



**QUICK POLL RESULTS:**

# **THE STATE OF NON-GOVERNMENT ORGANIZATIONS**

PRM CONSULTING GROUP, INC. • 1814 13TH STREET, NW • WASHINGTON, DC 20009

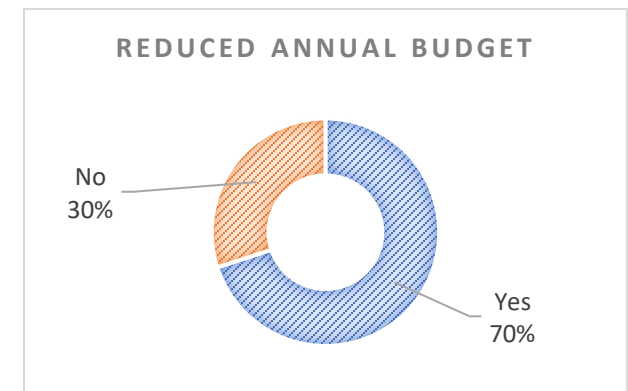
**PRM Consulting Group, Inc.**  
**QUICK POLL RESULTS: State of NGOs**

**October 10, 2025**

PRM Consulting Group, Inc. (PRM) conducted a quick poll of non-government organizations and similar international nonprofits in late September to determine the impact of recent market changes, including the shutdown of USAID, on their organizations. The poll was conducted by email, and a total of 40 organizations responded. Among the respondents, 23 organizations chose to participate anonymously. An alphabetical listing of all other poll respondents is provided on page 4. This report summarizes their poll responses.

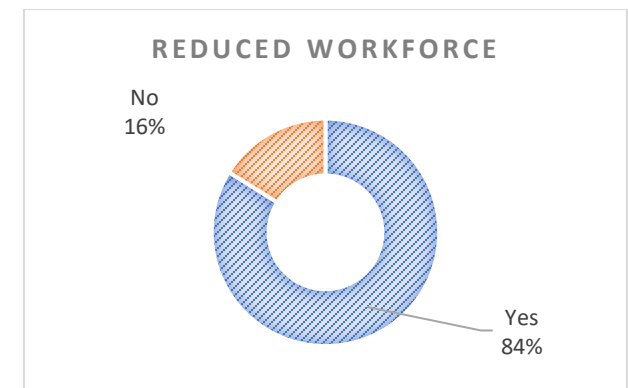
**Q1. Has your organization's annual budget been reduced for the current fiscal year?**

Yes	28	70%
No	12	30%
n= 40		% of Responses



**Q2. Did your organization reduce the size of its employee workforce?**

Yes	26	84%
No	5	16%
n= 31		% of Responses

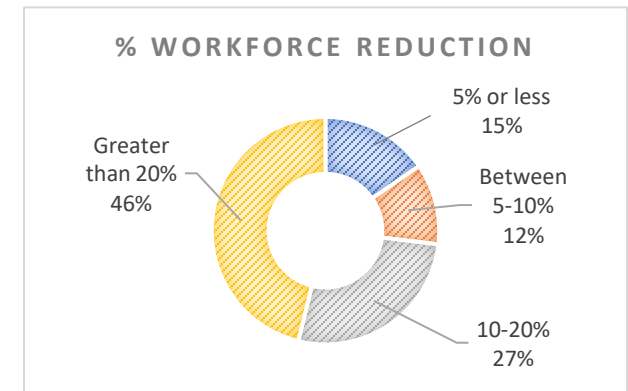


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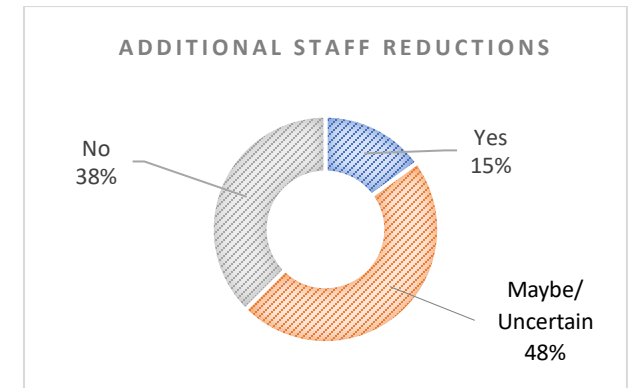
**Q3. If yes, by how much was your workforce reduced? (expressed as % of total employees)**

5% or less	4	15%
Between 5-10%	3	12%
10-20%	7	27%
Greater than 20%	12	46%
n=		26
		% of Responses



**Q4. Do you expect additional staff reductions in calendar year 2026?**

Yes	6	15%
Maybe/Uncertain	19	48%
No	15	38%
n=		40
		% of Responses



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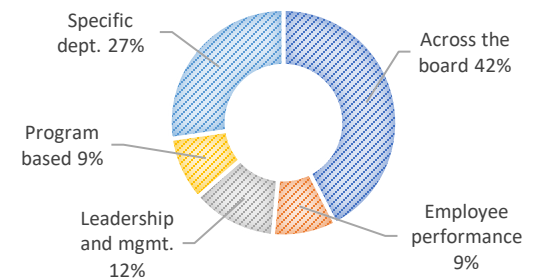
**October 10, 2025**

**Q5. On what basis did your organization carry out the staff reductions?  
 (Select all that apply)**

Across the board	14	42%
Employee performance	3	9%
Leadership and mgmt.	4	12%
Program based	3	9%
Specific dept.	9	27%

n= 33      % of Responses

**STAFF REDUCTION BASIS**

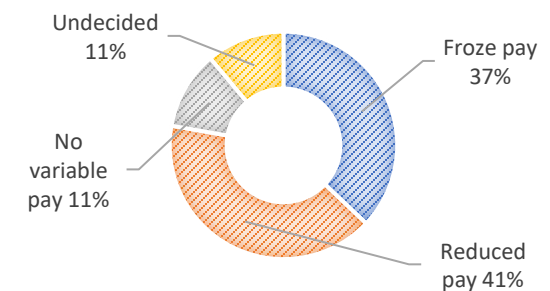


**Q6. What impact, if any, did staff reductions impact executive compensation?**

Froze pay	10	37%
Reduced pay	11	41%
No variable pay	3	11%
Undecided	3	11%

n= 27      % of Responses

**EXECUTIVE COMP. IMPACT**

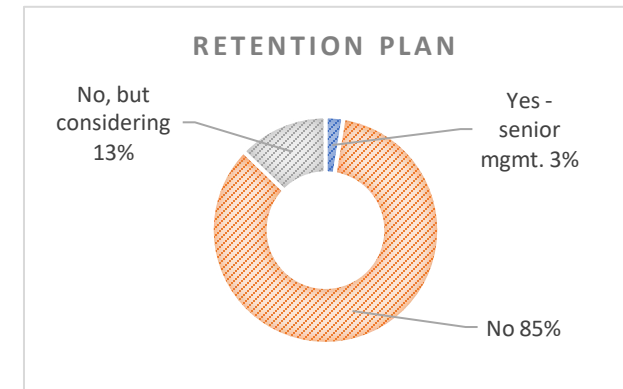


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**Q7. Has your organization implemented any employee retention plans?**

Yes - senior mgmt.	1	3%
No	33	85%
No, but considering	5	13%
n=		39
		% of Responses



**Partial Listing of Poll Respondents**

Ashoka  
Assist International  
BRAC USA  
CARE USA  
Catholic Relief Services  
ChildFund  
Clinton Foundation  
CoreNet Global, Inc.  
Direct Relief

DT Global  
Global Development Incubator  
International Rescue Committee  
TechnoServe  
The Secure Aid Relief Foundation  
UUSC  
Winrock International  
World Connect, Inc.

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**About PRM Consulting Group**

PRM provides a fully integrated complement of people and human resources consulting services to a diverse client base. Our philosophy is to provide consulting services and staff augmentation which places the client's interests first and to deliver the highest possible quality services in helping clients maximize their people resources. We blend our practice area expertise with our industry knowledge to help clients develop the right solutions for their unique challenges. We offer a full range of compensation consulting services, including:

- Expert advice
- Compensation strategy/philosophy development
- Survey design and administration
- Benchmarking and best-practices analysis
- Pay equity
- Program design
- Implementation and communication
- Staff augmentation.

For more information about determining an effective compensation philosophy and pay strategies to address your organization's unique needs and challenges, please contact me.

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