Charitable Giving and Trends in the Nonprofit Sector

Hearing before the Senate Finance Committee

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Statement by

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Charitable nonprofits improve our lives, add vitality to our communities, contribute to our local and national economies, and enhance the health of our democracy. But too often, nonprofits are taken for granted and under-resourced, limiting their ability to advance their missions.

The National Council of Nonprofits is the largest network of nonprofits in North America. We focus on the 97% of charitable nonprofits with budgets under $5 million – food banks, neighborhood health clinics, community theatres, domestic violence shelters, senior centers, and more – the organizations whose absence would leave huge voids in their communities. Working with our core network and other collaborative partners, we champion, inform, and connect organizations across the country to get things done for nonprofits and the people and communities they serve.
Overview

Your constituents and our nation benefit from and depend on local charitable nonprofits. Those organizations are still struggling under severe strains as they help our communities through and out of the worst public-health and economic crises of our lifetimes. Congress initially enacted tax policies and programs to build a bridge to get our country, including nonprofits, safely to the other side of the COVID-19 pandemic. But most of those policies and programs expired before safety could be reached, in part because surges of the Delta and Omicron variants prolonged the pandemic, further disrupting lives and nonprofit operations. The continuing difficulties have made the unprecedented—and accelerating—nonprofit workforce shortage even more complex. It is imperative that Congress swiftly restore and revise tax policies and programs that will enable charitable organizations to advance their missions on which so many rely.

Multiple Forces Have Put Charitable Nonprofits Under Severe Strains, Placing Your Constituents at Risk

The public is at risk because nonprofits do not have the resources and support they need to meet the soaring demands for their services. This condition predates the pandemic; the country’s dual health and economic crises have severely exacerbated the problem. Too many nonprofits are still struggling to meet increased demands for their services, confronting a combination of both decreased revenues and higher expenses than pre-pandemic levels. Consequently, extreme burnout of paid and volunteer staff has created a dangerous nonprofit workforce shortage. The public cannot afford for Congress to ignore this growing crisis.

The Public’s Needs Exceed Nonprofit Capacity

We urge you to consider these alarming trends:

- More than 75 percent of the 2,237 charitable nonprofits responding to an August 2021 nationwide survey by the Federal Reserve reported that demand for their services had increased over pre-pandemic levels. See Perspectives from Main Street: The impact of COVID-19 on communities and the entities serving them, Federal Reserve Community Development Staff, Oct. 12, 2021 (separate run of charitable nonprofit responses).
- Almost half (45 percent) noted a decrease in their ability to meet those needs.
- A quarter (26 percent) of the more than a thousand charitable nonprofits from all 50 states responding to a late 2021 nationwide survey by the National Council of Nonprofits reported that demand for their services had so exceeded their capacity that they had to create a waiting list that is more than a month long, with some organizations highlighting that some clients have had to wait years to receive services. Another 21 percent said they do not have a wait list—because, without adequate resources, they are no longer accepting new clients or referrals and have had to turn people away. (Combined, that is 46 percent unable to meet demands.) See The Scope and Impact of Nonprofit Workforce Shortages, National Council of Nonprofits, Dec. 2021.
• These results are consistent with what state associations of nonprofits across the country have documented through their own statewide surveys of the pandemic’s impact on nonprofits.

The Federal Reserve survey also documented significant financial strain on charitable nonprofits:

• Expenses had increased for nearly three-quarters of the responding organizations – and that was before inflation shot up to the current rate of 7.9 percent.
• Individual donations and corporate donations were each down for nearly half of the nonprofits – and significantly down for nearly a fourth.

Those results are consistent with other recent reports. The Nonprofit Trends and Impacts 2021 Research Report from the Urban Institute found that 40 percent of organizations reported losses in total revenue for 2020. Smaller nonprofits were under heightened stress. “Forty-two percent of organizations with budgets under $500,000 experienced decreased donations in 2020, compared with 29 percent of organizations with budgets of $500,000 or more.” Nonprofits that said donations were essential to their revenue stream were also more likely to have experienced decreased donations in 2020.¹

Unprecedented – and Dangerous – Nonprofit Workforce Shortages

One of the greatest challenges that nonprofits of every type of mission are experiencing across the country is the inability to hire and retain qualified workers. The Federal Reserve survey, referenced above, found that staffing levels were down for more than 40 percent of the nonprofits surveyed. Indeed, as recently as December the nonprofit sector was still more than 450,000 short of pre-pandemic levels, according to the COVID-19 Jobs Update, December 2021 from the Center for Civil Society Studies at Johns Hopkins University. The report found, “as of the end of 2021, nonprofits have [only] recovered approximately 72.1% of the jobs estimated to have been lost as of May 2020.”

¹ At first glance, two reports suggest that giving increased in 2020 compared with 2019. But when removing MacKenzie Scott’s outsized contributions ($6 billion) to 460 organizations from the data in the 2021 Giving USA report, individual giving decreased by nearly 0.8 percent. The Fundraising Effectiveness Project (FEP) report suggests that the numbers of donations and donors rose in 2020. However, Ben Miller, Chief Analytic Officer of Donor Trends and Vice Chair of the FEP, explained when interviewed, “An important nuance to the Fundraising Effectiveness Project’s reports is that we are measuring the average increase in donors and dollars. For 2020, this could be misleading because, while in total there were more donors and dollars as compared to 2019, the majority of organizations actually saw decreases in both. While donations increased by 10.6 percent on average, the median result was actually a 6.6 percent decrease in donations. Donors increased by 7.3 percent on average, but the median was down by 7.6 percent. This means that the majority of nonprofits saw declines in both donations and donors in 2020, even though more people donated more money.” See The Data Show What We Already Know: Nonprofit Helpers Need Help, Amy Silver O’Leary, National Council of Nonprofits, Nov. 23, 2021 (emphasis added).
Yet what was initially considered to be a challenge for nonprofits has become a crisis due to burdens of the pandemic era. The crisis needs rapid remedy. To better understand the extent and causes for nonprofits confronting difficulties in retaining staff and filling vacancies, the National Council of Nonprofits conducted a survey late last year. A third of nonprofits (34%) reported job vacancy rates of between 10% and 19%, and a troubling 26% responded that they had job openings for 20% to 29% of their positions. Another 16% percent reported vacancies greater than 30 percent. See The Scope and Impact of Nonprofit Workforce Shortages, Dec. 2021.

Although nonprofits nationwide reported various factors creating the difficulties, they identified two predominant causes:

1. **Salary competition** – four out of five nonprofits (79%) identified it as a factor
   
   Even those startling numbers do not tell the full story. Frontline practitioners from across the country shared their observations about the reasons behind the growing nonprofit workforce shortages, why they matter in the real world, and how it affects their communities.

   - **North Carolina** human service professional: “Pay is the biggest challenge, as many organizations (for profit and nonprofit) are competing for the same groups of people,” and “we can’t always compete with salary, benefits, and hours.”
   
   - **Texas** human service provider: other employers “are basically poaching from nonprofits that cannot offer the higher pay.”

Survey participants noticed a distinct change in who is luring nonprofit employees away:

- **Massachusetts** nonprofit: direct “competition from retail sector.”
- **New York City** early childhood center: the City’s Department of Education has its own shortages, and “as a result, they are poaching our staff to fill their vacancies.”
- **Rhode Island** family services provider: “The inability to compensate staff adequately, based on their education and experience, often leads to high staff turnover rates, low workplace morale, and high levels of burnout among providers.”
- **Maryland** nonprofit about government contract/grant problems: “we cannot provide the same level of service, let alone meet current increased demands due to COVID, without an increase that allows us to cover increased costs, the need to raise salaries and bring on new staff.” Consequently, “our ability to meet the demand for our services continues to decrease every year.”
The result is that nonprofits are suffering a brain and experience drain as longtime professionals leave the sector—and the missions they support—because the under-resourced nonprofits cannot compete. That drain, and the inability of nonprofit to replace staff, results too often in the public facing delayed or complete loss of services.

2. **Inability to find child care – a quarter (23%) identified it as a factor**

Nonprofit and other employers also face a significant challenge in attracting and retaining job candidates due to the lack of availability of high-quality, affordable, and available child care. Because women comprise 66 percent of the nonprofit workforce, they are disproportionately impacted by the lack of child care, in part due to the outsized caregiving burden they carry for their households and communities. As employers and, in many cases, child care providers, charitable nonprofits are deeply concerned that the lack of child care and equitable wages are impediments to all; as one expert said on a recent Federal Reserve webinar, “There is no recovery of the economy without child care.” Maintaining quality, safety and enriching environments that nurture children is costly. Yet, nonprofit child care providers are reluctant to pass on higher costs to families because the price of child care already makes this critical service out of reach for too many families. Therefore, we urge Congress to provide robust funding to expand access to high quality child care that is affordable, dependable, and accessible, and supports livable wages and skill-based training for nonprofit child care professionals.

**A Precipitous Decline in Volunteerism**

The brewing crisis of the nonprofit workforce shortage is not just with paid nonprofit employees. The shortage extends to nonprofits’ volunteer workforce.

Many types of nonprofits rely on volunteers, such as drivers delivering meals to homebound individuals. Yet volunteerism has fallen dramatically since the pandemic hit, thus limiting the ability of organizations to continue providing pandemic relief and recovery. The pandemic kept, and is keeping, many long-term volunteers away as they stopped donating their time and talent out of concern for public health (their own, and to avoid becoming a carrier who could unknowingly transmit COVID-19).

For a variety of reasons, volunteers have not been returning. Parents have additional family demands, older individuals and others from vulnerable populations have safety concerns with returning to in-person volunteering, and in general people are stressed and have reduced time and energy to volunteer.

An old tax policy is also prohibiting volunteers from returning and new volunteers from stepping forward. Nonprofits have begun hearing from more people who used to donate their time that they cannot afford to volunteer because of the high cost of gas. This week, the average price of a gallon of gasoline is $4.43, following Russia’s invasion of Ukraine, according to USA Today. When Congress established the statutory 14 cents per mile as the Volunteer Mileage Rate in 1997, the average cost of gasoline was $1.23, according to the U.S. Department of Energy. Yet for a quarter century,

National Council of Nonprofits
Congress has never gone back to increase that mileage rate. See generally Charitable Volunteers Mileage Reimbursement, Congressional Research Service, RS20296, May 30, 2008.

When volunteers are no longer available, the only choices for charitable nonprofits are to stop providing the services or try to hire people to fill cover those shifts. As a North Carolina human services nonprofit reported, “We are finding that volunteers are not returning, resulting in a need to hire for positions previously filled by volunteers.” But that returns to the challenge of raising adequate funds. As a Minnesota arts organization wrote, “Because history museums grew out of volunteer-only organizations (and many still are volunteer-only), we have had difficulty as a field finding sufficient funding streams to hire the staff we truly need to operate.”

**Profound Risks for the Public When Nonprofits Cannot Operate at Full Capacity**

Participants in the National Council of Nonprofits workforce survey made clear their views that the toll on community members’ lives caused by workforce shortages is significant and regrettable. Among the nonprofits reporting at least a one-month waiting list for services is a domestic violence shelter in Montana. Another organization reported having as many as 1,500 children on their waiting list. “We are having difficulty filling child care positions - educators/teachers,” a Vermont human service provider shared. “This has caused us to close classrooms, consolidate and put burden and pressure on our existing staff,” they lamented, adding “the alternative is not serving families who need child care.”

Many organizations explained that, due to job vacancies, they had been forced to limit services and reduce the number of individuals they could assist. One stated, “We do not keep a wait list, but we serve less than 5% of those calling for shelter or rent and utility assistance.” Another acknowledged, “We have had to close for business several times during the past 9 months due to being at capacity.”

The human toll extends beyond people needing services; it often includes nonprofit employees and volunteers working beyond their sustainable capacities to ensure services continue to be provided to as many people as possible. As an Illinois nonprofit leader observed when completing the survey, “The stress of covering vacant positions on top of low pay is overwhelming,” with “some staff covering responsibilities for three other positions simultaneously.” So, being forced to cut back is not due to a lack of will or dedication. Rather, there are simply human limitations. A human services provider in Oregon shared, “Our frontline workers are exhausted and under stress.” Added another, “The nature of the work we do in providing support to trauma survivors and the hours we operate take a toll on staff during the best of times.” They continued with insights on the reality of our times: “During a pandemic, where staff have to juggle personal and professional challenges in new and wildly different ways, the rates of burnout are exponential.”

In summary, nonprofits facing job vacancies reported a number of coping techniques ranging from “cutting programing to focus on client service delivery” to having to “turn people away many times in a month.” Some described how they adjusted days and times to continue providing at least some services. Still others have been forced to refuse added caseloads. Too many organizations in the
The nonprofit community maxed out on their capacity long ago. Something must be done, for nonprofits and for the public relying on those nonprofits.

The Context: How We Got Here

- Every one of your constituents benefits from the work of America’s 1.3 million charitable nonprofits, whether directly or indirectly: nonprofits protect, feed, heal, shelter, educate, inspire, enlighten, nurture, and console.

- When the pandemic first struck, small and midsize nonprofits embedded in local communities mobilized to offer critical support. They were determined, innovative, and – ultimately – exhausted doing so much more, for so many more people, for much longer than anyone imagined.

- The pandemic initially wiped out more than 1.6 million nonprofit jobs. Simultaneously, the public’s reliance on and demand for nonprofit services skyrocketed for hundreds of thousands of nonprofits while revenues plummeted for most, straining too many organizations past capacity and jeopardizing delivery of drastically needed services.

- In 2020, recognizing how heavily your constituents were and would be relying on charitable nonprofits to provide relief, Congress supported the work of nonprofits by making charitable nonprofits eligible for Paycheck Protection Program (“PPP”) loans, including nonprofits in the Employee Retention Tax Credit (“ERTC”), providing (limited) unemployment insurance relief, and enacting enhanced charitable giving incentives.

- But then Congress closed the PPP program in May 2021, ended unemployment relief to workers and employers before Labor Day, retroactively stopped the ERTC program at the end of September, and let all of the enhanced charitable giving incentives expire on December 31. In hindsight, Congress ended those programs prematurely, because the COVID-19 pandemic – fueled by the Delta and Omicron variants that surged after most of the relief programs ended – continues to ravage our nation’s health, economy, and recovery.

- Consequently, the sudden removal of relief programs – while pandemic-related economic struggles continue – has hit nonprofits especially hard, once again threatening the ability of nonprofits to operate and deliver services on which your constituents and our nation rely.

How to Move Forward: Bipartisan Policy Solutions Exist

The solutions identified below are neither novel nor entirely our own. Rather, more than 1,500 charitable nonprofits from all 50 states and the District of Columbia have signed the attached joint Nonprofit Community Letter on the Pandemic and Workforce Shortage Relief for Charitable Nonprofits.

Those 1,500+ organizations call on Congress and the President to enact legislation that would help charitable nonprofits overcome three obstacles limiting their ability to advance their missions of helping people in local communities: lack of resources, lack of staff, and lack of volunteers. That
letter identifies multiple policy solutions within each category. The Senate Finance Committee has direct jurisdiction on the seven enumerated solutions below.

**Generate Resources to Meet the Needs of Relief and Recovery**

Charitable giving is down, and giving incentives enacted by Congress have expired. For charitable nonprofits to have the resources they need to continue to operate and provide needed disaster relief and recovery in local communities, Congress needs to restore and improve tax incentives for charitable giving. We call on Congress to give priority to the three disaster relief charitable giving incentives that expired at the end of 2021:

1. **Renew the universal charitable (non-itemizer) deduction** at least through 2022 and improve it by significantly increasing the cap on the deduction, as proposed in the bipartisan Universal Giving Pandemic Response and Recovery Act (S.618/H.R.1704).

2. Reinstate the 100% AGI cap on individual donations to permit individuals who itemize to deduct charitable donations up to 100% of their adjusted gross income.

3. Reinstate the 25% income tax cap on corporate donations to allow corporations to deduct charitable donations up to 25% of their taxable income.

**Address Critical Staffing Shortages**

Charitable organizations need relief from the devastating and well-documented nonprofit workforce shortage. Specifically, we ask that Congress reinstate and improve the Employee Retention Tax Credit (ERTC) in these ways:

4. Retroactively restore the ERTC, as proposed in the bipartisan ERTC Reinstatement Act (H.R. 6161/S. 3625) and extend this refundable payroll tax credit through 2022.

5. Modify the ERTC eligibility for nonprofits beyond the current “gross receipts” test to ensure more nonprofits qualify as a way to address the impact of the unique impact of nonprofit workforce shortages on individuals and communities.

6. Revise the definition of eligible payroll expenses under the ERTC to include child care and education subsidies to reflect the increased costs charitable organizations experienced as they have struggled to maintain or expand services. We believe this improvement is justified because, unlike for-profit employers, tax-exempt nonprofits are not currently able to receive income-tax relief for providing those employee benefits. This proposed revision provides a level of tax fairness and parity that does not currently exist.
Promote the Return of Volunteers to Nonprofits

Congress has not adjusted the Volunteer Mileage Rate since setting it a quarter century ago. On behalf of volunteers, the people they serve, and charitable nonprofits who depend on volunteers willing to make a difference in the lives of others, we urge Congress:

7. Eliminate the unfair tax policy that for too long has effectively discouraged individuals from volunteering and replace the 14 cents/mile volunteer mileage rate by matching it to the business rate (currently 58.5 cents/mile). Also, eliminate the income tax on mileage reimbursements by nonprofits up to the business rate so individuals are not penalized for volunteering.

Conclusion

The charitable nonprofit sector is the backbone of our communities. We continue to face unprecedented challenges as we assist you and the American people in providing pandemic relief and economic recovery. We call on Congress to take action now to alleviate the many challenges addressed in this Statement. The tax policies proposed here, in the attached nonprofit community letter, and by charitable organizations throughout the country are sought for the benefit of the people we collectively serve. The networks of the National Council of Nonprofits stand ready to answer questions and work with you to advance solutions to our communities needs.

Attached: Nonprofit Community Letter on the Pandemic and Workforce Shortage Relief for Charitable Nonprofits (signed by more than 1,500 nonprofits from all 50 states and D.C.)
RE: Pandemic and Workforce Shortage Relief for Charitable Nonprofits

Dear President Biden, Speaker Pelosi, and Leaders Schumer, McCarthy, and McConnell:

The COVID-19 pandemic – extended and exacerbated by the Delta and Omicron variants of the disease – has ravaged our Nation’s health and economy far beyond anyone’s expectations. For every major natural disaster since Hurricane Katrina, Congress has approved relief packages – and extended additional relief – as the needs of the residents required. At this stage in the pandemic, more assistance is clearly needed, both to continue expired and expiring supports and incentives, and to address emerging challenges. One such new challenge, the nonprofit workforce shortage, demands your immediate attention. The undersigned organizations are united in our call for prompt legislative action to address the hardships of these dual problems charitable organizations are facing – the persistent pandemic and the community adversities caused by staffing shortages at charitable organizations.

Throughout this global crisis, the public and policymakers at all levels have relied on the commitment, compassion, and endurance of charitable nonprofits to provide direct, immediate relief in communities throughout the country. By all accounts, the pandemic continues to disrupt lives and the economy, factors that normally and rightly motivate Congress to enact disaster relief that provides direct funding and tax relief to those most directly affected. Charitable organizations and the people we serve have utilized many forms of relief. While certainly appreciated, most of these policy supports crafted to help nonprofits help others have expired; yet the needs remain great as charitable organizations struggle to provide pandemic relief in the face of continuing health risks, lost revenues, and the lack of available staff.

Further, once the pandemic is defeated and other sectors of the economy return to “normalcy,” the public will still turn to charitable organizations to help them recover through education and healthcare, social services designed to help rebuild lives and careers, and cultural and faith engagements dedicated to restoring hope, inspiration, and trust. Yet, many charitable entities are experiencing unprecedented workforce shortages that prevent them from addressing the current relief and future recovery functions they are called on to perform. Charitable organizations are also dealing with a drastic decline in volunteers who are unable or hesitant to provide their usual level of support for the missions they care about.
In light of the foregoing, we respectfully call on Congress and the Administration to advance the following policy priorities that will help overcome the unique challenges charitable organizations are facing as they struggle to serve our communities through and out of the worst public-health and economic crises of our lifetimes.

Generating Resources to Meet the Needs of Relief and Recovery

Although the natural disaster that is the pandemic continues to rage, three disaster relief charitable giving incentives were allowed to expire at the end of 2021. Greater incentives for charitable giving are needed more than ever as nonprofits respond to the health and economic crises and will be critical in the future as nonprofits play an essential role in recovery efforts. We urge Congress and the Administration to renew the universal charitable (non-itemizer) deduction at least through 2022 and significantly increase the cap on the deduction, as proposed in the bipartisan Universal Giving Pandemic Response and Recovery Act (S.618/H.R.1704). Similarly, we call on policymakers to extend two additional disaster-relief giving incentives that expired on December 31, 2021 – the provision permitting individuals who itemize to deduct charitable donations up to 100% of their adjusted gross income and the measure allowing corporations to deduct charitable donations up to 25% of taxable income.

Addressing Critical Staffing Shortages

Prior to the pandemic, charitable nonprofits employed more than 12 million people, making them the third largest industry in the country – larger than the construction, financial services, and manufacturing industries. As of December 2021, there are 450,000 fewer employees in the nonprofit sector as charitable organizations report significant difficulties retaining staff and filling vacancies. Recent data confirm that four in five (79%) nonprofits identified salary competition as a factor preventing them from filling job openings and nearly a quarter (23%) stated that the inability to find child care affected recruitment and retention. The impact of the shortages can be seen in virtually every community as nonprofits are forced to restrict needed services, institute waiting lists, or close operations entirely. Because individuals and communities rely so heavily on charitable nonprofits for their wellbeing, the nonprofit workforce shortage impacts everyone.

Several policy solutions are readily available to alleviate this workforce crisis. We call on Congress and the Administration to retroactively restore the Employee Retention Tax Credit, as proposed in the bipartisan ERTC Reinstatement Act (H.R. 6161/S.3625), extend this refundable payroll tax credit through 2022, and modify nonprofit eligibility beyond the current “gross receipts” test and definition of eligible payroll expenses to include child care and education subsidies to reflect the increased costs charitable organizations experienced as they struggle to maintain or expand services to meet local needs throughout the health and economic crisis.

As noted, the problem of attracting and retaining candidates is one of the most significant challenges nonprofit and other employers face in maintaining high-quality, affordable, and available child care. Maintaining quality, safety and enriching environments that nurture children is costly. Yet, providers are reluctant to pass on higher costs to families, because the price of child care already makes this critical service out of reach for too many families. Women – who comprise 66% of the nonprofit workforce – have been disproportionately impacted by the lack of child care, in part due to the outsized caregiving burden they carry for their households and communities. As employers and, in many cases, child care providers, charitable nonprofits are deeply concerned that the lack of child care and equitable wages are impediments to all; as one expert said on a recent Federal Reserve webinar, “There is no recovery of the economy without child care.” Therefore, we urge Congress to provide robust funding to expand access to high quality child care that is affordable, dependable, and accessible, and supports livable wages and skill-based training for nonprofit child care professionals.
Any relief package should also include core components of the Work Opportunities and Resources to Keep Nonprofit Organizations Well Act, or WORK NOW Act (S. 740/H.R. 1987), which would infuse funds into the nonprofit community across the country to get people back to work and make sure nonprofits are able to meet the needs of the populations they serve. Further, we call on Congress to adopt essential reforms to the Public Service Loan Forgiveness program to, among other things, waive the full-time employment criteria during the pandemic and its immediate aftermath, expand the types of loans that may be forgiven, and overhaul the disqualification rules to reflect the original intent of Congress.

Promoting the Return of Volunteers to Nonprofits

In normal times, charitable organizations can expand their impact by leveraging the commitment of armies of volunteers who are dedicated to the work of nonprofits in their communities. Unfortunately for the organizations and the people they serve, volunteers have not returned to pre-pandemic levels and charitable nonprofits lack the capacity to manage and marshal volunteers in this changing environment. We believe it is essential that Congress and the Administration take action to help alleviate this challenge. First, we seek funding for efforts to strengthen the volunteer force in the United States by investing in capacity-building grants for volunteer management – targeted to pandemic-related volunteer shortages – and in the digital infrastructure to connect potential volunteers with the most pressing needs in their communities. Also, to provide an incentive and eliminate an unfair tax policy, we seek an increase in the Volunteer Mileage Rate for nonprofit volunteer drivers to the business rate (58.5 cents/mile) for 2022 and the elimination of the tax on mileage reimbursements up to the business rate.

We recognize that there are many reasonable and competing proposals for helping all recover from the pandemic. In many cases, policies can affect many sectors of the economy and we stand ready to support programs and proposals that advance the common good. It is important to note that programs and funds that remain operative, such as the State and Local Fiscal Recovery Funds under the American Rescue Plan Act, are vital lifelines to communities that are enabling governments, businesses, and nonprofits to identify and address immediate and long-term needs exacerbated by the pandemic. Most importantly, those funds are critically necessary to enable communities to advance racial justice and equity. In the strongest terms, we stress that funds should be allowed to serve their purposes and resist any suggestion that they be repurposed.

The charitable nonprofit sector is the backbone of our communities. We continue to face unprecedented challenges as we assist you and the American people in providing pandemic relief and economic recovery. We ask you to come together in prioritizing the proposals identified here in legislation you enact this year.

Sincerely,

National Organizations

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American Lung Association  
American Society on Aging  
Americans for the Arts  
Americans for the Arts Action Fund  
Association of Fundraising Professionals  
Association of Jewish Aging Services  
Association of Performing Arts Professionals (APAP)  
Association of Public Health Laboratories  
Association of Zoos and Aquariums  
Boys & Girls Clubs of America  
Building Vision  
Camp Fire National  
Catholic Charities USA  
CenterLink: The Community of LGBT Centers  
CHILDREN ACROSS AMERICA  
CoHousing Association of U.S. Community Anti-Drug Coalitions of America  
Council for Advancement and Support of Education  
Council on Foundations  
Covenant House  
Dance/USA  
Discover Life in America  
East European Association  
Easterseals  
FACES: The National Craniofacial Association  
Fanconi Anemia Research Fund  
Feed The Children  
Girl Scouts of the USA  
Girls Inc.  
Girls on the Run International  
Goodwill Industries International, Inc.  
Greenheart International  
Habitat for Humanity International  
Healthy Schools Campaign  
Hemophilia Federation of America  
Ibero-American Action League  
Independent Sector  
InterExchange Inc.  
ISEC International Inc.  
JCC Association of North America  
Jewish Federations of North America  
KaBOOM!  
Leadership 18  
League of American Orchestras  
Lutheran Services in America  
March of Dimes  
Meals on Wheels America  
Mental Health America  
MENTOR  
National Alliance on Mental Illness  
National Association of Charitable Gift Planners  
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CALIFORNIA
A More Balanced World
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Alternative Family Services
Aspiranet
Association of Community Human Services Agencies
Aviva Family and Children's Services
Berhe Group Home Inc., dba The Berhe Group
Better Youth
Boys Republic
Boys & Girls Club of Greater Shasta
Boys & Girls Club of Laguna Beach
California Alliance of Child and Family Services
California Coalition for Youth
California Family Life Center
Casa de Amparo
Casa Pacifia Centers for Children & Families
Child Abuse Prevention Center
Children's Bureau of Southern California
Children's Home of Stockton
Children's Institute
Children's Receiving Home of Sacramento
Cogostar Foundation
Conxión To Community
Darnaud.org
David Brower Center
Edgewood Center for Children and Families
Education Francaise Bay Area (EFBA)
EnCorps. Inc.
Families For Childrenmn
Family Builders by Adoption
Girl Scouts of Greater Los Angeles
Girl Scouts Heart of Central California
Haynes Family of Programs, Inc.
Heather Farm Garden Center
Association, Inc. dba The Gardens at Heather Farm
Helpline Youth Counseling, Inc.
Hillsides
Jewish Family Service of Los Angeles
Jewish Family Service of San Diego
Jewish Family Services of Silicon Valley
JVS SoCal
Kids & Families Together
Koinonia Family Services
Lincoln Families
Litehouse Children & Family Services
Mary's Path
Merage Jewish Community Center of Orange County
Mountain Valley Child and Family Services
New Beginnings Residential Treatment Facilities
New Dimensions FFA
OpenProgress
Orange County United Way
Parents by Choice, Inc
Rancho San Antonio Boys Home Inc.
Redwood Community Services
Sacramento LGBT Community Center
San Diego Center for Children
Seneca Family of Agencies
Silicon Valley Council of Nonprofits
Silicon Valley Education Foundation
Stanford Youth Solutions
Summitview Child & Family Services
Sycamores
Tender Loving Care Home For Boys Inc
The Dibble Institute
The Heart Matters Foster Family Agency
The Victor Agencies
The Village Family Services
Transitions Children's Services
Trinity Youth Services
Uplift Family Services
Vista Del Mar Child and Family Services
Walnut Avenue Family & Women's Center
Wayfinder Family Services
Wellness Together
YMCA of Greater Whittier
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CBR YouthConnect
Colorado Coalition Against Sexual Assault
Colorado Nonprofit Association
Green Up Our Schools
Innocent Travelers
Jewish Family Service of Colorado
Montbello Organizing Committee
Open Arms Transition Center
Pikes Peak United Way 2-1-1 Response
SafeHouse Denver
Senior Housing Options
Social Venture Partners Boulder County
The Homestead Ranch all are Welcome
The Right Step, Inc.
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ARI of Connecticut, Inc.
Connecticut Community Nonprofit Alliance
CW Resources
Horizons
Journey Found, Inc.
MidState Arc. Inc.
Perception Programs
Prime Time House
Sound Community Services, Inc.
The Connection
DELWARE
Catholic Charities, Inc./Diocese of Wilmington
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<td>Kutz Rehabilitation &amp; Nursing, Kutz Senior Living Campus</td>
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<td>Lodge Lane Assisted Living &amp; Memory Care, Kutz Senior Living Campus</td>
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<td><strong>DISTRICT OF COLUMBIA</strong></td>
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<td>Divine Revelations Ministries, Inc..(DRMI)</td>
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| IDAHO | Samaritan Counseling Center, Hawaii  
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United Way of South Central Idaho  
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Healthy Schools Campaign  
HYDE PARK NEIGHBORHOOD CLUB  
Illinois Park Collaboration on Youth Kaleidoscope  
Keshet  
Lakeside Community Committee  
Lawrence Hall  
Marillac St. Vincent Family Services  
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National Czech & Slovak |
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Midwest Battle Buddies
Nsembui Foundation
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Rise Up For Youth Inc.
The Family Conservancy
The Jewish Federation of Greater Kansas City

KENTUCKY
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Franklin County Humane Society
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Green River Regional Rape Victim Services, Inc.
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St. Vincent Mission Inc.
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The Center for Literacy & Learning
VIA LINK, Inc.

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Bay Chamber Concerts, Inc.
Bicycle Coalition of Maine
Castine Historical Society
College Guild
Continuum Arts Collective
Crisis and Counseling Centers
East Parish Housing Ministry
Ferry Beach Retreat and Conference Center
Full Plates Full Potential
Greater Portland Landmarks, Inc.
Habitat for Humanity of Greater Portland
Health Equity Alliance
Healthy Communities of the Capital Area
Hospice Volunteers of Hancock County
Kennebec Valley Dental Coalition
Labor Resource Center of Maine
Learn Around The World Network, Inc.
Maine Children's Home
Maine Community Action Partnership
Mechanics' Hall
Midcoast Conservancy
Natural Resources Council of Maine
Partners for World Health
Partnership for Children's Oral Health
Penquis
piper shores
Plant Home
Portland Chamber Music Festival
Riding To The Top Therapeutic Riding Ctr
Rufus Porter Museum of Art and Ingenuity
Shalom House, Inc.
SPACE Gallery
Speak About It
The Courageous Steps Project
The Grand
Tri-County Mental Health Services
United Way of Eastern Maine
United Way of Kennebec Valley
United Ways of Maine
Volunteers of America Northern New England
Waterville Community Dental Center
Western Foothills Land Trust
White Pine Programs

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Apra Maryland
I'm Still Standing By Grace
JCC of Greater Baltimore
Maryland Nonprofits
Mid Shore Community Mediation Center
Phillips Wharf Environmental Center
Stellas Girls
The Arc Southern MD
The Humane Society of Harford County

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Massachusetts Nonprofit Network
MASSCreative
Medicine Wheel Productions Inc. (dba SPOKE)
Middlesex Human Service Agency
Nonprofit Center of the Berkshires
Providers’ Council
Self Esteem Boston Educational Institute
Southeast Center for Independent Living
The Greater Boston Food Bank
The Home for Little Wanderers
The Second Half Lifelong Learning Institute
Third Sector New England
YMCA Cape Cod

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Assured Family Services
Brightmoor Alliance
Center for Higher Educational Achievement
Detroit Parent Network
Disability Network Capital Area Educational Child Care Center Inc.
Jail and Outreach Ministry
Joyful Treats CDC
JVS+Kadima
Matrix Human Services
Michigan Afterschool Association
Michigan Arts Access
Michigan College Access Network
Michigan Nonprofit Association
Michigan Works! Association
Open Arms Child Advocacy Center
Peckham, Inc
Randy’s House of Greenville, Inc.
Read Muskegon
Scrine Non-Profit Housing, Inc.
Spectrum Child and Family Services
The Avenue Family Network, Inc.
The Henry Ford United Way of Washtenaw County
Vista Affordable Housing, Inc.
Wedgwood Christian Services
YMCA of Greater Grand Rapids

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Blue Sky Support Service
Children’s Health Ministries
Functional Industries, Inc.
Girl Scouts of MN & WI Lakes & Pines
Girl Scouts River Valleys
Interact Center for the Visual and Performing Arts
Jewish Family and Children’s Service of Minneapolis
Jewish Family Service St. Paul
Midwest Art Conservation Center
Minnesota Center for Book Arts
Minnesota Council of Nonprofits
Minnesota Fringe Festival
Native Ways Federation
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Our Streets Minneapolis Partnership Resources, Inc.
Pine Habilitation and Supported Employment, Inc.
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PROVISION COMMUNITY

RESTARTER
Reach for Resources, Inc.
Reinvigorating the Conversation
SEWA-AIFW
Southside Family Nurturing Center
The Arc Minnesota
The Family Partnership
The Link - Minneapolis, MN
Tubman
VINE Faith in Action
Winona Outdoor Collaborative

MISSISSIPPI
MS Alliance for Nonprofits and Philanthropy

MISSOURI
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Good Samaritan Boys Ranch
Missouri Coalition Against Domestic and Sexual Violence (MOCADSV)
Network for Strong Communities
REGAL HEALTH AND WELLNESS, INC.
UHY Advisors
YWCA Metro St. Louis

MONTANA
Big Brothers Big Sisters of Yellowstone County
Discover Anaconda
Family Service Inc.
Friends of Park County
Great Northern Development Corporation
Helena Area Community Foundation
Intermountain
Montana Food Bank Network
Montana Learning Center
Montana Nonprofit Association
Montana Watershed Coordination Council
Missoula Art Museum
People and Carnivores
Recycle Montana
The Myrna Loy
The Roxy Theater
Tri-County FireSafe Working Group
United Way of Missoula County

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Civic Nebraska
Mosaic
Nebraskans for the Arts
Nonprofit Association of the Midlands
St. Monica’s Life Changing Recovery for Women
The Union for Contemporary Art
YFC Inc dba Maha

NEVADA
Comstock Foundation for History and Culture
Nevada Outdoor School
New Horizons Center for Learning
The Cupcake Girls

NEW HAMPSHIRE
Girl Scouts of the Green and White Mountains
Meals on Wheels of Hillsborough County
New Hampshire Center for Nonprofits
New Hampshire Coalition Against Domestic and Sexual Violence
Sexual Harassment & Rape Prevention Program (SHARPP)
SHARE Fund
Star Island Corporation
Starting Point Services for Domestic and Sexual Violence Victims
Symphony NH

NEW JERSEY
21 Plus, Inc.
Acedna Inc.
ANGELS FOR ACTION INC.
ArtPride New Jersey
Center for Non-Profits (NJ)
CentraState Healthcare
Family Promise Inc.
Family Promise of Warren County
Girl Scouts Heart of New Jersey Grassroots Coalition for Environmental and Economic Justice
Holiday Express Inc.
JCC MetroWest
JCC Princeton Mercer Bucks & Abrams Camps
Jewish Family Service of Atlantic & Cape May Counties
Kaplen JCC on the Palisades
Meals on Wheels of Mercer County
Milton and Betty Katz Jewish Community Center
MMO Programs
Multicultural Community Services, Inc.
NJ 211 Partnership
NJ BLIND CITIZENS ASSN
New Jersey Association of Mental Health and Addiction Agencies, Inc.
New Jersey Association on Correction
New Jersey Local Boards of Health Association
New Jersey VOAD
NewBridge Services
Ocean County YMCA
Passaic County Court Appointed Special Advocates
Princeton-Blairstown Center, Inc.
Rare Disease Renegades a NJ Nonprofit Corporation
Raritan Bay Area YMCA
The Jewish Federation in the Heart of New Jersey
Triple C Housing, Inc.
United Children’s Music Project
United S.O.U.R.C.E
Volunteer Center of South Jersey

NEW MEXICO
Albuquerque Adult Learning Center, Inc.
Albuquerque Center for Hope and Recovery (ACHR)
Asian American Association of New Mexico
Centro Savila
Cottonwood Gulch Expeditions
DreamTree Project, Inc.
Empowerment Congress of Dona Ana County
FSA
Jewish Community Center of Greater Albuquerque
La Plaza de Encuentro Gathering Place (Encuentro)
New Mexico Advocates for the Arts, Inc.
New Mexico Holocaust Museum and Gellert Center for Education
New Mexico Thrives
New Ventures Community Building
NM-NEW Inc
Prosperity Works
Rio Rancho Creative Crossroads
Susan’s Legacy
The Southern New Mexico Project
Together for Brothers

NEW YORK
Alcohol & Drug Council of Tompkins County, Inc.
Alliance of New York State YMCAs
Anthology Film Archives
Arts Services Inc. of Western New York (ASI)
ArtsNY
Association on Aging in New York, Inc.
Astor Services for Children & Families
Bridges For Brain Injury
Bronx Council on the Arts Inc.
CAMBA and CAMBA Housing Ventures
Causewave Community Partners
Charles Settlement House
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Charles Settlement House
Coffee Connection/Project Empower
Community Emergency Corps, Inc.
Cora Dance
Dance/NYC
Doing It The Wright Way Inc.
Encore Community Services
EPIC PLAYERS
Family Help Center
Girl Scouts Heart of the Hudson
Girl Scouts of Greater New York
Graham Windham
Green Options Buffalo, Inc.
Habitat for Humanity of Suffolk
Hamptons International Film Festival
Horizon Health Services
Huntington Arts Council, Inc.
JCC Rockland
Latino U College Access
Living Water for Women, Inc.
Livingstonville Community Church
Lower Manhattan Cultural Council
Mid Island Y JCC
Mictecta Organization, Inc.
Moriches Rotary Health Camp
New York Council of Nonprofits, Inc.
Nonprofit New York
Poppy Muse Inc.
Positive Community Connections
Russian-speaking Community Council, Inc.
Salem Art Works
School's Out Inc.
Sid Jacobson JCC
St. Lawrence County Arts Council, Inc.
Stop Abuse Campaign Corp
The Community Place of Greater Rochester
The Council of Agency

Executives
The Marfan Foundation Inc.
The Marion & Aaron Gural JCC the retreat
Theatre Communications Group
United Way of Westchester and Putnam
Villa of Hope
Volunteer New York!
We Connect The Dots, Inc.
World Development Business, Inc.
YMCA of Central and Northern Westchester
YMCA of Yonkers, Inc.
Yoga For Peace, Justice, Harmony With the Planet: Amazing Amy - Eccentric Yoga Entertainer
Youth Action Programs and Homes, Inc.

NORTH CAROLINA
1901 Building Group Inc.
ACTS of Vance County, Inc.
Advocacy House Services, Inc.
Albemarle Hospital Foundation Community Care Clinic
Alice Aycock Poe Center for Health Education
Alleghany Council On Aging
Alliance of AIDS Services – Carolina
ArtGivers Co.
Artists Standing Strong Together
Arts North Carolina
Ashe County Arts Council
Asheville Area Arts Council
Big Brothers Big Sisters of the Central Piedmont
Bullhorn Arts and Education
Cancer Services, Inc.
Cape Fear Habitat for Humanity
Cape Fear HealthNet
Caring and Sharing, Inc.
Caring Services Inc.
Carolina Farm Stewardship Association
Carolina Theatre of Durham, Inc.
CCCS of Greater Greensboro
Center for Creative Economy
Child Advocacy Center, Inc.
Child Care Services Association
Children & Family Resource Center
Children’s Theatre of Charlotte
Christmount Christian Assembly, Inc.
Coastal Carolina Outreach
Community Empowerment Fund (CEF)
Cumberland County Council on Older Adults
DevoCenter for Service-Learning Disability Advocates of Northwest North Carolina
Eagle Rock Camp
Eastern Carolina Human Services Agency, Inc.
Emmanuel Senior Enrichment Center
Families First - NC, Inc.
Family Care Center of Catawba Valley, Inc.
Family Centered Treatment Foundation
Family Service of the Piedmont
Fellowship Hall
Financial Pathways of the Piedmont
Freedom School Partners
Friends of the NC Library for the Blind & Physically Handicapped
Going Beyond the Pink
Guilford Child Development
Habitat for Humanity of Forsyth County
HandsOn Northwest North Carolina
Haywood Pathways Center
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Life Experiences
Little Makers Academy
Meals on Wheels of Durham, Inc.
Meals on Wheels Orange County, NC
Minot Area Homeless Coalition
Mixzer Community Makerspace
Montford Park Players
NC Child
NC Justice Center
NC Stop Human Trafficking Nevis Inc.
North Carolina Business Council
North Carolina Center for Nonprofits
North Carolina Master Chorale
North Carolina Reading Service
Oak Island Beach Preservation Society, Incorporated
Open Arms Beach Community Operation Xcel
Parkinson Association of the Carolinas
Pathways For The Future, Inc.
Pender County Christian Services, Inc.
Pitt County Council on Aging, Inc.
Possumwood Acres Wildlife Sanctuary
Pretrial Resource Center, Inc.
Read and Feed
Rebuilding Together of Greater Charlotte
Redress Raleigh
Reidsville Area Foundation
Residential Services, Inc.
Reviving Lives Ministries of New Bern, Inc.
Right Here, Right Now Project
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Spaulding Monroe Alumni Association
Special Olympics North Carolina
SportsWorks Int'l Ngo, Inc.
Springwell Network, Inc
StepUp Wilmington
SYBI Cares
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The Center for Innovative Thinking, Inc.
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YMCA of Northwest North Carolina

NORTH DAKOTA
YMCA Alliance of North Dakota

OHIO
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Blum Family Foundation
Bridgeway Academy
Charitable Pharmacy of Central Ohio
Cleveland Cheded Center
Columbus Early Learning Centers
Girl Scouts of North East Ohio
Greater Hilltop Area Shalom Zone
HelpLine
Human Service Chamber of Franklin County
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Hunger Network, Cleveland
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Ohio Citizens for the Arts
Sisters of St. Francis
South Side Early Learning
YMCA of Greater Cincinnati

OKLAHOMA
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Camp Fire Heart of Oklahoma
CASA of Cherokee Country
Class Matters Inc.
Community Service Council of Greater Tulsa
Family Promise of Tulsa County
Gatesway Foundation
General Tommy Franks Leadership Institute and Museum
Girl Scouts Western Oklahoma
Lyric Theatre of Oklahoma
Marland Children’s Home dba Marland’s Place
Martha’s Foundation Incorporated
Oklahoma Center for Nonprofits
Oklahoma City Beautiful
Oklahoma Council on Economic Education
Oklahoma Interviewing Services
Oklahoma Museums Association
Stephens County Health and Healing Inc.
Teen Court, Inc.
The Charles B. Goddard Center for the Visual and Performing Arts
The Gatesway Foundation, Inc.
The Spring Shelter, Inc.
Tulsa Air and Space Museum, Inc.
UShine, Inc.
Wagoner Area Neighbors

OREGON
4D Recovery
Adelante Mujeres
Albany Civic Theater, Inc
Aloha Community Library Association
Antidote
Assistance League of Greater Portland
Ballet Folklorico Ritmo Alegre
Black United Fund of Oregon
Blanchet House
B’nai B’rith Camp
Bradley Angle
Bridges Oregon, Inc.
Bridgetown Conservatory of Musical Theatre
Calapooia Reflections Museum
Camp Fire Central Oregon
Camp Yakety Yak
CARDV - Center Against Rape and Domestic Violence
Cascade AIDS Project
Cascade Relief Team
Cat Adoption Team
Causa
Central City Concern
Children’s Cancer Association
Children’s Center
Children’s Nursing Specialties dba Nursingale
Clackamas County Arts Alliance
Clackamas Volunteers in Medicine
Clackamas Women’s Services
Columbia Gorge Discovery Center & Museum
Community for Positive Aging (formerly The Giving Tree and The Hollywood Senior Center)
Community Website Partnership
Consejo Hispano
Crossroads Carnegie Art Center, Inc.
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Crow’s Shadow Institute of the Arts
Cultural Advocacy Coalition of Oregon
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Curry Public Transit Inc.
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Friends of the Breitenbush Cascades
Friends of the Columbia Gorge
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Frontline Services PDX
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Maybelle Center for Community
McKenzie Community Development Corporation
McLoughlin Memorial Association
Metropolitan Family Service
Mittleman Jewish Community Center
Morrison Child & Family Services
Mother & Child Education Center
NeighborWorks Umpqua
Neurotherapeutic Pediatric Therapies, Inc.
New Avenues for Youth
Nonprofit Association of Oregon
NonProfit Goals
On-the-Move
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Oregon Alliance of YMCAs
Oregon Alliance of Black School Educators
Oregon Coast Aquarium
Oregon Coast Community Action
Oregon Environmental Council
Oregon Food Bank
Oregon Robotics Tournament & Outreach Program
Oregon Supported Living Program Arts & Culture
Oregon Tradeswomen
Oregon Unitarian Universalist

Voices for Justice
Oswego Heritage Council, Inc.
Our Village Gardens
Pearl Buck Center
Pendleton Children’s Center
Performance Works NorthWest PERIOD, Inc
Philanthropic Expansion Fund (PEF)
PHOENIX Rising Transitions
Portland Gay Men’s Chorus
Portland Refugee Support Group
Project Access NOW (PANOW)
Red is the Road to Wellness (RRW)
ReFIT, Remodeling for Independence Together
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Returning Veterans Project
Rogue Valley Family YMCA
ROSE Community Development
Sail2Change
Salem Keizer Coalition for Equality
Santiam Canyon Long Term Recovery Group
Saving Grace Imagine Life Without Violence
SCRAP Creative Reuse
Self Enhancement, Inc.
Shangri-La
Shelter from the Storm
ShelterCare
Shelton McMurphey Johnson Associates
Siren Nation, Inc.
Sisters Science Club
Six Rivers Dispute Resolution Center
Sleep In Heavenly Peace – Eugene OR Chapter
SOUND START
SquareOne Villages
Stayton Public Library Foundation
The Arc of Curry County
The Co-op Family Center

The Great Basin Society, DBA Malheur Field Station
The Marie Equi Institute
The Toby Fund
Tillamook Early Learning Center
Tillamook Estuaries Partnership
Tillamook Serenity Club
Tryon Creek Watershed Council
Tualatin Valley Creates
Tucker Maxon School
Two Rivers Aikikai
UCP Oregon
Umpqua Homes, Inc.
Umpqua Watersheds
United Way Of Lane County
United Way of the Columbia-Willamette
Warm Springs Community Action Team
Wildfire Media
Willamette Heritage Center
Willamette Humane Society
Women at the Well Grace House
Yamhill-Carlton Together Cares
Young Musicians & Artists
Young Roots Oregon
Zebs Wish Equine Sanctuary
Zenger Farm
Zimmerman Lehman

PENNSYLVANIA
Alleghenies Unlimited Care Providers
ALUCP
Auberle
Bighorn Basin Paleontological Institute
Bucks County Women’s Advocacy Coalition
Compass Community Connections
Congreso de Latinos Unidos
CYWA Community, Youth and Women's Alliance, Inc.
DVSD
Green Trees Early Learning Center, Inc.
Hazleton Area Public Library

Hazleton Area Public Library
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Jewish Community Foundation of Central PA
Jewish Family and Community Services of Pittsburgh
Jewish Federation of Greater Harrisburg
Lighthouse Vocational Services
Lincoln Charitable Trust
Mental Health America of Lancaster County
MENTOR Independence Region
New Jersey Alliance for Children, Youth and Families
PA Association of Nonprofit Organizations
Pennsylvania State Alliance of YMCAs
Pressley Ridge
Stick Figure Fundraising
The Mentoring Partnership of SW PA
The Women’s Coalition for Empowerment Inc.
Threshold Rehabilitation Services, Inc.
Via of the Lehigh Valley
YMCA of Reading & Berks County

RHODE ISLAND
AS220
Child & Family Services of Rhode Island
Girl Scouts of Southeastern New England
MENTOR Rhode Island
Rhode Island for Community and Justice
RI Communities for Addiction Recovery Efforts, Inc. (RICARES)
St. Mary’s Home for Children
United Way of RI
West Bay RI
Women’s Fund of Rhode Island

SOUTH CAROLINA
Child Abuse Prevention Association
EdVenture, Inc.
Girl Scouts of South Carolina-Mountains to Midlands
SC Arts Alliance
Together SC
Upper Midlands Rural Health Network

SOUTH DAKOTA
Aberdeen Family YMCA
Oahe Family YMCA
Sioux Falls YMCA
South Dakota Nonprofit Network
YMCA of Rapid City

TENNESSEE
Advocates for Immigrant Rights
Aleph Bet Children’s Center
Alliance for Better Nonprofits
Amend
AngelCare
Apelah, Inc.
Appalachian RC&D Council
Asian Culture Center of TN
Big Brothers Big Sisters of the Mid-South, Inc.
Boys & Girls Club of the Tennessee Valley
Boys & Girls Clubs of the Cumberland Plateau
BridgesWEST
Buffalo River Services, Inc.
Camp in the Community, Inc.
CASA Monroe, Inc.
CASA of East Tennessee
CASA of the Tennessee Heartland
Center for Bold Action
Center for Nonprofit Management
Centro Hispano de East Tennessee
Chattanooga Aquatic Project and Personal Development, 501(c)(3)
Chattanooga Autism Center
Children’s Museum of Oak Ridge
Circuit Playhouse, Inc.
Communities In Schools of Memphis

Community Change Foundation
Community Mediation Center
Creative Life Incorporated
Dorothy Day House of Hospitality, Inc.
East Lake Montessori
East Tennessee Regional Leadership Association
Family & Children’s Service
Family Promise of Knoxville
For The Kingdom Inc.
Girls Inc. of TN Valley
Greene Co. Partnership
Goodwill Homes Community Services, Inc.
Hamblen County Foundation for Educational Excellence and Achievement
Jewish Federation and Jewish Foundation of Nashville and Middle Tennessee
Junior League of Memphis
Just City - Memphis
Kingswood Home for Children
Kitty City, Inc./The Pet Compassion Centers
Knoxville Montessori School
Knoxville Opera Company
LIBERTY MEMPHIS INC
Love Doesn’t Hurt
Memphis Dream Center
Memphis Library Foundation
Memphis Youth Arts Initiative
Meritan, Inc.
Mid-South Veterans Helpdesk
Momentum Nonprofit Partners
Next Step Initiative
New Frontiers
Of One Accord, Inc
Peer Power Foundation
Remote Area Medical
Scenic City Clay Arts
Sertoma Center, Inc.
Shelby Residential & Vocational Services, Inc.
Smoky Mountain Animal Care
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<td>Trees For Tomorrow, Inc.</td>
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<td>Wisconsin Association of Free &amp;</td>
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**WEST VIRGINIA**

- Burlington United Methodist Family Services, Inc.
- New River Ranch, Inc.
- Philanthropy West Virginia
- Stepping Stone, Incorporated
- West Virginia Child Care Association
- West Virginia Nonprofit Association

**WISCONSIN**

- Arts Wisconsin
- Donovan Hines Foundation of Exuberance Corporation
- Door Shakespeare
- Family & Children's Center
- Forward Theater Company
- Girl Scouts of Manitou
- Jewish Family Services, Inc.
- La Causa, Inc.
- Skylight Music Theatre
- St. Croix Festival Theatre
- Trees For Tomorrow, Inc.
- Wisconsin Association of Free & Charitable Clinics