

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 strains 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.

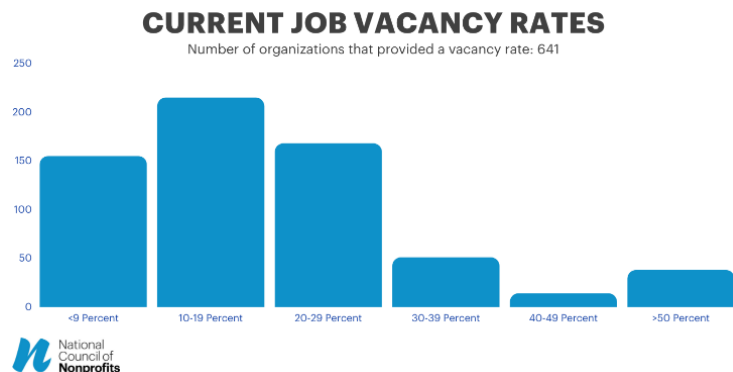
Those results are consistent with other recent reports. The [Nonprofit Trends and Impacts 2021](#) Research Report from the Urban Institute found that 40 percent of organizations reported losses in total revenue for 2020. Smaller nonprofits were under heightened stress. “Forty-two percent of organizations 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,

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

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. Reinstating 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. Reinstating 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.)*

February 14, 2022
Updated March 14, 2022

The Honorable Joseph Biden
President of the United States
The White House
Washington, DC 20500

The Honorable Nancy Pelosi
Speaker
U.S. House of Representatives
Washington, DC 20515

The Honorable Kevin McCarthy
House Republican Leader
U.S. House of Representatives
Washington, DC 20515

The Honorable Chuck Schumer
Senate Majority Leader
U.S. Senate
Washington, DC 20510

The Honorable Mitch McConnell
Senate Republican Leader
U.S. Senate
Washington, DC 20510

[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.

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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.

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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

501 Commons ACCSES	Washington District of Columbia	Alliance of Information and Referral Systems	Virginia
Acupuncturists Without Borders	Oregon	American Alliance of Museums	Virginia
Advocacy & Awareness for Immune Disorders Association (AAIDA)	North Carolina	American Association for Museum Volunteers	District of Columbia
Agudath Israel of America	District of Columbia	American Behcet's Disease Association	Michigan
		American Cleft Palate- Craniofacial Association	North Carolina

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American Heart Association	Texas	Girls Inc.	District of Columbia
American Library Association	Illinois		
American Lung Association	Illinois	Girls on the Run International	North Carolina
American Society on Aging	California		
Americans for the Arts	District of Columbia	Goodwill Industries International, Inc.	Maryland
Americans for the Arts Action Fund	District of Columbia	Greenheart International	Illinois
Association of Fundraising Professionals	Virginia	Habitat for Humanity International	Georgia
Association of Jewish Aging Services	District of Columbia	Healthy Schools Campaign	Illinois
Association of Performing Arts Professionals (APAP)	District of Columbia	Hemophilia Federation of America	District of Columbia
Association of Public Health Laboratories	Maryland	Ibero-American Action League	New York
Association of Zoos and Aquariums	Maryland	Independent Sector	District of Columbia
Boys & Girls Clubs of America	Georgia	InterExchange Inc.	New York
Building Vision	Washington	ISEC International Inc.	North Carolina
Camp Fire National	Missouri	JCC Association of North America	New York
Catholic Charities USA	Virginia	Jewish Federations of North America	Virginia
CenterLink: The Community of LGBT Centers	Florida	KaBOOM!	District of Columbia
CHILDREN ACROSS AMERICA	Massachusetts	Leadership 18	Virginia
CoHousing Association of U.S.	Colorado	League of American Orchestras	New York
Community Anti-Drug Coalitions of America	Virginia	Lutheran Services in America	District of Columbia
Council for Advancement and Support of Education	District of Columbia	March of Dimes	Virginia
Council on Foundations	District of Columbia	Meals on Wheels America	Virginia
Covenant House	Pennsylvania	Mental Health America	Virginia
Dance/USA	District of Columbia	MENTOR	District of Columbia
Discover Life in America	Tennessee	National Alliance on Mental Illness	Virginia
East European Association	Washington	National Association of Charitable Gift Planners	Indiana
Easterseals	District of Columbia	National Association of Free and Charitable Clinics	Virginia
FACES: The National Craniofacial Association	Tennessee	National Center for Frontier Communities (NCFC)	New Mexico
Fanconi Anemia Research Fund	Oregon	National Community Action Partnership	District of Columbia
Feed The Children	Oklahoma	National Council of Nonprofits	District of Columbia
Girl Scouts of the USA	District of Columbia	National Council on Aging (NCOA)	Virginia

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National Health Council	District of Columbia	The Global Foundation for Peroxisomal Disorders	Oklahoma
National Human Services Assembly	District of Columbia	The Nonprofit Alliance	District of Columbia
National Indian Child Welfare Association	Oregon	Turner Syndrome Foundation	New Jersey
National MPS Society	North Carolina	Turner Syndrome Society of the United States	Texas
National Organization of State Associations for Children	Michigan	Union of Orthodox Jewish Congregations of America	New York
Native Ways Federation	Minnesota	United Cerebral Palsy	District of Columbia
Network of Jewish Human Service Agencies	District of Columbia	United Philanthropy Forum	District of Columbia
Nonprofit Finance Fund	New York	United Way Worldwide	Virginia
Nonprofit Leadership Alliance	Kansas	University Aviation Association	Tennessee
OPERA America	New York	VisionServe Alliance	Missouri
RespectAbility	Virginia	Volunteers of America	Virginia
Social Current	District of Columbia	YMCA of the USA	Illinois
Sunrise Day Camps Association	New York	YWCA USA	District of Columbia
Teach For America	New York		

ALABAMA

FAMILY COUNSELING
CENTER OF MOBILE,
INC. (dba Lifelines
Counseling Services)

ALASKA

Alaska Association for Personal
Care Supports
Alaska Village Initiatives
Alaska Wildlife Conservation
Center
American Bald Eagle Foundation
Bread Line, Inc.
Denali Education Center
Fairbanks Arts Association
Girl Scouts of Alaska
Koteff Accounting Group, LLC
Lynn Canal Broadcasting, KHNS
Muse Consulting Ak
No Limits Inc.
St. Vincent de Paul of Juneau
The Foraker Group
Wrangell Mountains Center

ARIZONA

Arizona Citizens for the Arts
Arizona Grantmakers Forum
arcs-span
Campesinos Sin Fronteras
Catholic Community Services –
Yuma AZ
Child & Family Resources, Inc.
Children's Museum of Phoenix
Danzacultura Mexicana
Echoing Hope Ranch
G.E.M. Environmental
Girl Scouts-Arizona Cactus-
Pine Council
Grand Canyon Youth
Heritage Square Foundation
Jewish Family & Children's
Service
Laura's Foundation
Light Ranch Corporation
Lutheran Social Services of the
Southwest
Mesa Martin Luther King Jr
Celebration

Millia Promotional Services
Mt. Graham Safe House
Museum Association of Arizona
New Pathways for Youth
Northwest Valley Connect
One Small Step
One Step Beyond, Inc.
Phoenix Boys Choir
Prescott YMCA of Yavapai
County
Resurrection Street Ministry,
Incorporated
Scottsdale International Film
Festival
Stardust Non-Profit Building
Supplies
Sun Cities 4 Paws Rescue
Transplant Families
Valley Youth Theatre

ARKANSAS

Arkansans for the Arts
Every Soul Matters Ministries
Teen Challenge Adventure
Ranch

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CALIFORNIA

A More Balanced World
Alameda Family Services
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 Pacifica 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 Childremn
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
Lighthouse 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

COLORADO

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.

CONNECTICUT

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

DELAWARE

Catholic Charities, Inc./Diocese
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Harrington Senior Center
Jewish Family Services of
Delaware
Kutz Rehabilitation & Nursing,
Kutz Senior Living Campus
Literacy Delaware
Lodge Lane Assisted Living &
Memory Care, Kutz Senior
Living Campus
Neighborhood House, Inc.
The Freedom Center for
Independence
Wilmington Alliance

DISTRICT OF COLUMBIA

Divine Revelations Ministries, Inc..
(DRMI)
Museum for Black Innovation and
Entrepreneurship

FLORIDA

211 Brevard Inc.
Abundant Life Ministries - Hope
House, Inc.
Aequalis, Inc.
Ann Storck Center
Artists and Writers Group
Born2BeAMan Inc
Bowtie Kids
Brevard Family Partnership
Carters Carter Community
Services
Cathedral Arts Project
Children's Home Society of
Florida
Community Action Stops Abuse
Community Arts Program (CAP)
Community Stepping Stones,
Inc.
Dawning Family Services
Daytona Playhouse Inc
Delray Beach Community Land
Trust
EXPRESSIONS OF LOVE
CARE II
Families First of Palm Beach
County

FilmSlam
Florida Alliance for Community
Solutions, Inc.
Florida Nonprofit Alliance
Girl Scouts of Gateway Council
Girl Scouts of GulfCoast Florida
Girl Scouts of Southeast Florida
Girl Scouts of Tropical Florida
Girl Scouts of West Central
Florida
Graceful Solutions, Inc.
Gulf Coast JFCS
High Point Neighborhood Family
Center
Indian Horizon of Florida, Inc.
Jewish Family & Community
Services
Kathleen Anderson Comp Work
Center DBA Inspire of Central
Florida
Keep Alachua County Beautiful
Les Ailes du Desir Foundation,
Inc.
Making Light Productions, Inc.
Mandel JCC of the Palm Beaches
Marion Cultural Alliance
Meals on Wheels of the Palm
Beaches
Miami Beach JCC
New Horizons of SWFL
Nonprofit Center of Northeast
Florida
Nonprofit Chamber of Palm
Beach County
Pace Center for Girls, Inc.
Pediatric Oncology Support
Team (POST)
Ruth and Norman Rales Jewish
Family Services, Inc.
SOUTH FLORIDA SYMPHONY
ORCHESTRA
Spirit love and kindness for
children families in need Inc.
St. Pete Free Clinic
The Roth Family JCC of Greater
Orlando
The Unicorn Children's
Foundation, Inc.

The Winter Park Playhouse
United Partners for Human
Services
Vero Heritage, Inc
Yoga 4 Change
Young Actors Theatre of
Tallahassee Inc
Zimmermann's Café Chamber
Music

GEORGIA

April's Hope
Aurora Theatre
Boys and Girls Club of America
Elevating Scholars Through
Alumni
Family Counseling Center of
Central Georgia
Foundation for Our Children, Inc.
Girl Scouts of Greater Atlanta
Healthy Foundations
H O P E & F A I T H nonprofit
Inspiritus
Jewish Educational Alliance
The Douglas Brothers
Foundation Incorporated
The Houston County Association
for Exceptional Citizens, Inc.
Woman-2-Woman & Associates

HAWAII'

Hale Opio Kauai Inc.
Hawaii Alliance of Nonprofit
Organizations (HANO)
Hawaii Arts Alliance
Hawaii Care Choices
Hawaii Yoga Institute
Healthy Mothers Healthy Babies
Coalition of Hawaii
Ku'ikahi Mediation Center
La'akea Village
Maika'i Health Corporation
Maui Economic Opportunity, Inc.
Maui Historical Society
Outrigger Duke Kahanamoku
Foundation
P.A.R.E.N.T.S., Inc.
Responsive Caregivers of Hawaii

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The Sugar Museum
What Makes You Feel Beautiful
YMCA of Honolulu

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Advocates Against Family
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Aquarium of Boise
Bingham Crisis Center
Boise Contemporary Theater
Boise Housing Corporation
Caring Hearts and Hands of
Hope
Chrysalis Womens Transitional
Living
Creative Funding and
Conservation Company
Development Workshop Inc.
Ds Connections Northwest
Envision Sight Inc.
Faces of Hope Victim Center
Giraffe Laugh Early Learning
Centers
Good Samaritan League of
America
Habitat for Humanity Idaho Falls
Area
Hayden Senior Center
Higher Ground
Hispanic Resource Center of
Teton Valley
"i have a dream" foundation –
idaho
Idaho Anti-Trafficking Coalition,
Inc.
Idaho Association of Free &
Charitable Clinics
Idaho Black Bear Rehab, Inc.
Idaho Falls Soup Kitchen
Idaho Harm Reduction Project
Idaho Hunger Relief Task Force
Idaho Nonprofit Center
Idaho Safety Crew Corporation
Idahoans for Safe Technology
Foundation, Inc.

Inclusive Idaho
Interlink Volunteer Caregivers
(IVC)
La Posada Inc
Luther Heights Bible Camp
Magicats, Inc.
Music Conservatory of Sandpoint
NewWest Community Capital
Northwest Children's Home
Opportunities Unlimited, Inc.
Orchard Ridge Senior Living
Panhandle Health District –
Senior Companions Program
Preservation Idaho (Idaho
Historic Preservation Council)
Safe Passage
Sandpoint Area Seniors, Inc.
Sawtooth Botanical Garden
Sawtooth Interpretive and
Historical Association
Seniors West of the Tetons
Snake River Alliance
Swiftsure Ranch Therapeutic
Equestrian Center Inc.
The Green Apple Project,
The Hunger Coalition
The Salvation Army Boise
United Way of Idaho Falls &
Bonneville County
United Way of South Central
Idaho
Winter Wildlands Alliance

ILLINOIS

AgeGuide Northeastern IL
Allendale Association
Association for Individual
Development (AID)
Ballet Five Eight NFP
BraveHearts Therapeutic Riding
& Educational Center
Bureau county Senior Citizens
Association
Catholic Charities of the
Archdiocese of Chicago
Children's Home & Aid
Decatur Community Partnership
Designs for Dignity

Forefront (Illinois)
Girl Scouts of Central Illinois
Girl Scouts of Northern Illinois
HandsOn Suburban Chicago
Healthy Schools Campaign
HYDE PARK NEIGHBORHOOD
CLUB
Illinois Collaboration on Youth
Kaleidoscope
Keshet
Lakeside Community Committee
Lawrence Hall
Marillac St. Vincent Family
Services
Mendota Area Senior Services,
Inc.
Mercer County Senior Citizen
Center
Metropolitan Family Services
MYSI
Nexus-Indian Oaks Family
Healing
Of Color Inc.
One Hope United
Senior Services of Central Illinois
Shelter Care
Springfield Area Arts Council
The Center for Youth and Family
Solutions
Top Ladies of Distinction, Inc.
Will County Black Diamond
Chapter
YWCA of the University of Illinois

INDIANA

ARTHUR M GLICK JEWISH
COMMUNITY CENTER
Indiana Youth Institute
Indianapolis Neighborhood
Resource Center (INRC)
Jewish Federation of St.
Joseph Valley
Marion Co. Commission On
Youth, Inc. (MCCOY)
South Shore Dance Alliance Inc.

IOWA

Candeo
National Czech & Slovak

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VTG Assoc.

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Cherry Street Youth Center, Inc.
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EmberHope Inc.
Emporia Senior Center, Inc.
Friends of Johnson County
Library
Jewish Family Services of
Greater Kansas City
Kansas Nonprofit Chamber
Midwest Battle Buddies
Nsembui Foundation
Passageways, Ltd.
Rise Up For Youth Inc.
The Family Conservancy
The Jewish Federation of
Greater Kansas City

KENTUCKY

Barren County Family YMCA, Inc.
Children's Alliance
Emergency Shelter of Northern
Kentucky
Family & Children's Place
Foundation for Appalachian
Kentucky
Franklin County Council on
Aging, Inc.
Franklin County Humane Society
Gateway Regional Arts Center
Green River Regional Rape
Victim Services, Inc.
Growing Together Preschool
Homeless and Housing Coalition
of Kentucky
Kentuckians for the Arts
Kentucky Alliance of YMCAs
Kentucky Nonprofit Network, Inc.
Kentucky-West Virginia Alliance
of YMCAs
Maryhurst
Parks Alliance of Louisville

Prevent Child Abuse Kentucky
Rhema Word Foundation
St. Vincent Mission Inc.
The Beacon of Hope Emergency
Shelter

LOUISIANA

Cane River Children's Services,
Inc.
Easterseals Louisiana
Girl Scouts Louisiana East
Jewish Family Service of Greater
New Orleans
New Orleans Area Habitat for
Humanity
The Center for Literacy &
Learning
VIA LINK, Inc.

MAINE

Alice James Books
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

MARYLAND

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

MASSACHUSETTS

Above the Clouds, Inc.
Ascentria Care Alliance
Berkshire United Way
Brattle Film Foundation
Camp Marshall - Worcester

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Flying Cloud Institute
Girl Scouts of Central and
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JF&CS of Greater Boston
La Alianza Hispana, Inc.
Literacy Network of South
Berkshire
Massachusetts Alliance of
Portuguese Speakers (MAPS)
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

MICHIGAN

A Brighter Way
Artrain, Inc. and Creative
Washtenaw
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

MINNESOTA

Bloomington Theater and Art
Center dba Artistry
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
Northeast Contemporary
Services, Inc.
Our Streets Minneapolis
Partnership Resources, Inc.
Pine Habilitation and Supported
Employment, Inc.
PRISM
PROVISION COMMUNITY

RESTAURANT
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

Catholic Charities Kansas City
St. Joseph
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

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The Roxy Theater
Tri-County FireSafe Working
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United Way of Missoula County

NEBRASKA

Boys Town
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.
Acenda 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)
ArtsNYS
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
Mixteca 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
Hemophilia of North Carolina
Hillsborough Arts Council
Hinton Rural Life Center
Imprints Cares
International House of

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Charlotte
Life Enrichment Center of
Cleveland County, Inc.
Life Experiences
Little Makers Academy
Meals on Wheels of Durham, Inc.
Meals on Wheels Orange
County, NC
Minot Area Homeless Coalition
Mixxer Community Makerspace
Montford Park Players
NC Child
NC Justice Center
NC Stop Human Trafficking
Nevins 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 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
River City Community
Development Corporation
Robin Antoinette's Arts for All
Rockingham County Arts Council
Rufty-Holmes Senior Center
Safety and Health Council of
North Carolina
Sandhills/Moore Coalition for
Human Care
Shepherd's Care Medical Clinic
Single Women With Children
Organization, Inc.
Smart Start of Transylvania
County
Spaulding Monroe Alumni
Association
Special Olympics North Carolina
SportsWorks Int'l Ngo, Inc.
Springwell Network, Inc
StepUp Wilmington
SYBI Cares
The Arc of Union/Cabarrus
The Center for Community
Transitions, Inc.
The Center for Innovative
Thinking, Inc.
The Cindy Platt Boys & Girls
Club of Transylvania County
THE DELSA
The Family Focused Treatment
Association
The Fragile Families Network
The Free Clinics
The Help Center NC
The Hope Center at Pullen
THE MCRAE CENTER INC
The North Carolina Association
for the Gifted and Talented
The North Carolina Coalition
Against Domestic Violence
The Paula Takacs Foundation
for Sarcoma Research
Tri County Industries, Inc
UMAR Services, Inc.

Union Chapel Harvest Ministries
Union County Education
Foundation
United Way of Alamance County
United Way of Lincoln County
United Way of North Carolina
Veterans Healing Farm
Watauga County Arts Council
We Plant it Forward
Wilson County Interfaith
Services dba Hope Station
Women Veterans Support
Services, INC
WYTV7 Community
Broadcasters Network, Inc.
Yokefellow Prison Ministry of
North Carolina
YMCA of Northwest North
Carolina

NORTH DAKOTA

YMCA Alliance of North Dakota

OHIO

Alvis, Inc.
Autism Society of Greater
Akron
Blum Family Foundation
Bridgeway Academy
Charitable Pharmacy of Central
Ohio
Cleveland Chesed Center
Columbus Early Learning Centers
Girl Scouts of North East Ohio
Greater Hilltop Area Shalom
Zone
HelpLine
Human Service Chamber of
Franklin County
hunger network of greater
cleveland
Hunger Network, Cleveland
Jewish Family Services
(Columbus)
Lexington-Bell Community
Center
Ohio Citizens for the Arts
Sisters of St. Francis
South Side Early Learning

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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
Gateway 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 Gateway 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.
Crown Point Country Historical
Society
Crow's Shadow Institute of the
Arts
Cultural Advocacy Coalition of
Oregon
Curry Community Cares
Curry Public Transit Inc.
DanceAbility International
Decision Research
DevNW
Dharmic Business Guild
Dial-A-Bus

Diversability Inc.
Dolphin Players Inc.
Domestic Violence Resource
Center
Eastern Oregon Regional
Theatre
Family Relief Nursery
Florence Habitat for Humanity
Friends of Outdoor School
Friends of the Breitenbush
Cascades
Friends of the Columbia Gorge
Frontier CASA
Frontline Services PDX
Grants Pass Museum of Art
Garten Services, Inc.
Genealogical Forum of Oregon,
Inc.
Geos Institute
Girl Scouts of Oregon and SW
Washington
Glide Revitalization
Growing Gardens
Habitat for Humanity of Lincoln
County
Habitat for Humanity/Rogue
Valley
Head Start of Yamhill County
Hearts for Hospice
Hidaya women's Resource and
Advocacy center
Hillsboro Visual Art Association
HIV Alliance
Humane Society of Central
Oregon
Humble Beginnings
Illinois Valley Watershed Council
In Mulieribus
Jackson County Community
Services Consortium, Inc.
Joyful Transitions PDX
Ka 'Aha Lahui O 'Olekona
Hawaiian Civic Club of
Oregon and SW Washington
Kids Club of Harney County
Kind Tree Productions, Inc.
Kind1z Global
La Pine Senior Activity Center

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Labor's Community Service Agency	Voices for Justice	The Great Basin Society, DBA Malheur Field Station
LGBTQ Community Center Fund, DBA Q Center	Oswego Heritage Council, Inc.	The Marie Equi Institute
Little Engineers Education Foundation (LEEF)	Our Village Gardens	The Toby Fund
Looking Glass Community Services	Pearl Buck Center	Tillamook Early Learning Center
Malheur County Child Development Center (Head Start)	Pendleton Children's Center	Tillamook Estuaries Partnership
Maslow Project	Performance Works NorthWest	Tillamook Serenity Club
Maxville Heritage Interpretive Center	PERIOD, Inc	Tryon Creek Watershed Council
Maybelle Center for Community Development Corporation	Philanthropic Expansion Fund (PEF)	Tualatin Valley Creates
McLoughlin Memorial Association	PHOENIX Rising Transitions	Tucker Maxon School
Metropolitan Family Service	Portland Gay Men's Chorus	Two Rivers Aikikai
Mittleman Jewish Community Center	Portland Refugee Support Group	UCP Oregon
Morrison Child & Family Services	Project Access NOW (PANOW)	Umpqua Homes, Inc.
Mother & Child Education Center	Red is the Road to Wellness (RRW)	Umpqua Watersheds
NeighborWorks Umpqua	ReFIT, Remodeling for Independence Together	United Way Of Lane County
Neurotherapeutic Pediatric Therapies, Inc.	Restore Oregon	United Way of the Columbia-Willamette
New Avenues for Youth	Returning Veterans Project	Warm Springs Community Action Team
Nonprofit Association of Oregon	Rogue Valley Family YMCA	Wildfire Media
NonProfit Goals	ROSE Community Development	Willamette Heritage Center
On-the-Move	Sail2Change	Willamette Humane Society
Northwest Family Services	Salem Keizer Coalition for Equality	Women at the Well Grace House
Northwest Museum of Cartoon Art	Santiam Canyon Long Term Recovery Group	Yamhill-Carlton Together Cares
Old Mill Center for Children and Families Inc.	Saving Grace Imagine Life Without Violence	Young Musicians & Artists
Oregon Alliance of YMCAs	SCRAP Creative Reuse	Young Roots Oregon
Oregon Alliance of Black School Educators	Self Enhancement, Inc.	Zeb's Wish Equine Sanctuary
Oregon Coast Aquarium	Shangri-La	Zenger Farm
Oregon Coast Community Action	Shelter from the Storm	Zimmerman Lehman
Oregon Environmental Council	ShelterCare	PENNSYLVANIA
Oregon Food Bank	Shelton McMurphey Johnson Associates	Alleghenies Unlimited Care Providers
Oregon Robotics Tournament & Outreach Program	Siren Nation, Inc.	ALUCP
Oregon Supported Living Program Arts & Culture	Sisters Science Club	Auberle
Oregon Tradeswomen	Six Rivers Dispute Resolution Center	Bighorn Basin Paleontological Institute
Oregon Unitarian Universalist	Sleep In Heavenly Peace – Eugene OR Chapter	Bucks County Women's Advocacy Coalition
	SOUND START	Compass Community Connections
	SquareOne Villages	Congreso de Latinos Unidos
	Stayton Public Library Foundation	CYWA Community, Youth and Women's Alliance, Inc.
	The Arc of Curry County	DVSD
	The Co-op Family Center	Green Trees Early Learning Center, Inc.
		Hazleton Area Public Library

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JEVS Human Services
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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Foundation
Sols Write House Empowerment Center
Sweet Cheeks Diaper Ministry
Tennessee Alliance for Children and Families
Tennessee Regional Safety Council
The Puppy Up Foundation
The Women's Advocacy Center
Trinity Preparatory Academy
UCAN of Memphis
United Way of Blount County
Volunteer Ministry Center
Worthy Women Ministries LLC
Youth Empowerment through Arts and Humanities (YEAH!)

TEXAS

Alora Farm
Beyond the Grade
Blue Star Inc
Canyon Creek Services
Creative Corner Productions
Evelyn Rubenstein Jewish Community Center
Gemini Ink
Girl Scouts of Northeast Texas
Jewish Family Service of Greater Dallas
Meals on Wheels Collin County Texas
Meals on Wheels Texas
Meals on Wheels Victoria
Nestquest Houston Inc.
Northeast Texas Habitat For Humanity, Inc.
Palestine YMCA
Shalom Austin
The SAFE Alliance
Texans for the Arts
The Shift Foundation
United Way of Amarillo & Canyon
United Ways of Texas
WILLING WORSHIPERS
Youth Villages

UTAH

Gina Bachauer International Piano Foundation
Girl Scouts of Utah
Grow And Multiply Ministry
Intermountain Specialized Abuse Treatment Center
Living With Pride
Memorial House
MOSAIC Inter-Faith Ministries
Neighborhood House Association
Rape Recovery Center of Salt Lake City
Restoring Ancestral Winds, Inc.
The Sammy Center
Utah Cultural Alliance
Utah Nonprofits Association

VERMONT

Meeting Waters YMCA
United Way of Northwest Vermont/Common Good Vermont

VIRGINIA

Augusta Regional Dental Clinic
Bacon Street Youth and Family Services
Bernardine Franciscan Sisters Foundation
Boys & Girls Clubs of the Virginia Peninsula
Center for Nonprofit Excellence
Colonial Virginia Council #595
Boy Scouts of America
Crisis Assistance Response Emergency Shelter (CARES), Inc.
Elk Hill
Fredericksburg Regional Food Bank
Free Clinic of the Twin Counties
Gloucester Housing Partnership
Greater Fredericksburg Habitat for Humanity
Greater Hampton Roads Diaper Bank
Greene Care Clinic
Habitat for Humanity Peninsula

& Greater Williamsburg Health Brigade
Hospice House of Williamsburg
Housing Development Corporation of Hampton Roads
Housing Partnerships, Inc.
IT4Causes
LINK of Hampton Roads Inc.
Lloyd F. Moss Free Clinic
Mel Leaman Free Clinic
Menchville House Ministries
MENTOR Virginia
NATASHA House Inc
NetworkPeninsula
NOVA ScriptsCentral
On the Road Collaborative Pathways-VA, Inc.
Patrick Henry Memorial Foundation
Peake Childhood Center
PENINSULA AGENCY ON AGING INC.
Rappahannock Area YMCA
Rappahannock United Way
ReadyKids
Richmond Metropolitan Habitat for Humanity
Rita Welsh Adult Literacy Program dba Literacy for Life
Roberta Webb Child Care Center
Smart Beginnings Rappahannock Area
Smart Beginnings Virginia Peninsula
Sportable
Stafford Junction, Inc.
The Arc of Harrisonburg and Rockingham
THRIVE Peninsula, Inc.
United Way of Harrisonburg and Rockingham County
United Way of the Virginia Peninsula
VersAbility Resources
YMCA of the Virginia Peninsulas

WASHINGTON

Aha! Childcare & Family Learning

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Center

ASFAPOG - African School of
Family Well-Being, Policy and
Government
Bainbridge Chorale
Catholic Community Services
of Western Washington
Children's Home Society of
Washington
Community in Motion
Emergency Support Shelter
Empowerment 4 Girls
Foundation for International
Understanding Through
Students (FIUTS)
Girl Scouts Eastern WA and
Northern ID
Girl Scouts of Western
Washington
Greater Kent Historical Society
and Puyallup Valley JACL
Homes & Hope Community Land
Trust
Homes First
Hutch Kids Child Care Center
Inspire Washington
Lake Washington Symphony
Orchestra
McRea Consulting and Coaching
Mentor Washington
Mt. Adams Institute
NAMI SOUTHWEST
WASHINGTON
Orcas Center
PAVE
Pierce County Medical Society
SafePlace
Saturday in the Park PRIDE
Seattle Chess Club
Seattle Works
SNAP
St. Michael's Pantry
Sunrise Outreach Center of
Yakima
Team Read
The Children's Museum of Walla
Walla
The Council on Aging & Human

Services

The Health Center
The Northwest Avalanche Center
The Whitman County Food
Coalition
Toppenish Community Chest
Transitions
Tree of Life Sanctuary
Victim Support Services
WA Association for Children and
Families
Washington Nonprofits
Washington West African Center
Wenatchee Valley YMCA
Whatcom Waves
Women & Children's Free
Restaurant & Community
Kitchen
Yakima SDA Food Bank
United Community Center
United Way Manitowoc County
Zillah Food Bank

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

WYOMING

Riot Act, Inc.
Wyoming Nonprofit Network