

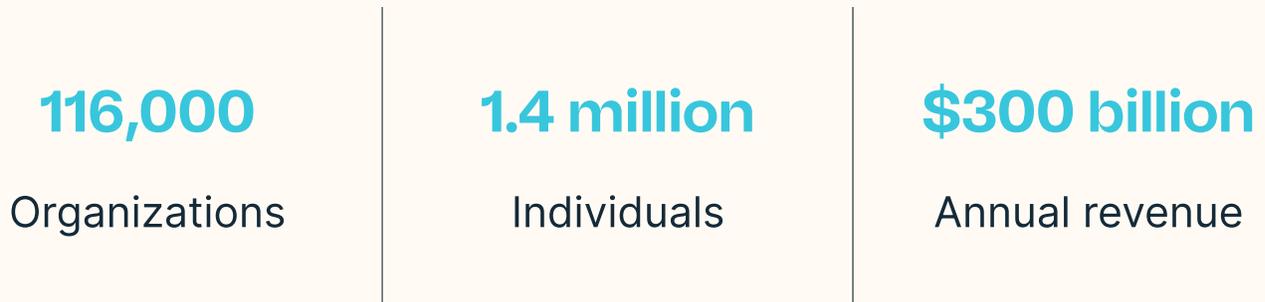
Navigating Growth

Staffing and Donor Development Challenges in New York State's Nonprofit Sector



Executive Summary

New York State's nonprofit sector is a massive economic and social engine, encompassing approximately **116,000 organizations** employing over **1.4 million** individuals and generating an estimated **\$300 billion** in annual revenue.



Dominated by New York City but active statewide, nonprofits address health, education, housing, arts, and human services. However, small to mid-sized organizations face persistent challenges in hiring qualified development staff, adopting modern technology, and maintaining strong donor relationships. This report explores these challenges with insights tailored to New York's nonprofit environment.

Overview of New York State's Nonprofit Ecosystem

116,000

organizations

Scale and Scope

- **116,000** nonprofit organizations
- Supporting **1.4 million** jobs (18% of state employment)
- Generating **\$300 billion** in annual revenue

100

organizations have revenues exceeding

\$100 million

Organizational Size

- **42%** report annual revenues under **\$250,000**
- Over **100 organizations** have revenues above **\$100 million**, mostly major hospitals and universities, accounting for the majority of sector revenue

Significant contributors to the sector's revenue

Sector Distribution

- Health-related nonprofits generate **\$150 billion**
- Educational organizations produce **\$80 billion**
- Human services and public/societal benefit organizations generate **\$70 billion** combined

Hiring and Staffing Challenges

Competitive labor market

Talent Acquisition

- Extreme competition for Development Directors, Major Gifts Officers, and Data Analysts, especially in NYC
- Smaller organizations struggle to match high urban salary expectations

Lack of IT or data staff

Technological Gaps

- Many lack IT or data staff despite scale
- Limited CRM integration in small to mid-sized nonprofits restricts segmentation, personalization, and performance reporting

Donor Development Trends and Challenges

Retention challenge

Donor Engagement

- Small and mid-sized nonprofits struggle to retain and upgrade donors amid competition from large universities and hospital foundations

Government contracts and major funders dependencies

Funding Dependencies

- Human service nonprofits rely heavily on government grants, creating budget vulnerability

Budget Constraints and Operational Limitations

Tight budgets

Resource Allocation

- Tight budgets limit investments in professional development, marketing, and CRM systems
- Staff often wear multiple hats, reducing strategic donor stewardship and acquisition capacity

Affordable training and tech solutions

Capacity Building Initiatives

- Nonprofit New York, New York Council of Nonprofits, and community foundations provide training and affordable tech programs, though adoption varies

Regional Factors Influencing Nonprofit Operations

**Diverse
population**

Demographic Considerations

- Diverse urban and rural populations require culturally competent outreach and program design

**Extreme
income
disparity**

Economic Landscape

- High cost of living, especially in NYC, creates operational and staffing pressures despite large donor pools

Recommendations

Shared staffing models

Collaborative Hiring

- Explore shared staffing models for grant writing, marketing, and data analytics across organizations

Use free or discounted tools

Leveraging Technology

- Access TechSoup, Microsoft Tech for Social Impact, and Google for Nonprofits for affordable software
- Implement CRMs like EveryAction, Bloomerang, or Neon One for donor management and automation

Stewardship strategies

Enhanced Donor Engagement

- Prioritize segmented outreach and personalized stewardship to increase retention and giving

Strategic Recommendations

Outsourcing Fundraising Services



Know When to Outsource



Major gifts strategy, grant writing, campaign development, donor communications, and CRM management are ideal outsourcing functions

Cost Considerations



Hourly rates range \$100–\$250



Projects \$4,000–\$12,000

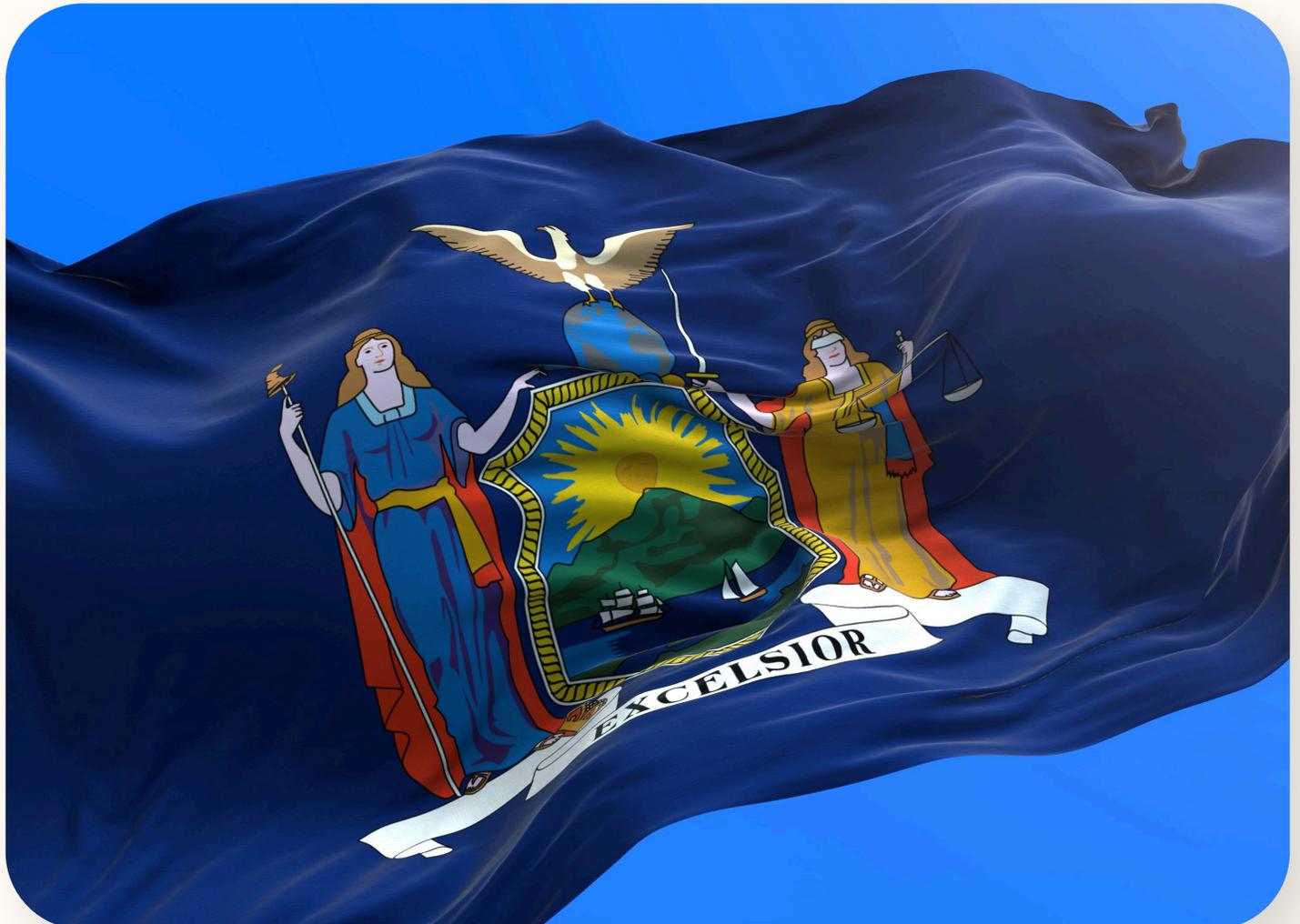


Monthly retainers often yield higher ROI than part-time internal hires

Structure the Relationship for Success



Define deliverables, start with a pilot project, assign an internal liaison, and conduct performance reviews



Conclusion

New York State nonprofits are essential to **economic stability and social progress, yet staffing constraints, donor development challenges, and tech gaps limit growth**. Strategic outsourcing and scalable tech adoption empower leaders to maximize mission impact efficiently.

For full-service fundraising, marketing, and donor growth support

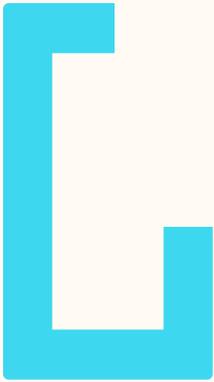


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