By Nicolas Palumbo - Published on: Apr 17, 2025
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The Changing Landscape of Nonprofit Work

The Pandemic's Impact

Imagine a nonprofit office in early 2020. Overnight, the traditional workplace was swept away; teams were pushed into home offices, to kitchen tables, and into virtual meeting rooms. The pandemic catapulted nonprofits into the realm of remote work. But, the fact is that remote work in the nonprofit sector was already growing, COVID-19 just accelerated the shift dramatically (57% of nonprofit jobs are now remote). Nonprofits that were once hesitant about virtual conferences and telecommuting suddenly had to pivot their operations *entirely* online. Rapid adaptation proved that work CAN continue even when the staff is dispersed. Organizations quickly learned to rely on video calls instead of conference tables, and digital collaboration instead of hallway chats. The result was a realization that flexibility in where we work can coexist with purpose-driven results.

Increased Flexibility and Reach

Remote work has since unlocked numerous benefits for both nonprofit employees and their organizations. Picture a working parent in a rural area or a skilled professional with mobility challenges. Remote roles mean they can contribute to a cause without relocating or commuting. Eliminating a long commute or having the freedom to structure a workday around family responsibilities can be life-changing for employees. For nonprofits, flexibility gives them broader reach in hiring and services. Many nonprofits now operate with "virtual offices," showing us that with the right attitude and tools, meaningful work can happen from anywhere. Without the constraints of geography, an organization in Oregon can hire the best grant writer in Ohio or engage a volunteer coordinator from Florida. This increased reach boosts morale and productivity. Remote work has also shown it makes employees happier and more satisfied with their jobs, increases employee retention. Plus, it extends the nonprofit's program reach: workshops, mentoring, training, and services can all be delivered via webinars or Zoom to communities far beyond their normal local area. A virtual fundraising event can engage donors from all over the world, not just those who can be there in person. Remote work really has expanded the nonprofit sector's horizon in ways that were previously unimaginable.

REMOTE 19%

43% ON-SITE

38%

HYBRID
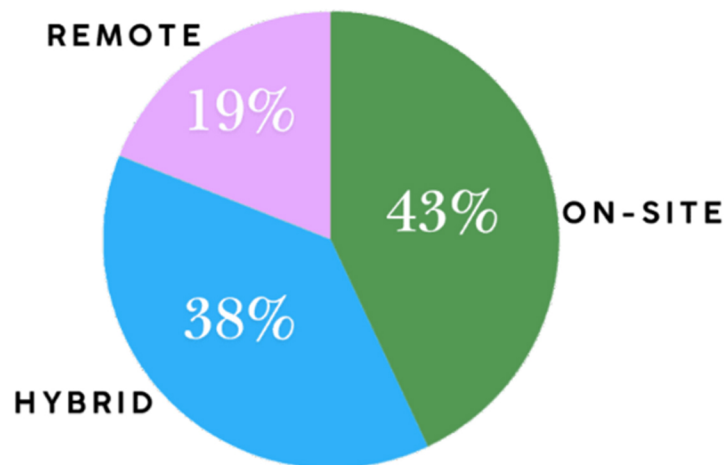
A New Era of Talent

With the 'virtual shift' comes a new era of talent for nonprofits. Remote work opens the door to a much wider selection of skilled professionals than ever before. Instead of being limited to local candidates, nonprofits can find passionate experts, globally. Now, anyone with a genuine passion for making an impact and an internet connection, of course, can apply. There's data to back this up, too. According to Idealist, a 2023 study said 88% of job seekers using location filters are looking for remote roles, specifically. That's a number that's hard NOT to pay attention to. And, remote nonprofit positions receive nine times as many applications as on-site only jobs. Talented professionals are clearly 'voting' with their applications. They are showing a serious preference for workplaces that offer flexibility. For nonprofits themselves, this gives the ability to attract top-tier talent that might have otherwise, been out of reach. Like a development director, who is perfect for the role, but living in a different state or a passionate tech-savvy volunteer willing to contribute from abroad. It also translates to more diverse hiring. Hiring remotely gives nonprofits the opportunity to find people, including those with disabilities or people acting as caregivers at home, who might not be able to work in a traditional office. Diversity enriches remote teams offering varied perspectives and experiences. We are witnessing a transformative democratization of nonprofit employment practices, where mission-driven organizations can hire globally to really boost their impact.

Challenges with Remote Work for Nonprofits

Maintaining Team Cohesion

With all the positivity of remote work, there does come a set of challenges that leaders must skillfully identify and address. One of the most cited "hurdles" is team cohesion. So, "How do we maintain a strong team spirit when everyone is scattered?" New ideas can naturally spark from a casual chat or an "Eureka!" moment during lunch, but with Remote work, on the other hand, the lack of "forced communication" diminishes spontaneous interactions and in-person bonding, which are the glue to a nonprofit's culture. Some nonprofit leaders have found that to foster collaboration and connection in a remote environment, new habits and rituals are needed. One example, some teams start the work week with a virtual coffee chat or a 10-minute "check-in" video call where each member shares something, even just a personal update. Small rituals like this can help to recreate the camaraderie of an office.

Team-building Activities

Virtual team-building activities have also become popular, like online trivia nights supporting the nonprofit's cause or collaborative virtual workshops. As our expert nonprofit consultant put it, "You shouldn't force fun, but you can create opportunities for it." Team members should be encouraged to join video calls even a few minutes early just to chit-chat. Leaders can organize an optional remote yoga session, during work hours, which can spark those organic connections that remote work normally lacks. Leadership plays a critical role here: trust and communication are paramount. Open communication, showing empathy instead of micromanagement, regular check-ins and positive recognition help employees feel seen and valued. It's about being intentional in cultivating culture, scheduling all-hands meetings that celebrate wins, using collaborative tools where everyone can contribute, and even pairing up mentors/mentees remotely to ensure new hires feel the nonprofit's warmth. This way, even though team members might be miles apart, their sense of purpose and unity stays intact.

Technology and Infrastructure

A successful remote nonprofit team doesn't run on good intentions alone, it runs on robust technology and infrastructure. When the shift to remote happened, many organizations quickly realized their tech was either a lifeline or a bottleneck. Reliable video conferencing, project management platforms, cloud-based file sharing, and strong cybersecurity protocols have become the backbone of remote operations. Think of technology as the new office building – it needs to be solid. For nonprofits, investing in digital tools is not a luxury; it's mission-critical. High-speed internet and VPNs ensure that an employee in a rural area can access the donor database as securely as someone at HQ. Collaboration software (like Slack, Microsoft Teams, or project boards) helps keep everyone on the same page, literally. However, adopting technology also means upskilling staff. Digital literacy is now a key skill in the nonprofit workforce. Organizations have learned to provide training sessions on using these tools effectively, from managing Zoom breakout rooms for volunteer orientations to protecting sensitive data with encryption. Additionally, nonprofits must address infrastructure disparities: not every staff member has a quiet home office or the latest laptop. Leading organizations are stepping up by providing stipends or equipment (monitors, headsets, ergonomic chairs) to level the playing field, and by ensuring their remote policies consider things like flexible schedules for those who may share space with family. It's also about clear protocols, setting expectations for response times, meetings etiquette (like when to mute or use video), and data security guidelines. By shoring up the technological foundation and infrastructure, nonprofits enable their remote teams to focus on what truly matters, their mission, rather than wrestling with tech troubles. Robust infrastructure is what turns remote work from a struggle into a sustainable, efficient machine.

56% OF WORKERS SAY FOCUSING ON DEI AT WORK IS A GOOD THING

Diversity, Accessibility and Equity for Remote Workers

One of the most powerful opportunities, and challenges, of remote work is creating an inclusive environment. DEI, in a remote context, means more than just diverse hiring; it means making sure every team member can fully participate and feel a sense of belonging, no matter where they are. On one hand, remote work can be a great equalizer. By removing physical office requirements, remote jobs welcome those who might have been excluded by traditional workplaces, including people with disabilities for whom commuting or office setups were previously a barrier.

"Remote work continues to support disability inclusion by removing physical barriers, providing a flexible and customizable work environment, and boasting a more inclusive workplace culture," as one inclusion advocate noted.

This means a nonprofit can now hire a brilliant program analyst who uses a wheelchair without worrying whether the office building is accessible, because her home office is. It also means an employee with social anxiety might thrive when working remotely in a comfortable environment.

Flexibility goes hand-in-hand with equity

Allowing varied work hours can benefit parents, caregivers, or staff who observe different religious practices. However, equity in remote work isn't automatic. Nonprofits have to actively ensure fairness. This involves steps like providing the same tools and access to information for all staff – no one should be left out of a meeting because a videoconferencing license ran out, for instance. It also means being mindful of time zone differences; rotating meeting times or recording discussions so colleagues in different regions aren't constantly forced to join at 6 AM or 9 PM. Unconscious bias can creep in too; are remote workers being heard as much as in-office staff? Creating routines like rotating who speaks first in virtual meetings or using features (like anonymous Q&A) to get input from quieter voices are solid techniques to test out.

DEIB(elonging)

Creating an inclusive remote culture also means making sure there is an overall sense of belonging. Many nonprofits have launched "virtual watercoolers," online spaces (formerly "chat rooms") where employees can talk about common interests (from book clubs to parenting tips) to replicate the informal community of an office. Additionally, accessibility is crucial: ensuring documents are screen-reader friendly, providing closed captions in webinars, and offering technical support when needed. By addressing these factors, nonprofits can turn remote work into a platform for true equity, where diversity isn't just welcomed, it's lifted up to shine. The remote revolution, if done thoughtfully, can bridge gaps that have existed forever in traditional workplaces.

Impact on Nonprofit Missions

Expanding Impact and Reach

Impact

Remote work hasn't only changed how nonprofits work, it's also transforming whom they can reach. Freed from the tether of physical location, organizations are finding innovative ways to serve wider communities and more beneficiaries than ever before. Consider a nonprofit that offers financial literacy coaching. Pre-remote era, they might have been limited to clients who could visit their city office. Today, that same nonprofit can host a webinar series accessible to anyone with an internet connection, whether they're in big cities or small rural towns. The shift to remote work and virtual programming during the pandemic unveiled an important lesson: geography does not have to limit impact. Nonprofits are increasingly leveraging virtual tools to deliver services – a mental health charity might offer counseling via teletherapy, a workforce development nonprofit might run online resume workshops, and an environmental group can live-stream educational events globally. This means beneficiaries who historically had trouble accessing help, due to distance, disability, or lack of transportation, can now connect with services from home.

Reach

One study noted that organizations able to pivot to virtual events managed to reach more people than ever before by removing physical attendance barriers. Additionally, remote work allows nonprofits to embed staff in the communities they serve without maintaining physical branch offices. An education nonprofit can have team members living in various regions, understanding local needs, and tailor programs accordingly, all coordinated remotely. This hyper-local presence combined with a global coordination is a powerful model for scaling impact. In essence, remote work and online service delivery have widened the funnel of who can benefit from a nonprofit's mission, helping organizations touch lives far beyond their main location.

Boosting Efficiency

The efficiency and sustainability of nonprofit operations is being rapidly reshaped by remote work. Think of a typical nonprofit's budget. A huge chunk usually goes to rent, utilities, office supplies, commuter benefits, and whatnot. Now, with more staff working remotely, overhead costs can be trimmed. Virtual teams mean smaller office spaces or none at all, which translates into savings on rent and utilities. Those savings can be redirected to program services, in other words, more funds for the mission rather than maintenance.

This efficiency doesn't only cover financial aspects. Consider all of the time saved without commuting, staff can reinvest those hours into work (or rest, which improves productivity). Meetings can be shorter and more focused when done online (with the help of digital agendas and recording options). Moving certain processes online (like digital document signing or cloud-based accounting) can seriously streamline workflows and cut down processing time. Less commuters and no office energy use equals a smaller carbon footprint for nonprofits, which takes care of the sustainability side of things. These seemingly small things align with the social responsibility values that many nonprofits champion.

Responsible Sustainability

Remote work has coaxed nonprofits to employ more sustainable practices. Paperless offices to reducing business travel by opting for virtual conferences contribute to these practices. Plus, this all leads to a better work-life balance, which then leads to staff who are less burned out and more efficient while working. Flexible schedules boost employee morale as well. Giving them an hour break, to pick up a child from school or go for a midday run, shows they're recharged, rather than drained when returning. Besides boosting overall employee happiness, productivity, and reducing sick days; higher employee pride resulting in lower turnover.

In terms of sustainability of the workforce, remote arrangements have become a key factor in retention and talent attraction. Staff who might have left due to family relocation or long commutes can stay on the team thanks to remote options, preserving institutional knowledge and reducing expensive turnovers. All these efficiency gains contribute to nonprofits being able to do more with the same resources, a crucial advantage when every dollar and every hour count for the mission.

Empowering Staff and Volunteers

Volunteers

Nonprofit missions aren't achieved by paid staff alone, volunteers and community members are also needed. Remote work has opened new possibilities to empower those vital contributors as well. Imagine a volunteer who is passionate about a cause but lives hundreds of miles away from the nearest chapter of the nonprofit... Previously, that distance might have meant exclusion. Today, virtual volunteering opportunities are widely available. From online mentoring, translation work, graphic design for campaigns, to serving as a crisis hotline responder from one's home, volunteering can happen from anywhere. Major volunteer platforms list thousands of projects that people can contribute to from their home, a library, or anywhere with internet. This expands the volunteer base to include people who couldn't participate before (due to location, health issues, or busy schedules). Nonprofits access a wider array of skills and perspectives, as a result. A charity for policy advocacy could engage a volunteer legal researcher from another state; an arts and entertainment nonprofit could have a remote volunteer designing social media graphics or logos. Volunteers, in turn, feel more connected and valued, because they can contribute meaningfully without uprooting their lives.

9X

REMOTE POSITIONS
RECEIVE 9X MORE
APPLICATIONS THAN
ON-SITE ROLES.

88%

OF JOB SEEKERS USE
LOCATION FILTERS TO
SEARCH FOR REMOTE
POSITIONS

Staff

Staff empowerment has seen a boost too. Outcome-based management (focusing on results rather than hours clocked at a desk) is the new norm, which can be hugely empowering for employees. It them they're trusted to manage their own time and work in the ways they are most productive. And, trust leads to higher job satisfaction and a sense of ownership over their projects. In workplaces like these employees' report feeling more autonomous and stay engaged easier when they're given flexibility, of course, as long as clear goals and accountability are in place. Additionally, nonprofits have started offering professional development in remote-friendly formats: webinars, virtual courses, and e-conferences, helping staff and volunteers continue to grow and feel invested in. A remote volunteer or staff member can attend an online training session that fits their schedule, which keeps them motivated and skilled. There's also a subtle but powerful form of empowerment in remote work: it treats people like whole individuals. In team Zoom calls, we occasionally glimpse each other's lives, a cat wandering on camera or a child saying hello! and while these were once seen as distractions, many nonprofits now embrace them as reminders of our shared humanity. This attitude builds empathy and a culture where personal well-being is valued. Empowered, engaged people, whether employees or volunteers, are the driving force behind any mission. By making work more accessible and life-friendly, remote arrangements have the potential to increase loyalty and passion, energizing staff and volunteers to pour their best efforts into the cause they serve. And when your team and supporters are empowered and motivated, the nonprofit's impact naturally grows.

Future Remote Workplace Trends

The Hybrid Work Model

It's obvious the future of nonprofit work won't be the classic office vs. home. Instead, many organizations are gravitating towards a hybrid work model, the blend of remote and in-person work that captures the best of both worlds. An example would be, a week when a nonprofit's staff comes into the office on Tuesdays and Thursdays for the essential face-to-face stuff, but then works remotely on other days to concentrate or handle individual scheduling needs. This model has been gaining popularity across other sectors too, and many mission-driven organizations see its appeal. Hybrid setups allow for greater flexibility (which employees love) while still keeping the in-person connection that can be crucial for certain missions and team dynamics.

Where Do We Go from Here?

Many nonprofits, as pandemic restrictions eased, faced the question "Do we go back to the office full-time, stay fully remote, or find a middle ground?" And, that middle ground hybrid approach is emerging as the winner. It requires rethinking everything, office space might be redesigned for collaboration areas instead of rows of desks, budgets might shift from commuting stipends to better video conferencing gear, and schedules become more personalized. This change doesn't always come easy though. Coordinating meetings can be a challenge when not everyone is physically present or in the same time zones, making sure remote staff don't feel like second-class participants on hybrid meeting days, and maintaining fairness in who gets to be remote and when. But nonprofits are quickly finding solutions, such as "anchor days" when all staff are present and rotating office schedules to include everyone. Early results seem promising, employee satisfaction and retention rates improve when flexibility is offered, and concerns like burnout or isolation (common in 100% remote setups) can be mitigated by periodic in-person interaction.

An Easy Decision

Hybrid models also help in attracting talent. People who are open to relocating but not for a full 5-day office week find this arrangement enticing, as do locals who enjoy occasional remote days. Crucially for nonprofits, a hybrid model can be a cost-effective benefit to offer in lieu of higher salaries, which is a win for budget-conscious organizations. We can anticipate that hybrid work, with its balance of flexibility and face-time, will become a norm in the sector. It offers a blueprint for the "new normal" nonprofit workplace, one that is adaptable, inclusive, and resilient in the face of change.

Emerging Technologies

Virtual Reality

The rise of technology in the remote workplace is exciting! VR devices are being used increasingly as a new way to make remote team collaboration more immersive and effective. Now we can put on a VR headset and "step into" a virtual meeting room with your colleagues from all around the world. Your avatars can literally sit around a table and can virtually see shared documents or 3D project models floating in that space. It sounds futuristic, but companies are already utilizing these solutions. VR can create immersive 3D environments that mimic real-life interactions, allowing nonprofit teams to get a sense of presence and togetherness that a flat video call can't match. You could have a virtual brainstorming session where participants are sketching on the same virtual whiteboard or taking a potential donor on a tour of a project site through a VR experience that transports them to a refugee camp or a conservation area your nonprofit supports.

Augmented Reality

On the other hand, AR devices can overlay digital information onto our real world, for example, field workers in different locations could wear AR glasses and jointly examine a piece of machinery or a medical device with digital annotations popping up in their view, making remote training or troubleshooting highly interactive. For nonprofits, VR/AR hold promise not just for internal work, but also for mission delivery. Immersive simulations for volunteer training (e.g., a VR experience of what it's like to live on $2 a day to train poverty-fighting advocates) or using AR in education programs can bring lessons to life for students at home. While widespread use of VR and AR in nonprofits is still on the horizon, early adopters are excited.

Application and Enhancement

These tools could reduce the "Zoom fatigue" by making interactions more engaging. They might also democratize experiences, allowing someone with a cheap VR viewer to virtually attend an international conference or site visit they could never travel to in reality. As prices for these technologies drop and user-friendliness improves, we may see a surge in their use. The future might bring virtual offices as the norm, where colleagues "walk" into a digital replica of an office each morning. It might include VR onboarding for new volunteers to experience the nonprofit's mission first-hand. While it won't replace the need for human connection, VR and AR have the potential to enhance remote work, making it feel more human and connected than ever. Nonprofits that stay attuned to these emerging tools will be well-positioned to innovate in how they manage teams and engage supporters.

The Importance of Social Interaction

Communities for Sanity

With all the technology and shifting models, one thing is still timeless, humans are social creatures. Even in remote work, we still crave community. Online communities have taken on the important role of connecting individuals who might otherwise feel isolated in their remote nonprofit work. And, communities come in various forms. Some are internal, like a nonprofit's own Slack channels or Teams chats where "water-cooler talk" has gone digital, you could try #PetsOfTheOffice or #MondayMotivation channels just to keep spirits high.

Social Resource Groups

There are also sector-wide professional groups. For example, nonprofit professionals on remote setups often network through online forums, webinars, and yes, of course professional social platforms. Here, they share tips on everything from managing remote volunteers to fundraising online. These networks function as the new professional associations or lunch-and-learn meetups, except they're accessible 24/7 to anyone anywhere. Remote workers are finding their "people" in these virtual communities, like an education nonprofit worker in Kenya can exchange ideas with one in Canada via an online group focused on e-learning for social good. This cross-pollination of ideas enriches the whole sector and those in it. Plus, online communities also provide peer support. They've become places where remote nonprofit employees can vent about challenges ("My internet went down in the middle of a big donor call, anyone else been through that?") and receive advice or simply camaraderie ("Happened to me last week! Here's what I did…"). These interactions remind remote workers that they're not alone; they're part of a larger movement of people having similar issues and striving for similar goals.

Remote Work by Education Level
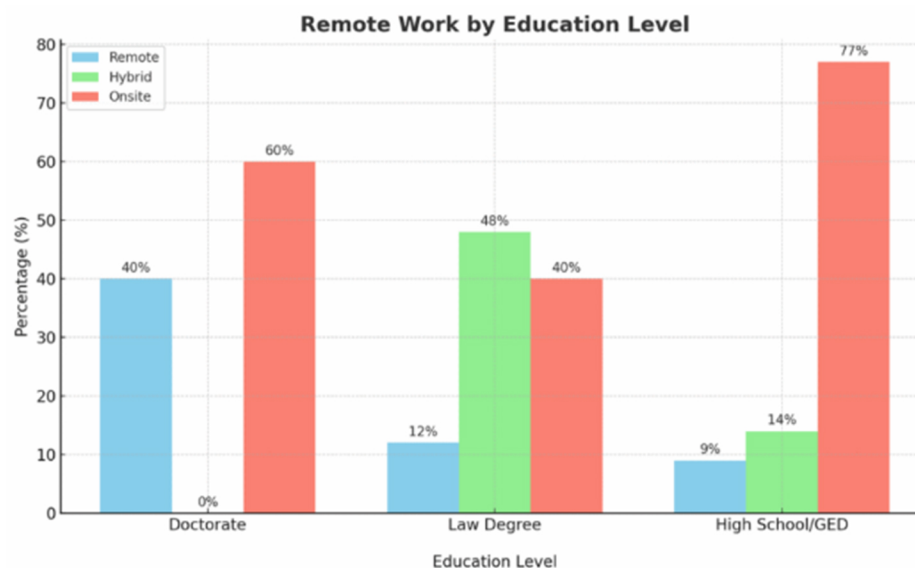
The Impact on Business

For those just starting to transition to remote work, these communities can be lifesavers, offering mentorship and a sense of belonging that might be missed from an office environment. Online volunteer communities, for instance, where volunteers can log their hours, share stories, and motivate each other entirely through a digital platform. Virtual events create a sense of global community around a cause, where participants can break out into small discussion groups online to connect and bond. Nonprofits might need to invest in a dedicated Community Manager to facilitate online engagement among their remote staff and supporters. They'll likely collaborate with other organizations to host joint virtual meetups or learning sessions, strengthening inter-organizational ties. Ultimately, while remote work can physically disperse us, the growth of online communities creates a new kind of borderless and inclusive social norm. This emphasizes that even if we work apart, we're in this together and community, in any form, remains the cornerstone of the nonprofit world.

Shaping the Future of Nonprofits

Hidden Potential

In mission-driven work, where so much feels at stake, change can be scary. Yet, the past few years have shown that nonprofits are capable of incredible adaptability without compromising their core values. Now is the time for organizations big and small to lean into flexibility.

For nonprofit leaders: Consider this an invitation to reimagine what work can look like in your organization. Could that role you've struggled to fill locally be opened to remote candidates from a nationwide database of passionate professionals? Being open to remote and hybrid arrangements signals to your team and the community that your nonprofit is forward-thinking, inclusive, and resilient.

Forward Thinking

Many nonprofits are already planning to keep remote work as a long-term strategy (one report noted that about 69% of nonprofits expect to maintain some form of remote work as a lasting solution), so those who get in early will be ahead of the curve. Don't let this moment of transformation pass your organization by. Instead of reverting to "how we've always done things," use this transition to innovate. Try a new remote volunteer drive, invest in that digital platform you've been eyeing, train your managers in leading virtual teams. Remote work's potential isn't just a workforce decision; it's a strategic move to amplify your mission's impact in the 21st century.

Prioritizing Inclusivity

As the future is shaped with remote work in mind, those in power must make sure that inclusivity is front and center. And, they need to do it right, equitably and accessibly. Leaders must make a commitment to policies that will level the playing field for all employees and volunteers. This could mean investing in things like assistive technologies so that a staff member with a disability has the tools they need at home to be as productive as anyone in the office.

The New Face of DEI

Continuing DEI today is being done in some new formats. Creating spaces for all voices in virtual meetings, being mindful of cultural differences in remote communication, and ensuring remote workers have clear paths to advancement and recognition (so no one feels out of sight, out of mind), are simply the right things to do. Advocate within your organization to normalize these inclusive practices.
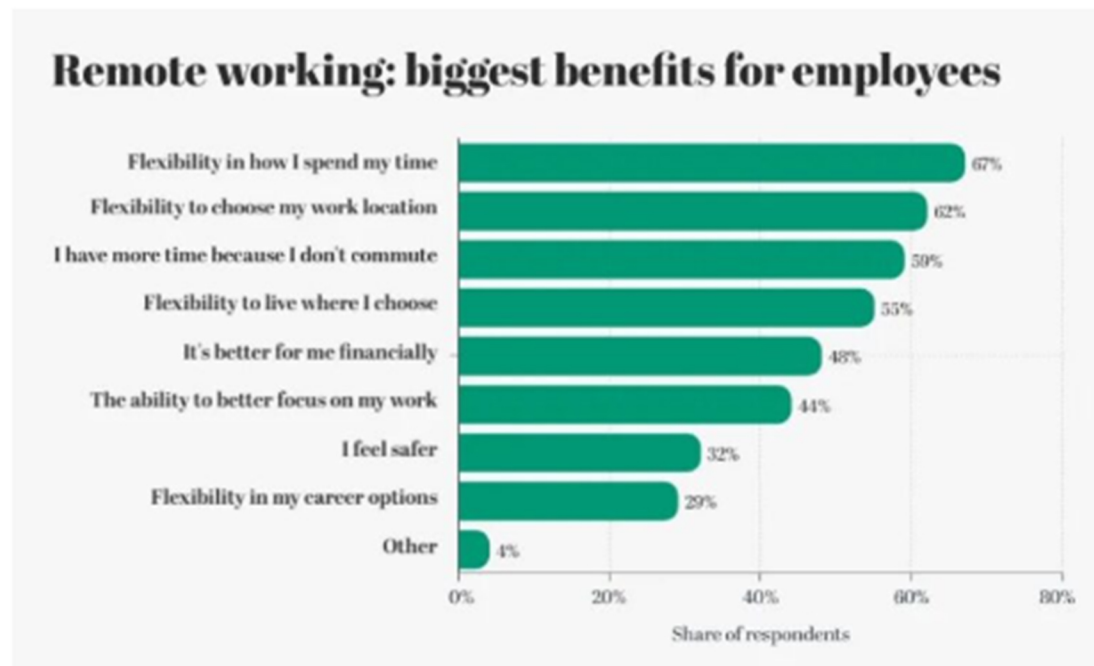
For example: Write or update EEO employment policies to explicitly support flexible schedules for caregivers, or to guarantee that remote staff receive the same professional development opportunities as on-site staff.

Better for Everyone

Prioritizing inclusivity should also include volunteers and beneficiaries. If you're moving programs online, involve community members in the planning to make sure those programs are accessible (do they need multilingual support? Are materials easy to download in areas with low bandwidth?). The beauty of remote work is that it has the potential to include those who have previously been excluded. Again, that won't happen by accident, it will take intentional design. Every nonprofit has the power and responsibility to build a remote work culture that stands for equity. You not only support your team better, but you also set an example in your community: showing that flexibility and inclusivity go hand in hand. This can even positively influence your supporters and partners, inspiring a wider ripple effect of inclusive practices.

Building a Sustainable Future

In an environmental and organizational sense sustainability is now unavoidable. Remote work can be the driving sustainability factor for nonprofits in the future. Organizations should be asking: What investments do we need to make today to thrive tomorrow? One key investment area is technology and security infrastructure that supports remote operations. If your nonprofit hasn't yet, begin allocating budget for a strong and updated IT setup. Like, secure cloud services, better laptops/equipment for staff, collaborative software subscriptions, and cybersecurity training. These tech upgrades are the new infrastructure for your mission. They keep your team working seamlessly through a pandemic, a snowstorm, or any other disruptions. This continuity is vital for sustainability, donors and beneficiaries can trust that your organization is resilient and always "on," regardless of external circumstances.

Remote working: biggest benefits for employees

Benefit	Share of respondents
Flexibility in how I spend my time	67%
Flexibility to choose my work location	62%
I have more time because I don't commute	59%
Flexibility to live where I choose	55%
It's better for me financially	48%
The ability to better focus on my work	44%
I feel safer	32%
Flexibility in my career options	29%
Other	4%

Share of respondents

A Win-Win Situation

Think about how remote work can contribute to the financial sustainability of your nonprofit. With a hybrid or remote model, you might be able to downsize expensive office space or redirect travel budgets into new program development. Some nonprofits are even adopting fully remote, distributed models which significantly cut costs and carbon emissions, as mentioned earlier, benefiting both their budget and the planet. It's a win-win that aligns with the vibe of doing good. Nonprofits should invest in training their current and future leaders in remote management competencies. The next generation of nonprofit CEOs and directors will most likely be managing hybrid teams. Now is the time to give leaders the tools and the know-how to keep teams engaged and effective remotely. Mentorship programs or peer learning circles focused on remote work strategies are particularly helpful.

One Last Look

Encourage an organizational culture that prizes adaptability, continuous learning, and work-life balance, because burnt-out employees can't drive a sustainable impact. In pushing for these changes, everyone from the executive director to entry-level staff has an important role to play. If you're a leader, model the behavior you expect. For instance, take that digital detox vacation (to show it's okay to fully unplug). Or, join a virtual team social (to show that community matters). If you're a team member, don't be afraid to share your experiences and suggestions. Be an advocate for the tools or practices that help you work better remotely.

One thing is clear... invest now in the structures and culture that will carry your nonprofit into the future. By prioritizing inclusiveness in every policy, and laying a sustainable foundation, nonprofits build a stronger and more impactful mission. The world is changing and we need the world of social impact to change with it, for the better.