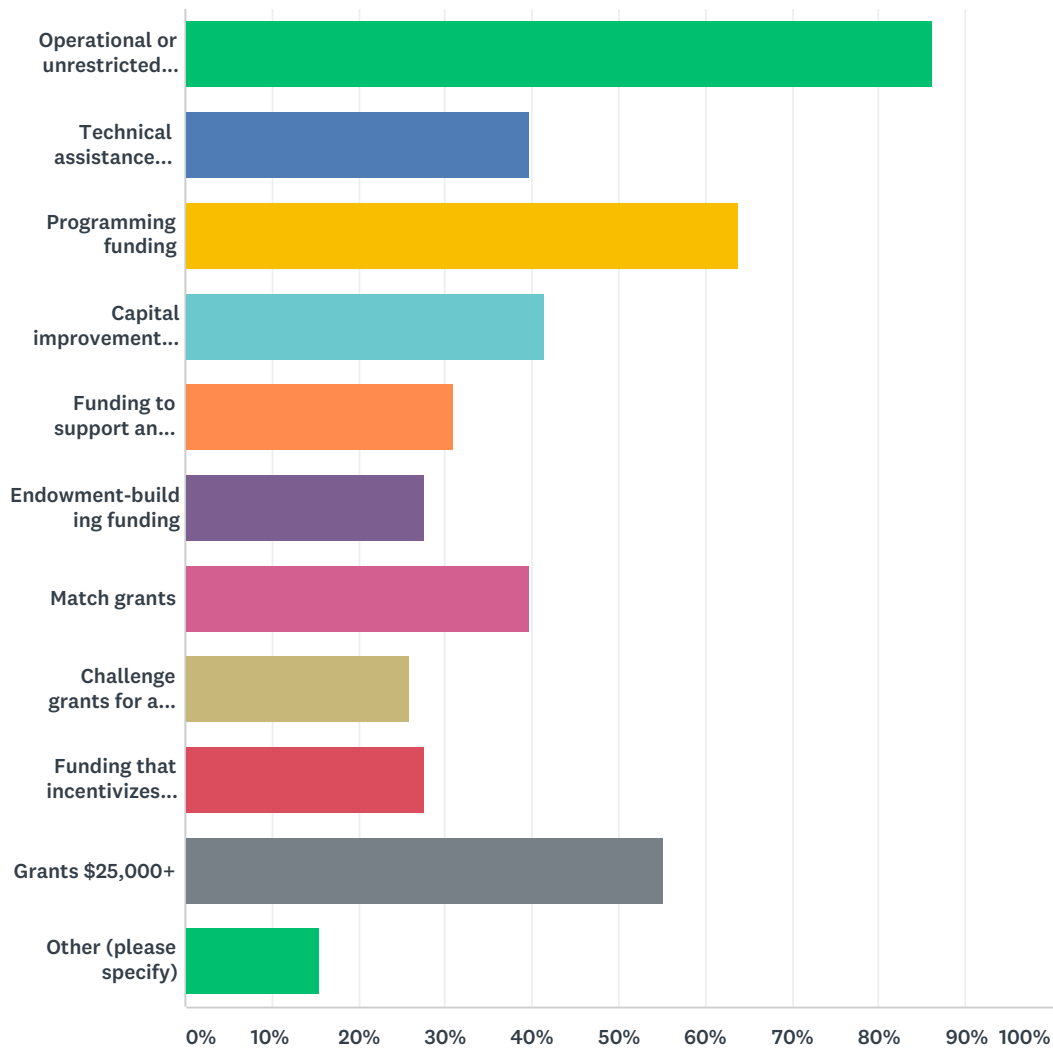


# Q1 What kind of grants would you be interested in/able to apply for? Select all that apply.

Answered: 58 Skipped: 0

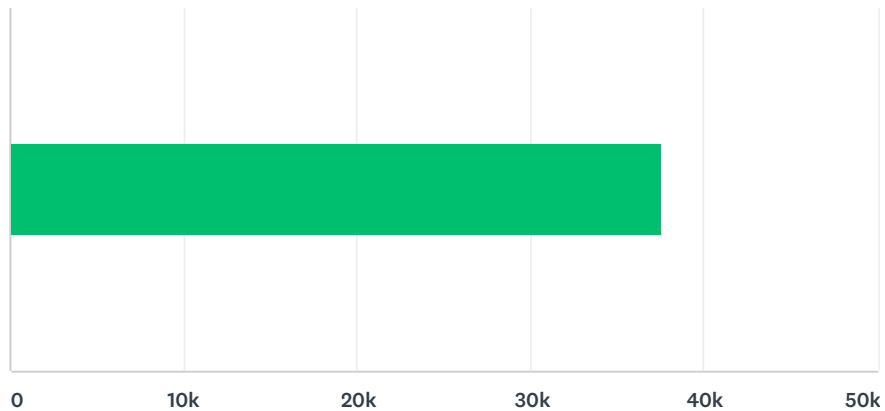


ANSWER CHOICES	RESPONSES	
Operational or unrestricted funding	86.21%	50
Technical assistance (e.g. consulting services, outside coaching, fundraising training, etc.)	39.66%	23
Programming funding	63.79%	37
Capital improvement funding	41.38%	24
Funding to support an intern	31.03%	18
Endowment-building funding	27.59%	16
Match grants	39.66%	23
Challenge grants for a specific challenge	25.86%	15
Funding that incentivizes collaboration	27.59%	16

Grants \$25,000+	55.17%	32
Other (please specify)	15.52%	9
Total Respondents: 58		

Q2 How would you define a “big impact” in terms of a grant? In other words, a funding opportunity that would stand out in value against other grants you receive and allow you to do something extra meaningful without being overwhelming. Utilize the slider below to indicate where a big impact would be for you between \$0 and \$100,000.

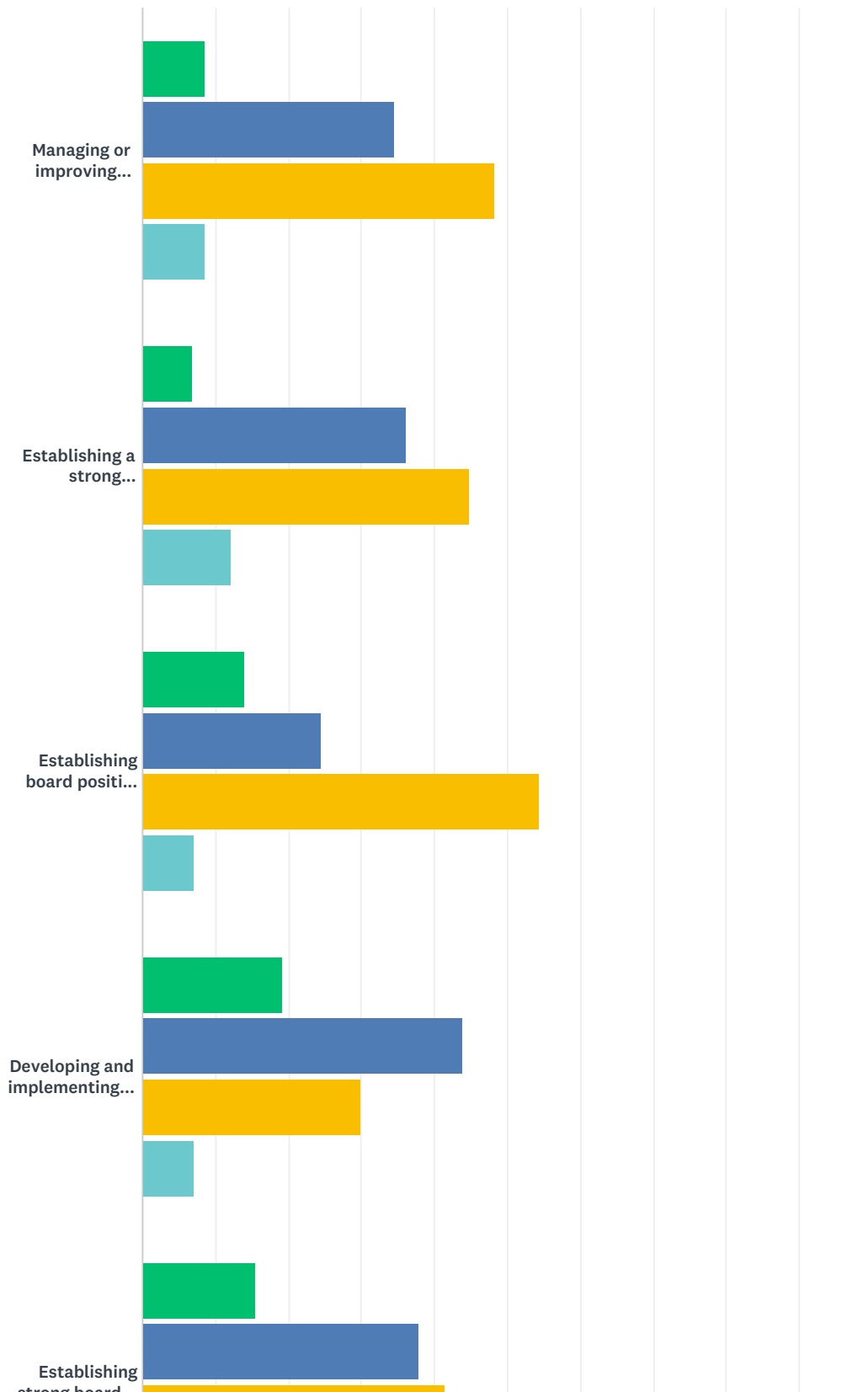
Answered: 58 Skipped: 0

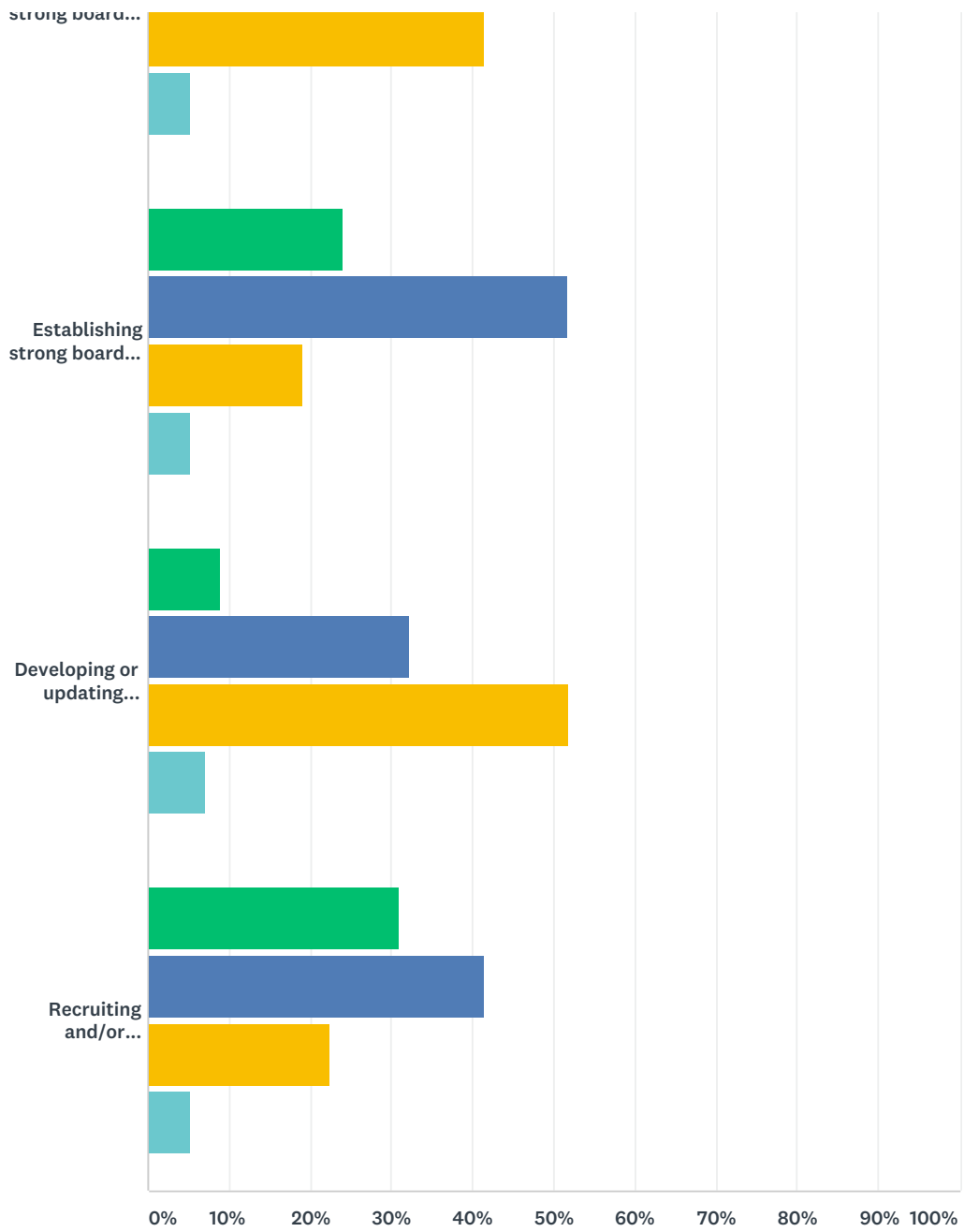


ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	37,552	2,178,000	58
Total Respondents: 58			

### Q4 To what extent do the following GOVERNANCE activities currently pose a challenge for your organization in fulfilling its mission or goals?

Answered: 58 Skipped: 0





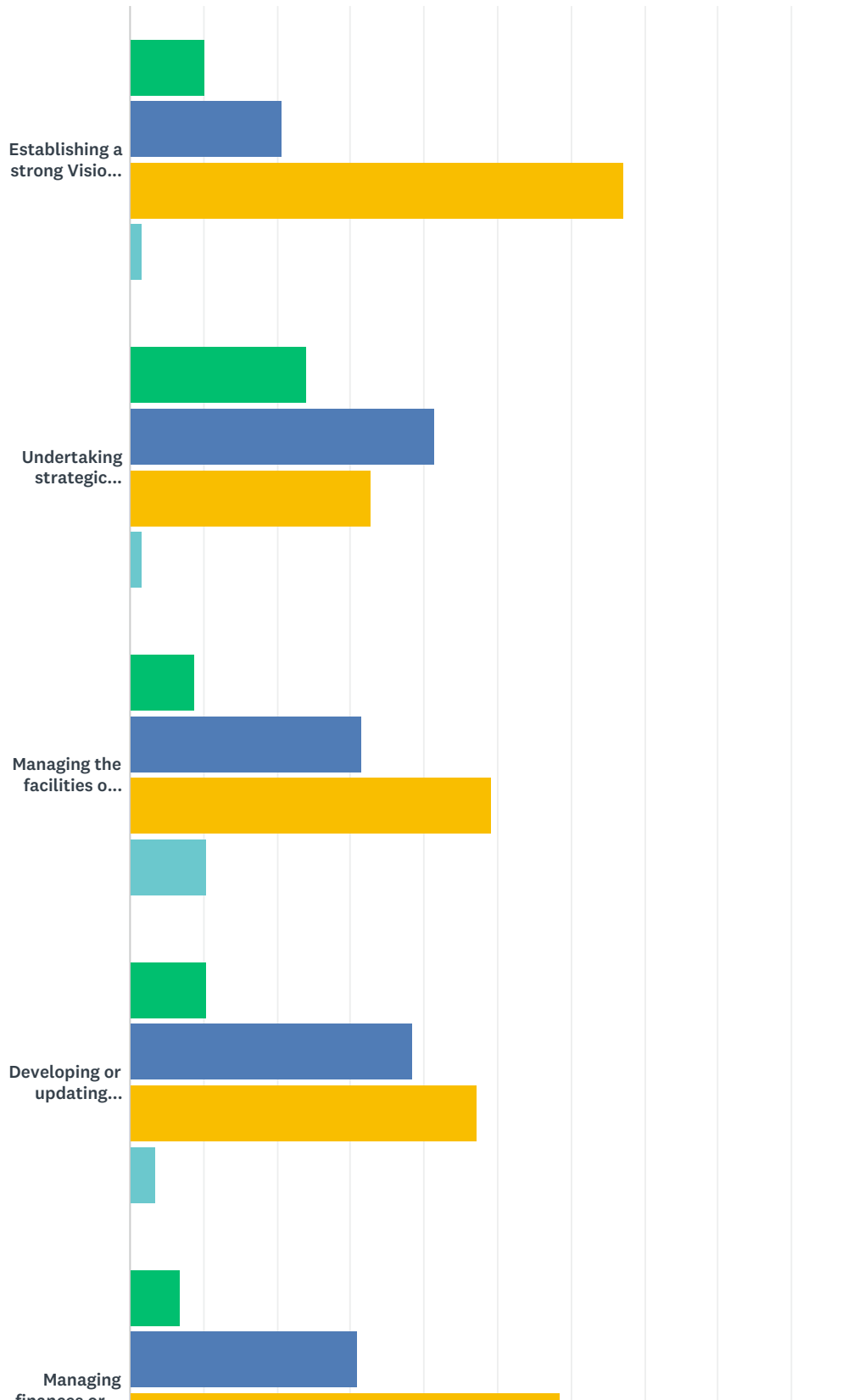
Major Challenge Minor Challenge Not a Challenge N/A

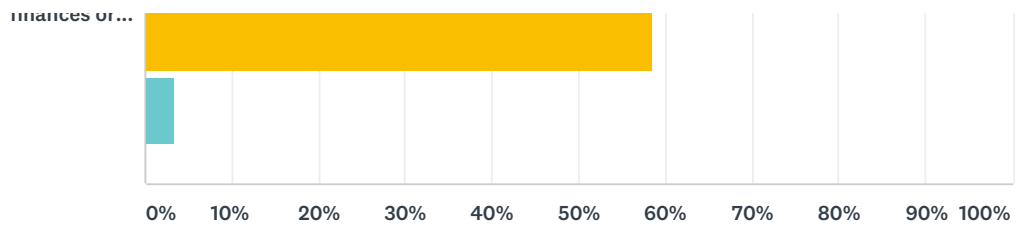
	MAJOR CHALLENGE	MINOR CHALLENGE	NOT A CHALLENGE	N/A	TOTAL
Managing or improving board/staff relations	8.62% 5	34.48% 20	48.28% 28	8.62% 5	58
Establishing a strong organizational culture between the board and staff (such as teamwork, conflict resolution, etc.)	6.90% 4	36.21% 21	44.83% 26	12.07% 7	58
Establishing board position descriptions and expectations	14.04% 8	24.56% 14	54.39% 31	7.02% 4	57
Developing and implementing board training and development opportunities	19.30% 11	43.86% 25	29.82% 17	7.02% 4	57

Establishing strong board meeting attendance	15.52% 9	37.93% 22	41.38% 24	5.17% 3	58
Establishing strong board engagement outside of board and committee meetings	24.14% 14	51.72% 30	18.97% 11	5.17% 3	58
Developing or updating governance policies and procedures	8.93% 5	32.14% 18	51.79% 29	7.14% 4	56
Recruiting and/or retaining qualified and reliable board members	31.03% 18	41.38% 24	22.41% 13	5.17% 3	58

### Q5 To what extent do the following OPERATIONS activities currently pose a challenge for your organization in fulfilling its mission or goals?

Answered: 58 Skipped: 0





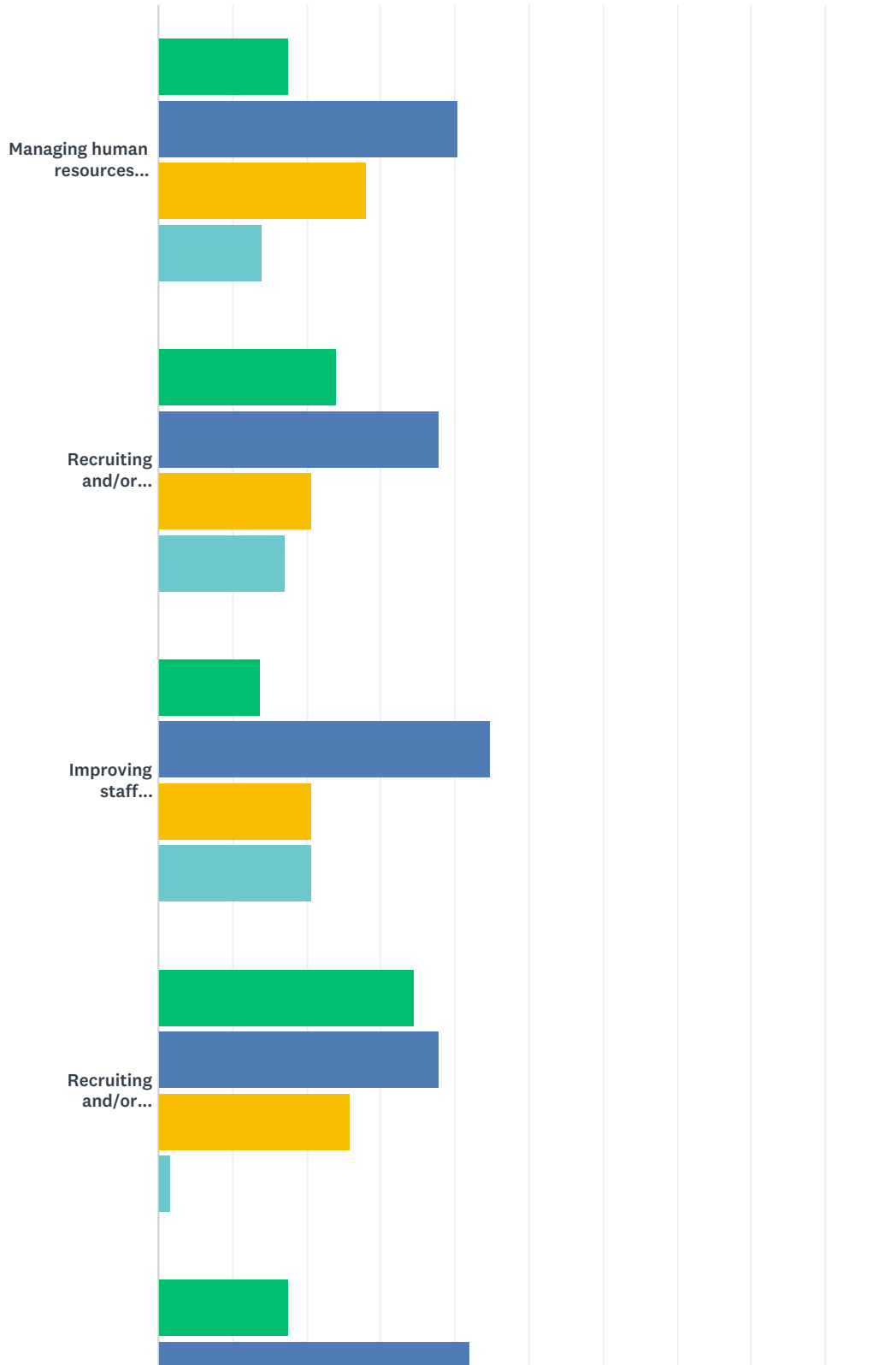
■ Major Challenge
 ■ Minor Challenge
 ■ Not a Challenge
 ■ N/A

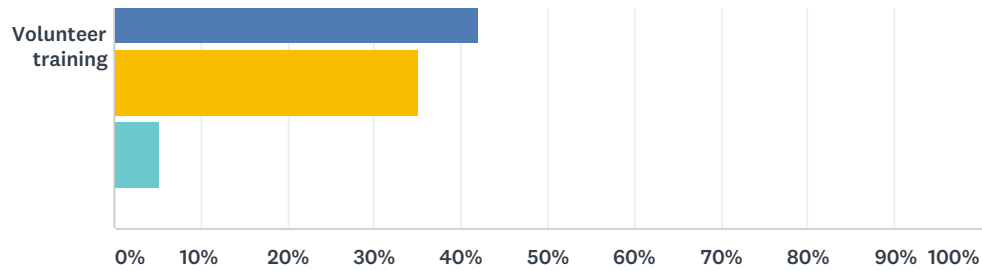
	MAJOR CHALLENGE	MINOR CHALLENGE	NOT A CHALLENGE	N/A	TOTAL
Establishing a strong Vision for the organization (a Vision for what the organization is truly trying to achieve)	10.34% 6	20.69% 12	67.24% 39	1.72% 1	58
Undertaking strategic planning for your organization	24.14% 14	41.38% 24	32.76% 19	1.72% 1	58
Managing the facilities or space your organization uses	8.77% 5	31.58% 18	49.12% 28	10.53% 6	57
Developing or updating organizational policies and procedures	10.53% 6	38.60% 22	47.37% 27	3.51% 2	57
Managing finances or financial accounting	6.90% 4	31.03% 18	58.62% 34	3.45% 2	58



# Q6 To what extent do the following HUMAN RESOURCE activities currently pose a challenge for your organization in fulfilling its mission or goals?

Answered: 58 Skipped: 0



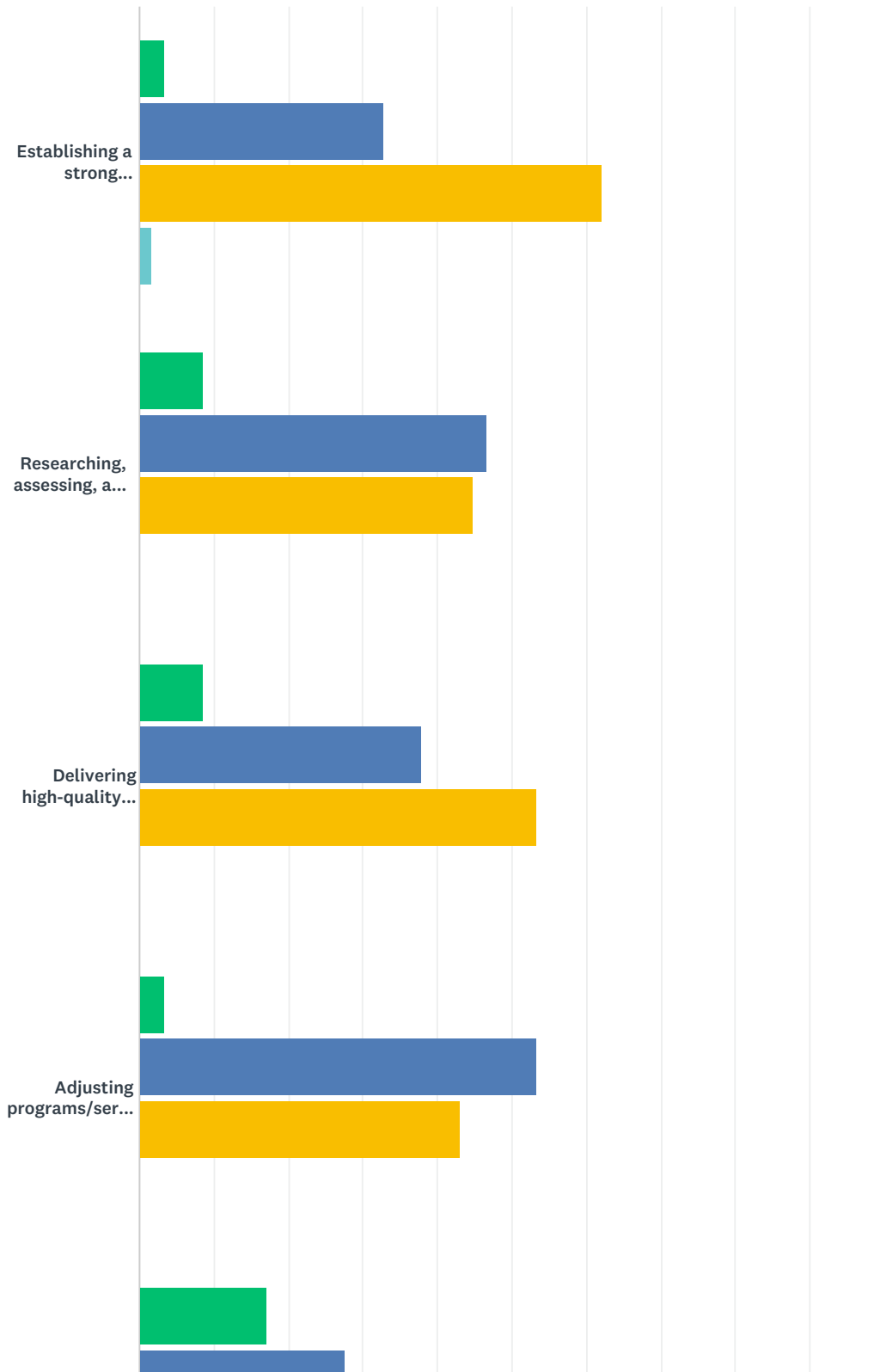


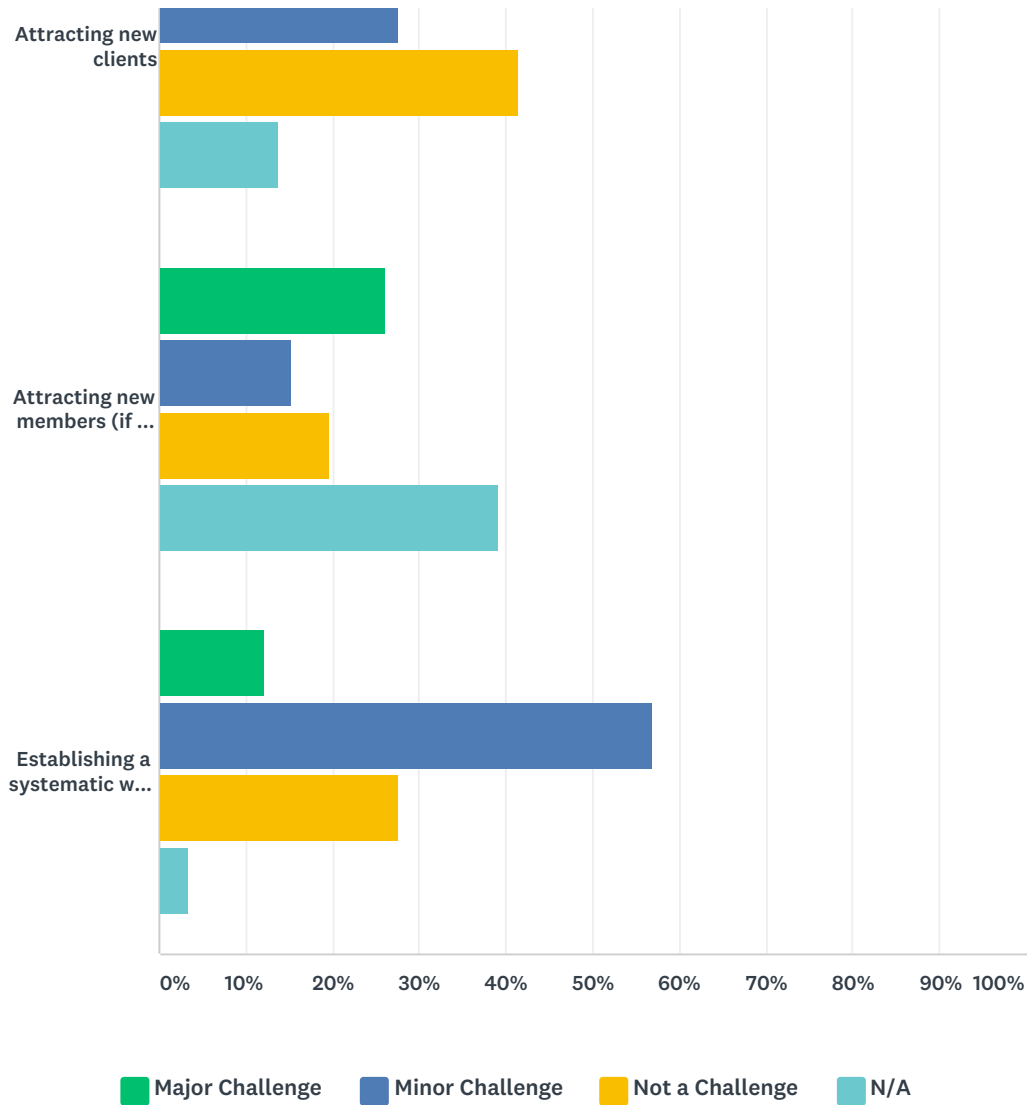
■ Major Challenge   
 ■ Minor Challenge   
 ■ Not a Challenge   
 ■ N/A

	MAJOR CHALLENGE	MINOR CHALLENGE	NOT A CHALLENGE	N/A	TOTAL
Managing human resources (staff and volunteers)	17.54% 10	40.35% 23	28.07% 16	14.04% 8	57
Recruiting and/or retaining qualified staff	24.14% 14	37.93% 22	20.69% 12	17.24% 10	58
Improving staff management and/or position-related skills through training or professional development opportunities	13.79% 8	44.83% 26	20.69% 12	20.69% 12	58
Recruiting and/or retaining qualified and reliable volunteers	34.48% 20	37.93% 22	25.86% 15	1.72% 1	58
Volunteer training	17.54% 10	42.11% 24	35.09% 20	5.26% 3	57

### Q7 To what extent do the following PROGRAM DEVELOPMENT AND IMPLEMENTATION activities currently pose a challenge for your organization in fulfilling its mission or goals?

Answered: 58 Skipped: 0

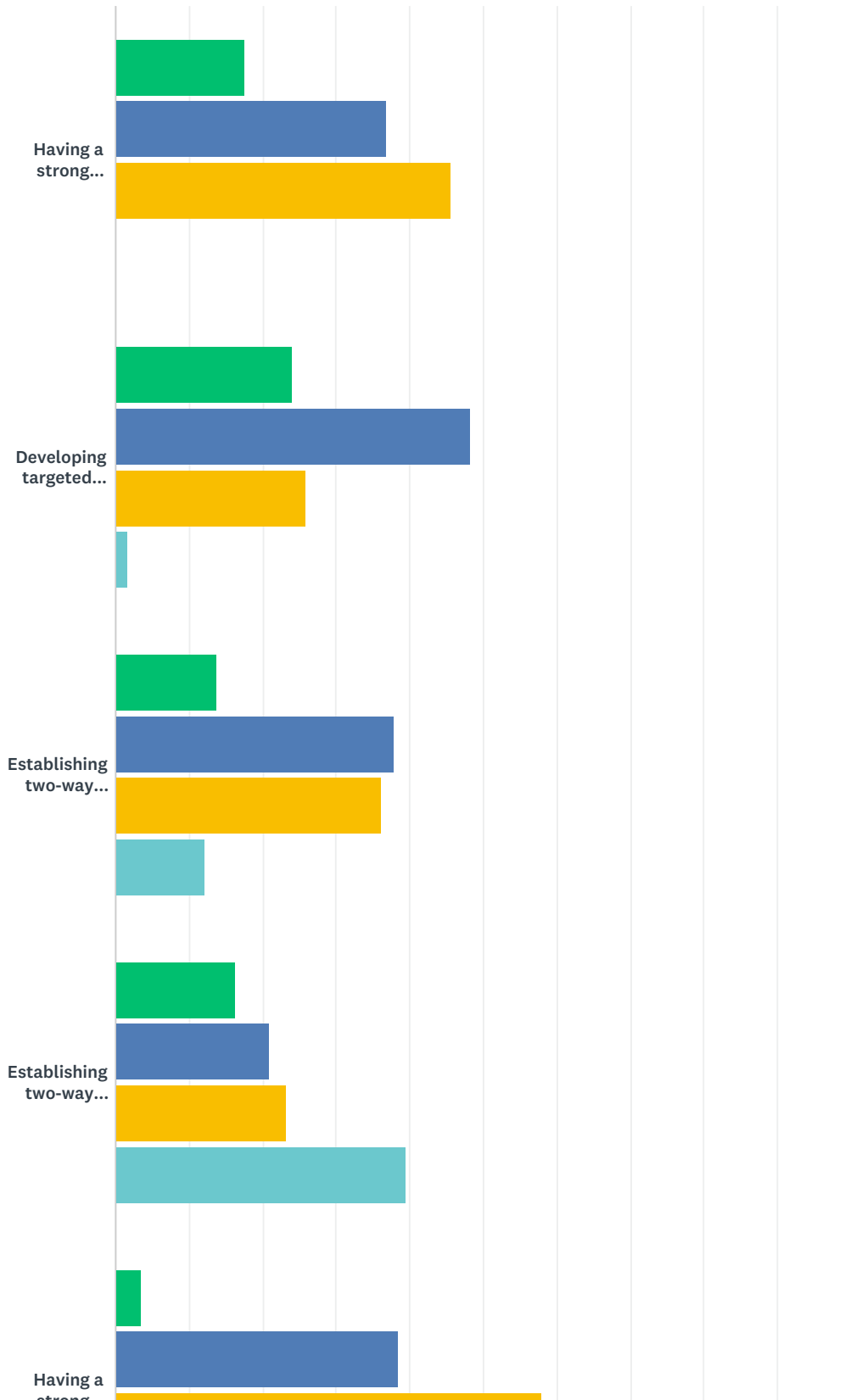


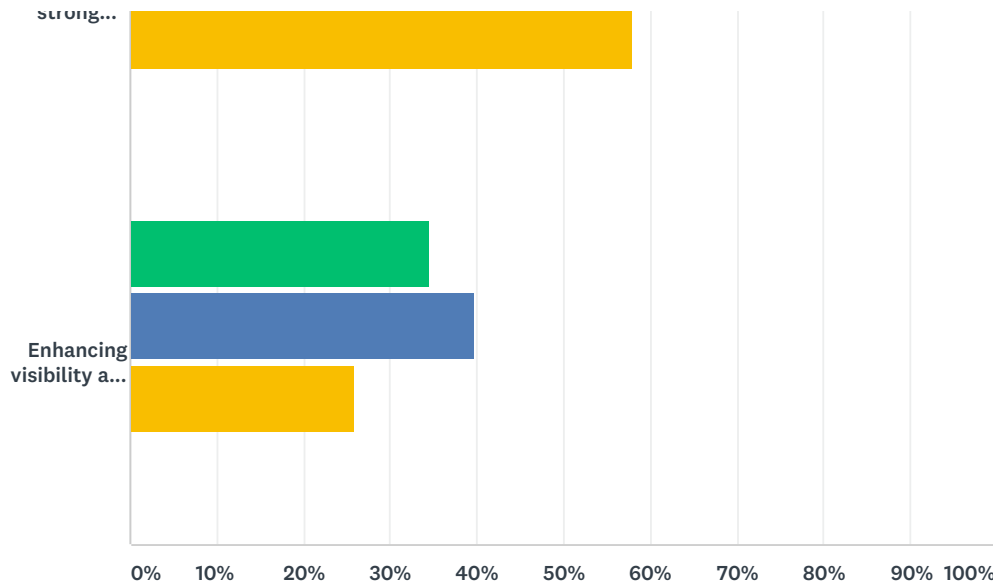


	MAJOR CHALLENGE	MINOR CHALLENGE	NOT A CHALLENGE	N/A	TOTAL
Establishing a strong alignment between your Mission and Program delivery (a clear understanding of how your programs fit into your Mission)	3.45% 2	32.76% 19	62.07% 36	1.72% 1	58
Researching, assessing, and understanding community needs relative to your Mission and Vision	8.62% 5	46.55% 27	44.83% 26	0.00% 0	58
Delivering high-quality programs/services	8.62% 5	37.93% 22	53.45% 31	0.00% 0	58
Adjusting programs/services to meet changing needs	3.45% 2	53.45% 31	43.10% 25	0.00% 0	58
Attracting new clients	17.24% 10	27.59% 16	41.38% 24	13.79% 8	58
Attracting new members (if you are not a membership-based organization, please skip this question)	26.09% 12	15.22% 7	19.57% 9	39.13% 18	46
Establishing a systematic way of evaluating and assessing program outcomes or impact	12.07% 7	56.90% 33	27.59% 16	3.45% 2	58

### Q8 To what extent do the following MARKETING activities currently pose a challenge for your organization in fulfilling its mission or goals?

Answered: 58 Skipped: 0



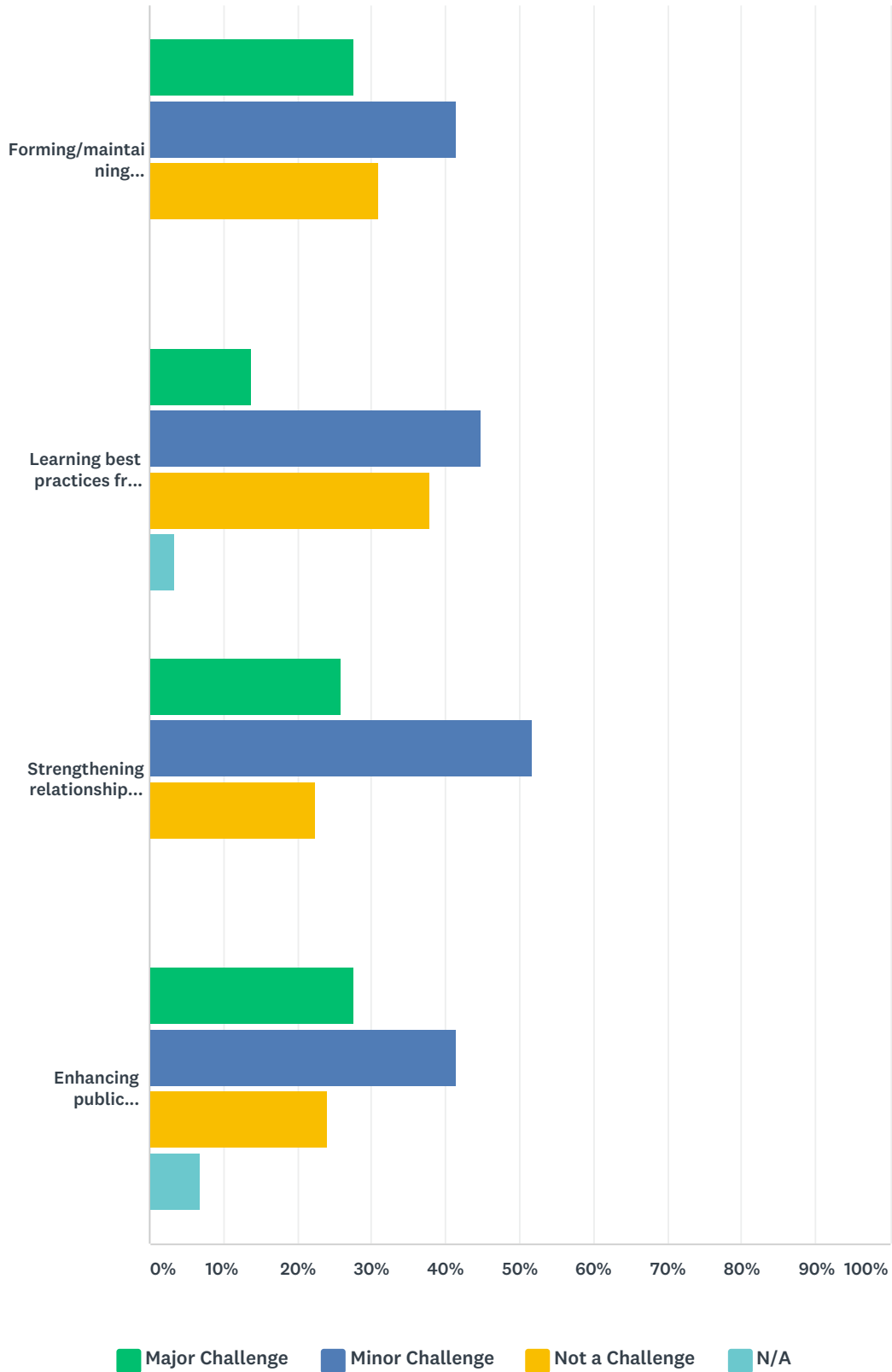


■ Major Challenge
 ■ Minor Challenge
 ■ Not a Challenge
 ■ N/A

	MAJOR CHALLENGE	MINOR CHALLENGE	NOT A CHALLENGE	N/A	TOTAL
Having a strong understanding of your constituency groups (e.g. clients, donors, volunteers, community partners, etc.)	17.54% 10	36.84% 21	45.61% 26	0.00% 0	57
Developing targeted communications to your constituencies	24.14% 14	48.28% 28	25.86% 15	1.72% 1	58
Establishing two-way communications with clients	13.79% 8	37.93% 22	36.21% 21	12.07% 7	58
Establishing two-way communications with members (if you are not a membership-based organization, please skip this question.)	16.28% 7	20.93% 9	23.26% 10	39.53% 17	43
Having a strong understanding of your organizations Brand	3.51% 2	38.60% 22	57.89% 33	0.00% 0	57
Enhancing visibility and reputation of your organization's Brand and program impacts	34.48% 20	39.66% 23	25.86% 15	0.00% 0	58

**Q9 To what extent do the following NETWORKING AND ADVOCACY activities currently pose a challenge for your organization in fulfilling its mission or goals?**

Answered: 58 Skipped: 0



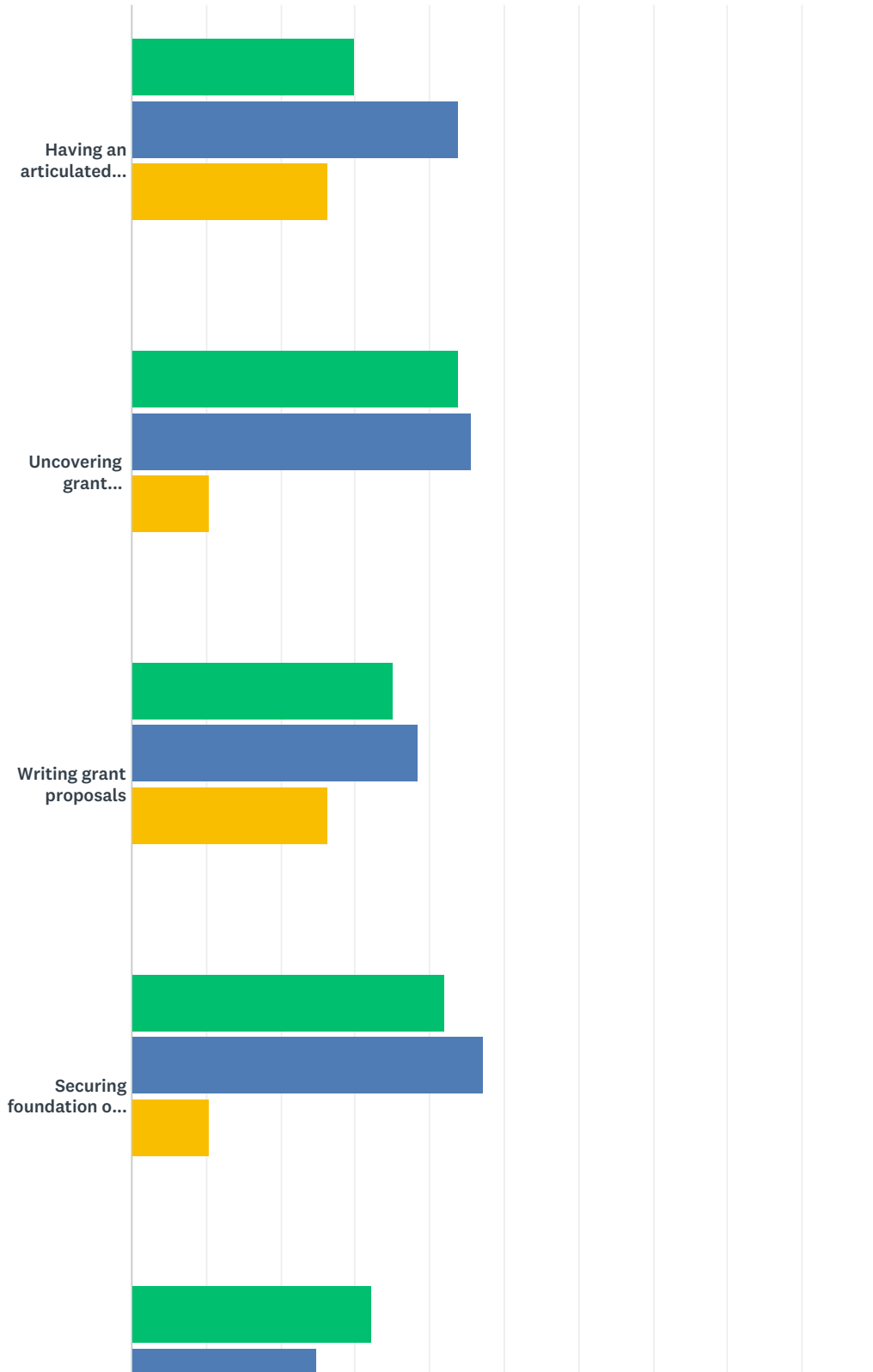
	MAJOR CHALLENGE	MINOR CHALLENGE	NOT A CHALLENGE	N/A	TOTAL
Forming/maintaining collaborative relations with other entities (including other nonprofit organizations, private firms such as local businesses, philanthropic organizations, and educational or political officials)	27.59% 16	41.38% 24	31.03% 18	0.00% 0	58

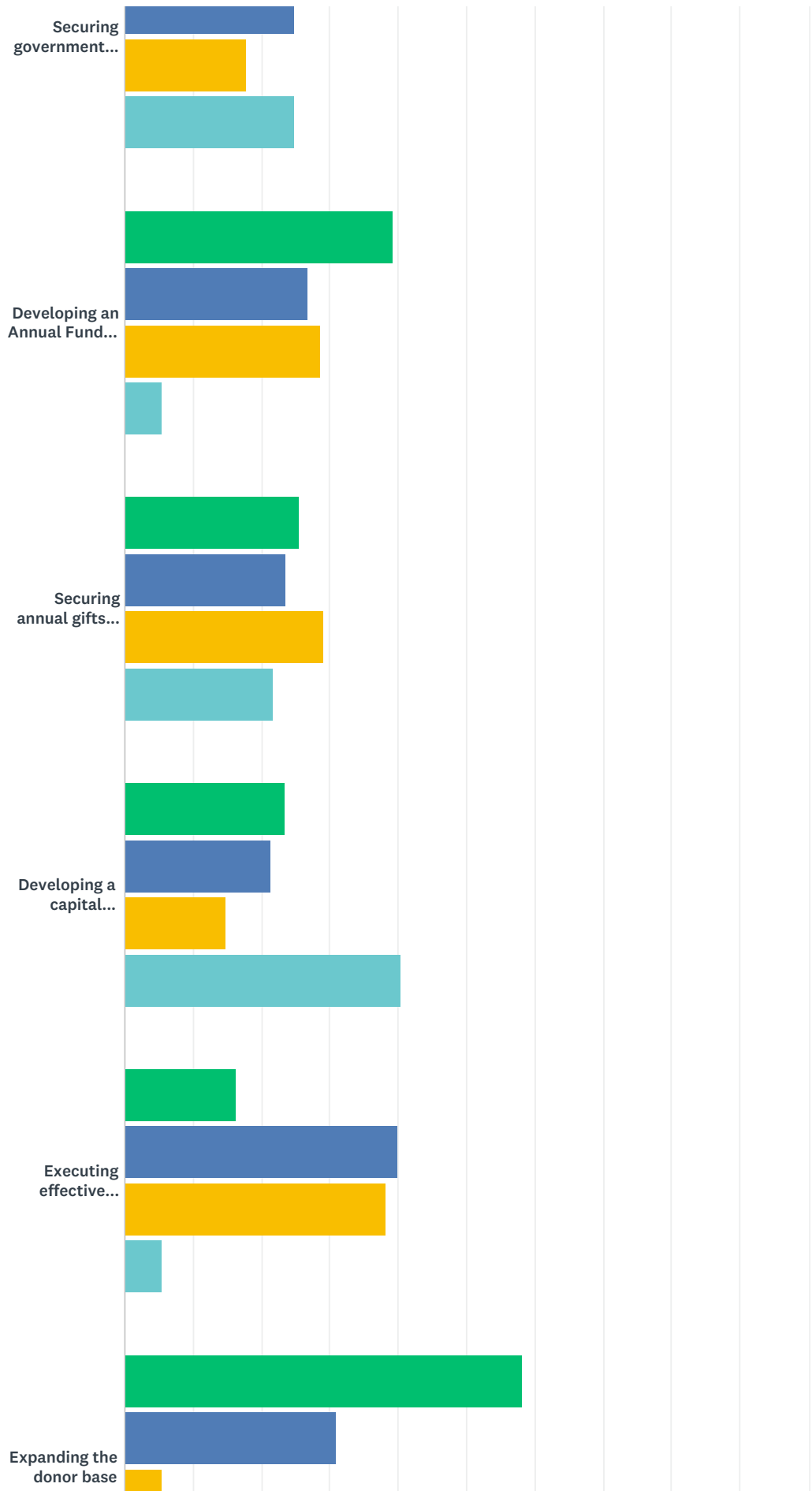


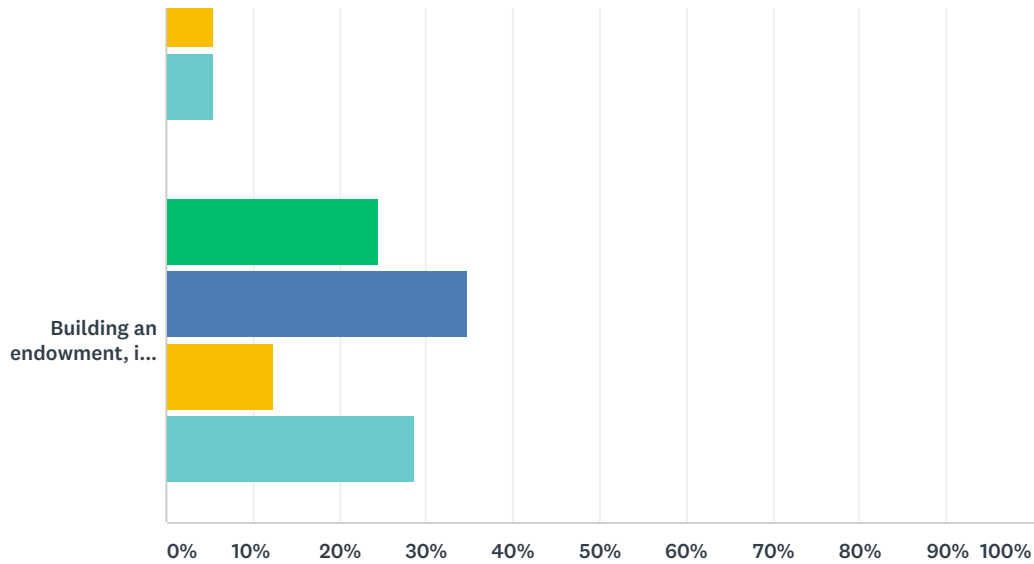
Learning best practices from other organizations (e.g. best practices in development, fundraising and grant writing, governance, program development and implementation, HR, etc.)	13.79% 8	44.83% 26	37.93% 22	3.45% 2	58
Strengthening relationships with key city and county policymakers and community leaders	25.86% 15	51.72% 30	22.41% 13	0.00% 0	58
Enhancing public understanding of key local policy issues and public asset allocation	27.59% 16	41.38% 24	24.14% 14	6.90% 4	58

# Q10 To what extent do the following DEVELOPMENT/FUNDRAISING activities currently pose a challenge for your organization in fulfilling its mission or goals?

Answered: 57 Skipped: 1





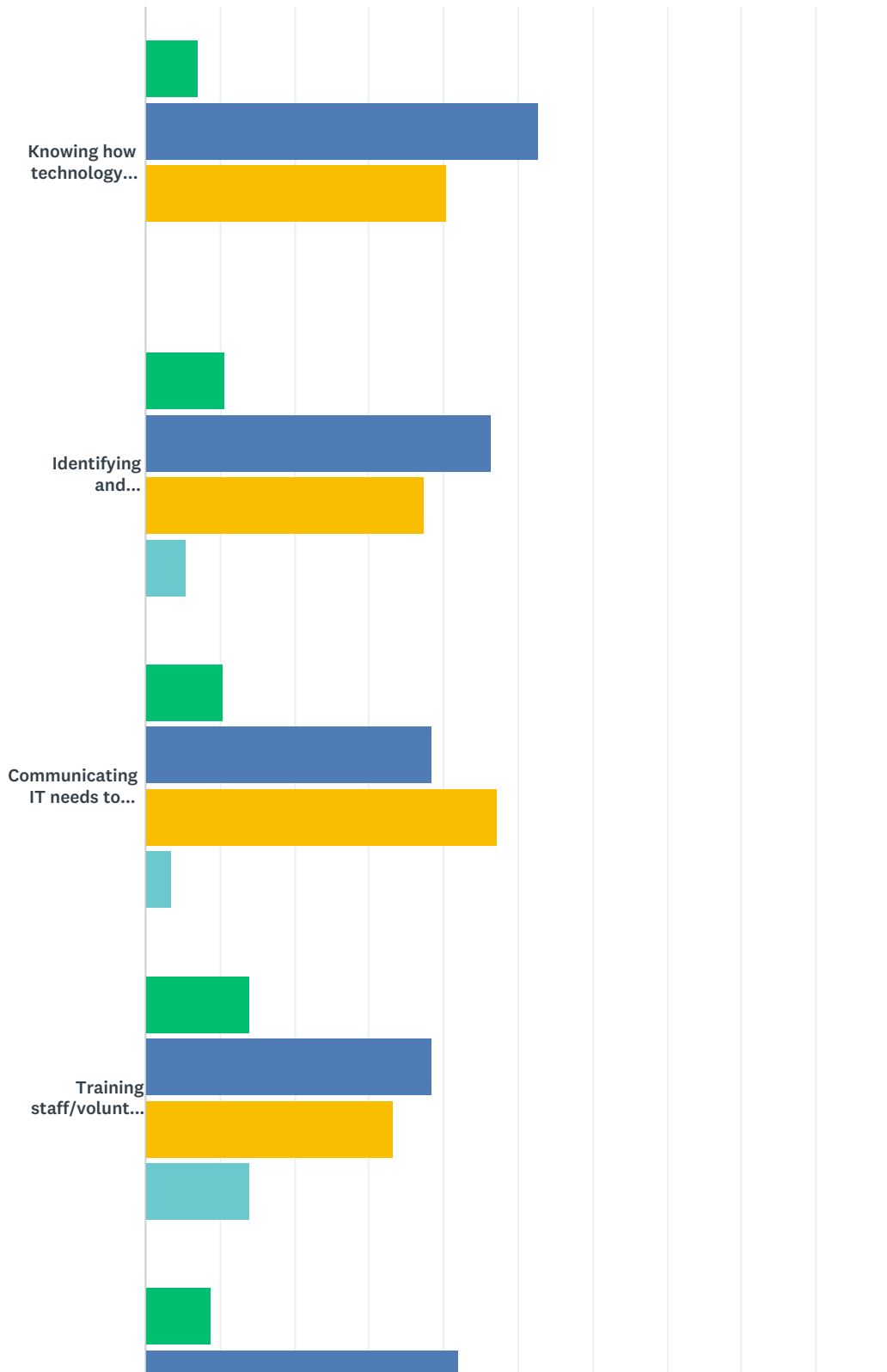


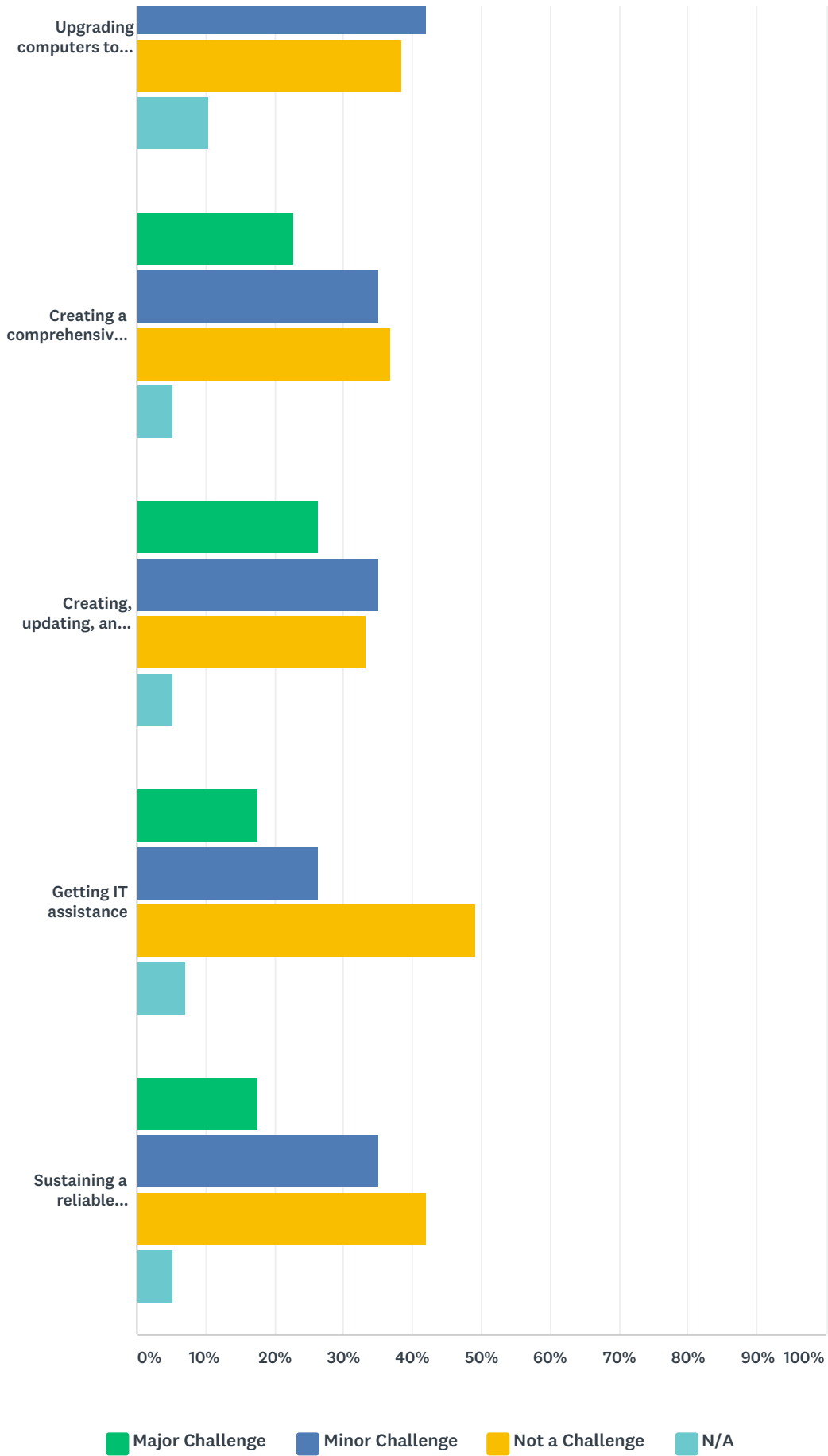
■ Major Challenge
 ■ Minor Challenge
 ■ Not a Challenge
 ■ N/A

	MAJOR CHALLENGE	MINOR CHALLENGE	NOT A CHALLENGE	N/A	TOTAL
Having an articulated Case for Support (a Case for Support is a statement that justifies your organization's need for philanthropic dollars and what outcomes you are striving to achieve)	29.82% 17	43.86% 25	26.32% 15	0.00% 0	57
Uncovering grant opportunities	43.86% 25	45.61% 26	10.53% 6	0.00% 0	57
Writing grant proposals	35.09% 20	38.60% 22	26.32% 15	0.00% 0	57
Securing foundation or corporate grant support	42.11% 24	47.37% 27	10.53% 6	0.00% 0	57
Securing government grants or contracts	32.14% 18	25.00% 14	17.86% 10	25.00% 14	56
Developing an Annual Fund (defined as a systematic way of raising ongoing operating support on an annual basis)	39.29% 22	26.79% 15	28.57% 16	5.36% 3	56
Securing annual gifts from your board of directors	25.45% 14	23.64% 13	29.09% 16	21.82% 12	55
Developing a capital campaign for expansion, if needed (if this is not a focus, please skip this question)	23.40% 11	21.28% 10	14.89% 7	40.43% 19	47
Executing effective special events	16.36% 9	40.00% 22	38.18% 21	5.45% 3	55
Expanding the donor base	58.18% 32	30.91% 17	5.45% 3	5.45% 3	55
Building an endowment, if desired (if this is not a focus, please skip this question)	24.49% 12	34.69% 17	12.24% 6	28.57% 14	49

# Q11 To what extent do the following INFORMATION TECHNOLOGY activities currently pose a challenge for your organization in fulfilling its mission or goals?

Answered: 57 Skipped: 1

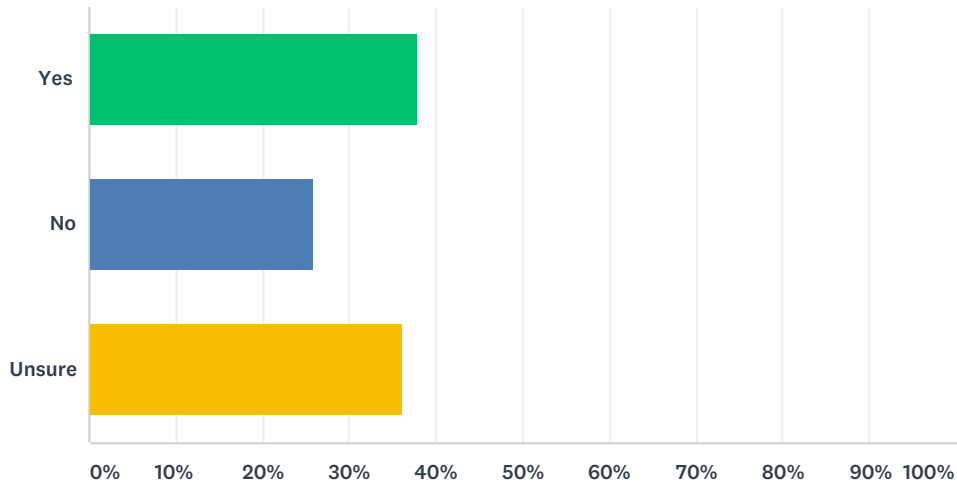




	MAJOR CHALLENGE	MINOR CHALLENGE	NOT A CHALLENGE	N/A	TOTAL
Knowing how technology helps achieve your mission (includes hardware such as computers, printers, etc. as well as software and applications such as databases, websites, email, etc.)	7.02% 4	52.63% 30	40.35% 23	0.00% 0	57
Identifying and implementing tech tools/resources for service delivery	10.71% 6	46.43% 26	37.50% 21	5.36% 3	56
Communicating IT needs to decision-makers or funders	10.53% 6	38.60% 22	47.37% 27	3.51% 2	57
Training staff/volunteers in software/applications	14.04% 8	38.60% 22	33.33% 19	14.04% 8	57
Upgrading computers to support new software	8.77% 5	42.11% 24	38.60% 22	10.53% 6	57
Creating a comprehensive and interactive website	22.81% 13	35.09% 20	36.84% 21	5.26% 3	57
Creating, updating, and effectively using databases	26.32% 15	35.09% 20	33.33% 19	5.26% 3	57
Getting IT assistance	17.54% 10	26.32% 15	49.12% 28	7.02% 4	57
Sustaining a reliable technology support source	17.54% 10	35.09% 20	42.11% 24	5.26% 3	57

### Q13 Would an unpaid, high school student intern be helpful in increasing your organization's capacity?

Answered: 58 Skipped: 0

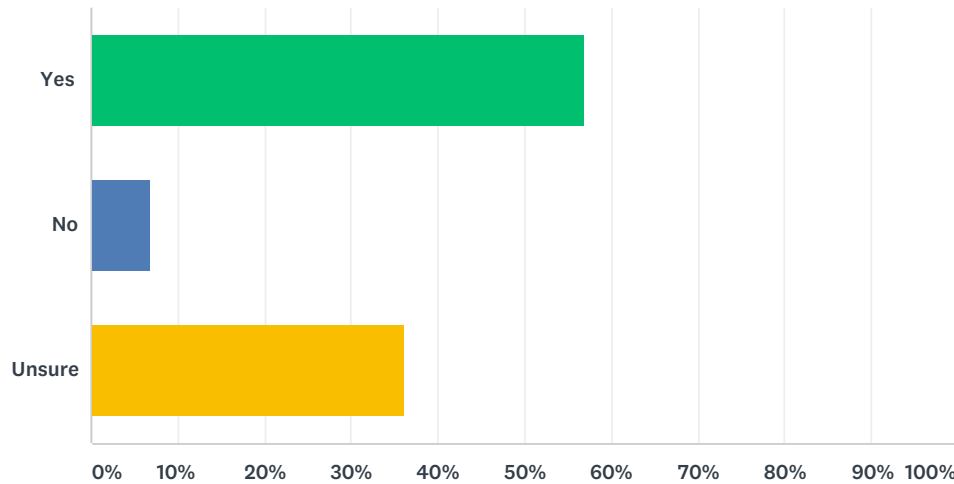


ANSWER CHOICES	RESPONSES	
Yes	37.93%	22
No	25.86%	15
Unsure	36.21%	21
<b>TOTAL</b>		<b>58</b>



### Q14 Would a paid, college or post-graduate student intern be helpful in increasing your organization’s capacity (assuming subsidies and/or funding were available to help offset the cost)?

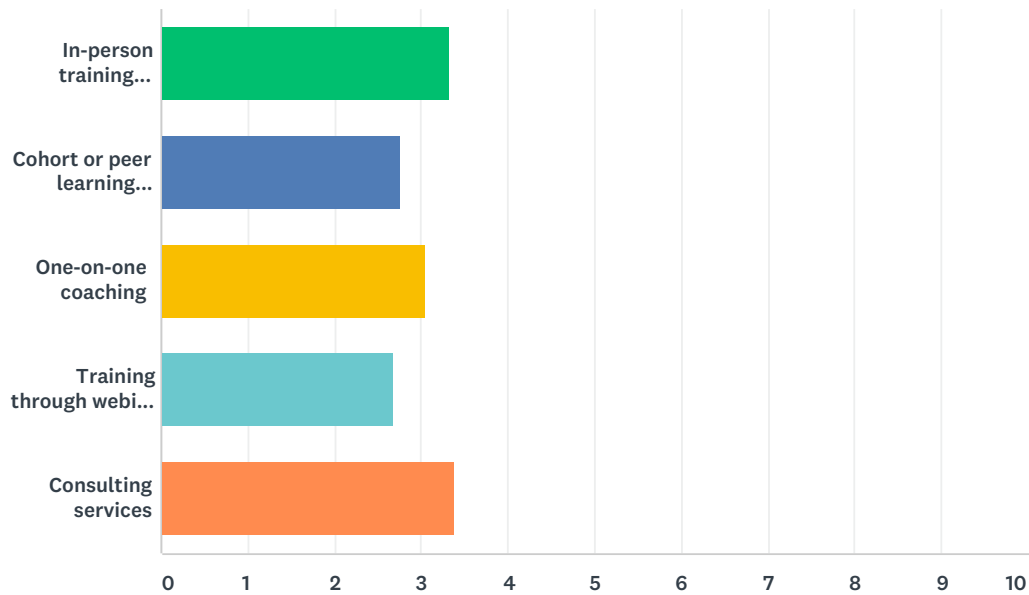
Answered: 58 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	56.90%	33
No	6.90%	4
Unsure	36.21%	21
TOTAL		58

### Q15 Rank the following options in order of preference for receiving capacity building services. (1 is most preferred, 5 is least preferred)

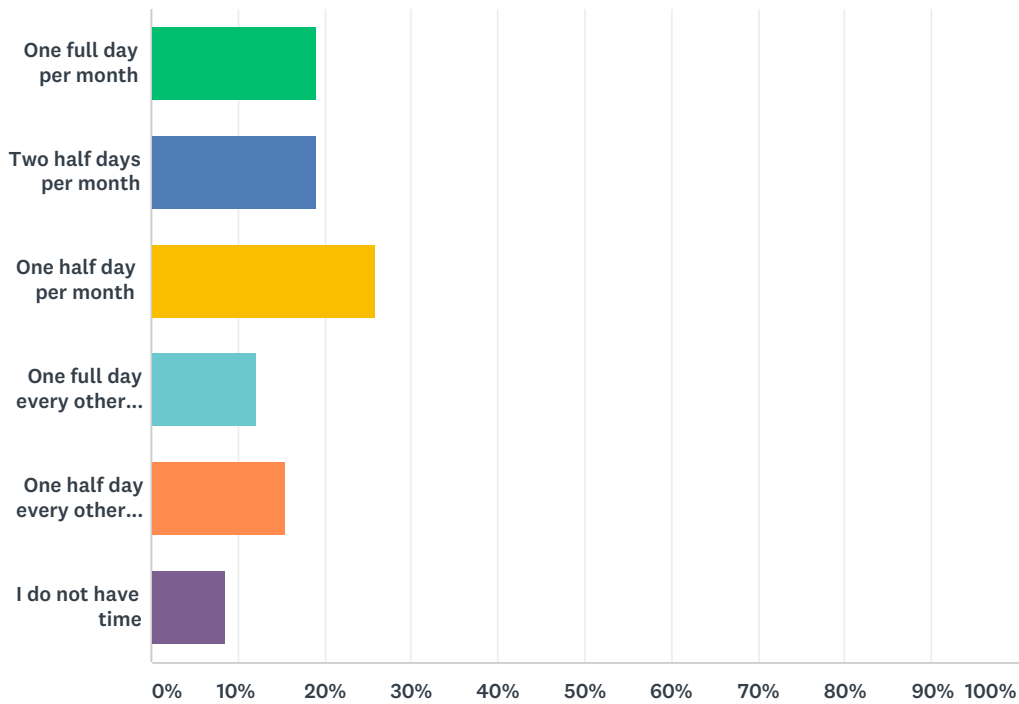
Answered: 55 Skipped: 3



	1	2	3	4	5	TOTAL	SCORE
In-person training sessions or classes	34.62% 18	9.62% 5	25.00% 13	15.38% 8	15.38% 8	52	3.33
Cohort or peer learning opportunities	6.00% 3	24.00% 12	32.00% 16	16.00% 8	22.00% 11	50	2.76
One-on-one coaching	15.69% 8	29.41% 15	19.61% 10	15.69% 8	19.61% 10	51	3.06
Training through webinar or teleconference	11.54% 6	23.08% 12	9.62% 5	32.69% 17	23.08% 12	52	2.67
Consulting services	37.04% 20	16.67% 9	11.11% 6	18.52% 10	16.67% 9	54	3.39

### Q16 How much time would you be willing to dedicate to capacity building work as previously defined in Question 15?

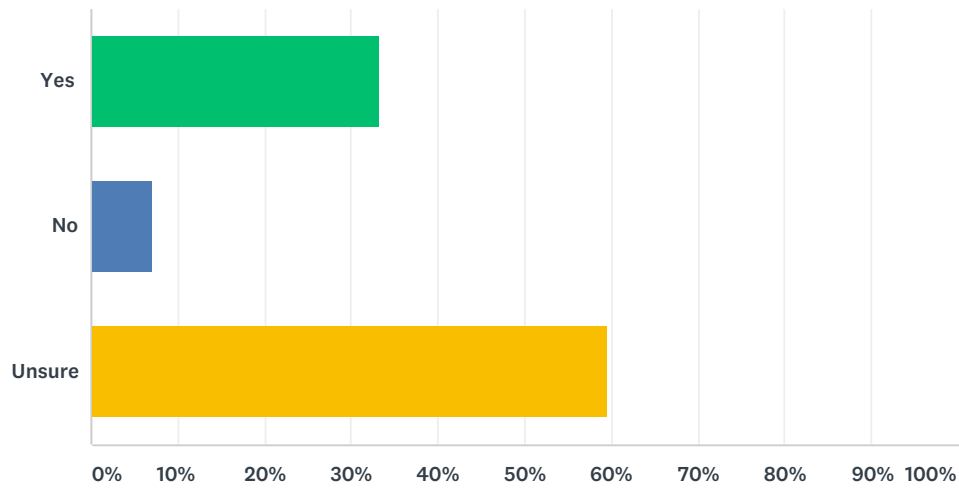
Answered: 58 Skipped: 0



ANSWER CHOICES	RESPONSES	
One full day per month	18.97%	11
Two half days per month	18.97%	11
One half day per month	25.86%	15
One full day every other month	12.07%	7
One half day every other month	15.52%	9
I do not have time	8.62%	5
<b>TOTAL</b>		<b>58</b>

### Q17 Would your board of directors be willing to participate in capacity building activities?

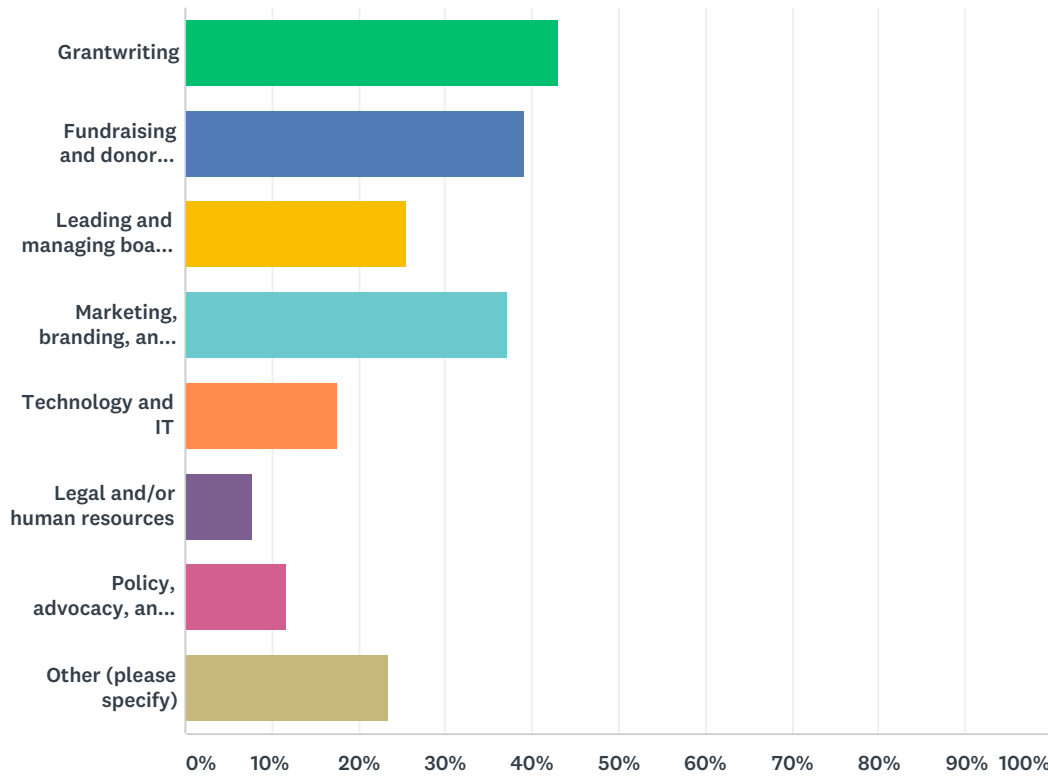
Answered: 57 Skipped: 1



ANSWER CHOICES	RESPONSES
Yes	33.33% 19
No	7.02% 4
Unsure	59.65% 34
TOTAL	57

**Q19 What skills, expertise, or resources do you believe the leadership of your organization could provide to strengthen other Hancock County nonprofits who could use assistance in that area? Select all that apply.**

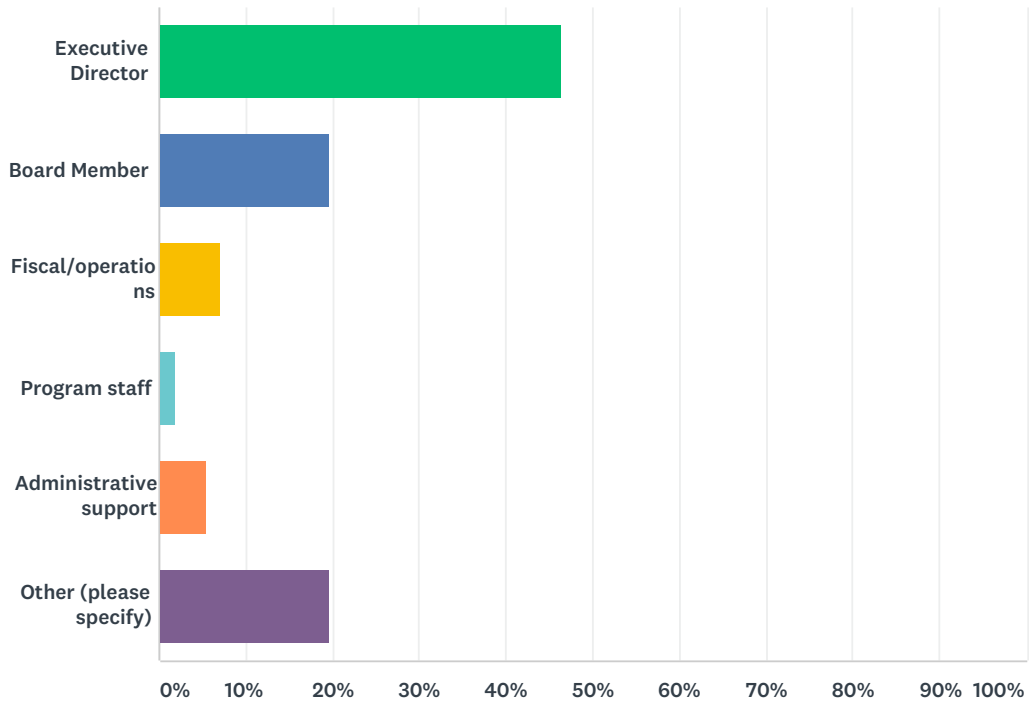
Answered: 51 Skipped: 7



ANSWER CHOICES	RESPONSES	
Grantwriting	43.14%	22
Fundraising and donor development	39.22%	20
Leading and managing boards of directors	25.49%	13
Marketing, branding, and social media	37.25%	19
Technology and IT	17.65%	9
Legal and/or human resources	7.84%	4
Policy, advocacy, and government	11.76%	6
Other (please specify)	23.53%	12
Total Respondents: 51		

## Q20 Position

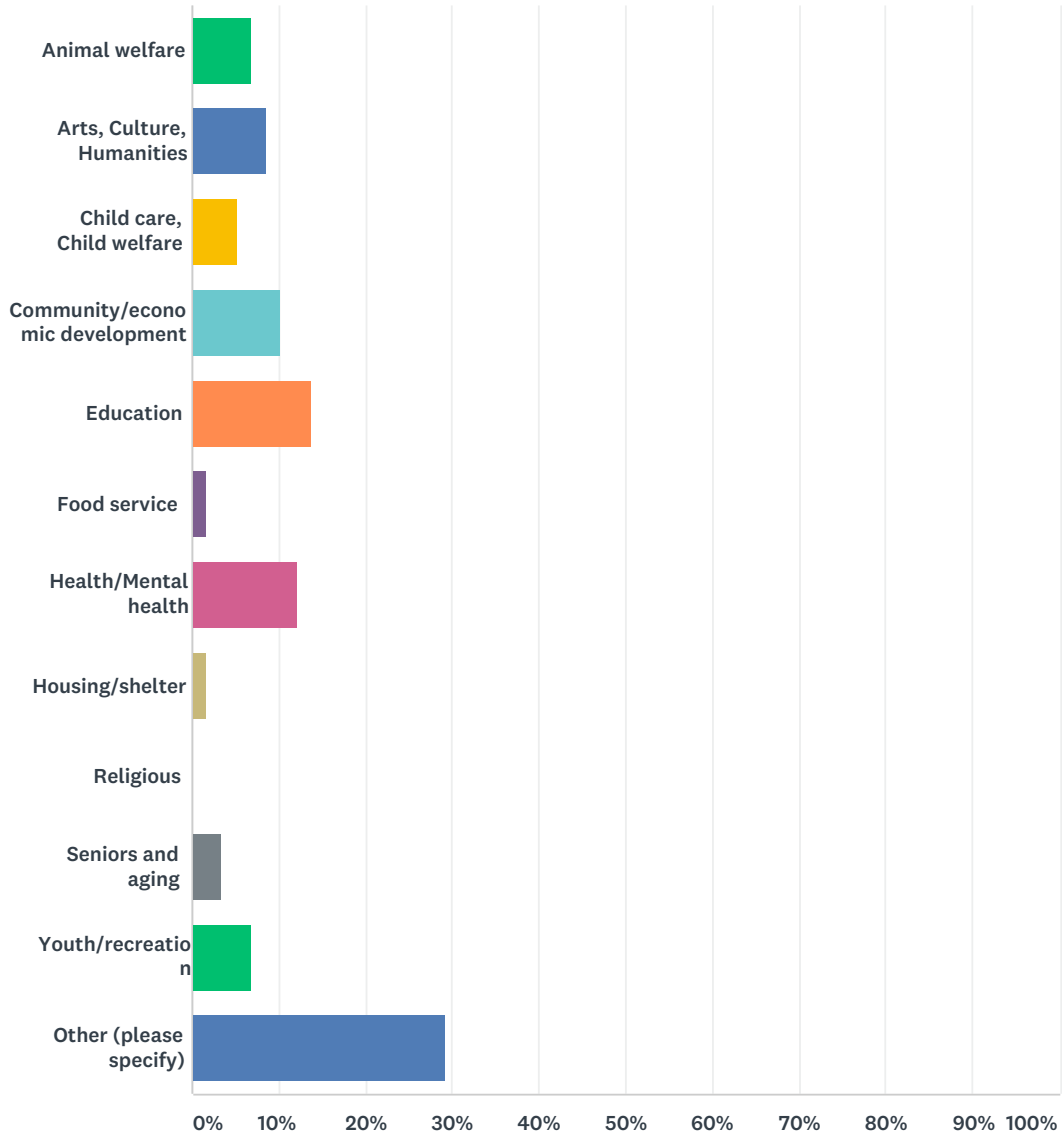
Answered: 56 Skipped: 2



ANSWER CHOICES	RESPONSES	
Executive Director	46.43%	26
Board Member	19.64%	11
Fiscal/operations	7.14%	4
Program staff	1.79%	1
Administrative support	5.36%	3
Other (please specify)	19.64%	11
<b>TOTAL</b>		<b>56</b>

# Q21 What organization field of service best fits your organization?

Answered: 58 Skipped: 0



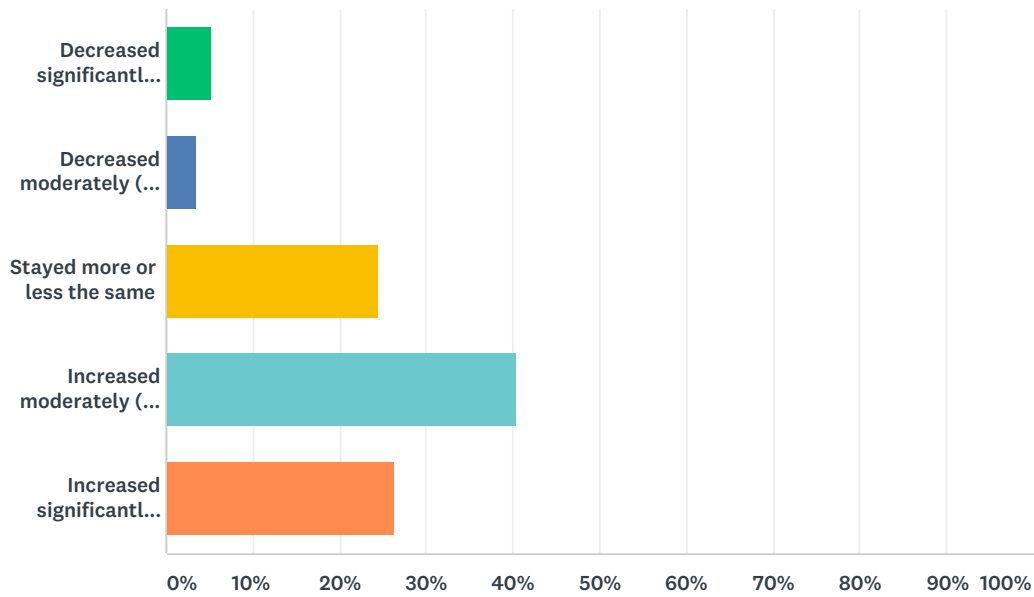
ANSWER CHOICES	RESPONSES	
Animal welfare	6.90%	4
Arts, Culture, Humanities	8.62%	5
Child care, Child welfare	5.17%	3
Community/economic development	10.34%	6
Education	13.79%	8
Food service	1.72%	1
Health/Mental health	12.07%	7
Housing/shelter	1.72%	1

Religious	0.00%	0
Seniors and aging	3.45%	2
Youth/recreation	6.90%	4
Other (please specify)	29.31%	17
TOTAL		58



## Q22 How have demands for your organization’s services or programs changed over the last three years?

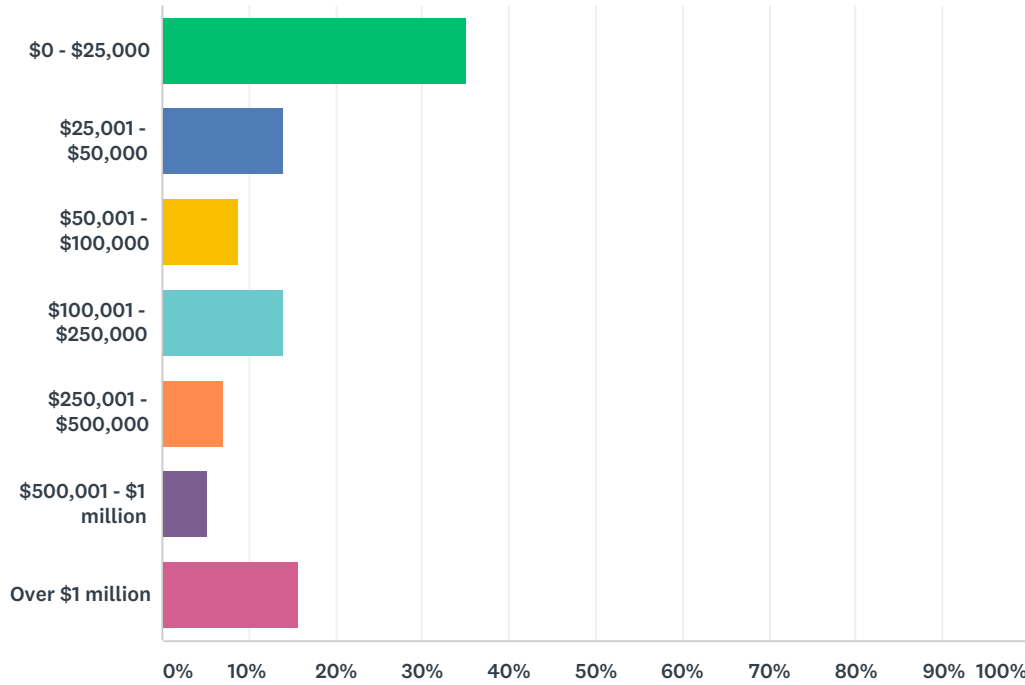
Answered: 57 Skipped: 1



ANSWER CHOICES	RESPONSES	
Decreased significantly (by more than 25%)	5.26%	3
Decreased moderately (by 10-25%)	3.51%	2
Stayed more or less the same	24.56%	14
Increased moderately (by 10-25%)	40.35%	23
Increased significantly (by more than 25%)	26.32%	15
TOTAL		57

### Q23 What is the budget size of your organization?

Answered: 57 Skipped: 1



ANSWER CHOICES	RESPONSES	
\$0 - \$25,000	35.09%	20
\$25,001 - \$50,000	14.04%	8
\$50,001 - \$100,000	8.77%	5
\$100,001 - \$250,000	14.04%	8
\$250,001 - \$500,000	7.02%	4
\$500,001 - \$1 million	5.26%	3
Over \$1 million	15.79%	9
<b>TOTAL</b>		<b>57</b>