a href="#">North Carolina</a>				
<b>Ohio</b>	Philanthropy Ohio, The Ohio State University, Dave Yost, OANO	Wave 1 and Wave 2 reports, service impacts, actions and changes, ways to help	survey via email	3724	2020	August 2020	<a href="#">Ohio</a>				

<b>Oklahoma</b>	Oklahoma Center for Nonprofits	workforce, financial, board, staff	survey	288	July 2020	July 6-20, 2020	<a href="#">Oklahoma</a>				
<b>Oregon</b>	Nonprofit Association of Oregon, Portland State University, Mercy Corps Northwest, Oregon Voluntary Organizations Active in Disaster	staff, financial, operation, crisis management	survey	490	August 2020	June 2-28, 2020	<a href="#">Oregon</a>				
<b>Pennsylvania</b>	The Pittsburgh Foundation, The Community Foundation of Westmoreland County, The Forbes Funds, Pano, United Way of Southwestern Pennsylvania	Financial, employment, service and demands, racial and ethnic diversity of organizations	survey	808	October 2020	October 1	<a href="#">Pennsylvania</a>				
<b>Rhode Island</b>	The United Way of Rhode Island	Financial, services, staff	survey			April and May 2020	<a href="#">Rhode Island</a>				
<b>South Carolina</b>	College of Charleston the Riley Center for Livable Communities and Together SC	Finacial, Mission Operational and Programmatic Changes, Impact on Staff, Broadband Access	survey via email	566	October 2020	September 1-8, 2020	<a href="#">South Carolina</a>				
<b>South Carolina New</b>	Together SC, Kahle Strategic Insights	financial, clients and staff, silver linings, future	survey	927	March 2021	March 1-12, 2021	<a href="#">South Carolina</a>				
<b>South Daokta</b>	United Way of the Black Hills	demand for services, work environment, employment, financial	survey	279	April 2020	April 2020	<a href="#">South Dakota</a>				
<b>Tennessee</b>	United Way of Greater Knoxville and Alliance for Better Nonprofits	fundraising, grants	survey	243	September 2020	August 31-September 12, 2020	<a href="#">Tennessee</a>	<a href="#">April 2020</a>			

<b>Tennessee</b>	United Way of Greater Knoxville and Alliance for Better Nonprofits	programs, fundraising, challenges, surprises, volunteers, future	survey	217	February 2021	January 26-February 16, 2021	<a href="#">Tennessee</a>				
<b>Texas</b>	Texas A&M Center for Nonprofits and Philanthropy, OneStar foundation, United Wats of Texas	Mission, workforce, revenue, organization and operational impact, sustainability, demand for service, relief & support, assistance needed, recommendations	survey	670	December 2020	Sept 24 - Oct 26, 2020	<a href="#">Texas</a>				
<b>Utah</b>	Utah Nonprofit Association	staff, financial	survey	199	August 2020	August 5-11, 2020	<a href="#">Utah</a>	<a href="#">March 2020</a> <a href="#">April 2020</a>			
<b>Utah</b>	Utah Nonprofit Association	financial			2021		<a href="#">Utah</a>				
<b>Virginia</b>	CNE	impact, financial	survey	102	2020	May 11, 2020	<a href="#">Virginia</a>				
<b>Virginia</b>	CNE	needs, diversity and equity, financial	survey	247	2021	February 1, 2021	<a href="#">Virginia</a>				
<b>Washington</b>	University of Washington Evans School of Public Policy and Governance	Challenges, Strategies, Financial, Assistance Needed	online format and emailed survey	209	2020	June 17 to July 31, 2020	<a href="#">Washington</a>				
<b>West Virginia</b>	West Virginia Nonprofit Association	impact, financial, guidance, resources	survey	45	July 1 2020	May 21-June 15, 2020	<a href="#">West Virginia</a>	<a href="#">March 2020</a>			
<b>Wisconsin</b>	University of Wisconsin-Milwaukee Helen Bader Institute for Nonprofit Management, University of Wisconsin Whitewater, College of Business and Economics	Human Resources, Finances, Programs and Services, Resources needed	online survey		May 18 2020	April 14-29, 2020	<a href="#">Wisconsin</a>				
<b>Wyoming</b>	Wyoming Nonprofit Network	Services, impacts, financial, staffing	survey	149	April 2020	March and April 2020	<a href="#">Wyoming</a>	<a href="#">March 2020</a>			

State	Notes	Stats	Majority respondents see a decline (1/0)	Decline of Individual Donations	Loss of revenue due to event cancellation	Loss in Revenue Due to Membership/ Service Fees	Decrease in Contracts/ Grants	Applied for PPP/SBA Loans via CARES Act	Expenses
<b>Summary/Range</b>			<b>28 indicated the majority saw a decline</b>	<b>7-90%</b>	<b>24.8-90%</b>	<b>17-68.3%</b>	<b>Various findings</b>	<b>21-73.1%</b>	<b>Various findings</b>
<b>Alabama and Georgia</b>	most of the leadership concerns mentioned revolve around finances: decline in donations, loss of revenue due to event cancellation, delayed grant processing, laying off employees, gov. contracts not reimbursed, inability to pay rent or mortgage	68% are likely to fund payroll for the next four weeks, 54% are likely to be able to fund payroll for the next eight weeks	1	27.10%	24.80%		20.3% delayed grant processing, 6.8% government contracts not reimburses		5.3% inability to pay rent or mortgage
<b>Alaska</b>	this report includes financial information by type of nonprofit organizations		1		61%				61% budgetary implications related to strains on the economy.
<b>Arizona</b>	includes information about organizations applying for a second round of payment protection program	62% of organizations project a net operating loss of 10% or higher	1						
<b>Arkansas</b>	includes financial breakdowns by the dollar amount loss and the type of nonprofit	40% were not confident they would achieve budgeted revenue	1	64%	64%	64%		49%	6% inability to pay rent or mortgage
<b>California</b>	talks about PPE, government contracts and COVID-19 relief funds								
<b>Colorado</b>	cancellation of events/programs is the top negative financial impact				89%				81% budgetary implications
<b>Conneticut</b>	includes subsectors and their annual budgets, how long the organization can provide payroll and services	18% no financial loss, 49% were able to keep their losses under 5%	1	47.20%	67.10%	46.20%	15.6% reduction in state grants	63%	57.8% incur additional COVID-19 expense (PPE, cleaning, etc.), 21.5% incur additional expenses for hazard pay, 6.8% inability to pay rent or mortgage
<b>Delaware</b>	more than half of nonprofit organizations experienced a revenue decline							breaks it down by what specific grant the organization applies for	
<b>Florida</b>	this breaks down revenue by the fundraising activities altered	71% of nnonprofits had a decreased in unrestricted revenue in 2020, 69% less fundraising success compared to 2019	1						increased expenses due to fewer volunteers, list of expenses expected to be cut in 2021
<b>Hawaii</b>		61% projected loss in 2020 revenue compared to 2019						58%	
<b>Illinois</b>	breaks down revenue by BIPOC-led organizations and if they are down 15-49% or 50% or more		1	41.05%	76.77%	53%	11.94%	68.47%	

<b>Indiana</b>	includes loss of revenue from donors, government funding, reimbursement, cancelled events, programming and how it affects nonprofit organizations of different sizes	71% say they have lost revenue since March	1	70%	67%	46%	13% gov funding, 12% reimbursement	49%	
<b>Iowa</b>	Respondents mentioned their top concerns being the financial impact on operations, rates financial impact by many different things on a scale of -100 to +100							43.70%	
<b>Kentucky</b>		\$63 million lost revenue due to COVID-19	1						\$7.9 million increase expense due to COVID-19, 32% cutting program expenses
<b>Louisiana</b>	this report mostly looks at cash flow	49% of respondents experienced changes to revenue streams as a result of the pandemic	1	20%	57.00%	17.00%	16%		
<b>Maine</b>		87% responded yes when asked if they were experiencing/expecting a revenue shortfall due to the COVID-19 pandemic, estimate a loss of more than \$141 million							1/3 report increased expenses
<b>Massachusetts</b>	This report includes information on the CARES ACT, but does not mention how many organizations in the state applied or utilized the program.	78% experienced a decrease in revenue, 26% 10-20% decrease, 28% 20-40% decrease, 44% increased and or sustained staff and volunteer absences	1					21.00%	25% experiencing an increase in expenses, 0-10% increase 58%, 10-20% increase 23%
<b>Minnesota</b>	This reports break down revenue by the type of nonprofit organization.	had or anticipate a decrease 51% from philanthropic funds	1			25.00%	7.00%		22% of organizations had increased expenses, 21% anticipated increase, 31% no change
<b>Missouri</b>		64% of organizations noted a decrease in revenue related to the coronavirus, \$1,230,470 was the average lost revenue, 40% decline was average reported loss experienced inn revenue	1		83.72%				73.6% had budgetary implications related to strains on the economy, 35% reported experiencing or anticipating an increase in expenses related to the coronavirus, 31% increase was the average reported increase, \$302,417 was the average increase in expenses
<b>Montana</b>	earned revenues are down, leaders are concerned about viability with increased costs and reduced revenues	1 in 2 reported significant reductions in revenue	1						1 in 4 have experienced significant new expenses including PPE, replacing volunteers and clinical interns with paid staff, extra cleaning

<b>Nebraska and SW Iowa</b>			1		71%%			163 recieved PPP loans, 124 received CARES Funding	75% budgetary implications related to strains on the economy
<b>Nevada</b>	offers a breakdown which shows what extent the types of revenue and donations declined		1	90%	86%	53.10%	delayed grant processing and denial of reimbursement	65.80%	
<b>New Hampshire</b>		92% have experienced a loss in revenue, on average 34% of budgets have been lost	1					67%	
<b>New Jersey</b>		166 nonprofits, \$193 million		61%	85%%				72% budgetary implications related to strains on the economy
<b>New Mexico</b>			1	44.40%	65.80%		"most government contracts/grants remain unchanged"		increased demand for services
<b>New York</b>	This report looks at financial impacts in dollar amounts. 808 organizations have reported \$612 million in decreased revenue.	\$31,387,440 revenue lost							68.35% budgetary implications related to strain on the economy
<b>North Carolina</b>	The most common experienced challenge among nonprofits was lost of revenue.	87% said that their revenue would be lower than usual over the next six months	1					45%	
<b>Ohio</b>	The top concern was loss of revenue, individual donations has been largely impacted by pandemicbreaks down annual revenue compared to this year and types of revenue lost	44% decreased corporate donations, 33% decreased earned income	1	50%				23%	mentions that nonprofits are trying to cut their expenses, including lay offs/furloughs
<b>Oklahoma</b>			1		60%			70%	
<b>Oregon</b>	includes financial information for subsectors		1						includes concerns about being able to pay rent/mortgage (18%), revenue to cover operating expenses through 2020 (46%)
<b>Pennsylvania</b>	This report looks at financial impacts in dollar amounts. 808 organizations have reported \$612 million in decreased revenue.	80% have experienced a revenue decrease, 87% experiencing a negative financial impact	1						\$95.3 million in increased operating costs
<b>Rhode Island</b>		77% of respondents indicated that they have experienced or expect to experience a decrease in earned revenue and contributed revenue	1						

<b>South Carolina</b>	This report breaks down revenue by amount organization makes a year and how many months the organizations can survive.	Organization single greatest need is cash to meet operating needs due to lost revenue (54%)	1			40.11%			
<b>South Dakota</b>	Includes financial informatio by dollar amount.								
<b>Tennessee</b>	\$20 million loss in fundraising revenue				81.7% from cancelled or change fundraising event			59%	includes expenses organizations will be reducing, programs/services, professional development/training, travel
<b>Texas</b>	This report breaks down revenue by race of people leading organization	56.3% reduced in kind donations	1	68.50%	68.80%	68.30%	34.7% delayed grant processing	73.10%	
<b>Utah</b>	Discuss finance loss as it relates to job loss	14.6% of respondents are only able to continue to provide services for five months or fewer							
<b>Virginia</b>	includes informationnn for how many organizationns are currently experiencing and anticipate to experience certain financial impacts	59% have reduced earned revenue		48%%			18%		
<b>Washington</b>	Overall revenues have decreased and funding for next year are "bleak".	average decline in total revenue experienced across nonprofits is 30%	1	7%		-55% mean change		60%	additional costs of adding PPE and cleaning properly
<b>West Virginia</b>	Includes information about financial based on how much revenue the organization makes	total loss is \$3,752,500			90%				\$3,613,700 increase in expenses
<b>Wisconsin</b>	Funding sources, program service and overall revenue are expected to decrease in the next year. Mentions that organizations are concerned about revenue problems.	93% of organizations are worried about declining donations	1		81%			69%	
<b>Wyoming</b>	"Due to some discrepancies in formatting" the revenue and increased expenses data is not included.								

<b>State</b>	<b>Stats</b>	<b>HR specific concerns</b>	<b>Cutting Hours</b>	<b>Pay Reduction</b>	<b>Furloughs or layoffs</b>	<b>Changing work location or access to work location</b>
<b>Range</b>			11-40.1%	8-32%	8-45%	5.6-88%
<b>Alabama and Georgia</b>	68% say they have payroll funding for the next four weeks, 54% say they have payroll for the next eight weeks					
<b>Alaska</b>	52% of organizations have increased and sustained staff and volunteer absences	employee payroll, loss of volunteers				
<b>Arizona</b>	41% of organizations have furloughed part-time and full-time employees, cut staff hours, and reduced salaries/wages					
<b>Arkansas</b>		Managing stress and anxiety of staff, PPE, facility modifications, remote work	34%	8%	18% furloughs, 15% layoffs	46%
<b>California</b>		Mentions remote work, PPE				
<b>Colorado</b>	55% increased and sustained staff absences	need training for remote work, cutting/furloughing staff, loss of volunteer workforce				
<b>Conneticut</b>	10% of organizations indicated shifting some staff to respond to basic needs	PPE, working remotely, testing for staff, hazard pay, addressing racism			17.4% furlough, 13.1% lay off	19% or large organizations, 5.6% org working remotely
<b>Delaware</b>	40% reduced staff levels, 15% increase staff levels	health/safety, reduced hours/furloughs/lay-offs, balancing home/work life, providing services remotely, burn out/mental health		27%		
<b>Florida</b>	shows staffing changes by how many organizations selected the change they have experienced	volunteer absences, burn out				



<b>Hawaii</b>	42% no change, 38% reassigned or rescoped, 18% added staff					
<b>Illinois</b>	45% added staff, 9.34% of organizations completely in person, 28.42% completely virtual	ability to coordinate and continue services, capacity to orchestrate day to day operations without compromising the health of staff, board members, volunteers and clients, financial sustainability for staff and their families			14%	28.40%
<b>Indiana</b>	43% say lack of volunteers is placing a greater demand on staff				23%	
<b>Iowa</b>	-28.75 mean value of employees	employee availability, employee restrictions to job site, remote access, employee mental health and safety, health insurance coverage, remote work			44%	18.10%
<b>Kentucky</b>				11%	25%	61% hybrid of working in office and remotely
<b>Louisiana</b>	64% anticipate making changes to their staffing levels		22%		17% furlough, 30% lay offs	73%
<b>Maine</b>					21%	
<b>Massachusetts</b>		epic uncertainty, financial crisis, racial inequity		32%	20%	
<b>Minnesota</b>	most nonprofits had decreased staffing levels by 31%					
<b>Missouri</b>	55.04% increased and sustained staff and volunteer absense	social distancing affecting workflow, mental health stressors, staff health concerns, morale				
<b>Montana</b>		losing valuable talent				
<b>Nebraska and SW Iowa</b>						

<b>Nevada</b>			41%	17.50%	18.5% furlough, 20.7% layoffs	
<b>New Hampshire</b>					45%	
<b>New Jersey</b>	58% reported they had staff who could not work remotely	remote work (equipment and proper licenses)	24%		22%	88%
<b>New Mexico</b>		PPE and internet access are concerns				
<b>New York</b>	This report looks in terms of number of staff, not percentage of organizations.	947 staff laid off/furloughed, 590 cut hours				
<b>North Carolina</b>	Breaks staffing issue down by size of companies and the original number of staff.					
<b>Ohio</b>		restriction of professional development, freezing hiring, cut/furlough employees			14%	
<b>Oklahoma</b>	92% of nonprofits have laid off zero staff during initial stages		11%		8% layoff, 6% furlough	80%
<b>Oregon</b>		20% concerned about technology for employees/organization, 40% concerned about ability to maintain staffing, 49% concerned about mental health/stress	38%		77 nonprofits have furloughed, 81 nonprofits have laid off	
<b>Pennsylvania</b>	9/10 nonprofits reported negative impact				17%	
<b>Rhode Island</b>	59.2% have experienced reduced capacity					
<b>South Carolina</b>	35% say COVID-19 had a negative impact on staffing levels, 40% pandemic has had no impact on staffing levels		19%		20%	
<b>South Dakota</b>	breaks down HR statistics by subsector				10% full time, 21% part-time	

<b>Tennessee</b>						
<b>Texas</b>	breaks down organizations by race of leaders		40.10%			
<b>Utah</b>	Focuses on job losses					
<b>Virginia</b>					12%	
<b>Washington</b>	This report describes staffing from -100 to 100.	disrupted normal service and placed greater stress, implementing new social distancing, working remotely				56%
<b>West Virginia</b>		27% of organizations reported reduced staff time or layoffs				
<b>Wisconsin</b>	47% of organizations have made staff reductions, 67% are concerned about possibility of lay off	limited staff and volunteer reductions, demands on nonprofit organizations for assistance, remote work and returning in person				
<b>Wyoming</b>	breaks down staff layoffs by number of people laid off, full time average number 3, total number 26, part-time staff 27 average number, 239 total					

State	Biggest concern from report #1	Biggest concern from report #2	Biggest concern from report #3	Biggest concern from report #4	Biggest concern from report #5	Didn't specifically Mention a Ranking of Concerns	Code F: Financial; S:Services/Programs; HR: Staff, C=Community				
							Biggest concern from report #1	Biggest concern from report #2	Biggest concern from report #3	Biggest concern from report #4	Biggest concern from report #5
Alabama and Georgia	Decline in Donations (27.1%)	Loss of revenue due to event cancellation (24.8%)	Delayed grant processing (20.3%)	Laying off employees (9.8%)	Government contracts not reimbursed (6.8%)		F	F	F	HR	F
Colorado	not having resources to respond to increased need or stay afloat during crisis	not being able to offer their services face to face					F	S			
Conneticut	loss of revenue due to an inability to hold planned fundraising activities (67.1%)	Incurring additional COVID-related expenses (inc. PPE, cleaning supplies, materials, etc.) (57.8%)	loss of fee-for-service revenues due to programs/event cancellation (52.4%)	decline in donations from individual donors 47.2%	loss of fee-for-service revenues due to drop in utilization of services (46.2%)		F	F	F	F	F
Delaware	loss of staff due to turnover, reductions because cannot retain payroll levels; loss of volunteers	loss of regular funding	inability to raise new/different revenue	creating a safe environment			HR	F	F	HR	
Florida	loss of income/revenue	reduced future funding (2020 and beyond)	increased need for services	reduced ability to provide programming	re-opening and re-engagement		F	F	S	S	S
Iowa	revenue loss (52.0%)	employee health/wellbeing (51.8%)	financial impact on operations and/or liquidity and capital (47.1%)	cash flow (37.5%)	decreasing consumer confidence/spending (24.9%)		F	HR	F	F	F
Nevada	ability to safely operate	decline in donations	loss of revenue	delayed grant processing	employment cuts		S	F	F	F	HR
New Mexico	Cash Flow	Internet Access	Personal Protective Equipment				F	HR/S	HR		
Ohio	disruption of services to clients or communities	health of employees, volunteers or members	increased staff or volunteer absences	disruption of supplies or services provided by partners	increased demand for services		S	HR	HR	S	C
Oregon	ability to maintain program service levels (56%)	mental health/stress reduction for our employees (49%)	revenue to cover operating expenses through 202 (46%)	meeting new social distance operating procedures (44%)	keeping our volunteers engaged (42%)		S	HR	F	HR/S	HR/S
South Dakota	Decreased donations/contributions (56%)	decreased fundraising opportunities (52%)	securing general operating funding (48%)	Not being able to meet with clients/customers in person (42%)	ability to return to previous levels of service (36%)		F	F	F	S	S

<b>Washington</b>	funding payroll	continuing to provide services with social distancing protocols	long-term financial solvency				HR/F	S	F			
<b>Wyoming</b>	funding	open and be fully operational					F	S				