

2025

End of Year Report

Letter from the Executive Director

This year, more than ever, we were faced with a fundamental question:

What does it mean to sustain our focus and enthusiasm in uncertain times—and how does that look in practice?

In a 2025 marked by political shifts, institutional distrust, threats to public access to information, and a complex social climate, we were called to lead with clarity, courage, and collaboration.

And we did. With you. Because of you.

At Filantropía Puerto Rico, our focus was clear:

connect what we know to catalyze what is possible.

This became our compass—from learning communities and data strategies to resource mobilization and the collective design of possible futures.

We know the future isn't predicted — it's designed.

And this year, we leaned into that design:

- We strengthened the Data Observatory as a public tool for equity.
- We built bridges with funders beyond Puerto Rico to expand visibility and investment.
- We listened deeply to our members and adjusted our strategies to meet the moment.
- We created spaces where conversations about fiscal policy, governance, and collaboration felt not only strategic—but essential.
- We dreamed to anchor equity through data and collaboration

We also reaffirmed something fundamental: **data is not just numbers. It's memory, strategy, and possibility.**

We chose to use it not to observe passively, but to act with more clarity and force.

In a year when access to information was under threat, we stood for transparency. When participation became fragmented, we chose to weave connections.

This report captures not only what we accomplished, but what we set into motion:

- The seeds of new philanthropic practices
- The questions we're still holding—but with greater intention
- The tensions we're embracing as part of collective transformation

As you'll see in the following pages, metrics matter—**and** they're not enough.

So we're also sharing stories, reflections, and the behind-the-scenes decisions that shaped our path. Because we believe in a philanthropy rooted in honesty, imagination, and shared action.

Thank you for walking with us through this year of transition, creation, and vision. Thank you for daring to see the future as something we get to co-design. And above all, thank you for reminding us that collective power doesn't just transform — it sustains.

Glenisse Pagan

Our Vision and Strategy

Mission, Vision, and Programmatic Goals

Vision: A Puerto Rico with equal opportunities to participate and prosper available for all.

Mission: Develop philanthropy and strategic social investment in Puerto Rico to promote equity and justice -that develops equal opportunities.

2025 Strategic Framework: Serving + Expanding

Filantropía Puerto Rico supports and balances two programmatic strategies in pursuit of its mission.

- **Serving Philanthropy:** Support philanthropic organizations in adoption of philanthropic practices that advance equity in Puerto Rico. Enable foundations to use their resources effectively.
- **Expanding Philanthropy:** Expand philanthropic resources to advance equity in Puerto Rico. How we support in generating money and other resources for the field/ecosystem.

About Filantropía Puerto Rico (Who We Serve & How We Work)



Impact Highlights

2025 at a Glance (Key Metrics Dashboard)

65%

member organizations report stronger connection or alignment with peers

25%

attendees report gaining practical tools or capacity to apply in their work

65%

members organizations report increased clarity or alignment in their funding strategies as a result of FiPR resources

10%

increase of cross-member collaborations strengthened through FiPR spaces

337

average views per Data Observatory live poll results.

68.8%

value survey participants reported having used Data Observatory resources.

5,700+

total access sessions to the Data Observatory for social impact data were recorded.

6

member organizations used the Data Observatory to support decision-making and strategic planning.

2

labor-compliance trainings delivered.

135

nonprofit organizations participated in the live polls.

100%

compliance with applicable labor legislation.

100%

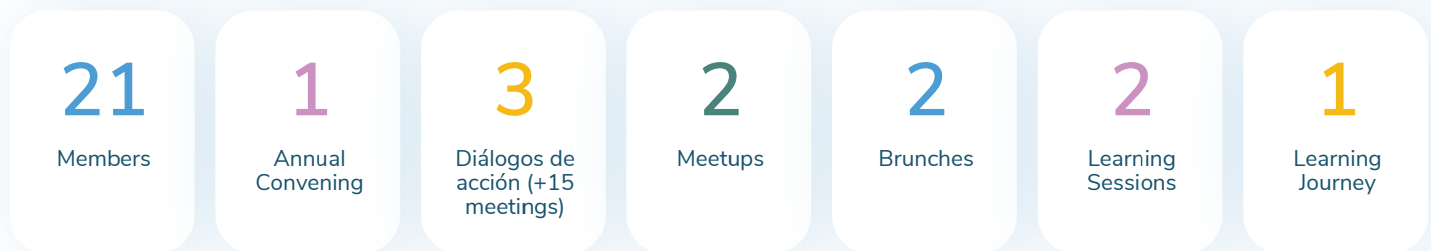
compliance with 2024 audit, tax return forms and accounting required reports.

5

skills trainings completed by staff aligned with our capacity building and professional development practices.

Goal #1: Serving Philanthropy

Member Engagement: Convenings, Trainings, Peer Networks



2025 tested the philanthropic sector’s agility and depth. New leadership across government, shifts in policy, and resource uncertainty demanded that foundations not only respond — but evolve. Throughout the year, **Filantropía Puerto Rico stood firmly in our role as a philanthropy serving organization**, helping members translate complexity into strategy, and vision into action.

As part of our commitment to **build deeper and more meaningful connections**, we created intentional spaces for peer learning, reflection, and alignment — from **Members Meetups and Members Brunch**. These gatherings did more than convene — they **sustained a collective space for sensemaking, solidarity, and systems-level insight**.

In parallel, we invested in **building the collective capacity of our members**, sharing new tools, frameworks, and data to accelerate exploring innovative philanthropic practices. Whether through our **Learning Journey, Learning Sessions** and Data Observatory, members gained the strategic knowledge and skills to navigate change with clarity and purpose.

And through it all, we worked to **strengthen the philanthropic infrastructure** —with our Action Dialogues we connect members to aligned resources, supporting collaborative funding strategies, and building the internal capabilities needed to move from intention to impact.

This arc culminated in our **2025 Annual Convening, Connecting Knowledge, Catalyzing Change** — a two-day experience that asked us to look boldly into the future. Through horizon scanning, scenario building, and systems mapping, our community imagined the Puerto Rico we want to co-create by 2050 — and identified the building blocks that can begin shaping that future now. The convening reminded us: **data becomes power when it is collective; and the future becomes possible when it is designed together**.

As we close this year, we do so with renewed clarity: Our work is not just to respond to need — it is to **reimagine the architecture of philanthropy**. And with our members at the heart of this transformation, we are ready to carry this shared vision into 2026 and beyond.

Goal #2: Expanding Philanthropy

9

Live Polls

1

FiPi AI Data
Bestie

1

Juntilla Meeting

2

Trainings

1

Platform

10

Data Reports

Raising awareness

We continued strengthening how data is gathered, analyzed, and shared to increase visibility and awareness into the social sector's realities, needs, and opportunities. This work focused on developing platforms and tools that translate information into practical insight, supporting equitable decision-making, effective philanthropic investment, and informed collective action in Puerto Rico.

This approach culminated in a major milestone with the launch of the [Data Observatory for the Social Impact](#), a platform designed to provide open access to reliable data that support equitable decision-making, effective philanthropic investment, and informed collective action. Since its launch, the Observatory has been visited more than **5,700** times - demonstrating the sector's demand for accessible and reliable data to guide decisions and strategies.

To measure the platform impact, we conducted a sector-wide survey to better understand how organizations are using the resources within the Observatory. **68.8%** of participants indicated they have used Data Observatory resources, citing the platform's value for decision-making, program design, proposal development, and overall understanding of the sector's evolving context.

5,700

Since its launch, the Observatory has been visited more than **5,700** times

68.8%

68.8% of participants indicated they have used Data Observatory resources

Participants shared comments such as:

“Los datos me dieron un panorama general del tercer sector...”

“Utilicé los datos para el diseño de programas y actividades de concienciación.”

“El Observatorio nos ha ayudado a entender los retos actuales... especialmente en el área de sostenibilidad.”

“Nos da información para documentar y sustentar planes, llenar propuestas. Es excelente herramienta de trabajo.”

“He utilizado algunos datos para la justificación al escribir una propuesta.”

Building on this work, we delivered hands-on trainings focused on the practical use of the Data Observatory for social impact. Organizations interacted directly with the platform, explored real use cases, and asked questions related to accessing, interpreting, and applying data in their work. These sessions surfaced common data needs and challenges, informing ongoing improvements while strengthening confidence in using the Observatory as a strategic resource.

Throughout the year, our **live data polls** served as a real-time radiography of the social sector, capturing emerging issues, needs, and opportunities during a year marked by federal policy shifts and new operational challenges.

We conducted nine **(9) polls** with an average participation of **37 organizations per survey**, providing timely insights that have supported organizations in assessing their internal strategies and funders in informing their collaborative and investment decisions.

Poll results were accessed an average of **337 times**, demonstrating the value of agile, rapid-response data that reflects the sector’s current pulse.


9

Polls


37

Organizations per survey on average

The polls conducted during 2025 included:



Efecto de Congelación de Fondos Federales para las OSFL



Efecto de Congelación de Fondos Federales

March 18, 2025



Avalúo y Plan de Acción ante el el Actual Contexto Político y Financiero



Avalúo y Plan de Acción ante el Actual Contexto Político y Financiero

April 23, 2025



Explora los resultados

[Sondeo] Fase 2: Efecto de Congelación de Fondos Federales en las OSFL



Fase 2: Efecto de Congelación de Fondos Federales para las OSFL

May 20, 2025



Uso de Fondos de Reserva en las OSFL



Explora los resultados

Uso de Fondos de Reserva en las OSFL

June 2, 2025



Impacto Laboral en el Sector Social: Retención y Ajustes de Empleos



Explora los resultados

Impacto Laboral en el Sector Social: Retención y Ajustes de Empleos

July 14, 2025



¿Qué apoyo operativo necesita tu organización sin fines de lucro?



Explora los resultados

¿Qué apoyo operativo necesita tu organización sin fines de lucro?

August 26, 2025



Medición de Progreso en el Sector Social



Explora los resultados

Medición de Progreso en el Sector Social

October 6, 2025



Servicios Pro Bono y En Especie en el Sector Social



Servicios Pro Bono y en Especie en el Sector Social

November 19, 2025



Impacto de la Disponibilidad de Fondos Federales en el Sector Social



Impacto de la Disponibilidad de Fondos Federales en el Sector Social

December 24, 2025

To complement this work, we convened a junta meeting with participants from our live polls to listen directly to their experience engaging with the polls and using the Data Observatory. We listened to what participants found most useful and what information and tools would better support their work. This listening process generated practical insights that informed both ongoing platform improvements and future data priorities.

The [Collective Intelligence Hub](#) and [Puerto Rico Social Indicators](#) continued expanding and amplifying access to sector generated- knowledge and contextual data about issues affecting Puerto Rico.

213

Resources

The Collective Intelligence Hub grew to **213 resources**, including research, data, and tools generated by the social sector. This expansion deepens and strengthens our shared understanding of the sector's strengths and provides accessible evidence for nonprofit organizations and funders.

135

Indicators

Puerto Rico Social Indicators updated and added new indicators, reaching a total of **135 indicators** that support contextual social analysis, strategy development, and impact measurement.

This year we also published the [Active Donor Entities Report 2024](#), with participation from **96 nonprofit organizations**, offering a comprehensive landscape of philanthropic, governmental, and corporate donors advancing social change projects in Puerto Rico.

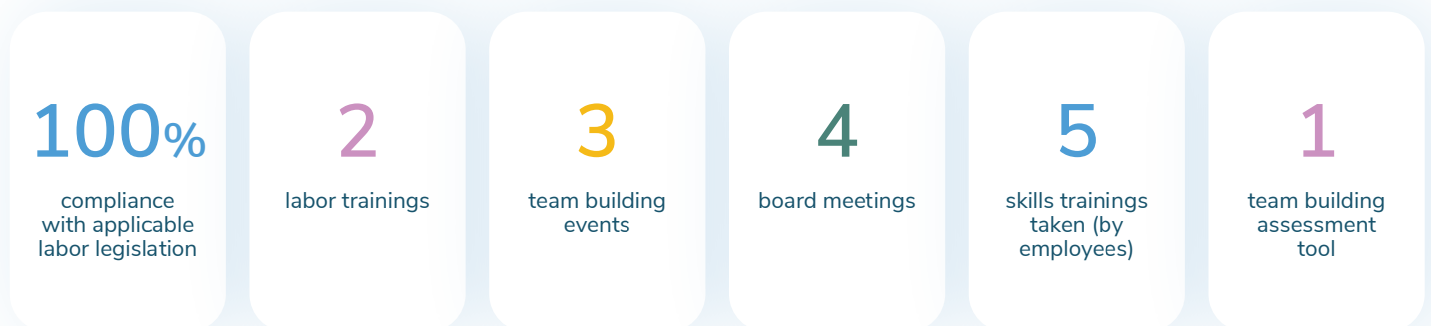
As we close 2025, and look toward 2026, we continue working hard on the development of the **next generation of the Data Observatory for Social Impact**, informed by a year-long process of ideation sessions, feedback, and ecosystem-level reflection. This renewed experience will strengthen how the sector accesses and interacts with data.

With this next step, we reaffirm our long-term commitment to strengthening Puerto Rico's data infrastructure and ensuring that knowledge continues to serve as a **catalyst for action**, collaboration, and systemic change.

Goal #3: Joyful + Sustainable Operations

Throughout 2025, the Operations and Finance area at Filantropía Puerto Rico played a central role in strengthening organizational transparency by reinforcing compliance, accountability, and people-centered practices. Key efforts focused on ensuring full compliance with applicable labor legislation, while simultaneously cultivating a safe, ethical, and purpose-driven work environment aligned with sector best practices.

Key highlights:



This year, we implemented two strategic training initiatives that strengthened both compliance and organizational culture. The annual mandatory training on workplace harassment, sexual harassment, and domestic violence was delivered to our staff and extended to our broader membership across Puerto Rico, reinforcing our commitment to dignity, safety, and wellbeing. Additionally, our internal team participated in a specialized Anti-Bias & Cultural Competency workshop, deepening awareness of conscious and unconscious bias and strengthening the team's capacity to make more inclusive, equitable, and values-aligned decisions.

Complementing these efforts, we completed our annual performance evaluation cycle, revisited [Gallup strengths](#), and integrated continuous feedback mechanisms that allow us to monitor wellbeing, engagement, and professional growth. These processes reinforce a core transparency principle: understanding how individual contributions connect to institutional KPIs and mission outcomes. Together, these actions reflect a year of internal growth, institutional clarity, and shared responsibility positioning the organization to enter 2026 with clear goals, defined strategies, and a renewed conviction that transparency is fundamental to sustainable impact.

Learning & Listening

At Filantropía Puerto Rico, we don't just collect data — **we listen through it.**

Throughout 2025, we engaged members, nonprofit allies, and sector leaders to better understand what's working, what needs shifting, and where the philanthropic field in Puerto Rico is being called to grow.

From the [Membership Value Survey](#) to direct dialogues with members and nonprofits and [sector wide feedback](#) loops, three insights rose to the top:

1. Information without context breeds distance

What we learned was clear:

When we center our information-sharing on relationship-building, we create stronger partnerships—faster.

Because data, at its best, is not just numbers. It's accountability. And when made collectively, it becomes a shared compass.

2. The nonprofit sector wants deeper visibility and voice

Organizations asked FiPR to use its platform to amplify sector stories, highlight community-led solutions, and advocate for sustained support—not just one-time grants.

“What we need most isn't just more money—it's a new way of being in relationship with grassroots organizations.”

3. Trust is built when feedback leads to real change

This year, your feedback led us to:

- Reimagine our member events to prioritize **collaboration over content**
- Simplify access to Observatory tools
- Expand our role as **connector across sectors**, not just within philanthropy

When you speak, we act. Because listening isn't passive — it's a commitment.

Looking Ahead

In 2026, we will deepen our listening and co-create new norms for how data is shared, interpreted, and acted upon in the sector.

We're exploring:

- **Strengthening infrastructure** that allows impactful growth in the sector via de Data observatory
- **Community Data Circles** that blend stories with stats
- **New partnerships with grassroots organizations** to reimagine the Observatory as a space for shared authorship
- **Evolving the Field: New Tools, Services, and Challenges**
- **Support issue-based coalitions** in advocacy efforts - stay tuned for our issue-based landscapes in the data observatory

We invite you to stay in the conversation. To not just receive insights—but shape them. Because data only becomes wisdom when it's shared.

A Call for Collective Action - News from 2050?

During our Annual Convening, we gathered each conversation, discussion and post-it that we had- feed it into Ai to create "**News from 2050 Press Release**" we share it here with you, enjoy!

