



State of the Sector

NONPROFITS AND GRANTMAKERS IN 2021

PROJECT TEAM

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FOREFRONT'S MISSION

To build a vibrant social impact sector for all the people of Illinois. We provide education, advocacy, thought leadership, and facilitate collective action around issues that are important to our Members and to the sector.

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INTRODUCTION

Near the end of 2021, Forefront administered surveys to both nonprofit and grantmaker communities inquiring about their status, their needs for support, and how their practices have changed since the onset of the pandemic. The nonprofit survey followed two similar questionnaires that had been sent out in 2020, which culminated in Forefront's [COVID-19 in Illinois: Impact on Nonprofits in 2020](#) report.

Honest and passionate responses came in, representing organizations that serve every county in Illinois and fund all sectors of nonprofit work. Respondents range from organizations with fewer than 5 staff to those with over 100 and those with annual budgets of less than \$100,000 to over \$10 million. Forefront also asked those taking either survey to indicate whether their CEO or Executive Director identified as Black, Indigenous, or a Person of Color (BIPOC)* or African, Latinx, Asian, Arab, Native American (ALAANA)* to better understand the demographics of the respondents.

*This article from the YWCA does a great job explaining [why we chose to use the BIPOC acronym](#) in this report. This summary from Grantmakers in the Arts provides similar details for [the acronym ALAANA](#).

LEARN MORE

If you have questions about any of the data presented in this report, please reach out us at info@myforefront.org.

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- Forefront Membership gives you access to a wide range of benefits including research assistance, peer learning and networking opportunities, organization evaluation tools, our job board, and more. It's also affordable. Learn more and join us as a Member today at MyForefront.org/Join/.
- Forefront's Policy and Government Affairs team works year-round at the state, federal, and local levels to advocate for Illinois nonprofits, foundations, and their allies. Learn more at MyForefront.org/Policy and [join our Policy listserv for real-time updates](#).
- To learn how else you can join Forefront in supporting the social impact sector, visit our website at MyForefront.org.



PRIMARY FINDINGS

Nonprofits are staying flexible and optimistic about the future.

Information about working environments shows that the vast majority (**76.92%** of all respondents and **86.96%** of those serving outside the Chicago area) of nonprofits have flexible working hours and plan on keeping that option for the future. With regards to staffing concerns, under ten percent expect any kind of layoff before the end of the fiscal year while **72.41%** anticipate adding new staff. And with revenue, the positive trend holds, with over half of respondents anticipating they would end the 2021 year within 15 percent of their expected budget.

Foundations and nonprofits alike value communication and care.

In shared comments as well as responses, regarding Forefront's offerings, foundations mentioned that support and learning feel most helpful when they are structured around shared areas of interest. Meanwhile, nonprofits commented about how conversations and open lines of communication improve the relationship they have with donors. These comments reinforce details from the Center for Effective Philanthropy's [Foundations Respond to Crisis report](#) stating that most nonprofits describe improved relations with funders. Nonprofit respondents also mentioned the need for more support for the well-being and mental health of staff. Burnout and overwork trying to cover new systems and increased needs are real concerns.

BIPOC/ALAANA-led organizations on both the foundation and operating nonprofit side are trying to cover more ground with fewer people.

While just under **18%** of foundations identified as statewide, that number rose to **21.43%** for BIPOC/ALAANA-led foundations. Meanwhile, all responding BIPOC/ALAANA-led foundations had 15 or fewer staff. On the nonprofit side, **41%** of BIPOC/ALAANA-led orgs had 5 or fewer staff and nearly half (**48%**) had budgets under \$500,000. Almost a third (**31%**), however, identified as statewide serving institutions. BIPOC/ALAANA-led organizations also were the group least likely to have received aid from private COVID-19 funds (**47.31%** said they did not receive funding from that source).



**We heard from
67 grantmakers
and 92 nonprofits
serving or funding
every county in Illinois.**

RECOMMENDATIONS

Capacity and sustainability support.

In a philanthropic sector where virtual and hybrid services and programs are here to stay, many organizations need additional support for the software, equipment, training, and staff to manage and implement these developments. When asked about skill building, Leadership Development was a topic of great interest and importance to both foundations and nonprofits.

Streamlining.

Over **70%** of responding foundations shared that they have simplified applications and reports. Over **80%** of nonprofit respondents rated simplified applications as very helpful. Respondents also shared how valuable conducting grant reporting via phone call was, both in terms of time saved and the ability to have a real conversation about the work that was done. Finally, nonprofits expressed interest in efforts by foundations to create common grant applications, which would decrease the amount of redundancy they see in the application process.

Focus on multi-year and general operating funds.

General operating support continues to be a valuable resource. Over two thirds of responding nonprofits rated it as an urgent and important need. Meanwhile, over **80%** of responding foundations stated they are providing general support and plan to continue doing so. Multi-year funding was mentioned by commenting nonprofits as another great way to build capacity and sustainability for organizations.



COUNTIES SERVED

All 102 Illinois counties listed below are directly serviced by a responding nonprofit. Underlined counties are directly serviced by a responding funder.

Responses: 92 nonprofits, 67 funders

Adams
Alexander
Bond
Boone
Brown
Bureau
Calhoun
Carroll
Cass
Champaign
Christian
Clark
Clay
Clinton
Coles
Cook
Crawford
Cumberland
De Kalb
De Witt
Douglas

Du Page
Edgar
Edwards
Effingham
Fayette
Ford
Franklin
Fulton
Gallatin
Greene
Grundy
Hamilton
Hancock
Hardin
Henderson
Henry
Iroquois
Jackson
Jasper
Jefferson
Jersey

Jo Daviess
Johnson
Kane
Kankakee
Kendall
Knox
Lake
LaSalle
Lawrence
Lee
Livingston
Logan
Macon
Macoupin
Madison
Marion
Marshall
Mason
Massac
McDonough
McHenry

McLean
Menard
Mercer
Monroe
Montgomery
Morgan
Moultrie
Ogle
Peoria
Perry
Piatt
Pike
Pope
Pulaski
Putnam
Randolph
Richland
Rock Island
St. Clair
Saline
Sangamon

Schuyler
Scott
Shelby
Stark
Stephenson
Tazewell
Union
Vermillion
Wabash
Warren
Washington
Wayne
White
Whiteside
Will
Williamson
Winnebago
Woodford

GEOGRAPHIC TAKEAWAYS

NONPROFITS

- Over a fifth (**22.83%**) of responding nonprofits were statewide. This rose to **35.48%** for mid-sized organizations and fell to **9.09%** for large organizations.
- Over two-thirds of nonprofit respondents serve Cook County (**66.3%**), a number which increased to **72.73%** for large organizations (staff of 30 or more) and **75.86%** for BIPOC/ALAANA-led organizations.
- Nonprofits serving areas outside Cook and the collar counties accounted for **38.04%** of respondents.
- 31.03%** of responding BIPOC/ALAANA-led orgs were statewide vs. **19.05%** of all other organizations.

FOUNDATIONS

- At least **80%** of family foundations and over three-quarters of independent foundations serve the Chicago area.
- Outside the Chicago area, private foundations were the most heavily represented with at least two-thirds of that group saying they served other areas of the state.
- 17.91%** of foundation respondents were statewide. **61.19%** of all respondents included Cook County in their service area.
- Mid-sized (6-30 FTE) foundations (**26.32%**) and BIPOC/ALAANA-led foundations (**21.43%**) were most likely to identify as statewide. **41.79%** of respondents stated they served areas outside Cook and the collar counties.



FOCUS AREAS

Respondents could select more than one issue area.

ISSUE AREA	NONPROFITS	FOUNDATIONS
	<i>Responses: 92</i>	<i>Responses: 67</i>
Agriculture, fishing, food security, and/or forestry	6.52%	20.90%
Arts and culture	13.04%	41.79%
Community improvement (Community, economic, housing development; financial services)	25.00%	50.75%
Education - Adult	9.78%	29.85%
Education - Early Childhood	6.52%	35.82%
Education - Higher Ed	4.35%	47.46%
Education - K-12	19.57%	37.31%
Education - Other	16.30%	32.84%
Education - Vocational	5.43%	23.88%
Environment	7.61%	41.79%
Health and health care	13.04%	55.22%
Human rights (Antidiscrimination, individual liberties, justice rights)	14.13%	25.37%
Human services (Emergency aid, family or personal services, job services, shelter & residential care, youth development)	36.96%	49.25%
Information and communication (Technology, libraries, media, news and public information)	6.52%	22.39%
Philanthropy (Foundations, nonprofits, venture philanthropy, voluntarism)	7.61%	25.37%
Public affairs (Democracy, public policy)	5.43%	20.90%
Public safety (Abuse prevention, consumer protection, criminal justice, disaster and emergency management)	6.52%	31.34%
Religion	3.26%	10.45%
Social sciences	2.17%	25.37%
Sports and recreation	3.26%	11.94%
Science, Technology, Engineering, and Math (STEM)	5.43%	17.91%

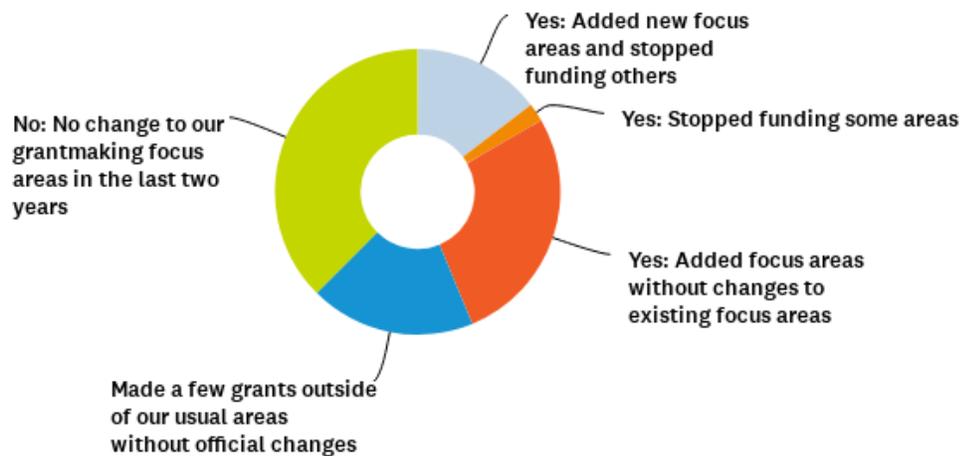
FOCUS AREAS (CONTINUED)

- Over a third (**36.96%**) of responding nonprofits were involved in human services; 25% work in community improvement, and nearly a fifth (**19.57%**) in K-12 education.
- Human rights was in the top three areas of involvement for nonprofit organizations serving outside the Chicago area at **22.86%**. Community involvement matched human rights, with **22.86%** of respondents reporting the focus. Human services once more led outside Chicagoland with **34.29%** reporting the focus.
- Medium (6-30 FTE) nonprofit organizations were more frequently involved in human rights-focused work at **19.35%**. This tied the issue area for second highest focus with with community improvement, and placed both behind human services at **32.26%**.
- **55.22%** of foundation respondents fund health and health care, with **50.75%** in community improvement and **49.25%** in human services. (For contrast, only **13.05%** of responding nonprofits mentioned being health or health care organizations.)

ADJUSTMENTS IN FOUNDATION FOCUS AREAS

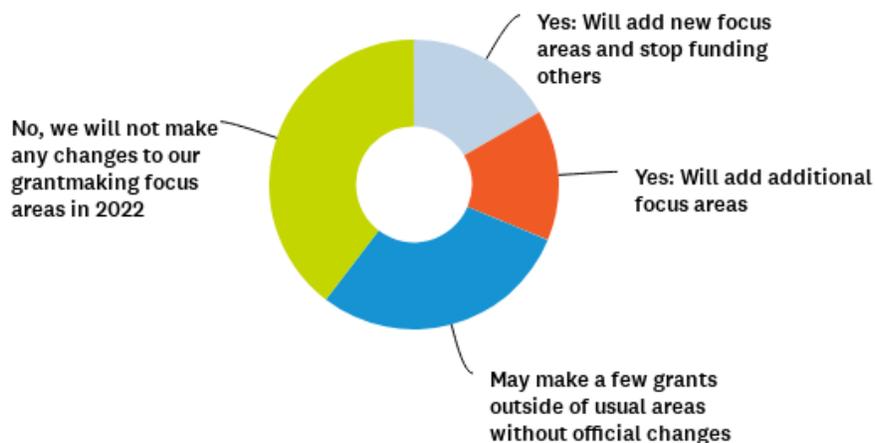
DID THE FOUNDATION CHANGE FOCUS AREAS OVER THE LAST TWO YEARS?

Responses: 48



DOES THE FOUNDATION PLAN ON ANY FURTHER CHANGES IN 2022?

Responses: 48

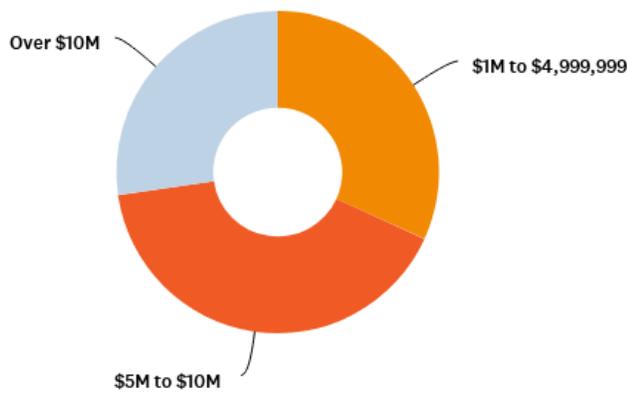




ORGANIZATION COMPOSITION

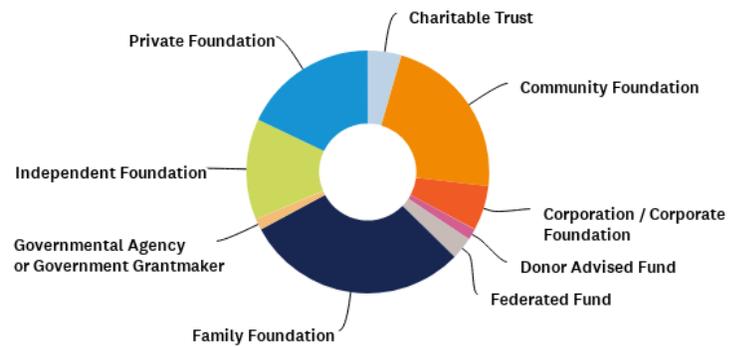
NONPROFIT ANNUAL BUDGET

Responses: 92



TYPES OF GRANTMAKERS

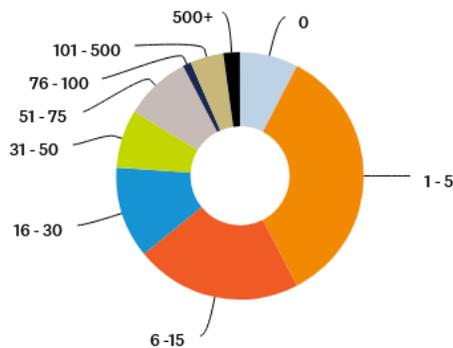
Responses: 67



NUMBER OF EMPLOYEES

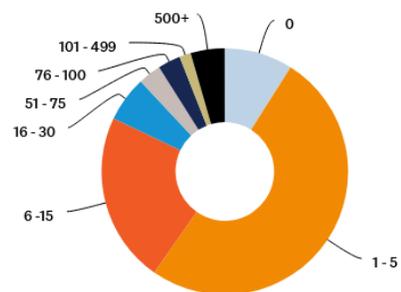
NONPROFIT

Responses: 92



FOUNDATION

Responses: 67



- Family foundations made up the largest segment of responding foundations (29.85%) followed by community foundations (22.39%) and private foundations (17.91%).
- Three-quarters of responding family foundations as well as two-thirds of community and independent foundations were among the smallest staffed organizations (5 FTE or fewer).
- Most organizations responding to both surveys were from institutions with five or fewer full-time employees: 59.71% for foundations and 42.39% for nonprofits.



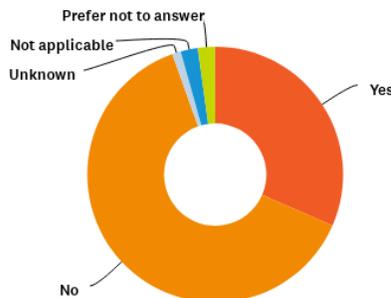
BIPOC/ALAANA LEADERSHIP, COMMUNITIES, AND GIVING

- **41%** of nonprofit respondents with 5 or fewer full-time employees indicated that their executive leader was part of the BIPOC/ALAANA communities. **29%** of mid-sized organizations (6-30 FTE) and **18%** of large organizations (over 30 FTE) answered yes to the same question.
- Nearly half (**48.28%**) of BIPOC/ALAANA-led organizations reported budgets of less than \$500,000.
- Over **70%** of responding nonprofits said they served populations where 50% or more of the people identified as BIPOC/ALAANA, and it appears common for organizations to be led by individuals who don't represent communities served; only **18.18%** of large organizations stated their leader belonged to the BIPOC or ALAANA communities but **77.27%** serve largely BIPOC or ALANNA communities.
- **20.9%** of foundation respondents had BIPOC or ALAANA leadership. All BIPOC/ALAANA foundation leaders, however, serve at institutions with 15 or fewer staff.
- Responding to what percent of grants their institution made to BIPOC or ALAANA-led organizations, foundations disclosed numbers ranging from 0 to 90%, though in a comment it was noted the zero was due to data not being collected rather than a representation of actual dispersal.
- **On average, 33% of respondent grants were made to BIPOC/ALAANA-led nonprofit organizations.** This was consistent across the state, with both foundations focused on the Chicago area and those serving other parts of the state posting averages that were within 2 points of the overall total.
- Responses from organizations that serve Cook and the collar counties were similar to those in the rest of the state, with **34.33%** and **31.43%** respectively indicating they were BIPOC/ALAANA-led.

BIPOC/ALAANA ORGANIZATION LEADERSHIP

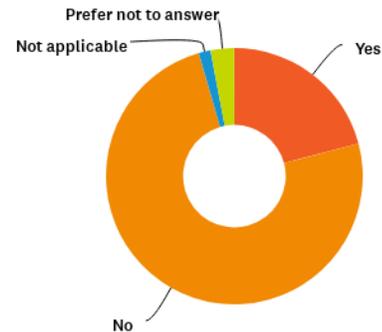
NONPROFITS

Responses: 92



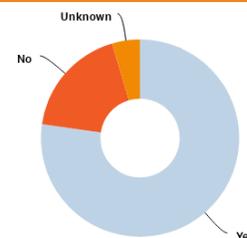
GRANTMAKERS

Responses: 67



FOUNDATIONS GRANTING TO BIPOC/ALAANA-LED ORGANIZATIONS

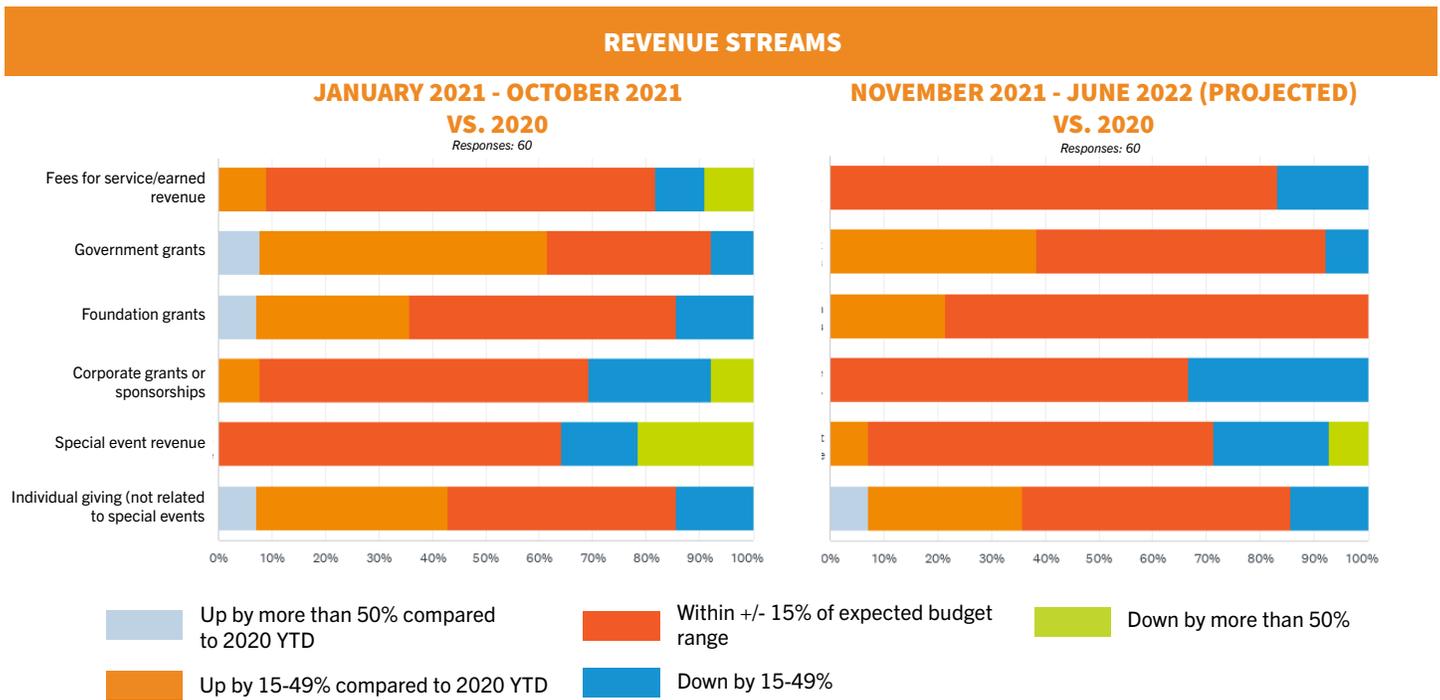
Responses: 37



On average, 33% of respondent grants were made to BIPOC/ALAANA-led nonprofit organizations.



NONPROFIT REVENUE STREAMS



- A majority of nonprofit organizations (ranging from **46.67%** to **52.73%**) report most revenue sources were within 15% of budget for 2021, except special event revenue, which **64.72%** of respondents reported as down more than 15% (and nearly a third—**30.19%**—reporting it down by more than 50%). An exception is small organizations, who were harder hit in the special event area (45% reporting 50% or more below budget) and of whom **43.48%** reported that fees for services/earned revenue were down more than 15% (split evenly between the two categories).
- Respondents reported a wide variety of changes to their individual giving revenue. Overall, nearly half (**48.28%**) of nonprofits report it landing within 15% of budget. A significant number of BIPOC-led orgs (**42.1%**) reported an increase of 15% or more in this revenue line (**5.26%** of BIPOC/ALAANA-led respondents reported an increase of 50% or more). A similar shift was also reported by the largest

organizations (**42.85%** reporting an increase of 15% or more, and **7.14%** an increase of 50% or more).

- On the other end of the spectrum, **36.85%** of BIPOC/ALAANA-led respondents reported a decrease of 15% or more (**10.53%** at 50% or more) in individual giving. Organizations outside the Chicago area also saw a sizeable decrease with **33.33%** reporting 15% or more below budget (**4.76%** at 50% or more below).
- There is optimism for the latter half of the fiscal year, with over half of respondents feeling that they would end the year within 15% of their expected budget (except for special event revenue, though nearly half of respondents (**47.17%**) still reported special events would be within 15% of budget. The rest of respondents were evenly split between whether revenue in that area would be up or down (**24.53%** think it will be up 15% or more while **28.3%** think it will be down 15% or more).

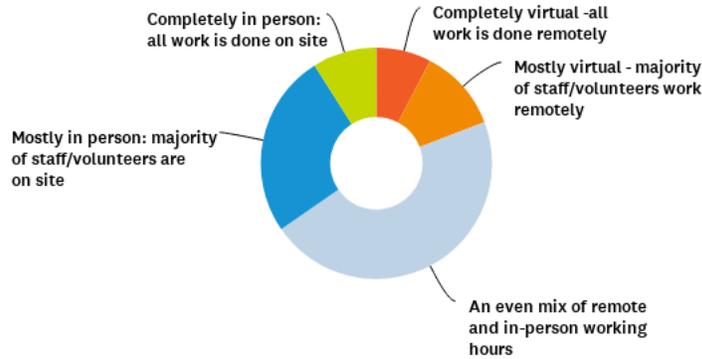
Want to optimize your fundraising practices? Forefront's Library offers access to a wealth of resources and workshops on various aspects of fundraising and donor prospecting. Learn more at MyForefront.org/Library.



NONPROFIT WORK ENVIRONMENT

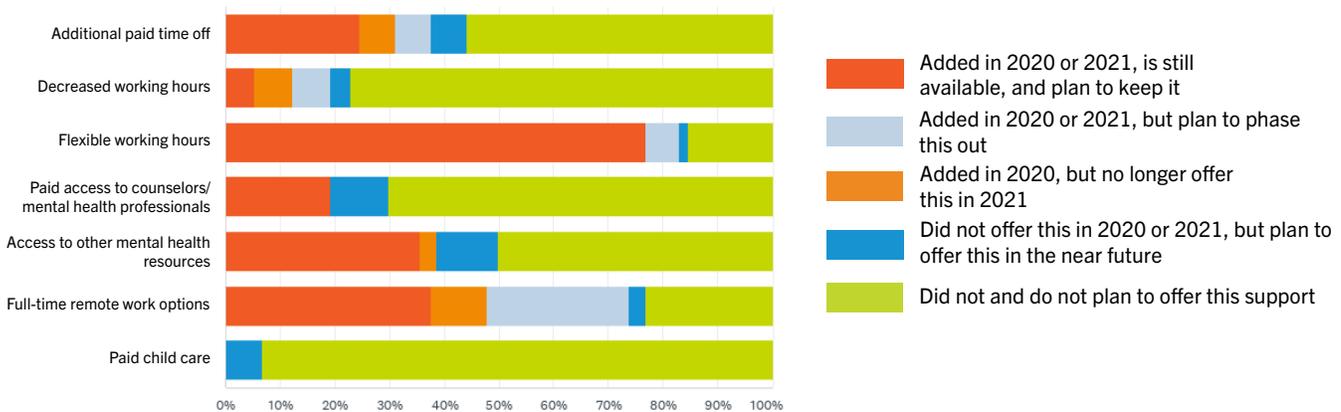
REMOTE VS. IN PERSON WORK

Responses: 78



SUPPORTS OFFERED TO STAFF

Responses: 70



- Flexible hours were an overwhelmingly popular benefit during or before the pandemic, with **76.92%** nonprofit respondents stating they'll continue to offer it in 2022. This number rises to **86.96%** for those in Central and Southern Illinois. **15%** of respondents say they never offered it and don't plan to.
- Paid childcare was the least likely benefit, with **93.33%** of respondents indicating they have not and do not plan to offer it. **22.22%** of BIPOC/ALAANA-led orgs, however, stated an intention to do so in the future, making them the only group with more than single digit consideration of this option.
- Full-time remote options (**37.68%**) and access to other mental health resources (**35.48%**) are other most likely supports nonprofits implemented permanently. The option to work remotely full-time was most likely to have only been offered in 2020 or to be phased out soon with **36.23%** indicating they no longer offered that option or soon would not.
- Commenters added that employer-provided supports also included specific COVID-19 leave time, salary increases or bonuses, and the ability to bring children to the office.

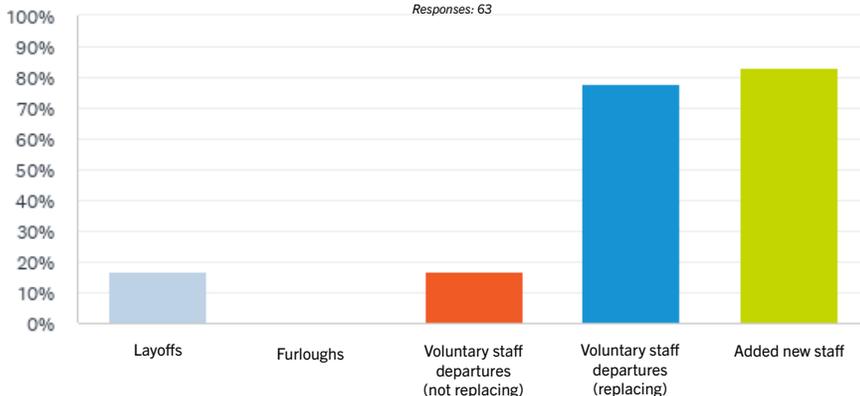


NONPROFIT WORK ENVIRONMENT (CONTINUED)

STAFFING CHANGES

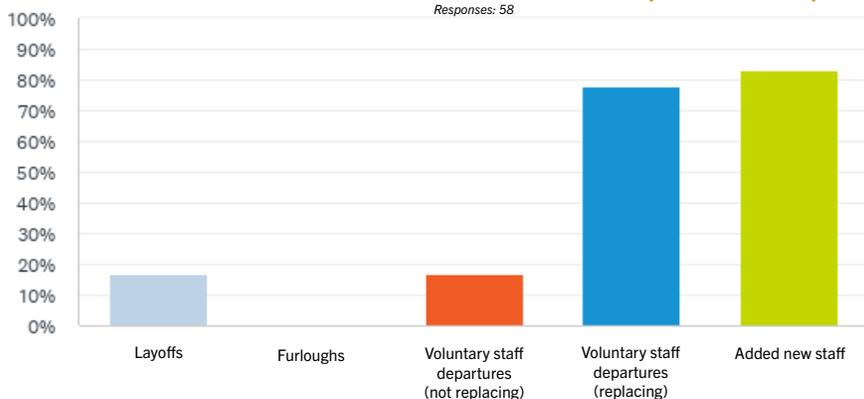
BETWEEN JANUARY AND OCTOBER 2021

Responses: 63



BETWEEN NOVEMBER 2021 AND JUNE 2022 (ANTICIPATED)

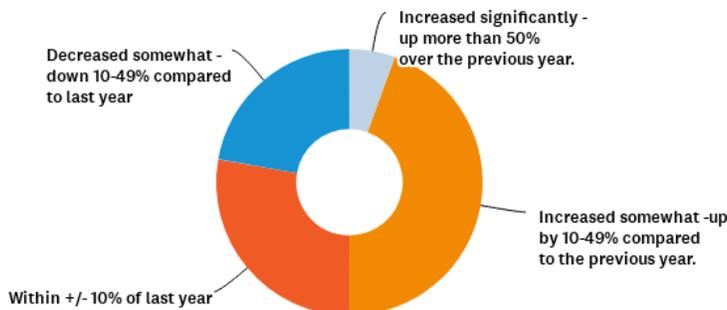
Responses: 58



- Over two-thirds of nonprofit respondents added new staff between January and October 2021 (**69.84%**) while **20.64%** experienced layoffs. Small organizations were hardest hit, with **28.58%** experiencing layoffs.
- Less than **10%** of organizations expected any additional furloughs or layoffs from November 2021 through the end of June 2022 (**8.62%**) and over two thirds (**72.41%**) expect to add new staff during the same period.

CHANGES IN DEMAND FOR NONPROFIT PROGRAMS

Responses: 78



- Most nonprofit organizations report increased demand for services, with **20.51%** stating it was 50% or more above the previous year. A third of small organizations (5 or fewer FTE) and **38.46%** of BIPOC/ALAANA-led organizations report an increase in demand for their services of 50% or more. BIPOC/ALAANA-led organizations, which are also primarily small nonprofits, are under significant strain.

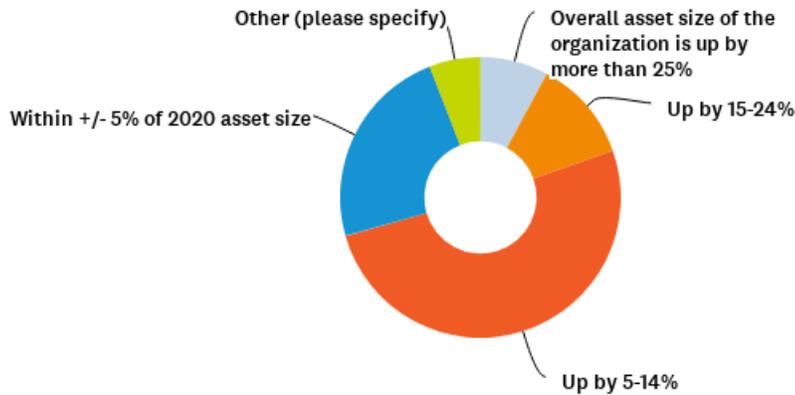


GRANTMAKER ASSETS AND PAYOUT RATES

- Half (**50.98%**) of foundation respondents stated their asset size had grown 5-14% over the course of 2021.
- One third of respondents (**32.65%**) had a 2020 payout rate of 5%. The second largest group stated they had given double or more that amount, with a fifth of respondents saying their payout was 10% or more (**20.41%**). According to most of the foundations surveyed, this was not a large change from their pre-pandemic giving with nearly two-thirds (**65.3%**) saying this was the same or 1-2% higher than their 2019 giving (**36.73%** for same and **28.57%** for higher).
- Mid-sized foundations (6-30 FTE) were the most likely to have increased payouts, with **46.15%** declaring an increase of 3 or more percent (**7.69%** for 5 percent or more).
- The largest group of respondents anticipates 2021's payout rate being 5% (one third of answers), but one fifth of responding foundations anticipate it being 7% (**20.83%**).

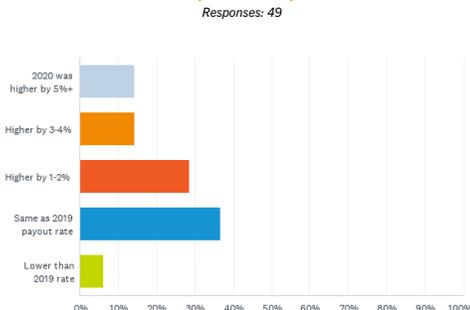
GRANTMAKER ASSET SIZE

Responses: 51

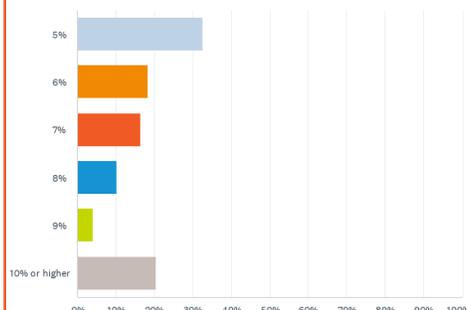


PAYOUT RATES

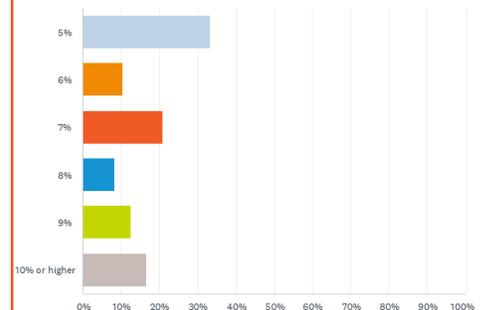
PAYOUT RATE COMPARISON (2019-2020)
Responses: 49



2020 PAYOUT RATE
Responses: 49



2021 PAYOUT RATE (ANTICIPATED)
Responses: 48





GRANTMAKING PRACTICES

- Two thirds of foundation respondents stated they provide general operating funding (**65.91%**), with an additional **15.91%** saying they began doing so in 2020 and will continue to fund in that manner. On the other end of the spectrum, making early payments on pledged grants was the least common practice with **58.53%** of foundations saying they had not and **39.02%** saying they had no plans to do so.
- Streamlining and/or simplifying applications and reports were the other two most popular practices with funders, with **73.81%** and **71.43%** respectively sharing they are currently doing this and plan to continue.
- Half of respondents extended reporting deadlines and plan on continuing to do so. These findings coincide with the [findings by the Center for Effective Philanthropy](#), whose study showed **76%** of grantmakers had changed their application and reporting procedures to reduce burden on applicants while over **60%** said they give general or unrestricted funding. (CEP's report is highly recommended reading for anyone interested in more detailed information about how grantmakers have responded and changed practices over the last two years.)
- **43.64%** of foundations made some change to their grantmaking focus during the last two years, with over a quarter adding focus areas (**27.08%**).
- Over half (**55.81%**) of respondents shared that they have and plan to continue creating new opportunities for existing grantees to apply for funding, while **76.19%** will do the same for organizations not yet in their portfolio.

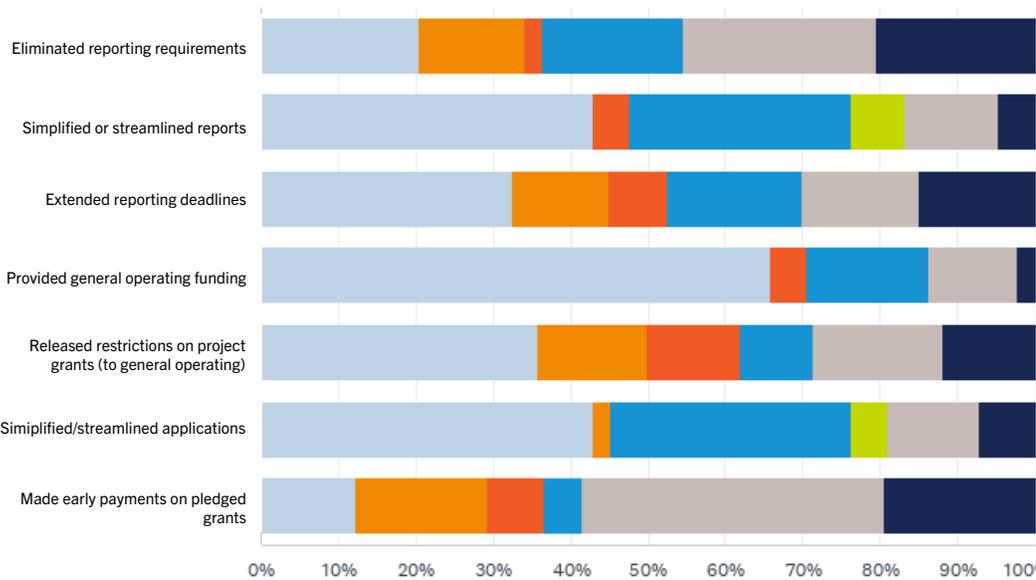


GRANTMAKING PRACTICES (CONTINUED)

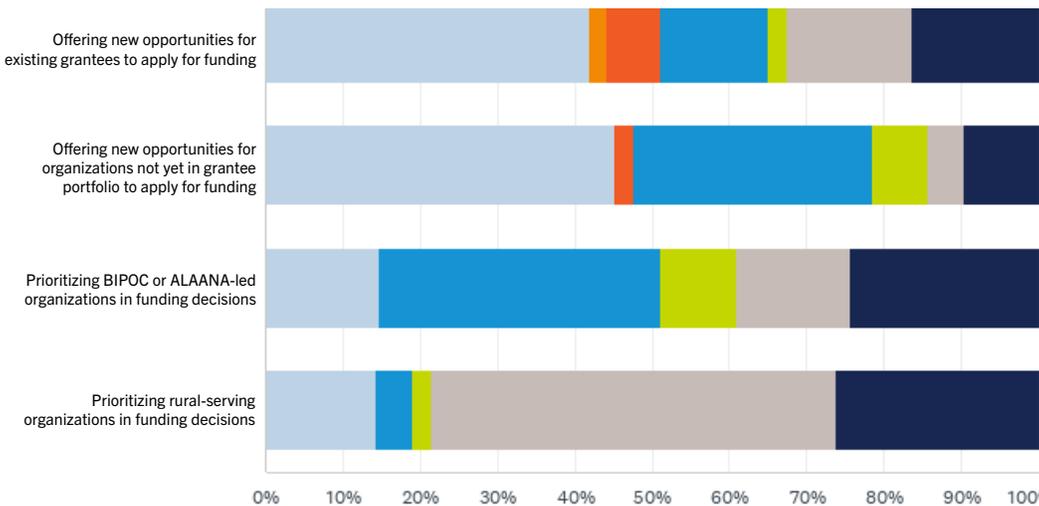
TYPES OF SUPPORT OFFERED

SUPPORTS OFFERED TO GRANTEEES OVER THE PAST TWO YEARS

Responses: 46



Responses: 44





NONPROFITS ON GRANTMAKING PRACTICES

- Nearly 80% of nonprofit respondents noted that their grantmaking partners had announced a change in funding priorities. Organizations were split on whether they found that shift helpful, with **32.08%** saying it reduced stress and **26.42%** saying it increased stress (another **20.75%** responded neutrally).
- From the foundation survey, areas that were added included: COVID relief, racial equity, and subjects related to the environment including sustainable agriculture and climate justice.
- The grantmaking practice most frequently noted as helpful among nonprofits was new opportunities for existing grantees to apply for funding. Half of respondents found this helpful, though **44.44%** said it was not an option from any of their grantmaking partners. Ranking just after that, respondents found simplified applications (**43.4%**), streamlined reports (**42.31%**), and extended reporting deadlines (**41.51%**) offered by their grantmaking partners to be helpful. Respectively, **39.62%**, **42.31%**, and **45.28%** of nonprofit respondents said their funding partners were not offering these opportunities. Comments underscored how important communication between funders and nonprofits is to creating these changes and applying them in an equitable way.
- Looking forward, nonprofits are most interested in more opportunities for funding—both general and programmatic—with **66.67%** rating general operating funding as urgent and important while **52.94%** say the same for program funding. Most organizations feel early payment for pledged grants isn't necessary, with **56.86%** rate it not needed. Rated as important but not necessarily urgent, **65.39%** of nonprofits would like to see restrictions released on project grants and **82.7%** would like to see simplified applications.
- BIPOC/ALAANA-led orgs were more emphatic in their support for these options, with **82.35%** rating new opportunities for general funding as urgent and important, **75%** the same for program funding, **74%** feeling releasing restrictions is important, and **93%** saying the same about simplifying applications.
- Comments about other supports that are needed and helpful included focus on trust based philanthropy and trusting nonprofit professionals to know their communities and their roles, multi-year funding to build capacity and sustainability, and a desire for funders to collaborate in creating shared resources like common grant applications to reduce duplicative work on the part of nonprofits.

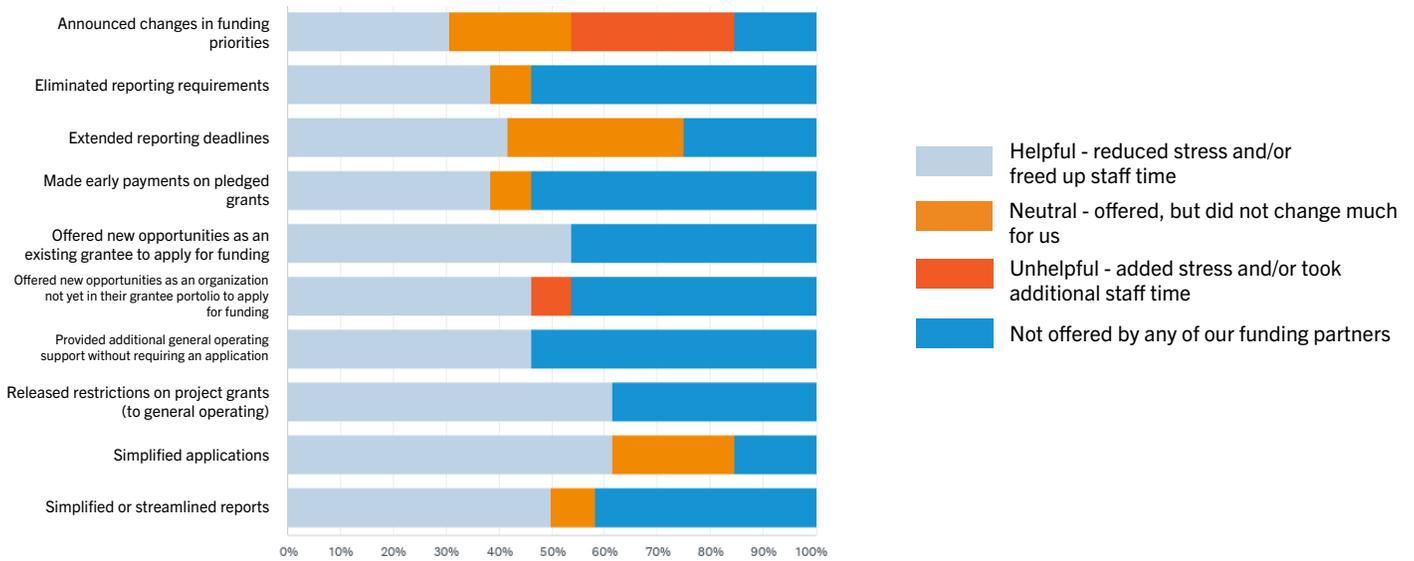


NONPROFITS ON GRANTMAKING PRACTICES (CONTINUED)

TYPES OF SUPPORT FROM FOUNDATIONS AND THEIR PERCEIVED VALUE

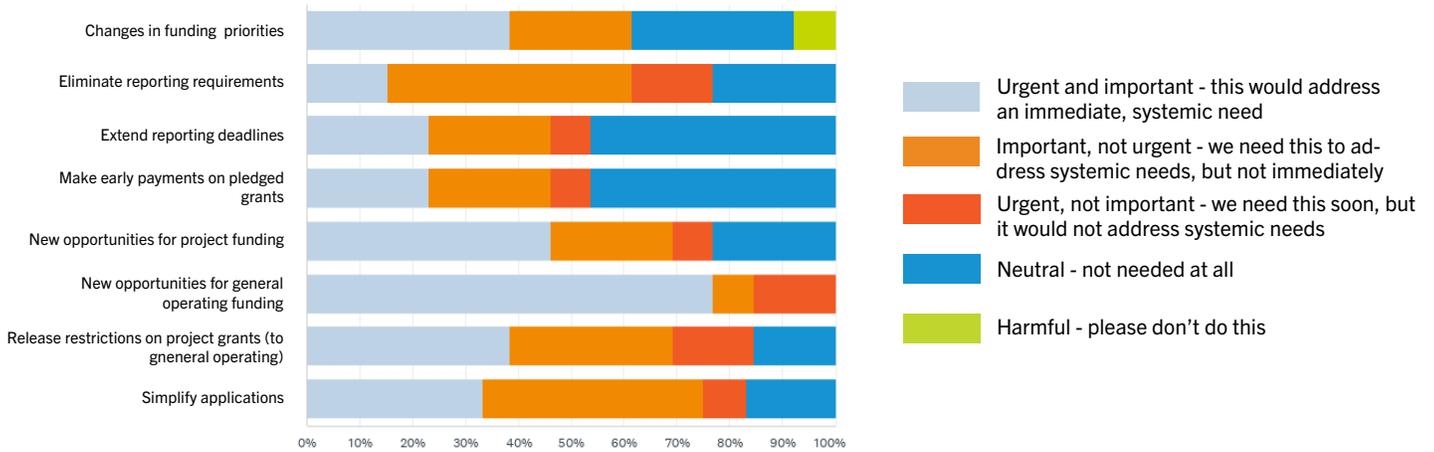
ALREADY OFFERED: JANUARY 2021 - OCTOBER 2021

Responses: 54



INTEREST IN FUTURE SUPPORTS: NOVEMBER 2021 - JUNE 2022

Responses: 54



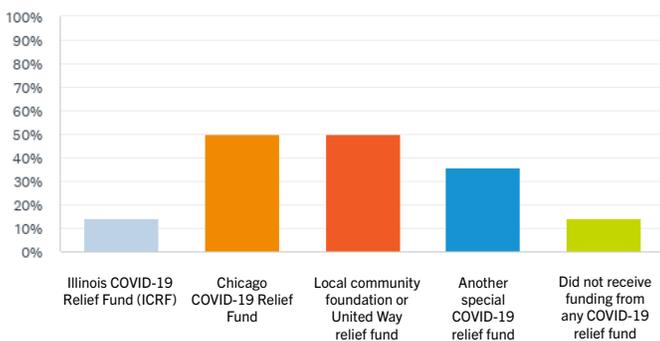


COVID-19 GRANTEE SUPPORT

NONPROFIT FUND ACCESS

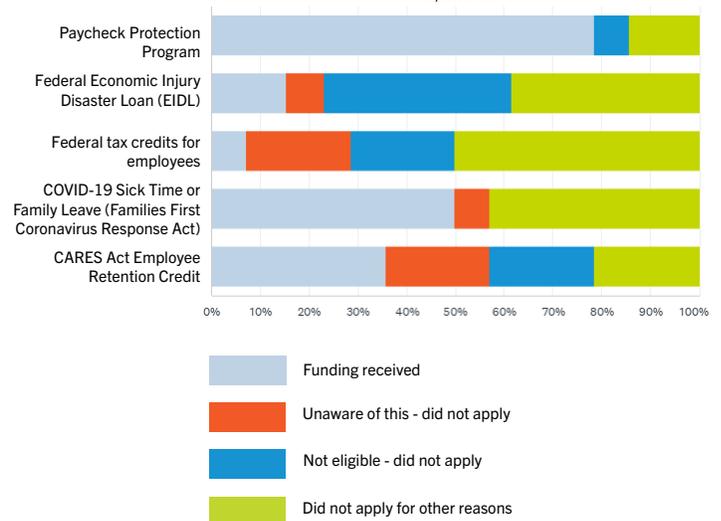
PRIVATE COVID-19 FUNDS ACCESSED IN 2020

Responses: 60



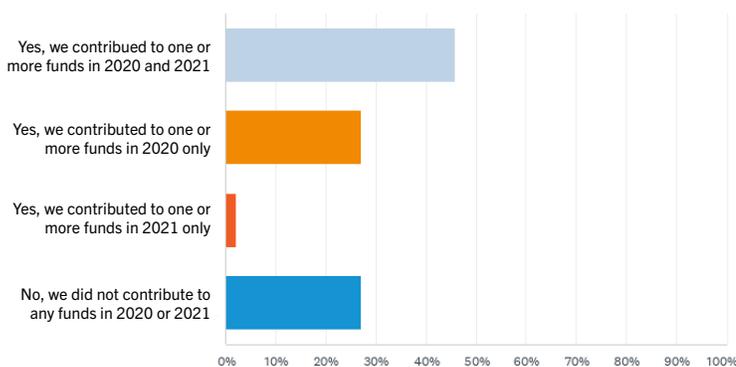
FEDERAL COVID-19 FUND USAGE

Responses: 60



FOUNDATION CONTRIBUTIONS TO POOLED FUNDS

Responses: 48



- Nearly half of foundations stated they contributed funds to a shared pool in 2020 and 2021 (45.83%) with another 27.08% having given only in 2020. This was even more common for foundations outside the Chicago area with nearly three-quarters contributing both years (72.73%).

- Over 70% (71.19%) of nonprofits received support from the Paycheck Protection Program. No other federal program was as well-known.
- Half or more of respondents reported they either did not know about or did not qualify for Federal Economic Injury Disaster Loans, federal tax credits for employees, or the CARES Act Employee Retention Credit.
- A third of respondents did not receive funds from any of the private COVID-19 funds included in the survey. This showed up most strongly for small and BIPOC/ALAANA-led organizations, with 44% and 47.37% of those groups respectively reporting that they did not receive support from these funds.

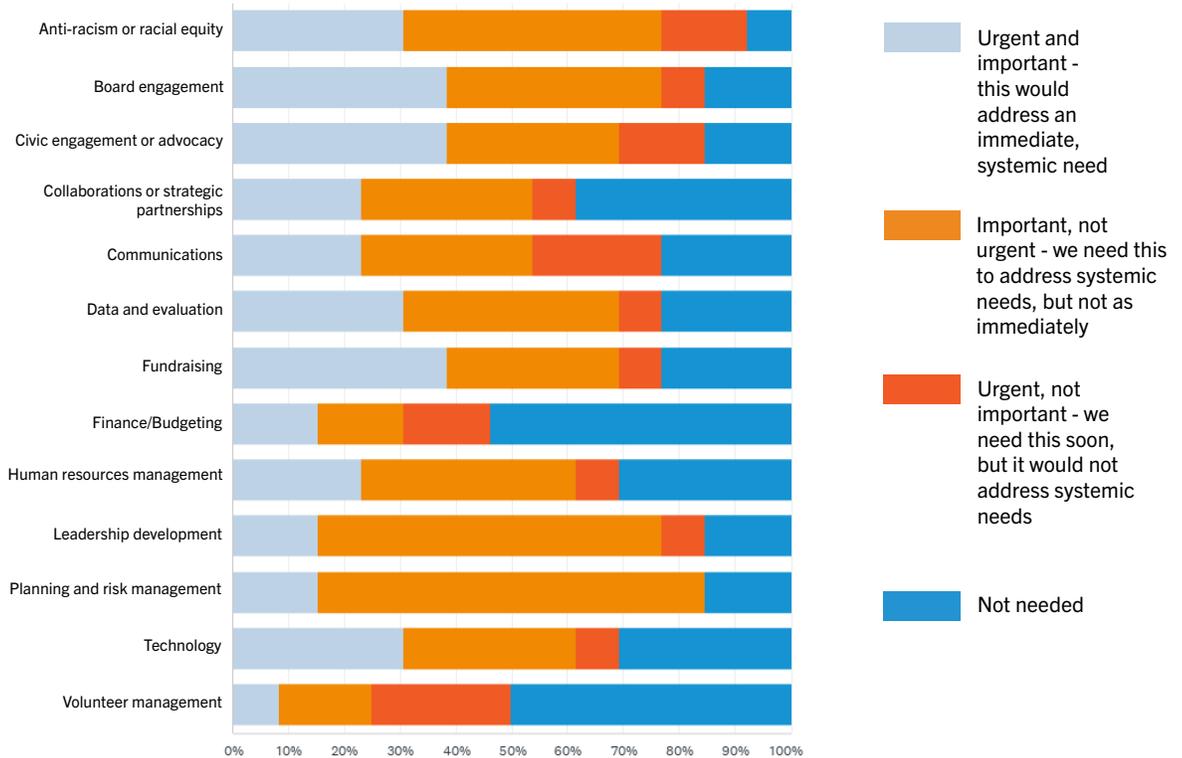


CAPACITY BUILDING AND TRAININGS

CAPACITY BUILDING SUPPORT FOR NONPROFITS

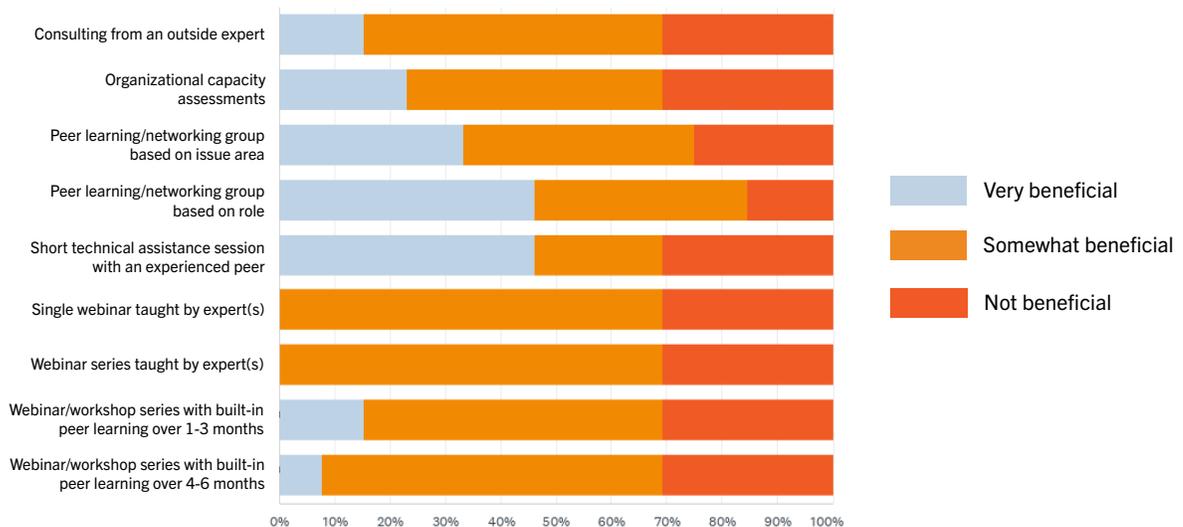
NEEDED FUTURE SUPPORT

Responses: 55



METHODS OF DELIVERING SUPPORT

Responses: 55



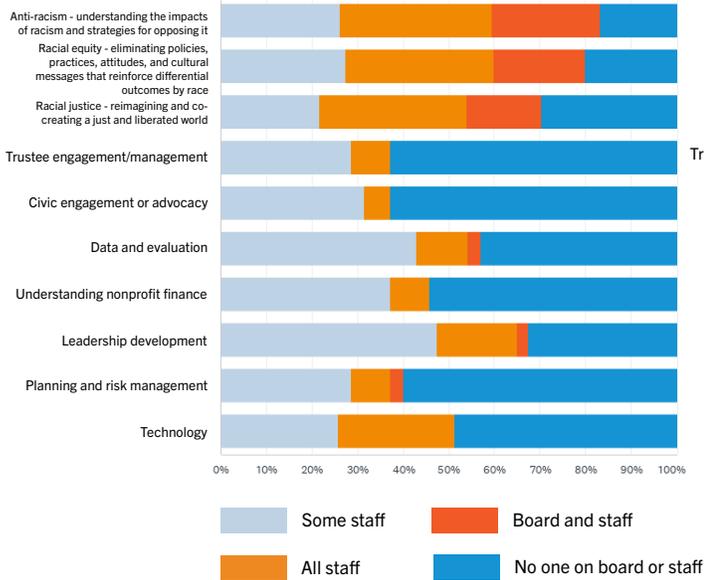


CAPACITY BUILDING AND TRAININGS (CONTINUED)

TRAININGS FOR GRANTMAKERS

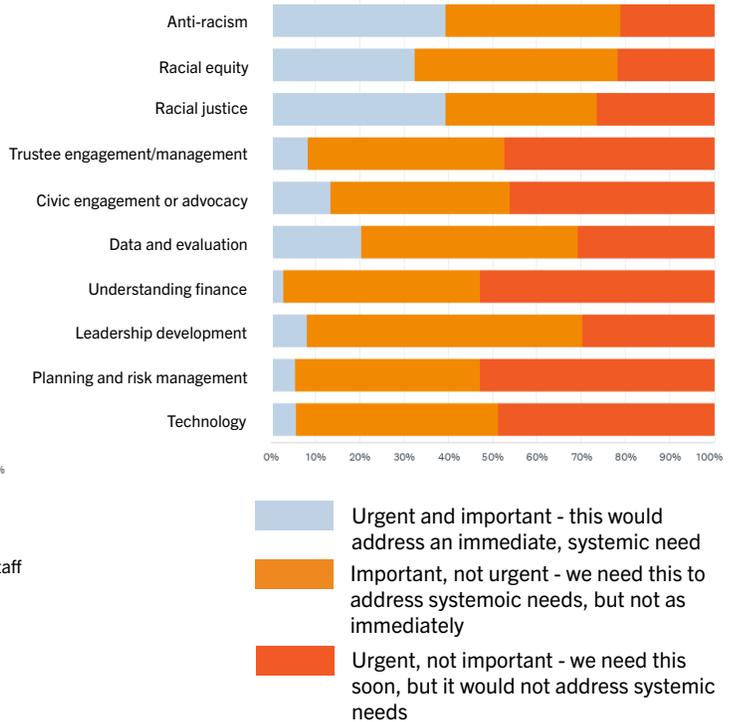
TRAININGS ATTENDED BY STAFF IN 2021

Responses: 42



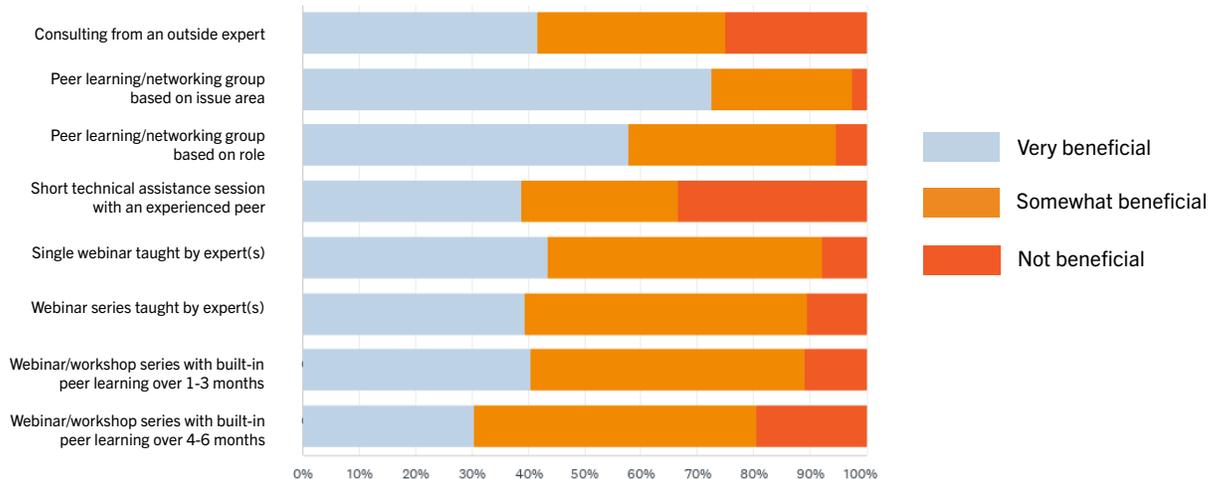
NEEDED FUTURE SUPPORT

Responses: 40



METHODS OF DELIVERING SUPPORT

Responses: 40





CAPACITY BUILDING AND TRAININGS (CONTINUED)

TRAINING AND CAPACITY BUILDING NEED HIGHLIGHTS

- Foundations were very much in favor of receiving support in the areas of racial equity, racial justice, and anti-racism, with **78.39%**, **73.68%**, and **78.94%** of respondents rating those areas as important. The next highest subject of interest was leadership development, with **70.27%** finding it important and **69.23%** rating data and evaluation important.
- Over two-thirds of nonprofits (**68.63%**) expressed interest in anti-racism or racial equity training support. However, the topics of Board Engagement (**74.07%**), Collaboration (**71.7%**), Data and Evaluation (**68.52%**), Fundraising (**78.18%** - with **100%** of BIPOC/ALAANA-led orgs marking it as important), and Leadership Development (**81.48%**) were all rated as important by a similar or larger share of the respondents.
- Foundations found peer learning, either based on issue area (**72.5%**) or role (**57.89%**) the type of training they were most likely to rate very beneficial. Nonprofits tended to be more split about avenues they found very versus somewhat helpful.
- BIPOC/ALAANA-led orgs agreed with foundations with a majority rating peer learning by role (**58.82%**) or issue area (**52.94%**) as very beneficial.
- Small nonprofits had a majority preference for webinar/workshop with peer learning built in (**54.55%**) followed closely by consulting from an outside expert and a single webinar taught by an expert (both **50%**) gaining very beneficial ratings. When including those who chose somewhat beneficial as well as very beneficial, nonprofits rated consultations from outside experts as the best kind of capacity building support while for foundations it remained peer learning based on issue area.
- In the comments, nonprofits also highlighted the need for pro-bono services, software and equipment, and direct funding to support the ability of the organization to craft its own solutions as additional types of support.
- Additional comments from answering foundations focused on a desire for more networking and programming based on specific issue areas, sectors, or types of grantmaker and a suggestion for Forefront to provide more assistance in Human Resources with webinars/resources about personnel policies, onboarding, and other topics that have changed substantially over the last two years.

LEARN MORE & GET INVOLVED

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