



YVCF Nonprofit Organization Survey Results

The Yampa Valley Community Foundation collected survey results from nonprofit organizations serving Routt and/or Moffat counties throughout the month of April 2025. The survey was designed to help us better understand the way federal funding and policy shifts are impacting local nonprofits.

While there is still a significant amount of uncertainty regarding federal funding, we hope that this survey will help increase community awareness about the extent to which local nonprofits rely on federal funding and state funding, and how organizations in the Yampa Valley partner with federal agencies. The survey also provides insights into how federal funding, state funding, and private philanthropy work together to support the work of nonprofits in the region.

To view the survey and questions asked of respondents, visit yvcf.org/npo-survey.

If you have any questions regarding the survey or its findings, please reach out to Camille at camille@yvcf.org or (970) 439-0018.



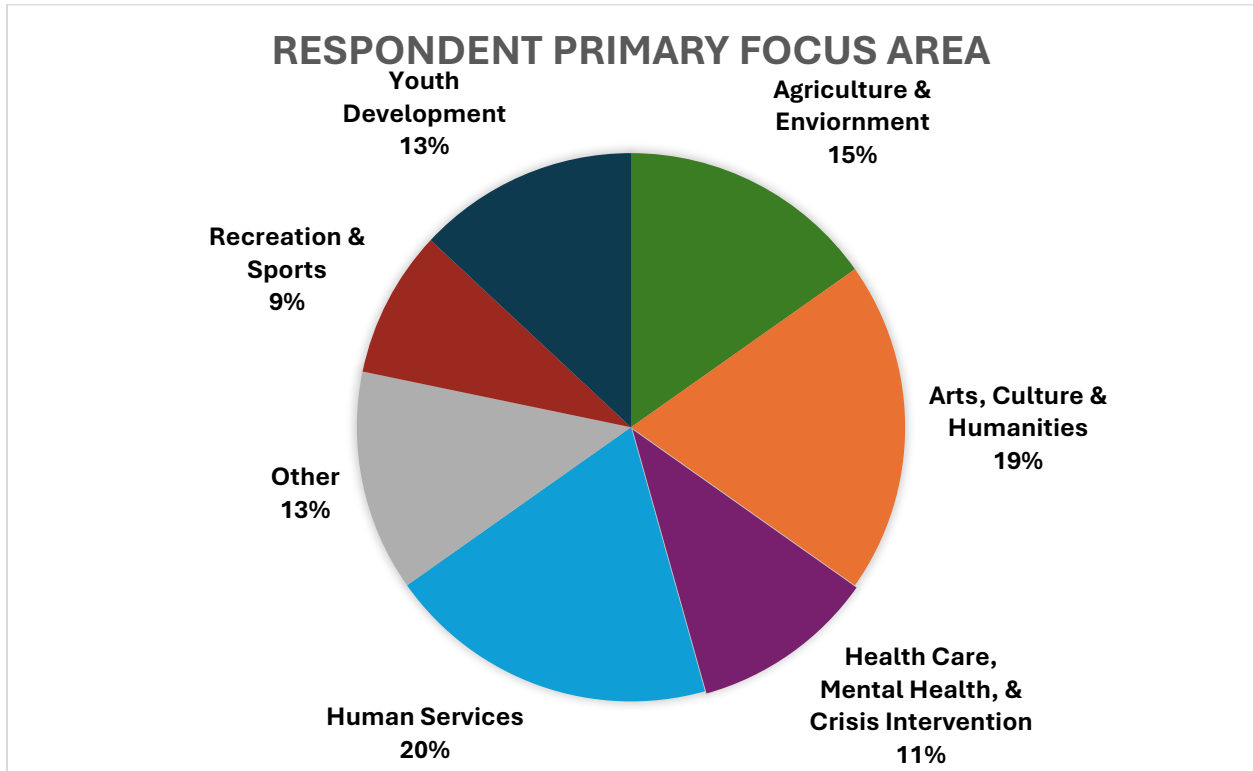
Summary of Survey Findings

- 46 nonprofit organizations responded to the survey. This included 27 nonprofits serving Routt County, 3 serving Moffat County, and 15 serving both Routt & Moffat County. Respondent annual budgets ranged from \$11,000 - \$21,000,000.
- Twelve respondents receive direct federal grants or contracts, and twenty-two organizations receive indirect federal grants and contracts (distributed by state or local government agencies).
- Federal funding primarily supports organizations' programming budgets, although 12 nonprofits receive at least some level of general operating support from federal grants and contracts.
- Ten nonprofit organizations had already experienced interruptions to funding at the time of the survey. The sectors who were most impacted at that point were Agriculture & Environment (4), Human Services (3), and Youth Development (2).
- The loss of federal funds threatens the ability of nonprofits to continue offering their programs. Over one-third of nonprofits said that their nonprofit services would be reduced and another 10 percent said they would cease entirely without federal funding.
- Federal and state funding makes up 45% of the overall budgets of the local nonprofits who responded to the survey. Local funding, private dollars, and other forms of income (such as product sales or membership fees) make up the other 55%.
 - The breakdown of funding is not equal across sectors. The Health Care, Mental Health, and Crisis Response nonprofits as well as Youth Development nonprofits are heavily dependent on federal funding for their programs.
 - Agriculture and Environment nonprofits and Human Services nonprofits report a significant amount of State Funding, which could include indirect federal grants and contracts.
- The majority of nonprofit organizations plan to increase and diversify their fundraising efforts in response to the interruptions to federal funding and uncertainty around future federal funding dollars.
- Both the nonprofits who rely on federal funding and those who historically have not received these grants or contracts expressed concern about the future funding landscape. A number of nonprofits noted that they anticipated increased competition for existing funding sources as federal dollars became unavailable.
- In addition to funding concerns, a number of nonprofits expressed capacity concerns.
 - Some nonprofits noted increased demand for services due to economic uncertainty and rising prices.
 - Other nonprofits mentioned how the gaps left by the reduction in the federal workforce was creating a need for them to expand their own capacity and try to fill these gaps.



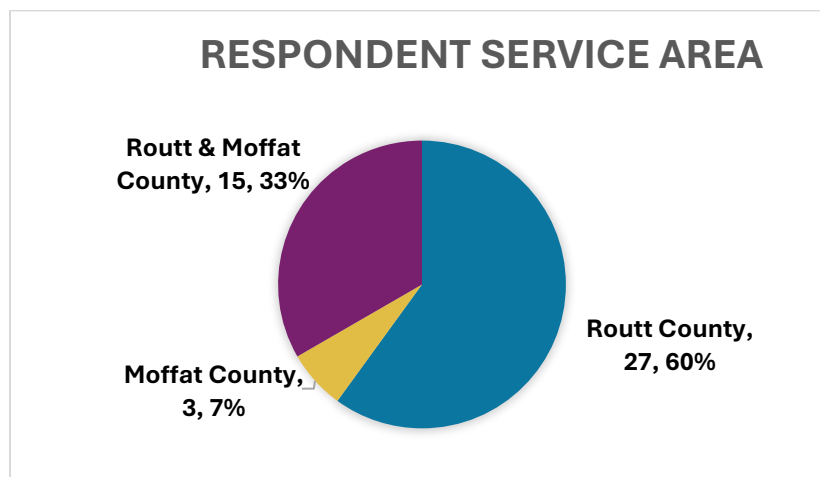
Respondent Overview

46 Responses



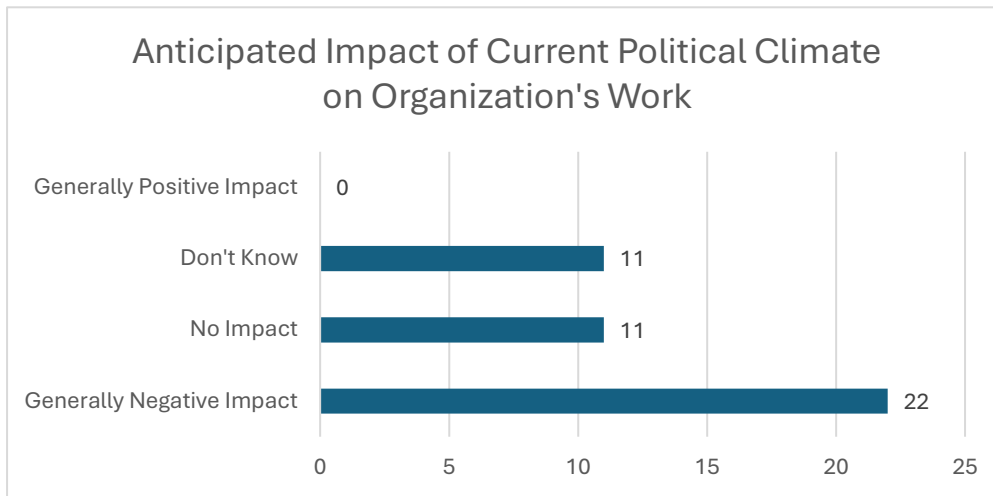
*Other includes education, animal welfare, community building, and economic development.

**Human Services includes human services, poverty alleviation, and search and rescue services.





3. What impact do you anticipate the current political climate will have on your organization's work?



4. What is your nonprofit's total annual operating budget?

| | |
|------------------------------|----|
| =<\$100,000 | 6 |
| \$100,001-\$300,000 | 10 |
| \$300,001-500,000 | 3 |
| \$500,001-\$1,000,000 | 8 |
| >1,000,001 | 18 |

7. What is the dollar amount of federal funds that organizations:

| Received in previous fiscal year | Budgeted for Current Fiscal Year | Now Expect for Current Fiscal Year |
|---|---|---|
| \$7,690,506 | \$10,341,548 | Unknown |

Note: Not all organizations filled out this section

Most organizations who received federal funding last year, also budgeted for it this year. Of those who budgeted for federal funding this year (19), about two thirds (12) expect less funding than budgeted for. One organization reported expecting an increase in funding (note this organization's fiscal year ends on 6/1/25 and they anticipate a reduction in funds for their upcoming fiscal year).



8. Please Indicate the federal agencies or programs from which you currently receive funding (select all that apply)

| Agency | Full Survey Results |
|--|---------------------|
| Other | 11 |
| US Department of Health & Human Services | 9 |
| US Department of Agriculture | 7 |
| US Department of Justice | 2 |
| Federal Emergency Management Agency | 2 |
| National Endowment of the Arts | 2 |
| US Department of Veterans Affairs | 1 |
| National Endowment for the Humanities | 1 |
| US Department of Education | 0 |
| US Department of Housing and Urban Development | 0 |
| US Department of Labor | 0 |
| Environmental Protection Agency | 0 |
| Small Business Administration | 0 |

| Agency | Agriculture & Environment | Arts Culture & Humanities | Human Services | Health Care, Mental Health & Crisis Response | Recreation & Sports | Youth Development |
|--|---------------------------|---------------------------|----------------|--|---------------------|-------------------|
| Other | 3 | 2 | 2 | 1 | 1 | 2 |
| US Department of Health & Human Services | 0 | 0 | 4 | 3 | 0 | 2 |
| US Department of Agriculture | 5 | 0 | 0 | 0 | 1 | 1 |
| US Department of Justice | 0 | 0 | 1 | 0 | 0 | 1 |
| Federal Emergency Management Agency | 0 | 0 | 0 | 0 | 0 | 2 |
| National Endowment of the Arts | 0 | 2 | 0 | 0 | 0 | 0 |
| US Department of Veterans Affairs | 0 | 0 | 0 | 0 | 1 | 0 |
| National Endowment for the Humanities | 0 | 1 | 0 | 0 | 0 | 0 |

Note: Other (including Community Building & Economic Development, Animal Welfare, and Education do not receive any federal funding)

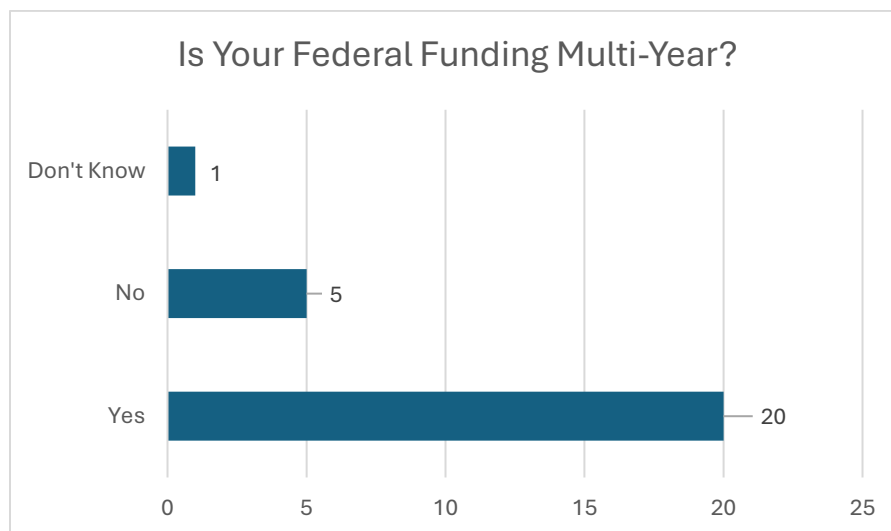


9. What types of federal funding does your organization receive (select all that apply)

| Grant Type | |
|--|----|
| Direct Federal Grants | 9 |
| Direct Federal Contracts | 3 |
| Direct Federal Loans | 0 |
| Indirect Federal Grants (distributed by state/local agencies) | 19 |
| Indirect Federal Contracts (distributed by state/local agencies) | 7 |
| Indirect Federal Loans (distributed by state/local agencies) | 0 |
| Other | 1 |
| None of the Above | 17 |

| Grant Type | Agriculture & Environment | Arts Culture & Humanities | Human Services | Health Care, Mental Health & Crisis Response | Recreation & Sports | Youth Development | Other |
|----------------------------|---------------------------|---------------------------|----------------|--|---------------------|-------------------|-------|
| Direct Federal Grants | 4 | 0 | 0 | 1 | 2 | 2 | 0 |
| Direct Federal Contracts | 2 | 0 | 1 | 0 | 0 | 1 | 0 |
| Indirect Federal Grants | 3 | 4 | 1 | 4 | 0 | 5 | 1 |
| Indirect Federal Contracts | 2 | 0 | 4 | 1 | 0 | 0 | 1 |
| Other | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| None of the Above | 0 | 5 | 4 | 1 | 2 | 1 | 6 |

10. Of the 26 nonprofits who indicated they receive federal funding, 20 said they receive multi-year grants and/or contracts.





11. If you receive federal funding, what percentage goes to general operating, program expenses, or other costs?

25 organizations reported their breakdown of federal funding

| | |
|--------------------------|---|
| General Operating | <ul style="list-style-type: none"> 4 organizations reported that 50-100% of federal funds go to general operating 8 organizations reported that less than 50% of federal funds go to general operating |
| Program Expenses | <ul style="list-style-type: none"> 12 organizations reported that 100% of federal funds go to program expenses 8 organizations reported that 50% or more of federal funds go to program expenses 2 organizations reported that less than 50% of federal funds go to program expenses |
| Other | <ul style="list-style-type: none"> One organization reported 100% of federal funds going to “other”, description sounded like programming. |

12. Have you experienced interruptions to federal funding?

| | Full Survey Results |
|------------|----------------------------|
| Yes | 10 |
| No | 21 |
| Don't Know | 3 |
| N/A | 13 |

| | Agriculture & Environment | Arts, Culture, & Humanities | Human Services | Mental Health & Crisis Response | Recreation & Sports | Youth Development |
|------------|--------------------------------------|--|-----------------------|--|--------------------------------|--------------------------|
| Yes | 4 | 0 | 3 | 0 | 1 | 2 |
| No | 2 | 4 | 2 | 2 | 1 | 3 |
| Don't Know | 0 | 1 | 1 | 2 | 0 | 0 |
| N/A | 1 | 4 | 4 | 1 | 2 | 1 |

13. If you have seen interruptions in federal funding, are these general operating, program funds, or both?

| | Full Survey Results |
|-------------------|----------------------------|
| General Operating | 0 |
| Program Funds | 7 |
| Both | 6 |
| N/A | 32 |

***Note** – several organizations reported they had not seen interruptions in federal funding, but then reported a category of funds interrupted. We are following up with these organizations for clarification.



14. Do you anticipate interruptions to funding?

| | Full Survey Results |
|-------------------------------------|---------------------|
| Yes | 10 |
| No | 5 |
| Don't Know | 14 |
| N/A (don't receive federal funding) | 15 |

| | Agriculture & Environment | Arts, Culture, & Humanities | Human Services | Mental Health & Crisis Response | Recreation & Sports | Youth Development |
|------------|---------------------------|-----------------------------|----------------|---------------------------------|---------------------|-------------------|
| Yes | 3 | 2 | 3 | 2 | 0 | 0 |
| No | 0 | 1 | 1 | 1 | 0 | 1 |
| Don't Know | 3 | 2 | 1 | 1 | 2 | 4 |
| N/A | 1 | 4 | 4 | 1 | 2 | 1 |

***Note:** A few organizations who had seen federal funding interruptions noted they did not know in response to whether to anticipate interruptions to funding. This is likely due to funds being interrupted and reinstated, or uncertainty over whether additional funds would be interrupted.

15. If federal funding were lost or significantly reduced, how likely would the organization be able to continue to provide federally funded services?

| | Full Survey Results | Percent |
|---|---------------------|---------|
| Services would continue at the same level | 12 | 31% |
| Services would continue at a reduced cost/level | 14 | 36% |
| Services would be discontinued | 4 | 10% |
| Unsure | 6 | 15% |
| N/A | 3 | 8% |

For those who were unsure, some elaborated:

- We expect that as many nonprofits are impacted by federal funding cuts, this will weigh more heavily on local donors to help, so that will reduce the total amount of donations for all nonprofits. We expect local donor contributions, a large part of our funding, to reduce.
- We're not sure yet. It depends on how [our partner organizations are] hit. One reduction to them already led to a loss of fresh produce for us, so we'll continue to see what happens. We also don't know if anything will affect our USDA programs.
- Services would continue at the same level for a while, but without other funding to fill in the gap, we would likely have to cut people and/or programs



Below is a summary of the overall breakdown of funding reported by nonprofits in the valley:

| | | |
|---|-------------------------|------------|
| Federal Funding | \$ 19,847,493.18 | 32% |
| State Funding | \$ 7,784,309.80 | 13% |
| Local Funding | \$ 7,894,398.23 | 13% |
| Private Funds | \$ 16,368,018.89 | 26% |
| Other (fees, memberships, sales income, etc) | \$ 10,013,277.30 | 16% |

By Sector:

| | Federal Funding | State Funding | Local Funding | Private Funding | Other |
|---|------------------------|----------------------|----------------------|------------------------|--------------|
| Agriculture & Environment | 9% | 18% | 9% | 26% | 38% |
| Arts, Culture, & Humanities | 0.05% | 0.43% | 68.80% | 7.76% | 22.96% |
| Human Services | 4.54% | 39.43% | 4.71% | 35.16% | 16.16% |
| Health Care, Mental Health & Crisis Response | 58.25% | 8.73% | 7.22% | 4.04% | 21.76% |
| Recreation & Sports | 5.03% | 3.02% | 2.10% | 84.20% | 5.66% |
| Youth Development | 49.26% | 10.38% | 6.17% | 32.44% | 1.75% |
| Other | 0.00% | 3.88% | 13.81% | 77.24% | 5.07% |

Note: Not all respondents provided a breakdown of their budget.

By Budget Size:

| | Federal Funding | State Funding | Local Funding | Private Funding | Other |
|------------------------------|------------------------|----------------------|----------------------|------------------------|---------------|
| =<\$100,000 | 1.04% | 28.47% | 25.29% | 38.47% | 6.74% |
| \$100,001-\$300,000 | 24.98% | 14.66% | 18.05% | 23.32% | 19.00% |
| \$300,001-500,000 | 0.37% | 10.47% | 13.90% | 75.27% | 0.00% |
| \$500,001-\$1,000,000 | 3.01% | 6.77% | 18.26% | 40.92% | 31.04% |
| >1,000,001 | 35.11% | 13.58% | 11.95% | 23.52% | 15.84% |



17. How has your nonprofit adjusted its plans and strategies in response to increasing uncertainty in federal funding, financial uncertainty, and changing federal policy (select all that apply)?

| | Full Survey Results |
|---|----------------------------|
| Expanding fundraising efforts | 28 |
| Diversifying Funding Sources | 25 |
| Securing more private donations | 23 |
| Expanding collaboration with partner organizations | 17 |
| Reducing Operational Costs | 14 |
| Increasing focus on advocacy | 11 |
| Meeting greater demand for services | 9 |
| No change | 8 |
| Revisiting and/or reducing plans for expansion | 7 |
| Increasing reserves/savings | 6 |
| Decreasing size of staff | 4 |
| Increasing size of staff | 3 |
| Changes to organizational policies/programs to comply with new federal orders | 1 |
| Other | 0 |

*The main way nonprofits noted they are responding to the federal funding shifts is through an expansion of fundraising efforts.

18. Any other comments you would like to make regarding adaptation to uncertainty in federal funding and changing federal policies:

HIGHLIGHTED RESPONSES ONLY (Full responses at end of report)

- **Multi-Year Funding Changes:**

- We've re-written our budget to reduce reliance on a 5-year agreement with BLM. We're told that our first-year funding is secure, but subsequent years may not be. So, we're stretching our first-year funding over two fiscal years and hoping to have more insight when the time comes to request our next round.
- We only receive one state grant through CCI which will be impacted by the federal funding but at this time we are still slated to receive our 2nd year of 2-year grant. We also revised our fiscal year this year to be more in line with semester based funding and our own programming- thus our fiscal year this year only represents 9 months instead of 12. We have halted looking at NEA grants for bringing a larger performance to Steamboat and are focusing more on community-based efforts.

- **Diversifying Funding:**

- Arts and culture sectors are typically hit hard during republican led administrations. From what I'm seeing, that is happening at a rapid rate this year and will likely continue for three + more years, leaving arts and culture as an



extremely vulnerable sector. [REDACTED] has reached out to a couple of organizations to help with development initiatives to increase private funding and make sure reserves are available for the coming years.

- We still need to do some scenario planning so some of the above might change. That said, we need to make these changes anyway, so I think we would be pursuing these initiatives regardless. We are trying very hard not to be reactive. Personally, my bigger concern is for our 26-27 fiscal year, when we may be in a place where previous funding opportunities are no longer available (as opposed to losing funds that have already been awarded), so building up our individual and special event fundraising is especially critical in the next year.
- Diversifying revenue streams is another critical strategy. By exploring partnerships with private insurers, local businesses, and community fundraising efforts, [REDACTED] can reduce its dependency on federal funding and coal mine-related tax revenues.

- **Lost Funding:**

- In the past, we have received funding from [REDACTED] (money actually from National Endowment for the Arts), which had funding cycle of 2 years of funding followed by a required sit-out year. We are hoping to apply next year, but if the NEA funding is significantly cut, the [REDACTED] grant program may be reduced or eliminated -- I don't have any information at this time.
- We had hoped to apply for an IMLS federal grant, and that department has been eliminated by the current administration. We were exploring NEH federal grants as well.
- If things keep heading the way they are heading, [REDACTED] will be having to make significant changes. 100% of my clients are in some way paying to participate in our programs with the help of aid. This comes in the form of work programs, medical benefits, and funding to participate in our programs

- **Increasing Costs/Demand for Services:**

- The Federal policies are what will affect us such as rising cost.
- We have to wait and see how changes to basic needs programs will affect our local population, and whether more people will need our services if other services are cut. It's just such an unknown right now. We are training on scenario planning, to help us plan for the unknown.
- In addition to the current changes at the federal level impacting the people we serve directly, [REDACTED] employs immigrants, people of color, women, and LGBTQ folks, all of whom struggle personally with attacks on their identities and right to exist in this country. It's becoming increasingly difficult to not succumb to fear, which adds undue stress to an already overwhelming workload.

- **Increased Competition for Funding**



- As stated above, though we did not receive federal grants last year, and did not plan on it for 2025, we do expect that due to the number of nonprofits that will be drastically affected by the federal funding cuts, local donors will be asked to help. We expect this will reduce the overall donations available to all nonprofits including the museum.
- Even though we are not highly dependent on federal dollars, we have heard that funders are receiving more requests and our typical ask, is in question due to limited funds.
- **Uncertainty:**
 - We are looking carefully at the gaps the shifts in federal funding, contracting freezes, RIF and general policy changes are creating and actively - every day -- examining what we need to be doing as an organization to supply capacity and capability to projects and programs and partnerships to keep things moving forward, as far as projects. The losses of staff and trusted colleagues from our federal partnerships are sobering and simply sad, it is hard to see our partners endure such hardship. We are focusing on local projects that we can continue to move forward this year; the inability to plan for projects for 2026 is very challenging.
 - Projects are on hold until federal partners better understand their capacity for working with regional partners to complete interpretive projects.
 - Adapting to uncertainty in federal funding and changing federal policies is crucial for [REDACTED] to ensure its sustainability and continued service to the community. [REDACTED] must stay informed about new and evolving regulations, budget modifications, and administrative priorities by actively monitoring announcements from government agencies and engaging with federal grant officers. Strengthening internal grant compliance and risk management is essential, including conducting regular internal and external analyses to ensure expenditures align with requirements and maintaining detailed documentation to mitigate risks.
 - Our concern is that with the economic turmoil our donors may reduce or even stop donations. Same with the organizations that support us.

19. Do you regularly work with local branches of federal agencies (USFS, NRCS, Social Security Administration, etc)?

| | Full Survey Results | Agriculture & Environment | Arts, Culture, & Humanities | Human Services | Health care, Mental Health & Crisis Response | Recreation & Sports | Youth Development | Other |
|------------|------------------------------------|---------------------------------|-----------------------------------|-------------------|--|------------------------|----------------------|----------|
| Yes | 15 | 7 | 1 | 3 | 0 | 2 | 1 | 1 |
| No | 30 | 0 | 8 | 8 | 5 | 2 | 5 | 5 |



20. Have you seen any shifts in the capacity of these organizations that will impact your work?

| | Full Survey Results |
|-------------------|----------------------------|
| Yes | 10 |
| No | 20 |
| Don't Know | 14 |

| | Agriculture & Environment | Arts, Culture, & Humanities | Human Services | Health care, Mental Health & Crisis Response | Recreation & Sports | Youth Development | Other |
|-------------------|---------------------------|-----------------------------|----------------|--|---------------------|-------------------|----------|
| Yes | 6 | 1 | 2 | 0 | 1 | 0 | 1 |
| No | 1 | 4 | 3 | 5 | 3 | 3 | 2 |
| Don't Know | 0 | 4 | 4 | 0 | 0 | 3 | 2 |

21. Have you been asked to, or do you anticipate needing to, fill services typically provided by federal agencies?

| | Full Survey Results |
|-------------------|----------------------------|
| Yes | 8 |
| No | 25 |
| Don't Know | 11 |

| | Agriculture & Environment | Arts, Culture, & Humanities | Human Services | Health care, Mental Health & Crisis Response | Recreation & Sports | Youth Development | Other |
|-------------------|---------------------------|-----------------------------|----------------|--|---------------------|-------------------|----------|
| Yes | 3 | 1 | 1 | 1 | 1 | 0 | 1 |
| No | 0 | 7 | 5 | 2 | 3 | 5 | 2 |
| Don't Know | 4 | 1 | 3 | 2 | 0 | 1 | 1 |



HIGHLIGHTED COMMENTS FROM SHORT ANSWER QUESTIONS:

22. Any comments on collaborations with federal agencies?

- Loss of staffing at the NRCS office will impact landowners across the region. These positions were responsible for providing technical resource support, as well as guiding landowners through federal grant and reimbursement processes. Without these positions, landowners in our region will lack the support and resources to assist with critical natural resource management projects and concerns. Likewise, staffing cuts impacting management of our state and federal lands could result in increased conflict between users, reduced support for natural resource stewardship, and an overall reduction in land management and oversight.
- NRCS lost two of three staff; [REDACTED] was asked to help our partners at NRCS conduct the long-term data collection of the snow survey; a colleague at CMC is fulfilling this work and filling this critical gap. The loss of staff also arrests process: permitting, review of NEPA-related procedures, contracting, planning and more. [REDACTED] has brought on additional costs to cover services needed (e.g. botany surveys) in order to move projects forward, and continue to find ways we can find capacity to fill the voids to keep projects moving forward.
- Collaborations with federal agencies are crucial for [REDACTED] to achieve its goals and address the challenges it faces. These partnerships provide essential support in several areas, including funding and grants from agencies like the Health Resources and Services Administration (HRSA), which are vital for [REDACTED] expansion projects and operational costs. By working together, [REDACTED] can engage in policy development and advocacy efforts to influence healthcare policies that support rural health funding and address issues related to Medicaid and Medicare reimbursement rates. Additionally, federal partnerships enhance [REDACTED] organizational capacity through training programs, technical assistance, and resource sharing, ensuring high-quality care for the community. Collaborating with agencies like the Federal Emergency Management Agency (FEMA) also helps [REDACTED] develop robust plans for emergency response and preparedness, ensuring the safety and well-being of the community. Overall, these collaborations are essential for [REDACTED] to navigate the challenges posed by shifting funding needs, evolving organizational capacity requirements, and the economic impact of the coal mine transition, allowing the center to continue providing critical health services to the rural community.
- We have a long collaborative relationship with Dinosaur National Monument and have consistently helped augment staffing with contract work to ensure initiatives such as invasive species management and river science trips can be completed.

23. Do you anticipate any new or changing funding needs in the next year?



- **Direct Funding Cuts:**
 - I received word this morning that our USDA TEFAP program will indeed be affected, and that we should anticipate a reduction in the amount that we can provide through the TEFAP program to our clients.
 - We anticipate reductions in federal agencies that we serve in FY 2026. This will be largely dependent on what the congressional budget looks like after Sept. 30th, 2025.
 - Yes, mostly in our invasive work and funding future projects that may not have federal funding available anymore. This will mean we have to lean heavier on state, local, and individual contributions to fund projects, staffing associated with project initiation, outreach and implementation. Or holding off on planned work entirely.
 - With the end of the ARPA funds, we will have a gap in current funding and need to look at other funding sources.
- **Increased Competition for Funding/Reductions in Private Donations:**
 - I anticipate donations to the arts will be down if the economy remains unstable. That coupled with reduction in federal grants means arts and culture organizations will need to focus more on earned income opportunities, collaborations and outreach.
 - Without federal funding, [REDACTED] will have to seek additional funds from state and local sources. These sources, many of which were already receiving more interest than they could support, will be increasingly competitive making it difficult to complete impactful and expensive water infrastructure projects.
- **Changing Organizational Capacity:**
 - We anticipate monitoring the funding climate and needing to adapt. We had plans to expand and grow, but are focused on program continuity.
 - We might have to change our whole business model depending on what happens with the federal budget.
 - To keep projects moving forward, and in cases where large collaborative grants and project partners are involved, we anticipate needed to increase our cost of projects where possible to fill capacity/services. I continue to strategically consider potential new staff additions, described below, which is counter-weighted by fiscal limitations.
 - Our recovery program is funded by federal grants. If these go away/decrease, we will definitely need to find alternative funding sources. Additionally, our biggest state contract is with the Regional Accountable Entity, Rocky Mountain Health Plans which distributes Medicaid \$. We are uncertain the impact that federal changes and potential state changes will impact our reimbursement.
 - Before federal changes, we had funds lined up to hire a project manager to implement projects with a partner organization, but their project had a large federal grant that was removed and the project could no longer be pursued.
 - We had plans for expansion and increased staff support this year that we have sidelined due to the uncertain nature of funding going forward. We anticipate losing access to many of our federal funds, which would be devastating. We're



still assessing what this impact could look like. There is hope on the horizon for three of our four programs in the form of Colorado's passing of Prop KK, which should substantially fund our victim service work, replacing dwindling federal funds - however, that law is currently being challenged and, as far as we're aware, taxes are not being collected. We don't anticipate access to those funds until at least FY2027. Making up the gap will be a challenge.

- **Increased Demand for Services:**

- We are afraid the needs of our under resourced families will increase.
- Cost of housing and food are driving the household stresses. Funding is strained to help all that request assistance currently. Yes, funding is in need.
- Additionally, the ripple effects of significant economic changes at the federal level—such as inflation, rising unemployment, and increased tariffs—are already affecting the financial stability of many households. When discretionary income declines, animal shelters often see a direct impact: higher intake numbers as families are forced to surrender pets and fewer adoptions as people are less financially able to take on the responsibility of pet ownership. The past two years have demonstrated this trend.

24. Do you anticipate any new or changing organizational capacity needs in the next year?

- **Loss of Staff Capacity:**

- Unfortunately, one of the administration's executive orders is going to cost us one of our best [REDACTED] employees, as she will risk deportation in less than 30 days because her work permit under CHNV will no longer be valid after April 30th. This is a blow to morale, and because we will need to replace her with someone who speaks Spanish, which can be difficult to find.
- [REDACTED] has lost federal funding related to capacity and does not plan to increase its capacity for the foreseeable future.

- **Increased Demand:**

- I am getting calls almost weekly from clients and families that are needing help. Being able to find reliable and consistent staff has been the biggest issue. Being able to make it both affordable to the clients and staff to live in Steamboat has been very difficult.
- We need greater administrative support, but simply can't afford the expense in the current situation. Our [REDACTED] admin team is carrying a heavy load at the moment, working to support our four programs.
- Yes, funding for therapy needs to increase
- Yes, we are experiencing an increase in demand, we are experiencing a need to hire more staff.
- Increased work loads are not sustainable and puts staff in question on their viability of remaining in their current positions. Hiring is expensive and an increase in cost of doing business will have a negative impact on the business structure.



- **Expansion of Roles:**

- [REDACTED] may need to step in to support landowners with some of the services that were previously provided by the NRCS; however, we do not have the staffing capacity to do so at this time.
- I am thinking about the need/opportunity to move forward on hiring a senior-level forest-related position given the vacancies and needs in USFS - this is not funded yet. I am planning to move forward on a role to support government and public affairs - the rapid changes in policy and context, and the many large initiatives that are moving forward, have made [REDACTED] staff realize need for someone who is tracking policy/initiatives and who works to connect our staff to relevant opportunities for influence/direction. This position will also grow [REDACTED] capability and capacity to activate the public -- to provide comments, write letters, engage and influence. This position is not entirely funded.
- Yes, in advocacy, tracking many of the new impactful changes and acting towards protections of the Yampa Watershed. Capacity needs to implement river health projects.
- We anticipate growing our organizational capacity to meet additional needs in our county and surrounding counties
- We are hoping to hire a marketing/development staff member in the next few months, as it is clear that we need more capacity in this area.

25. Please share any additional areas of concern/interest:

- **Indirect Impacts:**

- The 'trickle down' effect worries us.. with rising costs and economic instability on top of the local issues such as the closure of the powerplant and unknown future of the coal mines which employs a number of people in our area affects our donors and could mean less donations from them. Also rising costs of materials to do any renovation work as well as rising utilities is always a concern.
- I expect more indirect impacts through lack funding for programs that we getting funding through than due to direct cuts to our funding.

- **Uncertainty:**

- As mentioned above, my bigger concern is what will NOT be available as of 2026, as far as federal funds are concerned. I am also worried about support from individuals declining given the uncertain economic climate right now, and the potential for folks to prioritize their giving to other causes are that are more affected by funding cuts.
- [REDACTED], is concerned that funds for the Mobile Crisis Response Team that is contracted to [REDACTED] by the State of Colorado will need to adjust to



funding cuts in 2026. That State budget appears set to be solid the rest of this year. the Mobile Crisis Team is supported by federal grants to the State.

- Several areas of concern and interest will impact [REDACTED] operations. The economic impact of the coal mine transition on the local community could affect [REDACTED] funding and patient demographics. Potential changes in federal and state healthcare policies, particularly those affecting Medicaid and Medicare reimbursement rates, could further strain the center's financial stability.

- **Growing Demand versus Shrinking Economic Support:**

- I mention those potential staffing additions above that behoove our work and invariably grow our impact, but I meter this against the real recession and fiscal concern we are facing as a nation, which affects donors and nonprofit financial foundations. Our challenge as nonprofits is how best to leverage our current resources in order to have the greatest impact, at a time when climate work is pivotal and under attack.