

2024

ANNUAL REPORT: ARPA PROJECT YEAR ONE

PREPARED BY





2024

PERFORMANCE

30

Nonprofits receiving service from our vendor network since the collaboratives launch in mid-July of 2024

57

Intakes and Nonprofit Needs Assessments completed from organizations across St. Pete

60

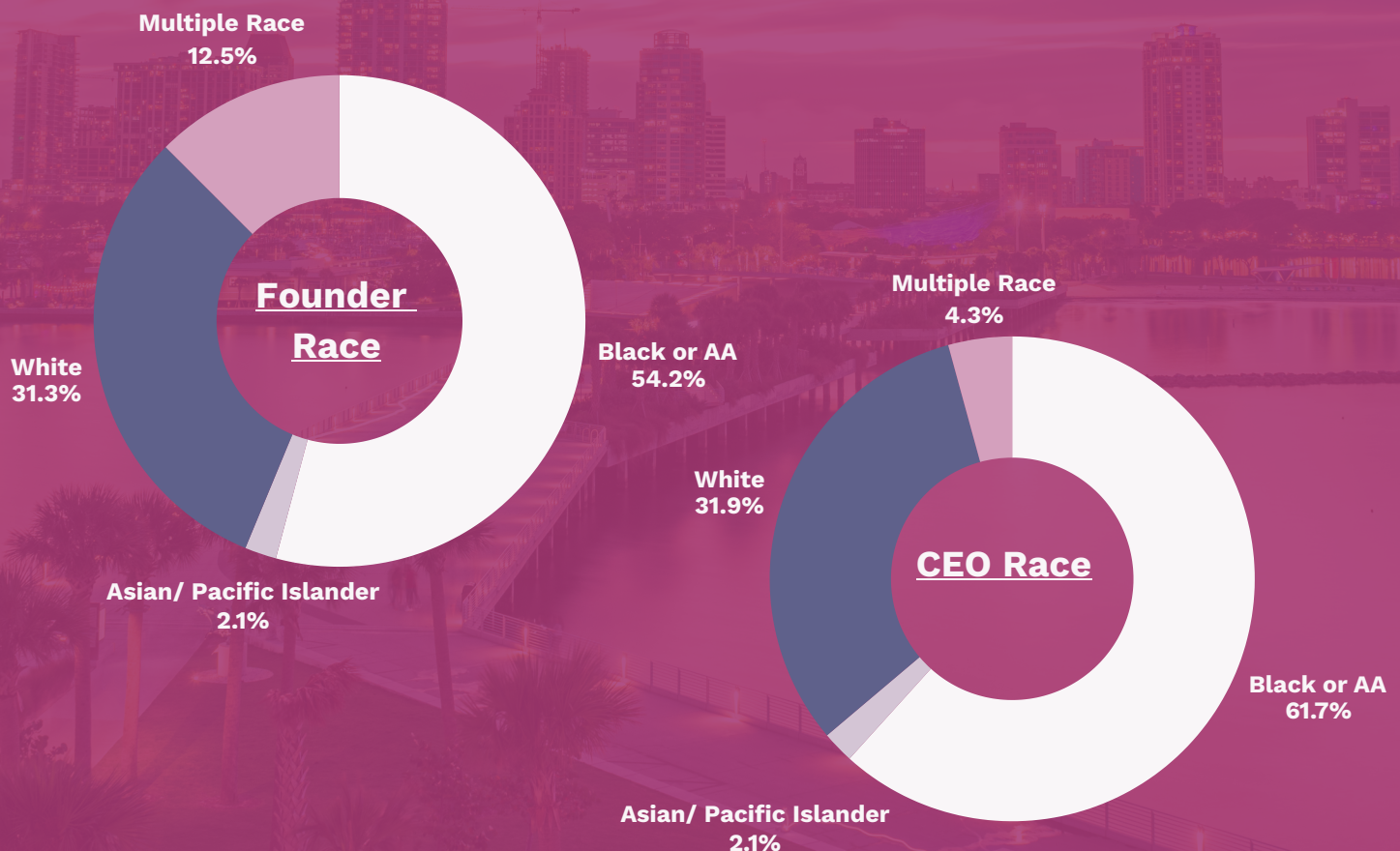
The Hypatia Collaborative will serve at least 60 local-nonprofits by the end of the ARPA grant cycle in 2026

Nonprofit Overview: Lifespan & Representation

The Hypatia Collaborative is committed to empowering historically marginalized nonprofit leaders by addressing systemic barriers and fostering equitable opportunities for growth. Data from our Nonprofit Needs Assessment, completed during intake, reveals that a significant majority of participating organizations were both founded and are currently led by individuals from historically marginalized communities.

The founding dates of participating organizations indicate a strong presence of both established and emerging nonprofits. Specifically, **26.5%** of organizations were founded over 20 years ago, **16.3%** were founded between 5 to 10 years ago, and **32.7%** were founded within the last five years, with **8.2%** being newly founded this year.

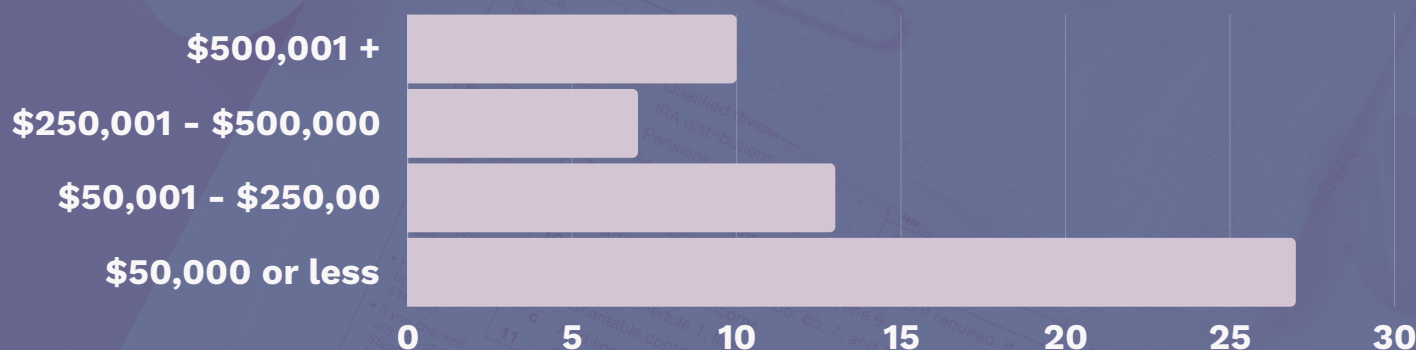
Additionally, **22.8%** of organizations were founded between 10 and 20 years ago. This data underscores the diverse nature of our community, showcasing both longstanding nonprofits with rich histories and newer organizations bringing fresh perspectives. The strong representation of both experienced and emerging organizations reflects the ongoing commitment to sustainable growth and impact in historically marginalized communities.



Nonprofit Overview: Financial Capacity

Furthermore, most of these nonprofits operate with annual budgets of **\$50,000 or less** and over half (**66%**) of nonprofits do not have a funding strategy, highlighting the financial constraints they face despite their critical contributions to their communities. This aligns with research emphasizing the challenges small, under-resourced organizations encounter in accessing funding and capacity-building opportunities. By centering the needs and voices of these leaders, we aim to provide tailored support that strengthens their capacity to thrive and drive meaningful change.

Annual Operating Budget



The revenue distribution across various sources reveals diverse funding strategies employed by the organization.

Revenue from Grants

Grants appear to be a significant contributor, with **14.0%** of respondents indicating that grants account for **80%** of their revenue. Additionally, **5.3%** reported that grants constitute **50%** of their revenue. However, there is considerable variation, with smaller percentages relying on grants at levels such as **10% (3.5%)** and **0% (21.1%)**.

Revenue from Donors

Revenue from donors shows a varied distribution, with the largest group (**17.5%**) receiving **5%** of their funding from donations. Other notable levels include **10%** of revenue from donors (**15.8%**), and **20%** from donors (**12.3%**). Smaller proportions of respondents report receiving **100% (7.0%)** and **0% (10.5%)** of their funding from donors.

Fundraising Revenue

Fundraising efforts also contribute notably to nonprofit revenue, with **42.1%** of respondents indicating no fundraising revenue. For those engaging in fundraising, **10%** of revenue from fundraising was reported by **12.3%**, while **5%** came from fundraising for **7.0%** of respondents.

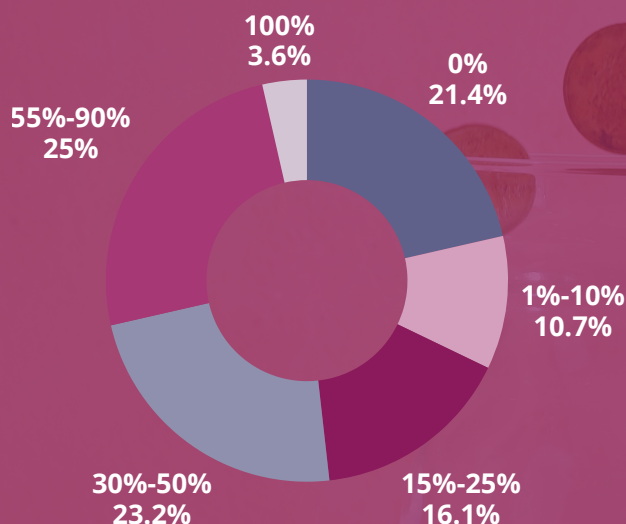
Nonprofit Overview: Financial Capacity cont.

Revenue from Investments

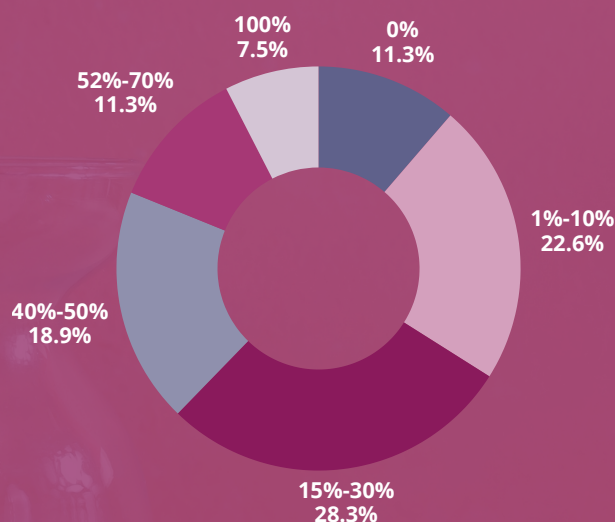
Investments form a smaller part of the revenue landscape, with **78.9%** of respondents reporting no revenue from investments. A few respondents indicate receiving **5% (3.5%)** or **1% (1.8%)** of their revenue from investments, while **100%** and **4%** came from investments for smaller groups of respondents (**3.5%** and **1.8%**, respectively).

In summary, while grants and donor contributions are crucial, nonprofits also rely on varied funding sources such as fundraising and investments, which are more sporadic across the sector. Understanding these revenue distributions can help in future financial planning and diversification strategies.

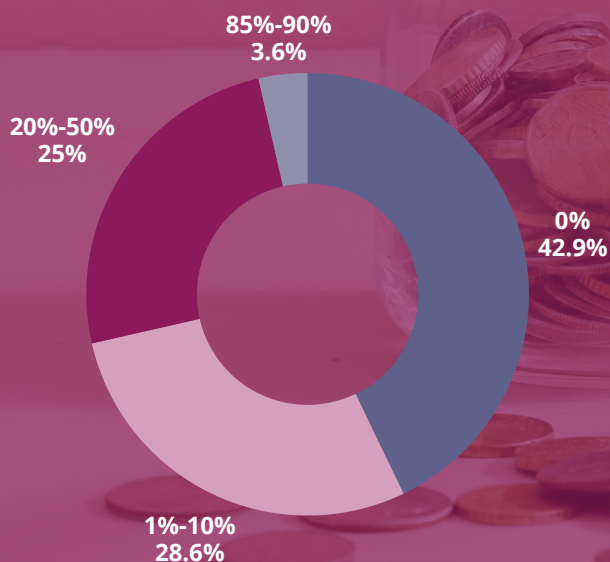
Grants



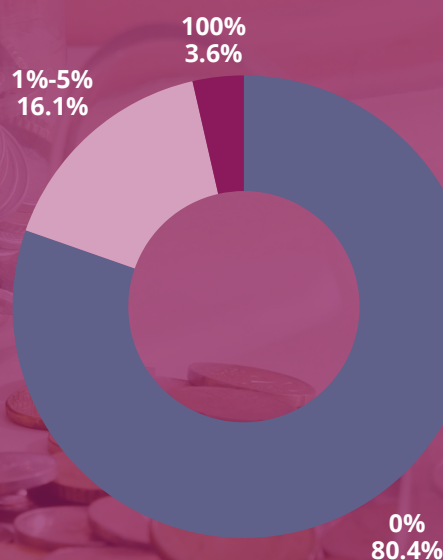
Donors

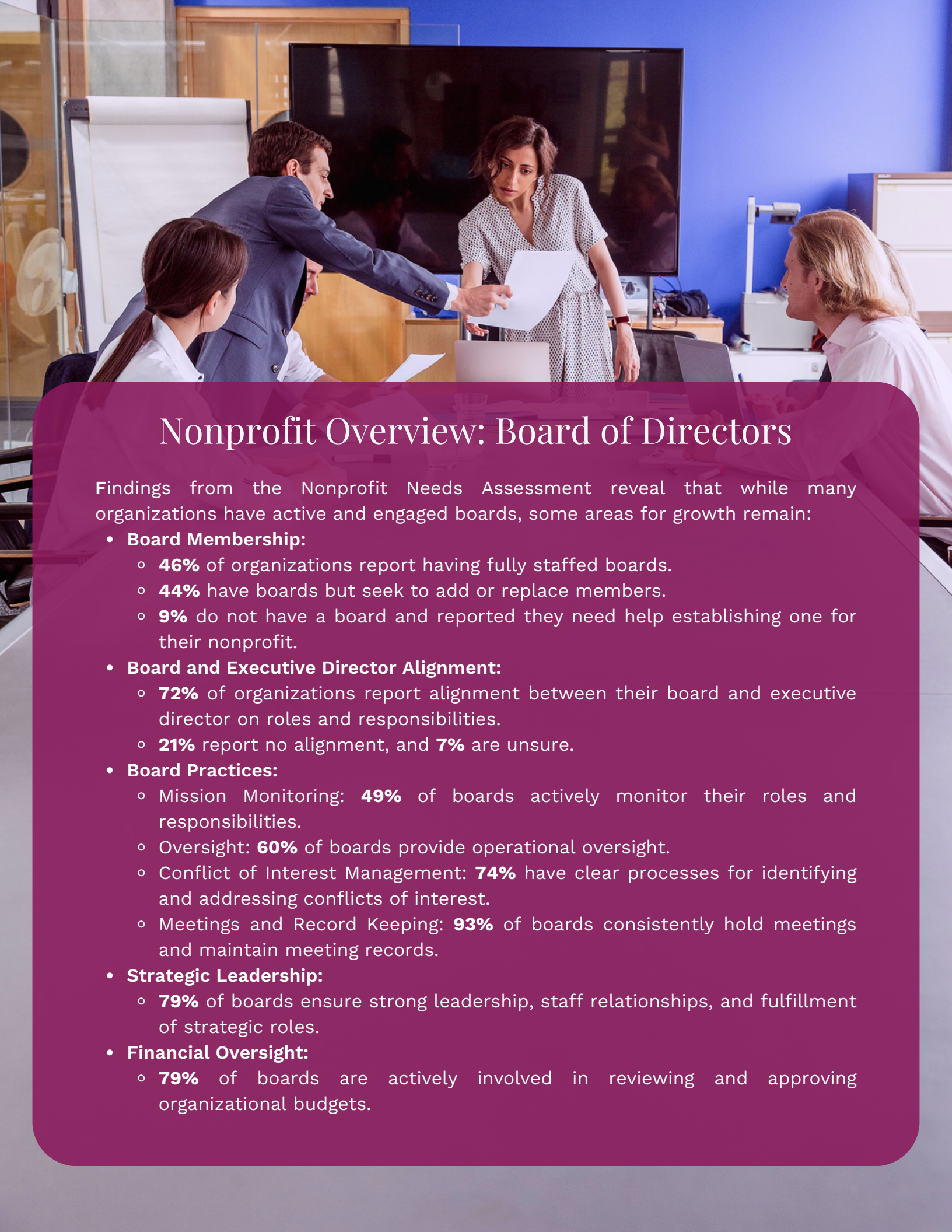


Fundraising



Investments





Nonprofit Overview: Board of Directors

Findings from the Nonprofit Needs Assessment reveal that while many organizations have active and engaged boards, some areas for growth remain:

- **Board Membership:**
 - **46%** of organizations report having fully staffed boards.
 - **44%** have boards but seek to add or replace members.
 - **9%** do not have a board and reported they need help establishing one for their nonprofit.
- **Board and Executive Director Alignment:**
 - **72%** of organizations report alignment between their board and executive director on roles and responsibilities.
 - **21%** report no alignment, and **7%** are unsure.
- **Board Practices:**
 - Mission Monitoring: **49%** of boards actively monitor their roles and responsibilities.
 - Oversight: **60%** of boards provide operational oversight.
 - Conflict of Interest Management: **74%** have clear processes for identifying and addressing conflicts of interest.
 - Meetings and Record Keeping: **93%** of boards consistently hold meetings and maintain meeting records.
- **Strategic Leadership:**
 - **79%** of boards ensure strong leadership, staff relationships, and fulfillment of strategic roles.
- **Financial Oversight:**
 - **79%** of boards are actively involved in reviewing and approving organizational budgets.



Nonprofit Overview: Technology and IT Systems

The organization's technology infrastructure shows both strengths and areas for improvement. While **14%** of respondents reported optimal systems that are regularly reviewed and updated, **45.6%** indicated that systems function but require enhancements, and **19.3%** noted that systems are outdated and prone to breakdowns. Additionally, **21.1%** stated that current systems do not meet basic needs, highlighting the need for modernization.

IT team integration is also limited, with **52.6%** reporting no dedicated IT team or reliance on consumer-level IT services. Only **12.3%** indicated strong IT involvement in strategy and decision-making, while **24.6%** rely on contractors who are not fully integrated.

Cybersecurity is a critical concern, as **49.1%** of respondents reported no plans or policies for digital security, and **21.1%** cited incomplete or partially implemented policies. Only **17.5%** reported comprehensive security measures.

Addressing these gaps in technology systems, IT support, and cybersecurity will be essential to ensuring operational efficiency and organizational resilience.

Nonprofit Overview: Communications

The organization's communications strategy shows varied levels of effectiveness. While **36.84%** report having a strategy that is not tailored to target audiences or updated regularly, **29.82%** have a clearly outlined strategy with targeted messaging, though it is revised infrequently. About **29.82%** indicated a well-defined strategy with regularly updated messages, while **3.51%** noted no formal communication strategy.

In terms of message alignment with organizational goals, **49.12%** feel messages generally support goals, while **24.56%** believe they are highly effective. However, **21.05%** noted misalignment, and **5.26%** felt messages sometimes undermine organizational goals.

Regarding threat detection and response, **24.56%** feel the organization anticipates and addresses threats effectively, while **36.84%** reported insufficient threat anticipation or response. The rest (**38.60%**) indicated mixed effectiveness in detecting and responding to threats.

On equity, accessibility, and inclusion, **42.11%** stated that communications are inclusive and consider power, privilege, diversity, equity, and inclusion (PPDEI). A smaller group (**14.04%**) noted no PPDEI considerations, and **24.56%** mentioned incomplete integration, with **19.30%** expressing a desire to implement these principles.

For communication tools, **52.63%** believe they are appropriate but underutilized, while **21.05%** use outdated tools that are less effective, and **12.28%** report a lack of tools. Only **14.04%** feel their tools are well-designed and optimally used.



NONPROFIT NEEDS FOR GROWTH AND CAPACITY

TOP NEEDS FOR GROWTH

1 Grant Writing/
Administration

2 Fundraising/
Donor
Management

3 Strategic
Planning

TOP BARRIERS TO GROWTH

1 Limited
Unrestricted
Funding

2 Limited/
Inconsistent
Fund
Development

3 Lack of /
Inconsistent
Marketing and
Communications

Through our Nonprofit Needs Assessment, The Hypatia Collaborative identified critical needs and barriers that historically marginalized nonprofit leaders face as they strive for sustainable growth. Among the top needs for growth are grant writing and administration, fundraising and donor management, and strategic planning. These are closely tied to the top barriers to growth, which include limited access to unrestricted funding, inconsistent fund development, and challenges in implementing effective marketing and communications strategies.

The connection between these needs and barriers is clear: without access to flexible funding and reliable revenue streams, organizations struggle to invest in essential activities like grant writing, fundraising, and strategic planning. Similarly, the lack of consistent funding makes it difficult to build and maintain strong marketing and communications efforts, which are essential for visibility and donor engagement.



REFLECTIONS AND FUTURE COMMITMENT

The findings from the Nonprofit Needs Assessment highlight both the strengths and challenges facing historically marginalized nonprofit leaders across St. Petersburg. While many organizations demonstrate strong leadership, governance, and a commitment to their missions, barriers such as limited access to unrestricted funding, underutilized technology, and inconsistent communications strategies persist.

Key insights from this year's assessment include:

- A diverse range of organizations are represented, including both longstanding nonprofits and those founded within the last five years.
- Financial constraints remain a significant challenge, with most organizations operating on budgets of \$50,000 or less.
- Board governance and strategic leadership are strong, yet opportunities exist to support membership growth and role alignment.
- Technology gaps and cybersecurity weaknesses pose risks to operational resilience.
- Communication strategies are underdeveloped or inconsistently applied, particularly in equity, accessibility, and outreach to key audiences.

The Hypatia Collaborative remains committed to addressing these challenges by providing targeted support that empowers nonprofit leaders to overcome systemic barriers, build capacity, and drive meaningful impact in their communities. Moving forward, we will focus on strengthening organizational infrastructure, enhancing resource accessibility, and fostering sustainable growth for the nonprofits we serve.

We are grateful for the trust and collaboration of these leaders and look forward to continuing this critical work together.

2025 NONPROFIT COHORTS

Cohort One

- 1.Keyshawns Korner
- 2.Reach St. Pete
- 3.We Care LF
- 4.Cultured Books
Literacy Foundation
- 5.Rise and Thrive
Foundation
- 6.African American
Heritage Association
- 7.The Modern Griot
- 8.Second Chance
Empowerment
- 9.New Faith Human
Services

Cohort Two

- 1.St. Pete Fight Team
- 2.Museum of
Motherhood
- 3.Rebirth Hospitality
- 4.Placement Works
- 5.Mo Tennis Coaching
- 6.The Deuces Live
- 7.Dominion Helping
Hands

Cohort Three

- 1.Family Center of
Deafness
- 2.Advantage Village
Academy
- 3.Stewards of Our
Urban Lakes
- 4.Girls Rock St. Pete
- 5.The studio @620
- 6.Historic Kenwood
Neighborhood
Association
- 7.Community Tampa
Bay
- 8.Golden Generations
- 9.Justice Over
Everything
- 10.League of Women
Voters St. Pete
- 11.Fifth Ave Church of
Christ
- 12.Pathfinder Outdoor
Education
- 13.All the Worlds Kids
Inc.