
**Community Foundation for Monterey County
Center for Nonprofit Excellence**

**Nonprofit Survey Responses
November 2021**

Purpose and Method



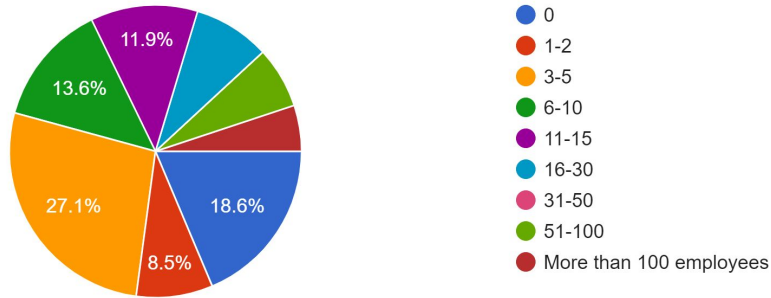
The purpose of the 10-question survey and conversations was to better understand how local nonprofits and community based groups are faring during this phase of the COVID-19 pandemic (Fall 2021).

- 59 responses - not a scientific or randomized sample.
- 7 phone interviews with nonprofits from each CI program area.

Who Responded

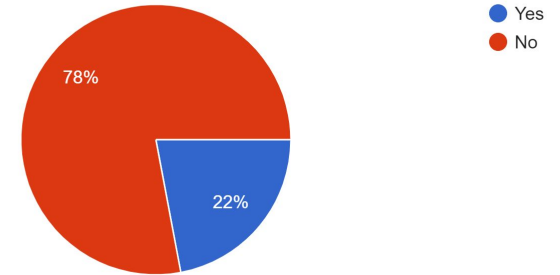
Number of paid staff (FTE):

59 responses



Do you identify as BIPOC (black, indigenous, person of color)?

59 responses

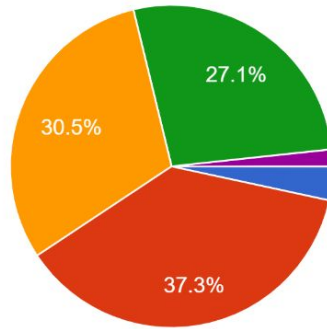


Primary zip code served by nonprofit: responses from all zip codes.
Most responses from 93901 & 93905 Salinas, 93940 Monterey, and “All.”

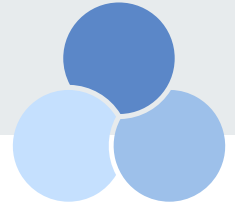
Current State of Nonprofit

Which best describes the current state of your nonprofit?

59 responses



- In crisis management
- Rebuilding and strengthening
- Stable and in a good position to meet our mission
- Optimistic in our vision for the next 3-5 years
- None of these



Optimistic -
most rely on
government
grants and
contracts

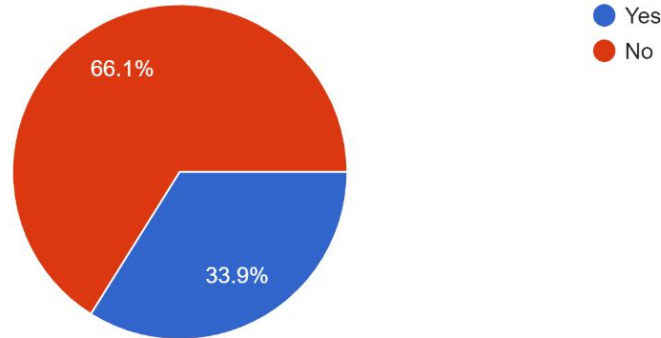
Rebuilding -
most rely on
foundation grants
or program
revenue/fees

Leadership Transitions



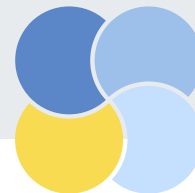
Has your organization had a leadership transition this year or will it in the near future?

59 responses



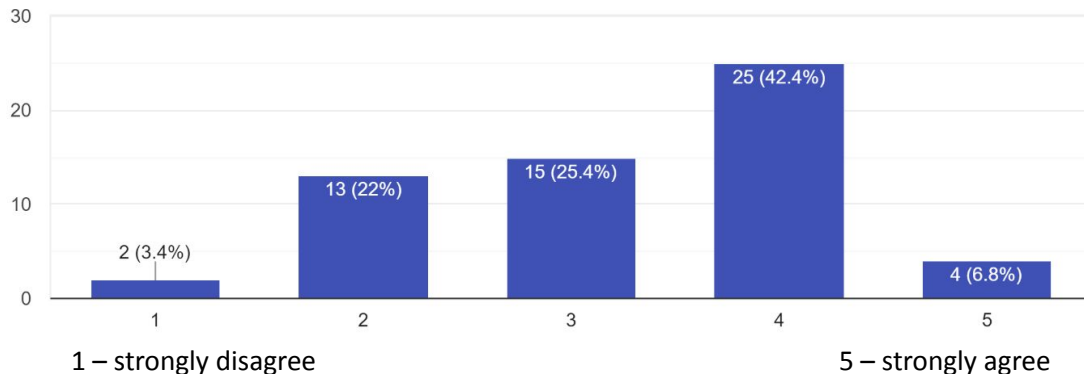
- Leadership transitions reported across all nonprofit size categories.
- 53% of those *with* transitions responded “stable” or “optimistic” vs. 61% of those *without* transitions

Reliable Funding



Our existing funding sources are reliable.

59 responses



Agree or Strongly Agree:

Most rely on individual donations and major gifts

Disagree or Strongly Disagree:

Most rely on program revenues/fees

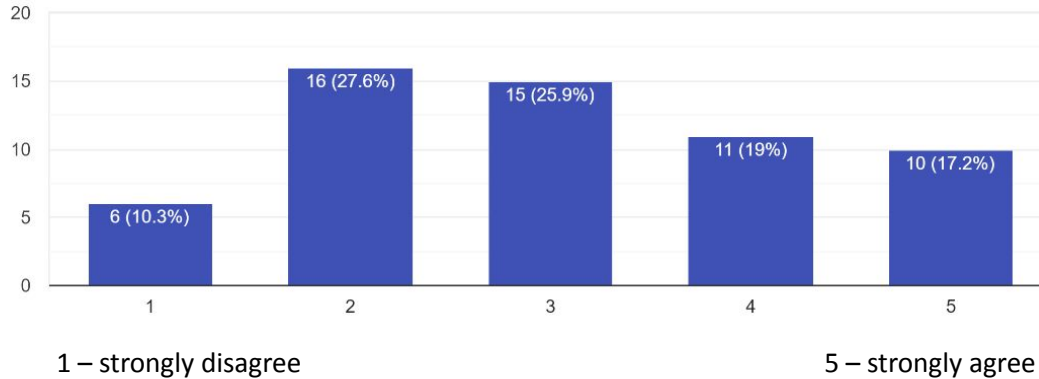
“The pandemic has been a blessing and a curse, where it unleashed funding into this sector that we so desperately need, however we struggle with the capacity to administer it all.”

Staffing and Volunteer Capacity



We have the volunteers or staff necessary to carry out our work.

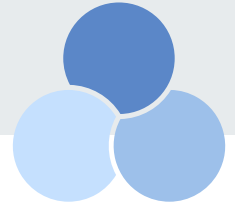
58 responses



“Staffing is our biggest challenge right now. Even jobs that were historically “easy” to fill are staying open longer. Staff in programs that are short staffed are tired, some near burnout.” & “Tough finding qualified applicants in this market.”

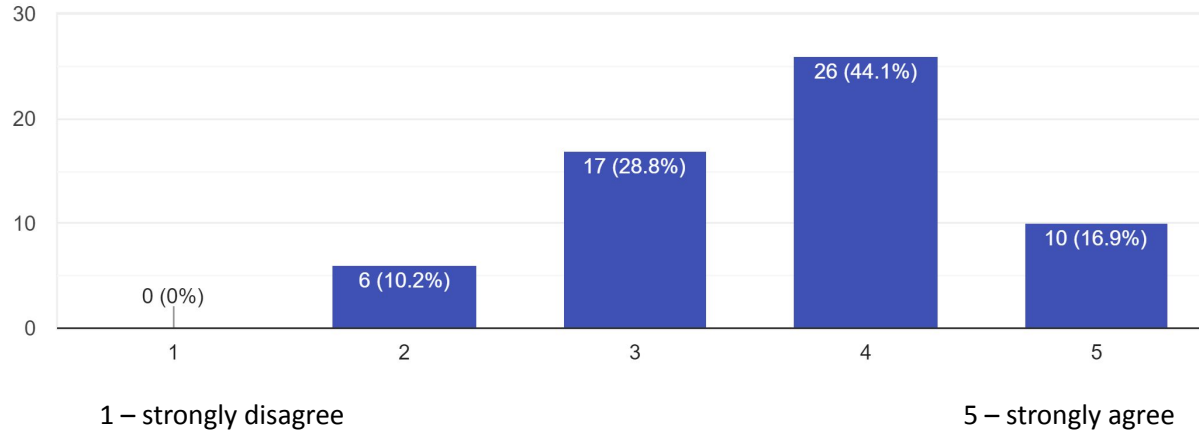
Some board members are not finishing out their terms due to COVID changes in work or family.

COVID Adjustments Permanent



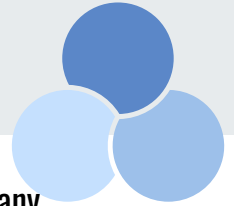
We made some of our COVID-19 adjustments or adaptations permanent.

59 responses



“One of the hardest things to balance for our nonprofit at this time is the competing needs/wants for COVID precautions amongst our board members. Some just want to get back to business as usual” and “to hell with all these precautions” while others are on the completely other end of the spectrum.”

Comments Related to Foundation Funding



COVID-19 Relief Fund grants (flexibility, rapid deployment) along with government funding have been critical support for many.

“Our grant funding has been reduced. If grants continue to be down for several years that will have a profound impact on the organization.”

“We feel the most insecure about the foundations that have been consistent supporters in the past. This is an existential threat.”

“A lot of foundations that we could normally rely on, have shifted their funding priorities or are providing less funding to organizations such as ours. The financial uncertainty has made me hesitant to grow the staff.”

“We were not successful with ANY of the last 3 grants we submitted to the Community Foundation of Monterey County which has been frustrating, particularly since we assumed function for part of a nonprofit in the county that stopped operation during COVID. We would love more clear help or guidance for grants from CNE or CFMC.”

What's next?

- CNE will develop 2022 activities with meaningful support for local nonprofits.
- CNE will share resources with organizations that responded to the survey and in our ENews.

 ENews Sign Up

www.cfmco.org/cne



Additional Resources



Staffing

- January 12, 2022 [TPO's Employment Law & Leadership Conference](#)
- [Hiring Toolkit](#) from The Management Center

Leadership Transitions

- [New ED 90-Day Entry Plan](#)
- [Seizing the Moment of Transition](#)

Financial Resilience

- [Strong Nonprofits Toolkit](#) from The Wallace Foundation

Thank you to all who
responded to the survey.