Renton Regional
Community
Foundation

2025 Nonprofit Survey Summary

Front cover image courtesy of Helping Link.

This page: Image courtesy of Angolan Community in Washington

September, 2025

Dear Friends,

We are pleased to present highlights and key lessons from the 2025 Renton Regional Community Foundation survey, which was conducted in the summer of 2025.

As part of our continuing efforts to stay current on issues and trends in our local nonprofit community, Renton Regional Community Foundation surveyed local nonprofit leaders to better understand the challenges and opportunities facing individual organizations, the broader context in which they operate, and their evolving needs. We focused our outreach on organizations working in the South King County region.

We continue to be interested in how the challenges of the past five years have impacted organizations, how they have adapted to meet community needs, what they are learning, and how Renton Regional Community Foundation and the broader community can support their efforts. Please note the information contained in this report does not necessarily reflect the opinions of individual participating organizations; rather, the information represents common themes from survey responses.

We are tremendously grateful to the 48 nonprofit leaders who responded to the survey.

We are also grateful for the partnership of BECU which has provided financial support for this report. BECU has a prominent presence in South King County and is invested in the health and well-being of our community members.

In gratitude,

LeAnne Moss
Executive Director

BECU

Renton Regional Community Foundation

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Participants at RRCF's "Trust-Based Philanthropy in South King County" gathering.

OVERVIEW

In 2025, Renton Regional Community Foundation (RRCF) distributed an online survey to collect information from the nonprofit community located in South King County, Washington. This report synthesizes the results and provides a high-level summary and findings of key themes and issues across responses.

FIVE YEAR HIGHLIGHTS

Over the past five years (2021–2025), the survey results reveal both strong continuities and important shifts in the nonprofit sector of South King County. Some challenges, such as overwhelming demand for services, persistent financial strain, and the centrality of housing, food, and mental health, have remained consistent year after year. At the same time, new dynamics have emerged, including the evolving impacts of COVID-19, deepening funding declines, more complex and intersectional community needs, and expanded geographic reach. Together, these findings provide a clear picture of a sector that is both enduring in its struggles and adaptive in its response, balancing continuity with change in the face of ongoing uncertainty.

Several important similarities and differences have emerged from conducting the survey over the past five years:

Similarities Across All Five Years (2021-2025)

High demand for services has been a constant. Every year, nonprofits reported that the needs of their communities continued to grow faster than their capacity to respond. Even as organizations adapted their programs or expanded offerings, demand consistently exceeded what they could realistically meet.

Top community needs remain unchanged. Rental assistance and housing security, food security, and mental health support have been identified as the three greatest needs in every survey. The persistence of these issues underscores the depth of systemic challenges facing South King County residents and highlights the stability of these as priority areas over time.

Financial strain is ongoing. Across five years, organizations consistently described fundraising as difficult and unpredictable. Revenue shortfalls, whether from government contracts, foundations, or individual donors, have left many nonprofits struggling to balance budgets, sustain programs, or plan confidently for the future.

Staffing shortages and burnout continue. Reports every year point to organizations operating with too few staff, often while also facing a decline in volunteer participation. This has led to heavy workloads, staff wearing multiple hats, and widespread burnout that compounds already difficult circumstances.

Equity and inclusion efforts remain central. Each year, nonprofits highlighted their focus on DEI, including expanding culturally relevant services, investing in training, and increasing BIPOC representation in leadership. The consistent emphasis reflects both the values of the sector and the lived realities of the communities being served.

Collaboration and partnerships remain a strength. Despite ongoing strain, nonprofits consistently reported that working together—through shared resources, referrals, and joint programming—has been essential for survival. According to the survey reports, collaboration and partnerships remain a central and evolving strategy for nonprofits in South King County. This steady pattern of collaboration has become one of the most resilient features of the sector, allowing organizations to maximize impact even in times of scarcity. This is also the first year of the survey that “collaboration with nonprofits” was listed in the top three of organizations’ highest priorities .

Left: Image courtesy of Outreach and Transform Lives

Differences and Trends Over Time (2021-2025)

COVID-19 impacts were dominant in the early years. In 2021 and 2022, much of the nonprofit sector's energy went into adapting to the immediate effects of the pandemic—pivoting to virtual services, addressing isolation, and responding to emergency needs. By 2023, organizations were describing the long-term impacts of COVID-19—such as systemic inequities and lingering economic hardship—rather than short-term crisis management.

Volunteerism declined sharply, then began to stabilize. In the early surveys (2021–2022), organizations reported steep drops in volunteers, adding to already stretched staff workloads. By 2024 and 2025, some modest recovery was noted, though volunteer participation never fully returned to pre-pandemic levels, leaving many nonprofits still reliant on fewer hands to do more work.

Focus areas evolved beyond food security. While food security was a particularly urgent focus in 2021 and 2022, later years showed a more balanced spread across human services, housing, education, and multi-issue responses. By 2023–2025, food security was still a priority but had leveled into one among several critical areas rather than dominating the conversation.

Community needs became more complex and intersectional. Starting in 2024 and continuing into 2025, nonprofits reported that challenges could no longer be addressed in isolation. Housing insecurity often intersected with legal problems, healthcare gaps, and employment issues, creating a web of needs that stretched beyond single-program responses. This shift underscored the difficulty of addressing multiple, overlapping barriers with limited resources.

Geographic reach expanded. Earlier surveys emphasized service within specific cities or neighborhoods in South King County. By 2025, more organizations than ever reported serving all of South King County, and some even described statewide or nationwide reach. This expansion reflects both the growing scale of community needs and nonprofits' willingness to stretch beyond traditional boundaries.

Funding strains deepened over time. While financial instability was a consistent theme across all five years, by 2025 the declines in government and philanthropic funding were reported as sharper and more destabilizing. Organizations increasingly reported cutting programs, facing cash-flow crises, or turning clients away, illustrating a more urgent and unsustainable funding environment.

New areas of need surfaced. By 2025, legal and immigration assistance was elevated as a critical unmet need alongside the longstanding top three of housing, food, and mental health. This is also the first year that "advocacy" (55%) was listed in the top five responses for organizations' highest priorities. The new areas reflected both policy changes and systemic barriers that increasingly shaped the lived realities of immigrant, refugee, and BIPOC communities.

OVERALL 2025 HIGHLIGHTS

In 2025, many of the themes echoed those from previous years. Nonprofits continued to report overwhelming demand for services, with housing, food security, and mental health consistently cited as the top three needs—unchanged since 2021. Funding challenges, staffing shortages, and burnout also persisted, reflecting the ongoing pressures that have shaped the sector across all five years. Equity remained a core commitment, with organizations emphasizing BIPOC leadership and culturally grounded services, building on the DEI priorities of earlier reports.

At the same time, 2025 revealed some notable shifts. Funding declines became sharper and more destabilizing, as both government and philanthropic dollars contracted, creating heightened uncertainty for nonprofits already stretched thin. Beyond the familiar challenges of housing, food, and mental health, legal and immigration assistance emerged as a critical unmet need, particularly as systemic inequities deepened. The complexity of community needs also grew more apparent: housing insecurity intersected with legal issues, education gaps, and healthcare inequities in ways that nonprofits struggled to address comprehensively given limited resources. Despite these strains, organizations described their communities with striking depth, highlighting intergenerational leadership, cultural identity, mutual aid, and innovation as sources of resilience and strength. Geographic scope also expanded, with more nonprofits reporting they now serve all of South King County—or even statewide—signaling both the growth in demand and the widening role these organizations play.

Participants at RRCF's "Trust-Based Philanthropy in South King County" gathering.

Key Themes from findings highlighted in this report:

Adaptation through partnerships and innovation. Despite resource limitations, nonprofits are responding with creativity—building cross-sector collaborations, pursuing grassroots fundraising strategies, and investing in targeted capacity-building. These partnerships often include sharing resources, coordinating referrals, and co-hosting programs to ensure that community members receive more comprehensive support even when individual organizations are stretched.

Communities as sources of resilience and strength. Respondents described the people they serve as rich in cultural identity, mutual aid traditions, and intergenerational leadership. Elders' wisdom and youth innovation form a cycle of learning and leadership, while strong networks of mutual support ensure that no one faces hardship alone. This resilience was repeatedly named as the foundation upon which nonprofits build their work.

Equity and cultural relevance at the core. Equity remains a foundational commitment in 2025, with BIPOC-led organizations and culturally grounded services continuing to play a central role in dismantling systemic barriers. Nonprofits emphasized that solutions must be culturally relevant and community-driven to achieve meaningful, long-term change.

Need for flexible, long-term investment. Respondents emphasized that one-time grants or short-term project funding are insufficient to meet the realities of today's challenges. There is an urgent call for multi-year, flexible funding that supports both direct services and the infrastructure—staffing, space, technology—that makes those services possible.

Image courtesy of Ukrainian Community Center of Washington.

Participants at RRCF's "Trust-Based Philanthropy in South King County" gathering.

Nonprofits operating beyond capacity. Many organizations are functioning at or past their limits, with staff taking on multiple roles and often lacking adequate administrative support. This overstretch has led to burnout and turnover, raising concerns about long-term sustainability. Still, staff and volunteers continue to show extraordinary commitment in the face of rising community needs.

Priorities for the year ahead. Looking forward, organizations identified priorities such as expanding access to programs, deepening cross-sector collaboration, and strengthening infrastructure. Many also plan to advance advocacy efforts—particularly in housing, education, and public safety—as a way to address root causes and influence systems beyond their direct service work.

Sharpening financial strain. Both government and philanthropic funding declined in 2025, intensifying financial instability across the sector. Organizations described being forced to cut services, reduce hours, or delay payments due to cash-flow gaps, with some programs on the brink of closure. The decline in reliable funding streams has created an environment of uncertainty that makes long-term planning increasingly difficult.

Surging demand for essential services. Nonprofits across South King County continue to face overwhelming demand for housing, food security, mental health support, and legal services. Many organizations reported that even with expanded programming, requests for emergency rental assistance, shelter, culturally relevant counseling, and legal advocacy far outpaced what they could provide, leaving some families on waitlists or without access to critical support.

GENERAL OVERVIEW OF NONPROFIT STAKEHOLDERS

A total of 48 individuals completed the 2025 nonprofit survey. The following are details related to the specific questions from the survey.

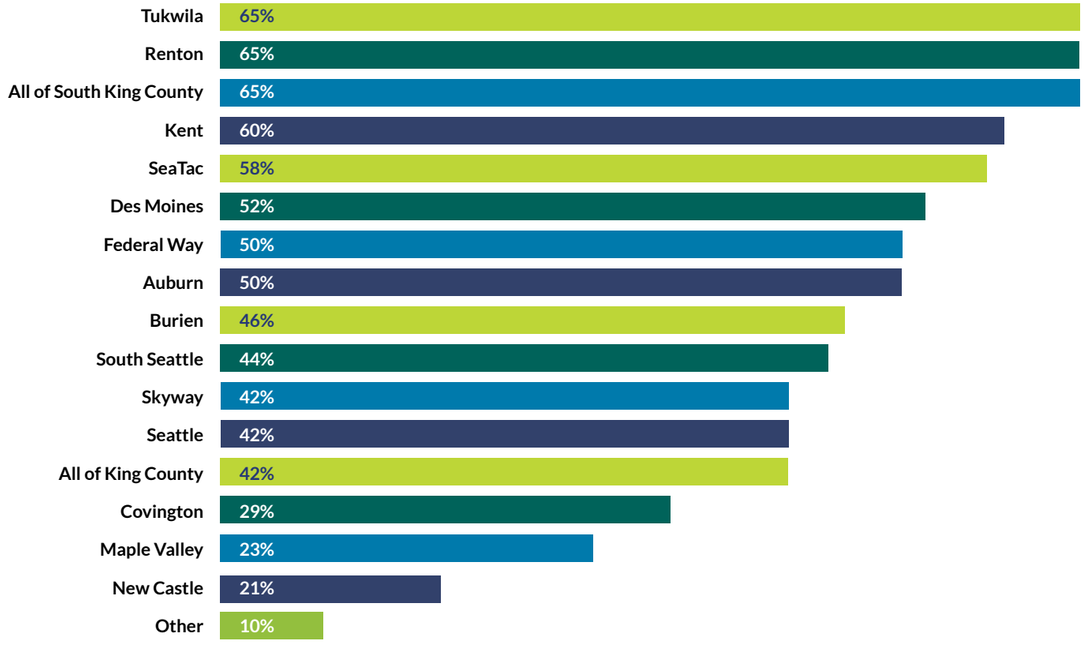
Nonprofit Status

Approximately 98% of survey respondents reported holding nonprofit status, and 2% reported that they are fiscally-sponsored organizations.

Location Served

Most nonprofits indicated that they served the Renton (65%) and Tukwila (65%) areas; however, many also noted in the comments that they serve multiple areas. Beyond Renton and Tukwila, service areas with high representation of services included Kent (60%) and Sea Tac (58%), followed by Des Moines (52%), Auburn (50%), and Federal Way (50%). In the comments, several noted service in more than one county, state-wide and/or nation-wide, and more organizations than ever reported they were serving "all of South King County" (65%). Locations with lower representation were Maple Valley (23%) and Newcastle (21%), which was also true in 2024.

PERCENTAGE OF RESPONDENTS THAT SERVE VARIOUS LOCATIONS IN WASHINGTON



Organization Budget Size

Roughly 58% of respondents came from organizations with budgets under $999,999, similar to reporting in the 2024 survey (59%). Of these, 25% came from organizations with budgets under $100,000. Additionally, 85% of respondents came from organizations with budgets under $3,000,000, and 10% reported budgets over $5,000,000, similar to what was reported in 2024 (12%). A few organizations noted in their comments that their budgets included in-kind services, goods, and rent.

Focus Area

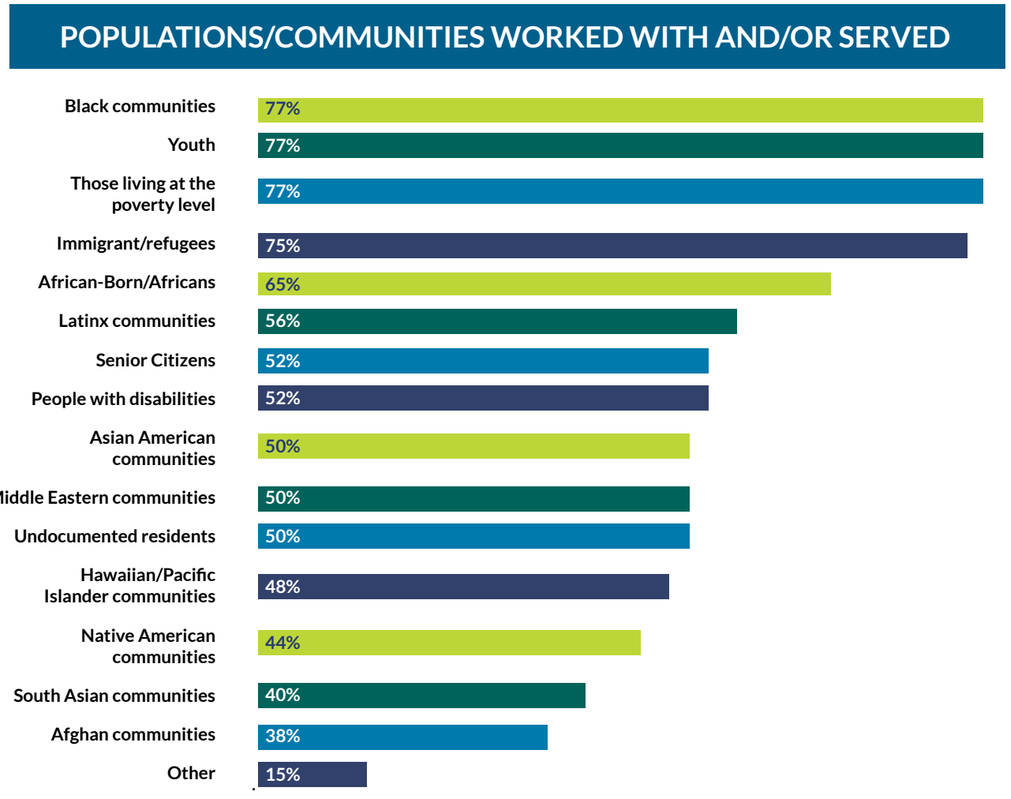
Most noted their primary focus areas as "human service" (35%) and "other" (19%). The "other" category spoke to the multidisciplinary nature of several organizations, which spanned across answer options. Additionally, 38% respondents noted that they had a particular focus on food security, roughly equal to the 2024 report, where a focus on food security was noted by 37% of respondents.

SOUTH KING COUNTY NONPROFIT AREAS OF PRIMARY FOCUS:

- 35% Human Services
- 19% Other
- 8% Education
- 8% Housing
- 6% Public Benefit
- 6% Health
- 6% Sports and Recreation
- 4% Environment
- 2% Advocacy
- 2% Arts, Culture and Humanities
- 2% Early Childhood Development

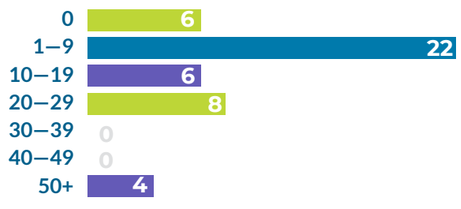
Populations/Communities Worked with and/or Served

Respondents reported working primarily with Black communities (77%), youth (77%), and immigrant/refugees (77%), the same three highest categories in the 2024 report. Respondents could select more than one population in their responses. In the comments section, several organizations noted that they served all populations listed. Populations least represented were South Asian communities and Afghan communities. Additionally, 77% of organizations reported serving those at the poverty level, down from 82% from the 2024 report.



Number of Employees

Nonprofits noted the number of employees, ranging from 0 to more than 300, with the majority having under 20 employees.



Assets of the Communities and Populations Nonprofits Serve

Responses from nonprofits included the following themes:

- **Deep Resilience in the Face of Adversity:** Resilience was the most frequently named strength among communities served by local nonprofits. Despite the weight of systemic challenges—such as displacement, generational trauma, and economic instability—communities continue to respond with strength, hope, and perseverance. This resilience is not only seen in survival but in caregiving, organizing, and daily acts of joy and resistance. It forms the emotional and cultural foundation upon which community well-being rests.
- **Cultural Identity and Intergenerational Wisdom:** Cultural richness serves as a powerful source of healing, pride, and leadership. Communities preserve languages, uphold spiritual practices, and draw on ancestral knowledge to foster belonging and resilience. Elders share deep cultural grounding, while youth bring innovation and energy, creating a powerful intergenerational cycle of learning and leadership. This fusion of past and future provides both stability and momentum for community transformation.
- **Mutual Support and Collective Care:** Tight-knit social networks of mutual aid and collective care are a defining feature of the communities described. Neighbors care for one another, offer resources and emotional support, and step in where systems fall short. This deeply embedded culture of shared responsibility ensures that individuals do not face hardship alone. Nonprofits emphasized their role not as saviors but as trusted partners who listen, learn, and uplift what is already thriving.
- **Innovation and Entrepreneurial Spirit:** Many communities demonstrate extraordinary ingenuity in the face of limited resources. Respondents highlighted a strong entrepreneurial mindset, especially among immigrant and refugee populations, who are building small businesses, launching cultural initiatives, and solving problems creatively. This spirit of innovation is both a survival strategy and a pathway to long-term community sustainability and economic empowerment.
- **Commitment to Education and Systems Change:** There is a deep investment in learning—whether through formal education, civic participation, or grassroots advocacy. Caregivers, educators, and young leaders are working to ensure future generations have access to opportunity, while also pushing for systemic reforms. Communities are not only navigating systems; they are transforming them, often with a deep understanding of the barriers they face and a strong commitment to equity and justice.
- **Strength in Diversity:** The ethnic, linguistic, and cultural diversity of the region is viewed as a profound strength. Communities bring a wide range of lived experiences and worldviews that fuel empathy, creativity, and problem-solving. This diversity fosters connection, builds bridges across difference, and enriches every aspect of community life, making collective efforts more inclusive and powerful.

DEMAND FOR PROGRAMS AND SERVICES

Greatest Area(s) of Need from Community

Overall, the top three "greatest areas of need" reported in 2025 were rental assistance/ housing security, food security, and mental health support. These were the same top three "greatest areas of need" across all five years of the survey.

1 FIRST ranked greatest needs:

- **44%** Rental assistance/ housing security
- **25%** Food security
- **14%** Mental health support
- **8%** Support for undocumented people
- **4%** Safety: domestic violence support
- **0%** Relief from social isolation
- **0%** Other

2 SECOND ranked greatest needs:

- **33%** Food security
- **33%** Mental health support
- **20%** Rental assistance/ housing security
- **8%** Safety: domestic violence support
- **4%** Other
- **2%** Relief from social isolation
- **0%** Support for undocumented people

Nonprofits across South King County continue to report that community needs far exceed their organizational capacity. Most continue to face rising pressures, compounded by the intersectional and complex nature of issues such as housing, food, mental health, and legal support. These challenges reflect ongoing strains on resources and highlight the urgent need for sustained investment and capacity building.

Despite these barriers, organizations expressed a strong commitment to their missions and communities. Many are actively seeking new funding sources, forming partnerships, and expanding their volunteer networks to better respond to community needs. Their efforts, though constrained, reflect deep resilience and a collective desire to build capacity for the long term.

Responses reveal that organizations are stretched but determined, doing more with less while navigating an increasingly complex social and economic landscape. The need for more stable, flexible, and equitable funding is clear in participant responses, as is the importance of infrastructure investment to ensure these organizations can continue to serve their important roles in their communities.

Image courtesy of Vine Maple Place.

DEMAND FOR PROGRAMS AND SERVICES (cont.)

Ability to Fully Meet Demand for Services

Across those surveyed, 62% reported they were unable to meet demand for services, which was down from 70% in 2024. **Organizations continue to report that the needs of their communities outpace their capacity to respond.** As was reported in previous year's survey results, participants cited increased demand, funding and resource constraints, and need for capacity building.

Concerns expressed in 2025 mirrored concerns also noted in 2024, including the complex nature of the issues communities face. Participants shared that the problems faced by their clients and communities are often intersectional, with individuals needing support across multiple areas such as housing, food, and mental health. This complexity makes it challenging for organizations to address all needs adequately. Language barriers and cultural challenges were also noted, particularly for immigrant and refugee populations, which exacerbate the difficulty in providing comprehensive support.

Challenges in Meeting the Needs

The following are themes from participant responses about needs that exist in their communities that are challenging to address.

Affordable and Stable Housing Remains Out of Reach

Across nearly every organization, the most consistently cited unmet need was safe, affordable, and long-term housing. While emergency or short-term assistance is sometimes available, families continue to cycle through temporary solutions without access to permanent housing. The lack of deeply affordable units—particularly for marginalized groups such as refugees, justice-involved individuals, and survivors of domestic violence—continues to strain both families and the organizations trying to help. Many agencies are also seeing a sharp rise in eviction threats and accumulated rental debt without corresponding support.

Mental Health and Trauma Support Far Exceeds Capacity

Organizations are witnessing increased mental and emotional health needs across youth, adults, and families. Culturally competent and trauma-informed care is especially hard to come by, with significant gaps in services for BIPOC communities, immigrants, and those impacted by systemic trauma. Many groups reported having limited or no in-person services, long waitlists, and underfunded programming to address these needs—even as mental health continues to be a crisis-level issue.

Legal and Immigration Assistance Is Critically Underserved

Legal support—whether related to immigration, custody, eviction, or wage theft—emerged as another deeply under-resourced area. Respondents shared stories of families facing deportation, legal intimidation, or housing discrimination without access to affordable or culturally aligned legal counsel. These legal challenges often intersect with other urgent needs such as housing and safety, compounding the harm when assistance is unavailable.

Food Security, Basic Needs, and Transportation Barriers Persist

Basic needs such as food, hygiene items, clothing, and transportation continue to outpace what organizations can provide. Several noted that families are skipping meals or school due to a lack of food, clean clothes, or access to transit. The inability to afford gas, car repairs, or public transportation prevents people from participating in essential activities—from education to healthcare. These everyday obstacles contribute to longer-term instability and inequity.

Youth and Education Gaps Leave Students Without Key Supports

Educational inequities were another unmet need, particularly for students navigating food insecurity, trauma, and homelessness. Schools and nonprofits struggle to provide consistent tutoring, counseling, and enrichment opportunities—especially in Title I schools or areas outside primary service zones. Staff noted that students often miss class due to unmet basic needs and that long waitlists for mental health or academic support compromise educational success.

Participants also reported on challenges inside their organizations that make meeting community needs difficult to address.

Funding Constraints Limit Organizational Capacity and Reach

Many organizations described being overwhelmed by the scale of community need and under-resourced to meet it. Some shared that their phone calls for support have doubled or tripled in the past year, but without stable, multi-year funding, they are unable to expand staffing or services. Others reported losing state funding, operating with part-time teams, or stretching a few grants across too many programs. This lack of capacity prevents organizations from deepening their impact or scaling promising programs.

Need for Community Space and Culturally-Grounded Programming

Several responses emphasized the lack of physical space for communities to gather, celebrate, and build mutual support. Organizations described the dream of having a "home base" for cultural programs, mutual aid, and healing work—but without the funding to secure or sustain such space. This gap limits visibility, trust-building, and long-term community empowerment, especially for immigrant and BIPOC communities.

DEMAND FOR PROGRAMS AND SERVICES (cont.)

Nonprofits across South King County continue to report that community needs far exceed their organizational capacity. Most continue to face rising pressures, compounded by the intersectional and complex nature of issues such as housing, food, mental health, and legal support. These challenges reflect ongoing strains on resources and highlight the urgent need for sustained investment and capacity building.

How Changes in Systems Have Impacted and/or Will Impact Nonprofit Work

Comments from respondents reflected the complex and multifaceted challenges faced by organizations in serving their communities amidst changing economic, legal, and social landscapes and included the following themes:

- **Systemic and Policy Shifts**: Respondents overwhelmingly identified the widespread and evolving impact of systemic changes—including Executive Orders, policy reforms, and public funding realignments—on their organizations and the communities they serve. These shifts are not abstract: they have immediate effects on service delivery, funding stability, staff workloads, and community trust. Whether it's the rollback of DEI initiatives, changes in housing or education policy, or new restrictions in nonprofit funding compliance, organizations are navigating increasingly complex and constrained conditions.
- **Changes in Immigration Policy:** Changes in immigration policy—such as increased ICE activity, the Muslim ban, and limits on asylum protections—are fueling heightened fear, isolation, and trauma among immigrant and refugee communities. Many organizations reported a surge in clients afraid to seek food, shelter, or medical care, while others noted a dramatic increase in requests for legal support and immigration safety planning. These policies not only harm individual well-being but also disrupt community participation, reduce trust in institutions, and hinder service access across sectors.
- **Reduced Funding and Compliance Pressures**: A major concern shared by many respondents was the contraction of funding—particularly from government sources—and the increasing compliance burdens tied to remaining eligible. Organizations reported lost contracts, delayed disbursements, and funders pivoting away from social justice, DEI, and direct support services. In some cases, grantees are required to certify alignment with federal Executive Orders that contradict their organizational missions, placing them in ethical and operational dilemmas. The net result is a growing sense of scarcity and financial uncertainty across the sector.
- **Housing Instability and the Rising Cost of Living:** Rising housing costs, limited rental protections, and cuts to housing assistance were cited as additional stressors contributing to family displacement and service challenges. As families are pushed into overcrowded, temporary, or unstable living conditions, their ability to engage with education, healthcare, and other critical services is compromised. These housing trends amplify the need for more integrated, responsive support systems, yet often occur simultaneously with program funding cuts or capacity limitations.
- **Support for Education and Mental Health:** Shifts in education policy and school district priorities—such as tightened budgets, reduced DEI programming, and diminished mental health investments—are directly impacting students and families. Many respondents expressed concern that these changes undermine inclusion and belonging for BIPOC, immigrant, and disabled students. Others noted both challenges and opportunities: while traditional resources may be shrinking, there is increased interest from educators in culturally responsive, trauma-informed, and equity-centered approaches—provided organizations can secure the flexibility and funding to deliver them.

Despite the mounting pressures, organizations reported communities are not standing still. Across responses, a theme of organizing, resilience, and innovation emerged. From building encrypted digital tools for community engagement to creating internal policy education programs and strengthening legal partnerships, many groups are proactively responding to system changes. Community-based leadership, coalition-building, and values-driven advocacy continue to drive impact, even as external constraints tighten.

Image courtesy of New Beginnings Christian Fellowship Food Distribution.

PROGRAM CHANGES

Changes in Specific Areas of Organizations in the Past Year

In 2025, nonprofits reported experiencing an **increase** primarily in the following areas:

- Demand for services **(95%)**
- Number of individuals volunteering **(53%)**
- Funding from individual donors **(29%)**
- Total revenue **(27%)**

In 2025, nonprofits reported the largest **decreases** in the following areas:

- Government funding **(62%)**
- Funding from individual donors **(53%)**
- Total revenue **(50%)**
- Public foundation funding **(49%)**

The leading areas where nonprofits reported **no change** in 2025 :

- Program service revenue **(31%)**
- Number of individuals volunteering **(29%)**
- Public foundation funding **(27%)**
- Total revenue **(23%)**

The 2025 survey results reveal a widening gap between rising community demand and shrinking financial resources. Nearly all organizations (95%) reported increased demand for services, a jump from 86% in 2024, and more than half (53%) saw greater volunteer engagement. However, revenue growth and donor support did not keep pace—only 29% reported gains in individual giving and 27% in total revenue, both down from 2024.

At the same time, nonprofits experienced sharp declines in government funding (62%), individual donor funding (53%), and total revenue (50%).

Also mentioned was the steep decline in government funding, with 62% of nonprofits reporting decreases in 2025, compared to government contracting and grant writing being an area of growth for 52% of organizations just a year earlier. This perhaps suggests that while nonprofits expanded their efforts to pursue public contracts in 2024, those opportunities did not materialize into sustained or reliable funding in 2025. Combined with significant declines in individual donor and foundation support, these trends may point to mounting financial instability that threatens organizational capacity. While some nonprofits maintained stability in program service revenue and volunteer levels, the overall picture underscores an urgent need for diversified and sustainable funding strategies, particularly given the volatility of government contracts as a revenue stream.

Program Changes to Achieve New Sources of Revenue

Most nonprofit organizations reported they "changed some of our programs or services" (58%); however, 40% said they "did not change any of our programs or services," and 2% reported having "changed our programs and services completely."

For those organizations that changed their programs and services, the reasons cited were to "expand services" (42%), "address changes in government funding (36%)," and "address needs stemming from your clients and/or community" (33%) and "achieve a new source of revenue" (27%).

Organizations reported that, even when they had to adjust programs or services, they largely maintained alignment with their core mission by refining program focus, increasing flexibility, and adding new offerings to meet emerging needs. Many adapted through innovative approaches such as small group gatherings, virtual services, customized training, or expanded advocacy and resource navigation, while others broadened their scope to include housing supports, educational programs, or targeted services for specific populations. However, funding constraints often required reducing program frequency, scaling back staffing, or cutting certain services altogether, placing additional burdens on staff and leadership. In response, organizations sought to diversify revenue through grants, sponsorships, and fee-based services, ensuring they could continue delivering impact despite operational and financial challenges.

Image courtesy of Outreach and Transform Lives.

Partnerships

The majority of nonprofit respondents (90%) reported partnering with other organizations to deliver services. This is up slightly from the 2024 report, where 74% of organizations reported partnering with other organizations. Additionally, 78% of organizations reported increasing partnerships in the last year, up from the 2024 report (54%).

Themes from participant comments about partnerships include:

Expansion of Partnerships to Meet Evolving Needs: Many organizations reported actively growing their partnerships to respond to increased community needs, service gaps, or strategic opportunities. This included new collaborations with tribal nations, local nonprofits, housing providers, civic groups like Kiwanis and Rotary Clubs, and issue-based coalitions (e.g., immigration, homelessness, cultural preservation). Some organizations noted adding multiple new partners, including orchestras, behavioral health agencies, and school districts, reflecting a strategic broadening of reach and capacity.

Sustaining and Deepening Existing Relationships: Several organizations emphasized the importance of maintaining and strengthening their current partnerships rather than expanding rapidly. This theme highlighted a focus on deepening impact through more effective, high-quality collaboration. In some cases, groups stated that their number of partnerships remained stable, but the strength and intentionality behind them improved.

Strategic and Mission-Aligned Collaboration: A number of responses pointed to a thoughtful, values-based approach to partnerships—ensuring alignment on goals such as community healing, advocacy, education, and cultural affirmation. These organizations are not pursuing partnerships for volume's sake, but to co-create solutions grounded in trust, equity, and community need. There was a notable emphasis on being intentional about who to partner with, how the relationship is structured, and ensuring mutual benefit and accountability.

Advocacy-Driven and Cross-Sector Coalitions: Some organizations described expanding their partnerships specifically to bolster advocacy work or engage in policy-related coalitions, such as collaborations with the Seattle/King County Coalition on Homelessness or efforts around the Spirit Journey Healing Village. These partnerships often included legal aid, housing organizations, and government agencies, showing a strategic shift toward systems-level change alongside direct service delivery.

Informal, Community-Led Network Building: In several cases, partnerships emerged organically through increased presence in the community. Organizations described how simply showing up consistently led to stronger informal networks and collaborative opportunities—especially in faith communities, immigrant circles, or cultural groups. This highlights how relational trust and grassroots engagement continue to be powerful pathways for building sustainable partnerships.

CHALLENGES TO CONSTITUENTS

Respondents reported on a variety of challenges they are both facing and addressing, which are explained below.

Barriers to Mental Health for Staff and Community

Barriers to mental health support for both staff and the community are multifaceted. The most frequently identified issue was the "lack of culturally appropriate mental health services," either in-house or through external partnerships (68.89%), which respondents noted has limited the ability to provide care that is responsive to the diverse backgrounds and needs of the community. This was the same top barrier to mental health reported in 2024 (63%). "Stigma related to mental health" (53.33%) also remained a major barrier, though slightly down from the 2024 report (57%). The "lack of available services and therapists"—with outside agencies often at capacity—was also reported at 53.33%. These were the same top barriers cited in the 2022, 2023, and 2024 reports.

In addition, organizations reported that "no capacity to serve mental health needs for clients" (35.56%), which was down slightly from the 2024 report (41%), has been compounded by the absence of benefits for staff, such as Employee Assistance Programs (EAPs) (31.11%), which could support their own mental well-being.

In addition, a "lack of effective methods to connect clients with mental health services" (26.67%) may leave potential support underutilized. A smaller number of respondents (11.11%) identified other specific challenges impacting mental health care access and delivery.

TOP BARRIERS TO MENTAL HEALTH:

69%	36%	53%	53%
Lack of culturally appropriate mental health services either in-house or through external partnerships	**No capacity to serve mental health for clients**	**Lack of availability of services and therapists; Outside agencies at capacity**	**Stigma related to mental health**

CHALLENGES TO CONSTITUENTS (cont.)

Transportation Challenges and Reasons for Such Challenges

Approximately 67% of nonprofits reported challenges with transportation. Of those who reported an issue, the top three reasons were "no funds to use public transportation or pay for gas" (48%), "unable to drive" (45%), and "no bus route" (33%). These were the same top challenges noted in 2024.

Participants reported that many families face significant barriers to transportation, including limited access to vehicles, lack of driver's licenses, and anxiety around long-distance travel—especially for immigrant communities. The cost of transportation, including gas, bus fare, and car repairs, is a frequent obstacle, with few programs offering sufficient support to cover these expenses. Additionally, the lack of district-level funding and affordable transportation options makes it difficult for youth to participate in programs, particularly when families are working or live far from activity sites.

Addressing the (Transportation) Challenges

Many organizations are actively working to address transportation barriers that limit access to services, education, and community participation. Common strategies include providing direct support such as bus tickets, gas cards, car repair assistance, and transportation stipends. Some organizations offer rides through partnerships with services like Lyft or Trailhead Direct, or by using organizational vehicles and staff to transport clients to essential appointments, including medical visits and court dates.

Others have adopted more localized or flexible service models to reduce the burden of travel. This includes opening new locations closer to the populations they serve, offering virtual services, and bringing programs into the community through mobile units or satellite spaces. In addition to providing direct transportation support, many groups are building collaborative networks and fundraising to increase capacity and ensure clients are not left behind.

Despite limited resources, these organizations remain committed to creative problem-solving. By leveraging partnerships, community support, and volunteer involvement, they are finding ways to meet clients where they are—literally and figuratively—and reduce the logistical burdens that often prevent people from accessing care and opportunity.

FUNDRAISING AND CAPACITY

As has been shared in previous reports, organizations have been stretched in their ability to raise funds and to continue to have the capacity to deliver programs.

Fundraising in the Past Year

In 2025, approximately 68% of organizations reported that their fundraising "did not meet expectations," and 33% of organizations reported that fundraising "met expectations" (15%) or "exceeded expectations" (18%).

Image courtesy of New Beginnings Christian Fellowship Food Distribution.

Over the past year, many organizations have revisited and revised their fundraising goals in response to increased community needs and evolving economic conditions. Rising demand for services—particularly around housing, elder care, food access, and culturally grounded programming—has prompted many nonprofits to aim higher and pursue more sustainable, long-term funding strategies. At the same time, staff capacity limitations, burnout, and organizational strain have made it difficult for some groups to execute fundraising plans or host events, especially in smaller nonprofits where development efforts often fall on a single leader. This has led several organizations to scale back their expectations, shifting from ambitious campaigns to more conservative, achievable goals focused on maintaining core operations.

Despite these challenges, many nonprofits are actively learning and experimenting with new approaches to donor engagement, messaging, and fundraising diversification. Some exceeded their goals thanks to increased individual giving or strong relationships with civic groups, while others faced declines due to reduced event attendance, sponsorships, or grant success. The loss of pandemic-era funding has also created gaps that many organizations are still struggling to fill. While outcomes varied, a shared theme is the need for greater investment in fundraising infrastructure and strategy to support long-term stability. Nonprofits are striving to build capacity not just to survive immediate challenges but to sustain and grow their impact in the years ahead.

Image courtesy of Rehoboth Christian Development Center

Areas of Expansion and Reduction in the Past Year

Organizations have had to contend with expanding and/or reducing organizational and programmatic work.

In 2025, survey results showed the following patterns in organizational expansion: "Number of people served" (73%), "collaboration with nonprofits" (70%), and "advocacy" (69%).

In terms of areas of reduction, the highest was "staff size"(30%), "number of programs" (21%), "fundraising activities" (18%), and "number of people served" (18%).

In terms of things having been kept the same as the previous year, in 2025 most reported "service area" (55%), "quality/depth of programs" (49%), and "fundraising activities" (43%).

Highest Priority for Organizations in the Coming Year

Nonprofits noted their priority areas for the coming year as "fundraising activities" (78%), "quality and depth of programs" (70%), and "collaboration with nonprofits" (68%). This is the first year of the survey that "collaboration with nonprofits" was listed in the top three, and the first year that "advocacy" (55%) was listed in the top five responses.

TOP AREAS OF EXPANSION IN 2025	
73%	Number of People Served
70%	Collaboration with Nonprofits
69%	Advocacy

TOP AREAS OF REDUCTION IN 2025	
30%	Staff size
21%	Number of programs
18%	Fundraising Activities
18%	number of people served

AREAS THAT STAYED THE SAME IN 2025	
55%	Service Area
55%	Quality/Depth of Programs
49%	Number of Programs

Impact of RRCF Grantmaking

While not all respondents had received a grant from the Renton Regional Community Foundation (RRCF), those who did—particularly through the CARE Together Fund—shared that this support was critical for organizations serving diverse communities across the region.

Meeting Urgent Needs

Grants helped meet urgent needs such as food security, rental and utility assistance, and emergency housing. Many organizations emphasized that the ability to offer culturally relevant services, such as providing culturally appropriate food or language-accessible resources, made a meaningful difference in stabilizing families and strengthening their well-being during times of crisis.

Flexibility of Funding

Organizations also reported deeply valuing the flexibility of RRCF's funding. Because many grants were unrestricted, nonprofits could respond quickly to shifting demands, cover underfunded program areas, and address unexpected expenses. Participants noted that this kind of timely, adaptable support allowed them to remain grounded in their missions and provided them the opportunity to do the following:

- Expand their reach
- Increase participation in existing programs
- Grow services in communities that might otherwise go unserved

Organizational Capacity and Stability

According to respondents, the impact of RRCF funding extended beyond direct service delivery. Many organizations described how these dollars contributed to organizational capacity and stability by covering essentials that are often difficult to fund through restricted grants, including the following:

- Staff stipends
- Mental health supports
- Infrastructure improvements

For grassroots and immigrant-serving organizations in particular, this type of investment bolstered credibility, fostered community trust, and created the space to advance longer-term strategies such as leadership development and community organizing.

Across the board, nonprofits expressed strong appreciation for RRCF's local, responsive approach. They emphasized that this community-centered model of philanthropy has been essential in helping organizations adapt, serve, and thrive in an increasingly complex environment. Respondents also noted their gratitude for the opportunity to participate in the nonprofit survey and highlighted the accessibility and ease of working with RRCF.

PROFESSIONAL DEVELOPMENT AND CAPACITY BUILDING

Professional Development

Sixty-three percent of nonprofits reported engaging in professional development and/or capacity building efforts in the past year, up slightly from 2024 (58%). Sixty percent reported the efforts as successful. Professional development and capacity building varied widely across organizations, reflecting differences in funding, staffing, and organizational stage.

A common theme was the strong desire to build internal capacity despite limited resources. Many nonprofits reported ongoing engagement in workshops, trainings, and technical assistance focused on trauma-informed care, culturally responsive practices, board governance, leadership, and administrative systems. Some were able to leverage free or grant-funded resources to improve HR infrastructure, donor management, and strategic planning. Organizations that secured targeted funding used it to hire staff, build systems, and expand service offerings. Others, particularly smaller or under-resourced groups, expressed difficulty investing in development due to staff bandwidth or financial constraints, often performing multiple roles that left little room for training. Several groups are actively seeking funding to expand capacity, and many expressed a deep commitment to learning, reflection, and growth—even if they currently lack the means to fully invest in it. A few organizations described professional development as a core organizational value, highlighting how investment in staff well-being and growth supports retention and belonging. Several comments noted the need for funding and resources in this area.

Image courtesy of Afghan Health Initiative

Addressing Concerns about Equity for Black, Indigenous, and People of Color (BIPOC)

The data continue to show that BIPOC communities face greater disparities across the board. Therefore, we wanted to see how organizations were addressing these realities.

Top responses were "Increased service population to include more BIPOC" (50%), and "created or integrated BIPOC into leadership positions" (33%), and "conducted an organizational training on diversity, equity, and inclusion" (30%). These were the same three top responses in 2023 and 2024, but there was variation in percentages across each year. Twenty-five percent of participants reported "non applicable."

TOP RESPONSES FOR "INCREASE"

AREA	2023	2024	2025
Increased service population to include more BIPOC	25%	45%	50%
Created or integrated BIPOC into leadership positions	16%	37%	33%
Conducted an organizational training on DEI	28%	29%	30%

Nonprofits across the region expressed a deep, longstanding commitment to diversity, equity, inclusion, and belonging (DEIB). Several organizations reported being BIPOC-led and rooted in the communities they serve, with equity embedded in their missions, not just as an initiative, but as a guiding principle. These organizations prioritize culturally responsive practices, community feedback, and staff representation to ensure their work reflects and uplifts those most impacted by systemic inequities. Equity efforts include advocacy within school systems, trauma-informed care, curriculum design that centers cultural identity and disability inclusion, and ongoing internal assessments. Even amid national scrutiny of DEI work, these organizations have remained steadfast in their values, continuing to lead with authenticity, accountability, and a shared goal of building more just and compassionate communities.

Image courtesy of Alimentando Al Pueblo. Photo by Gael Gallegos.

Professional Development, Tech Assistance and Staff Training Needed

The top answer for professional development and/or technical assistance resources needed by nonprofits was "fundraising (advanced)" (45%). This year, "board development/governance" (43%) and "community building" (43%) were the second and third answers reported by nonprofits.

TOP PROFESSIONAL DEVELOPMENT AND TECHNICAL RESOURCES NEEDED

45%	Fundraising (Advanced)
43%	Board Development/Governance
43%	Community Building
40%	Fundraising (Basics)
38%	Communications/Marketing
38%	Strategic Planning
35%	Financial Management and Budgeting
33%	Office Space
30%	Know Your Rights Training

In terms of staff training, survey participants reported most satisfaction with "access to technology" (67% in "well" and "very well"). The next two top answers were "skills in technology" (49% in "well" and "very well") and "training of managers/supervisors" (47% in "well" and "very well").

LOOKING AHEAD

Continued Pride in Work and Community
(What Nonprofits are Most Proud Of)

Community Resilience and Collective Strength: Organizations consistently expressed pride in the resilience, strength, and unity of the communities they serve. Despite facing systemic inequities, cultural displacement, housing insecurity, and financial hardship, community members continue to support one another, advocate for their rights, and build safe, inclusive environments. The commitment to cultural preservation, intergenerational support, and mutual care remains a source of strength and inspiration.

T**ransformative Impact and Healing:** Many respondents shared stories of the transformative impact their work has had on individuals and families. Whether it's providing free therapy, domestic violence support, trauma-informed care, or educational mentoring, organizations are seeing lives change—youth developing leadership, families finding housing stability, and clients reconnecting with healing and cultural identity. These deep outcomes, rooted in dignity and relationship-based care, were seen as some of the most meaningful indicators of success.

Culturally Rooted and Community-Led Programs: A source of great pride is the ability to offer culturally relevant, community-driven programs. From outdoor retreats for BIPOC families to wraparound services for East African and Latinx immigrant communities, organizations are intentionally designing programs that honor heritage, lived experience, and community knowledge. This approach fosters trust, ensures accessibility, and creates space for cultural affirmation and belonging.

Growth, Milestones, and Organizational Resilience: Several organizations highlighted major milestones such as securing their own buildings, launching capital campaigns, returning to 24/7 service models, and expanding programs in response to community needs. These achievements reflect organizational resilience, adaptability, and long-term commitment. Others noted high retention rates, multi-year student participation, or record numbers of families served as evidence of strong impact and steady growth.

Staff Dedication and Leadership Development: The pride reported in staff and volunteer commitment was notable. Many organizations celebrated their teams' compassion, creativity, and tireless work under challenging conditions. Others shared how former clients or youth participants have returned as mentors, staff members, or community leaders, demonstrating the long-term investment in leadership development and community capacity-building.

Partnership, Advocacy, and Systems Change: Lastly, many groups emphasized their pride in advocacy and collaborative efforts that extend beyond direct service. Whether mobilizing African community leaders, building legal referral networks, or advocating for DEI in schools, organizations see themselves as part of broader movements for equity and justice. Their work is not only about meeting needs—it's about shifting systems and empowering communities to lead their own change.

Priorities in the Next Year

Responses reflect that organizations shared a clear commitment to advancing equity, expanding access, and building long-term sustainability with a focus on deeper partnerships, stronger infrastructure, culturally responsive programming, and renewed investment in staff, systems, and community leadership.

Fundraising and Financial Sustainability: Many organizations are prioritizing strengthening their financial foundations through fundraising, diversifying revenue streams, and pursuing major donor and grant opportunities. There is a strong emphasis on increasing general operating funds, building endowments, and developing self-sustaining models to support long-term stability. Some organizations are also planning to hire fundraising staff or refine board involvement in development to meet these goals.

Program Expansion and Community Reach: Expanding access to programs—particularly for underserved, immigrant, refugee, and BIPOC communities—is a key goal. Respondents mentioned scaling existing services, restoring previously cut offerings, opening new locations, and launching new initiatives like after-school programs, rental assistance, early learning centers, and wraparound support. Many are working to reach more individuals through hybrid or digital delivery models, including expanded online programming and mobile service units.

Capacity Building and Organizational Infrastructure: Internal growth and infrastructure development are critical priorities. Organizations are focused on hiring staff, investing in professional development, and building leadership pipelines—especially within the communities they serve. Others are strengthening data systems, improving internal communication and onboarding, and enhancing strategic planning. Some are launching capital campaigns or seeking permanent physical spaces to support program growth.

Equity, Cultural Relevance, and Healing-Centered Approaches: A number of organizations are prioritizing trauma-informed, culturally grounded services that reflect the lived experiences of their communities. This includes expanding healing spaces for Native women, advancing Black and Indigenous youth leadership, supporting immigrant families through culturally affirming care, and continuing DEI advocacy. There is an intentional focus on maintaining community voice in service design and creating environments rooted in belonging, healing, and resilience.

Partnership Development and Systems Advocacy: Respondents emphasized the importance of deepening partnerships with schools, health providers, legal aid groups, and peer nonprofits to offer holistic, wraparound services. Others are growing advocacy efforts to address systemic issues like housing access, education equity, and public safety. Building community coalitions and increasing civic engagement are also seen as essential to creating lasting change.

Evaluation, Impact Measurement, and Strategic Growth: Many organizations aim to refine their ability to track outcomes and communicate impact. Priorities include building stronger evaluation systems, improving data collection practices, and aligning programming with measurable goals. This focus on learning and accountability is essential for adapting to changing funder expectations and sustaining community trust.

How Can the Community Help You in Being Successful?

Community Engagement and Relationship Building: A recurring theme was the desire for deeper engagement and authentic relationships with community members. Organizations emphasized the value of people showing up—not just to events, but through ongoing connection, dialogue, and collective care. Many organizations expressed that when the community stays informed, involved, and vocal about their needs and experiences, it helps guide programs and sustain trust. Some even noted that honest feedback, participation in events, and visibility for their work go a long way in building a sense of shared ownership and momentum.

Financial Support and Fundraising: Unrestricted, multi-year, and flexible funding emerged as a critical area of need. Organizations mentioned the importance of donations, sponsorships, and support for fundraising events to ensure program sustainability. Some specifically asked for help identifying new funders, securing general operating support, or assisting with grant opportunities. The financial strain of delivering comprehensive, culturally responsive services—especially for smaller or grassroots organizations—was consistently noted.

Volunteering and Skills-Based Support: Many organizations identified volunteerism as a direct and powerful way the community can help. This includes traditional volunteering (event support, service delivery), as well as donating specific skills such as mental health expertise, marketing, fundraising, policy advocacy, and even storytelling. Several groups called attention to how volunteer efforts have filled crucial gaps in staffing and resource availability, particularly for youth and outdoor programs.

Advocacy and Amplification: Several organizations called on the community to become active advocates—sharing their stories, promoting the organization's mission, and speaking up for systems-level change. This includes policy advocacy for youth, Indigenous communities, immigrants, and other marginalized groups, as well as efforts to shift public narratives and raise visibility for community-led solutions. Social media amplification, word-of-mouth referrals, and introductions to new partners or networks were all cited as powerful tools.

Partnerships and Collaboration: Strong partnerships—with schools, businesses, nonprofits, and government—were named as essential to organizational success. Community members were invited to help build bridges across sectors and deepen collaboration. Organizations welcomed opportunities to co-create programming, share space, and coordinate services to expand reach and reduce duplication. Many organizations highlighted how community-centered partnerships could create more equitable, sustainable support systems.

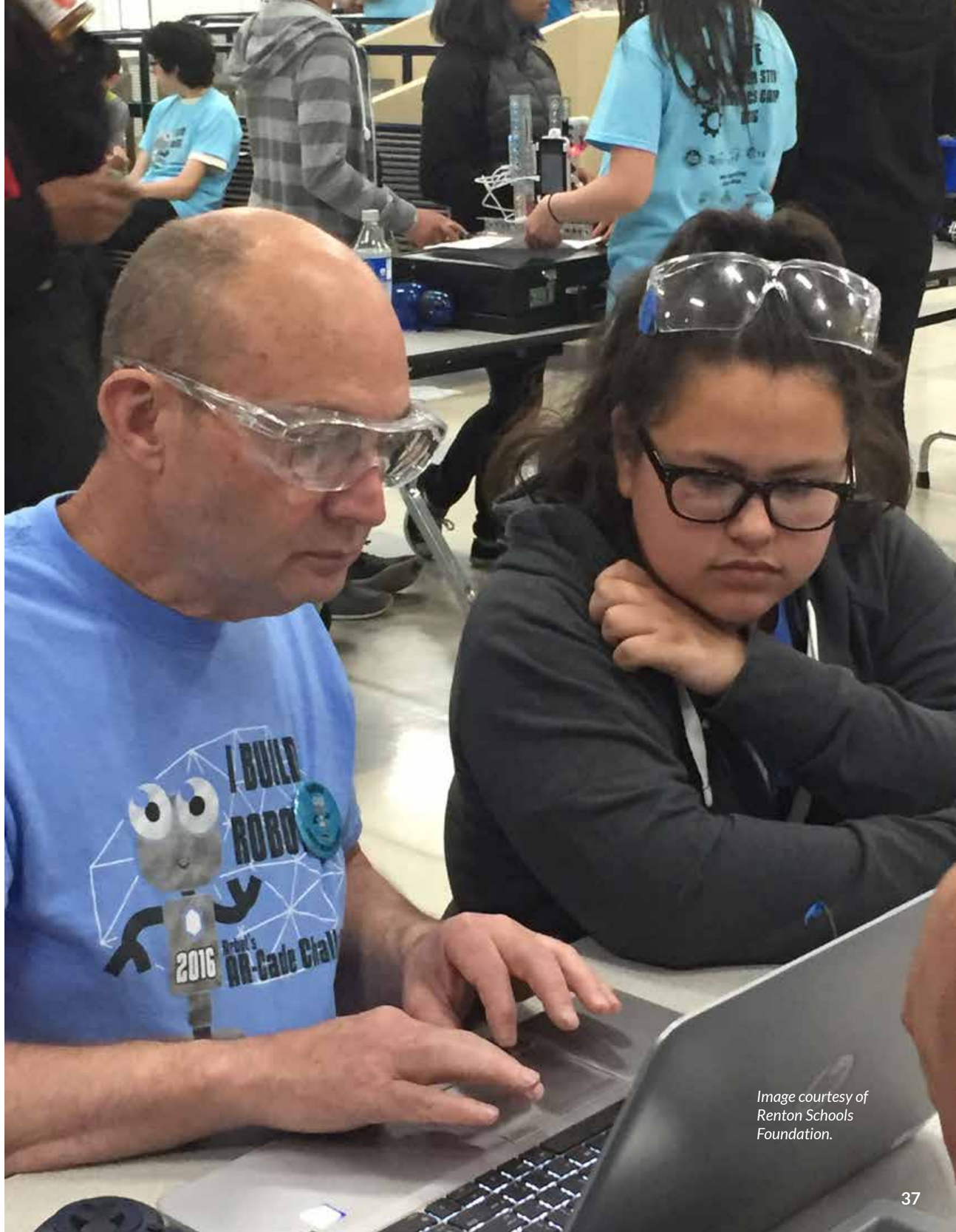


Image courtesy of Renton Schools Foundation.

Conclusion

The 2025 survey highlights both the extraordinary resilience of South King County's nonprofits and the deep challenges they continue to face. For the fifth year in a row, rental assistance and housing security, food security, and mental health support emerged as the greatest areas of need—evidence of persistent and systemic pressures on the region's most vulnerable residents.

Organizations are navigating a landscape marked by rising demand, shrinking government and philanthropic funding, and staffing limitations. Additionally, shifting executive orders and reductions in government funding have intensified pressures on nonprofits, compounding already high demand. These strains have surfaced both trauma and fatigue across organizations and communities, while also underscoring the critical need for healing, resilience, and culturally grounded support.

At the same time, organizations are demonstrating remarkable creativity through expanded partnerships, culturally responsive services, and advocacy to address systemic barriers. Nonprofits are stretching their capacity in every direction—often doing more with less—while also calling for sustainable, flexible, and multi-year funding to stabilize operations and strengthen infrastructure.

The findings also surfaced priorities for organizations for the year ahead: deepening cross-sector collaboration, advancing equity-centered and culturally grounded practices, and building long-term sustainability through stronger fundraising, board development, and community partnerships. Despite financial strain, organizations expressed pride in their work and their communities, pointing to resilience, cultural identity, intergenerational leadership, and collective care as sources of strength.

We are profoundly grateful to the 48 nonprofit leaders who contributed to this year's survey. Their insights reflect both the urgency of South King County's challenges and the extraordinary assets of its communities. It is our hope that this report not only informs but also inspires deeper conversation, stronger partnerships, and collective action to meet the region's greatest needs while lifting up its greatest strengths.

Photo courtesy of Black Equality Coalition

Image courtesy of Alimentando Al Pueblo. Photo by Gael Gallegos.

thank you

We are so grateful to these organizations that participated in the 2025 survey.

Afghan Health Initiative
African Sports Federation and Academic Program
Akin, formerly Childhaven and Children's Home Society of WA
Alimentando al Pueblo
Angolan Community In Washington
Birthday Dreams
Black Equality Coalition
Braided Seeds
Communities In Schools of Greater King County
Domestic Abuse Women's Network/DAWN
Eastside Legal Assistance Program
First Five Years & Beyond
Freedom Church of Seattle
FW Black Collective
Helping Link/M□t D□u N□i
Immigrants Seniors Youth United
Inspirational Workshops (DBA BRAVE)
Integration Family Services
Key to Change
King County Sexual Assault Resource Center
Living Well Kent Collaborative
Mission Africa
Mother Nation
Multi-Service Center
New Beginnings Christian Fellowship
New Walk Christian Church & Outreach Ministries
Outreach & Transform Lives (OTL)
Pacific Islander Community Association of WA
Para Los Niños de Highline
REACH Renton
Reclaiming Our Greatness
Shared Bread
SKY Urban Institute
South King County Neighborhood Council (DBA Nested Communities)
South Seattle Women's Health Foundation
St. Stephen Housing Association
Therapy Fund Foundation
The IDEA Project
Ukrainian Community Center of Washington
United Territories of Pacific Islanders Alliance - WA (UTOPIA WA)
Urban Family Center Association
Vision House
Wakulima USA
Washington DECA
World Changers Nonprofit Org

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