

Saxton Bampfylde

Social Impact Leadership Confidence Index 2025

Saxton Bampfylde surveyed CEOs and Chairs of Social Impact organisations to gauge their confidence on key issues facing the sector.

We are very grateful for the participation of 76 current CEOs and Chairs, whose confidence is captured across a series of key topics, including fundraising & partnerships, impact, and leadership performance.





Headlines

- The results indicate that despite the funding challenges facing the sector, there is a very high degree of confidence on the resilience of impactful delivery.
- The two topics where the respondents were the most confident, were “The Executive Leadership Team is capable of managing change and uncertainty”; and “Our staff is motivated and engaged”.
- By far the lowest confidence is in the political environment, with respondents indicating very low confidence in the long-term public sector government funding.

CEO & Chair alignment

The greatest disparity between the responses of CEO and Chairs came on “Our organisation has the resources we need to deliver on our mission”, where Chairs were on average confident, while CEOs were in the middle. On virtually all topics, there was strong alignment between CEOs and their Board Chairs.

Resilient delivery for impact

The surveyed CEOs and Chairs were highly confident on the resilience of the impact of their organisations, particularly on the topic “Our mission is reflected in a strategy which is deliverable in the medium term”.

Talent pipeline

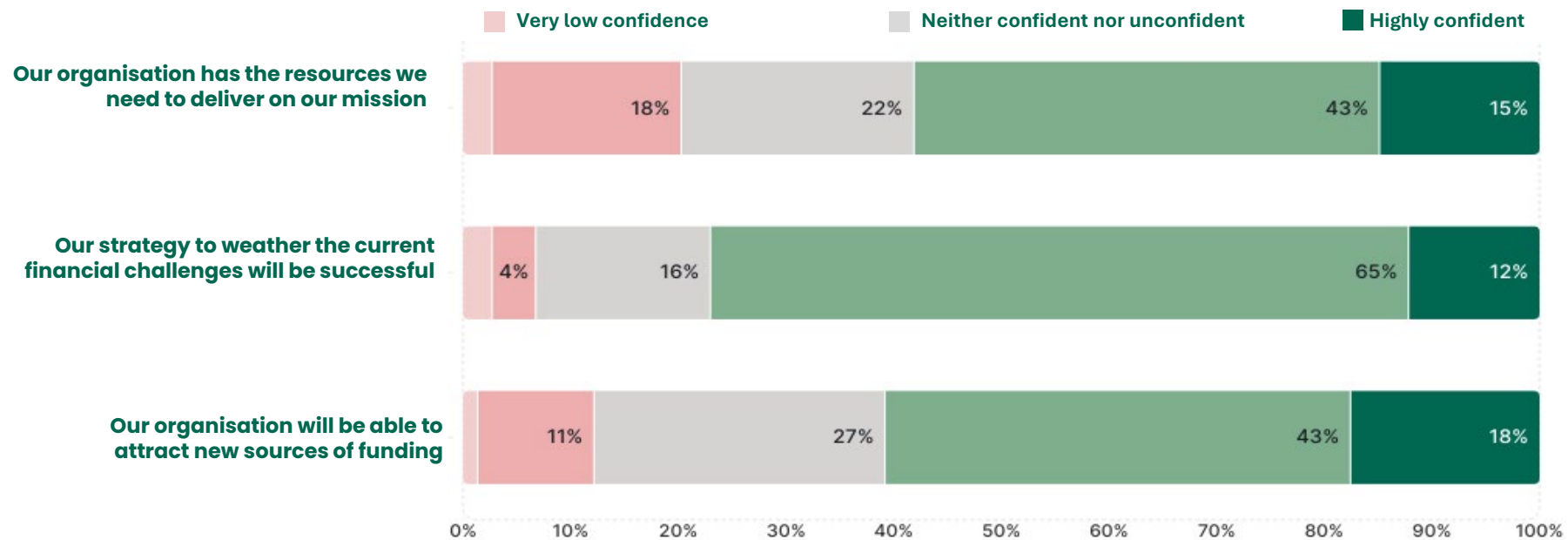
Leaders were generally less confident on the strength of the internal pipeline for future executive leadership appointments.

Fundraising

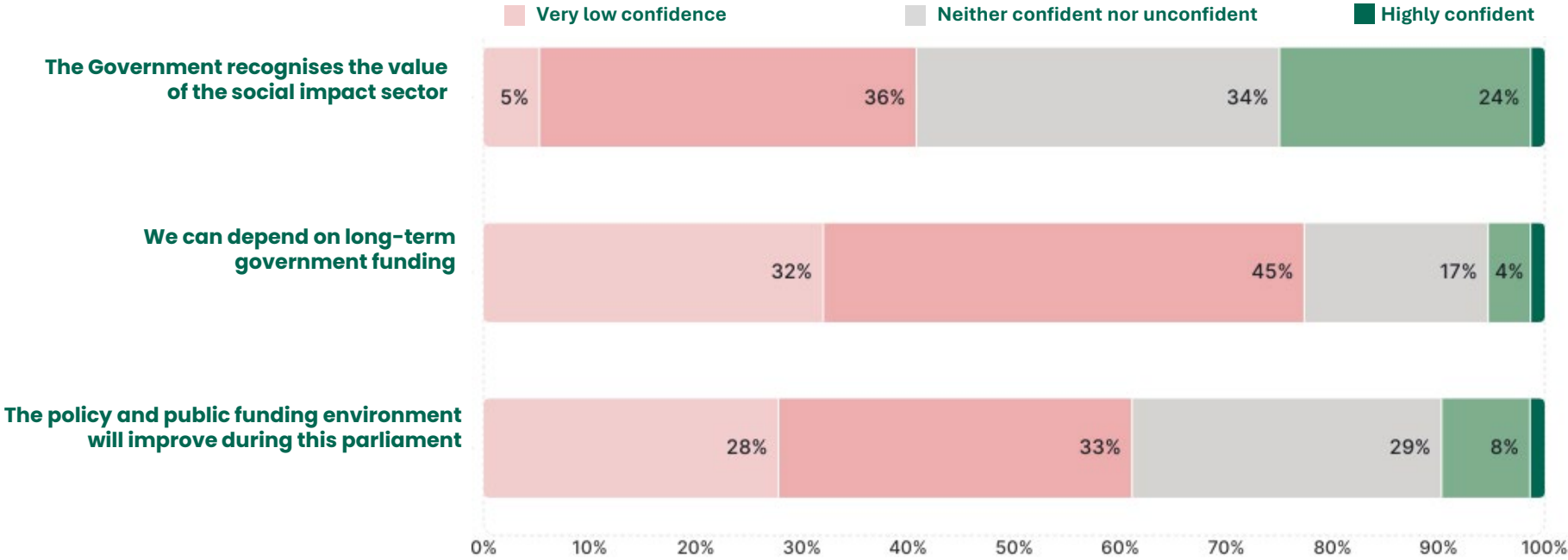
In the context of challenging financial circumstances for social impact organisations, it is striking that there is a high level of confidence in fundraising and partnerships. There was less confidence on the topics of “Our organisation has the resources we need to deliver on our mission” and “We have a compelling proposition for private sector partners”.



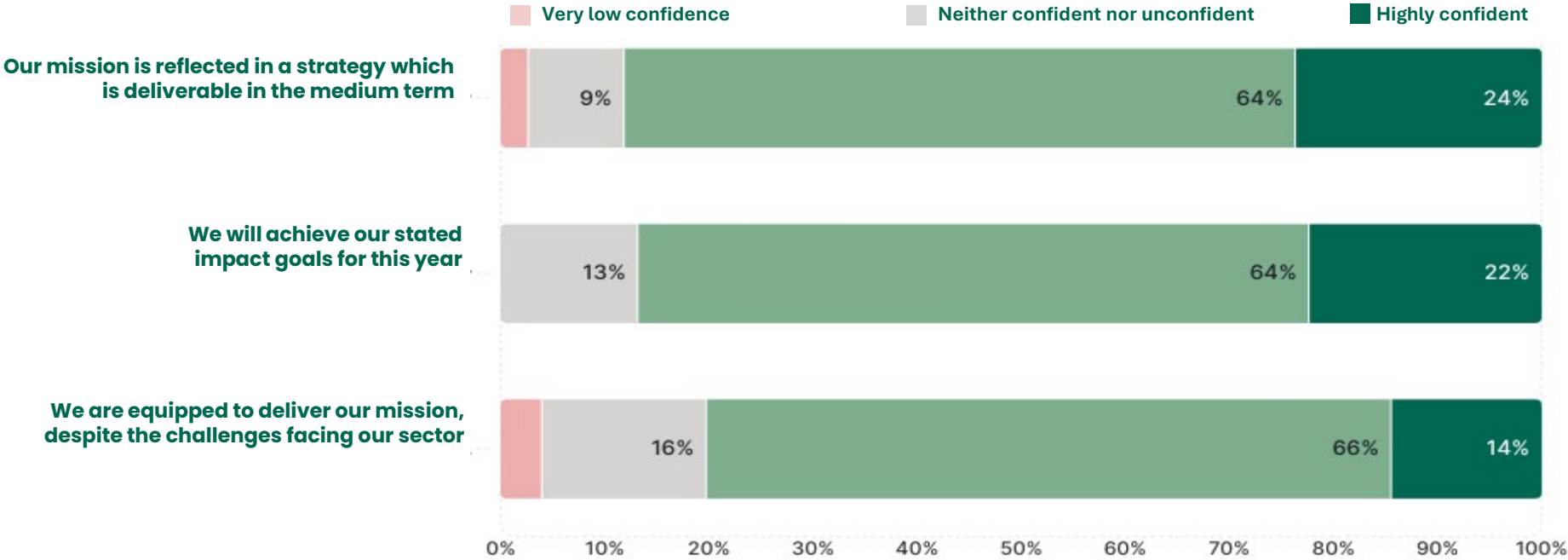
Financial Stability



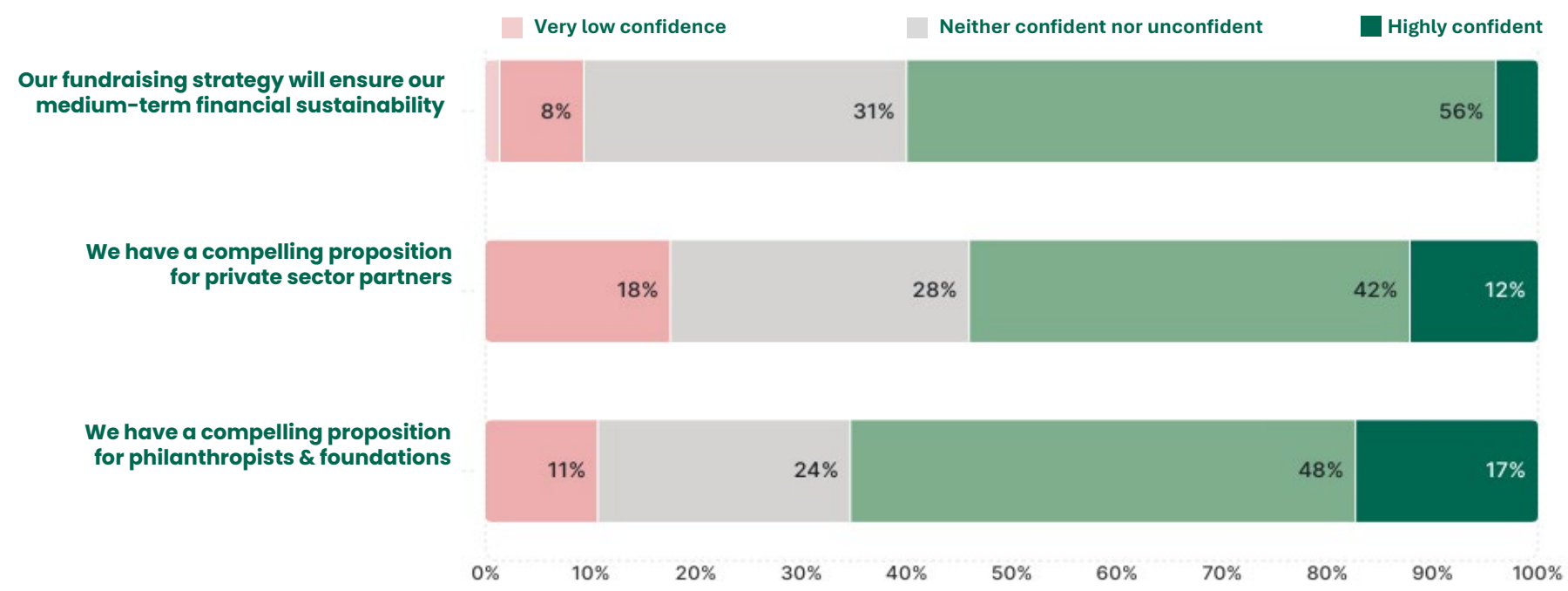
Political Environment



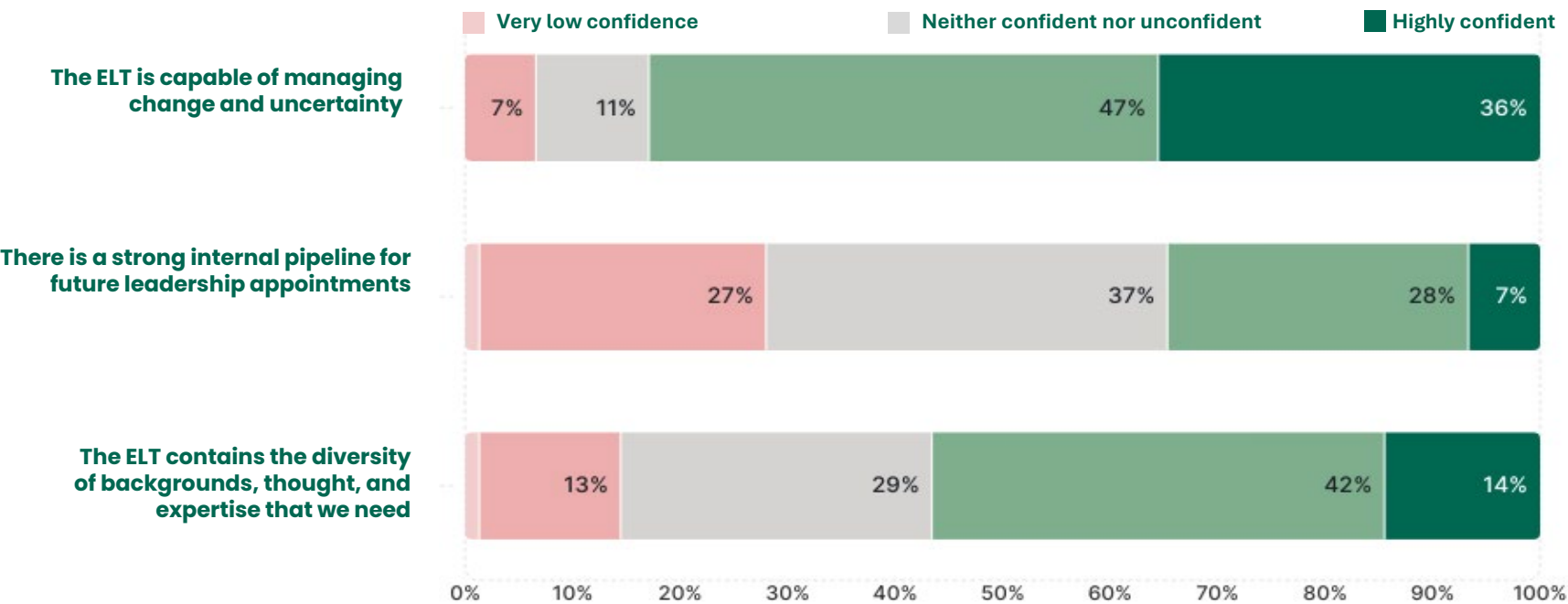
Impact



Fundraising & Partnerships



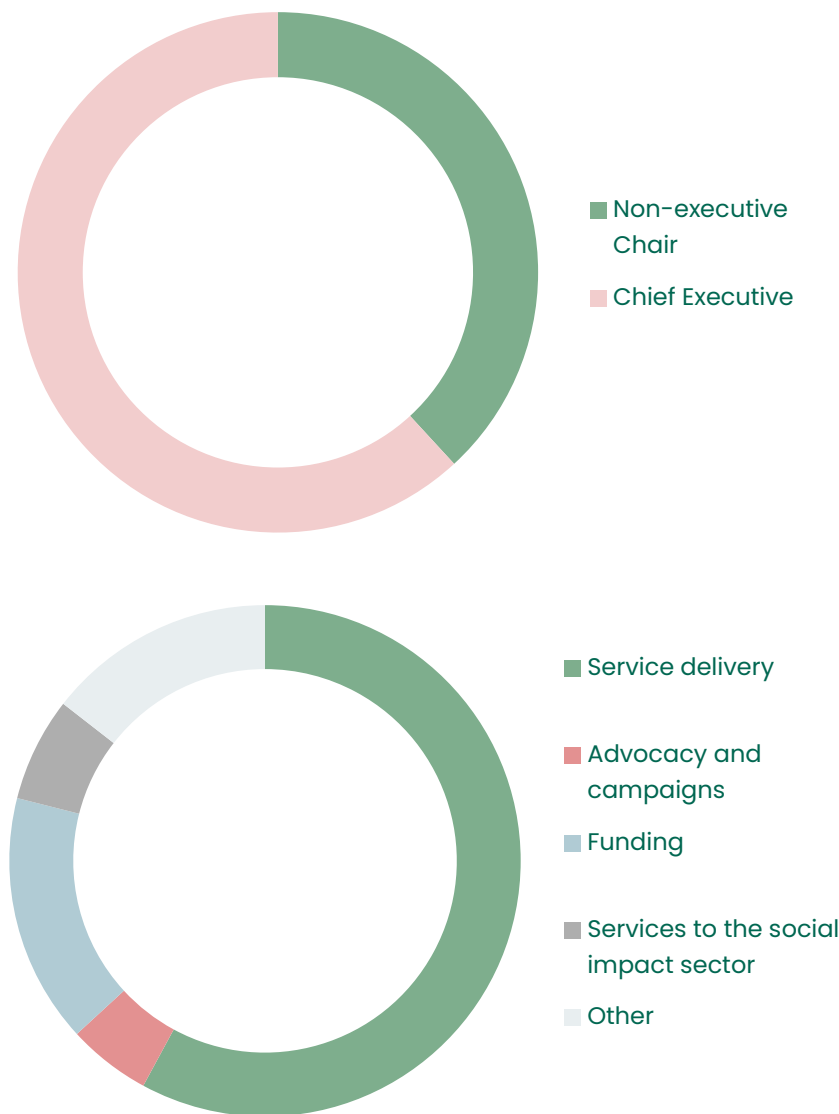
Executive Leadership Team



Contributors

Our sample pool

- 76 people, 29 of whom are current Chairs, and 47 are Chief Executives.
- 44 identified as leading a service delivery organisation, while 12 lead funders. There were also representatives from advocacy & campaigning organisations, and service provider to the social impact sector.



About us

Saxton Bampfylde is a leading leadership advisory firm, specialising in appointments at the intersection of social impact, business, education and the public sector.

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