

---

# Community Foundation for Monterey County Center for Nonprofit Excellence



---

## Nonprofit Survey Responses November 2023

---

# Purpose and Method

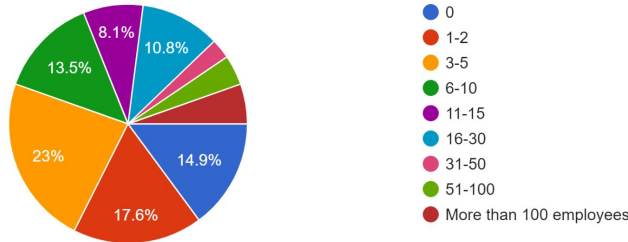


The purpose of the 16-question survey is to better understand how local nonprofits are faring (Fall 2023).

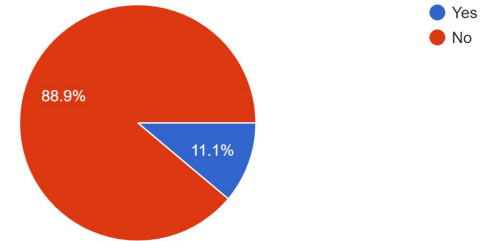
- The Survey received 74 responses (compared to 51 responses last year). It is not an exhaustive study nor a randomized sample.
- Responses are subjective and terms used are open to interpretation.

# Who Responded 2023

Number of paid staff (FTE):  
74 responses



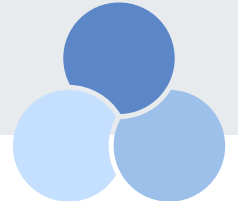
Do you identify as BIPOC (black, indigenous, person of color)?  
72 responses



- The majority of responses came from organizations with 0-5 paid staff.
- This roughly mirrors the proportion of smaller organizations active with CNE in 2023.
- Service areas reflected in the Survey include Monterey, Santa Cruz & San Benito Counties.

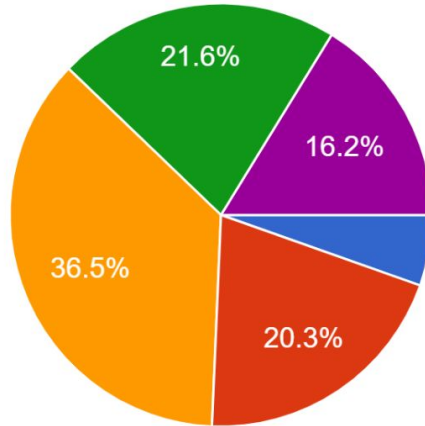
Primary areas served: Monterey County-wide, followed by Salinas and Monterey

# Current State of Nonprofits 2023



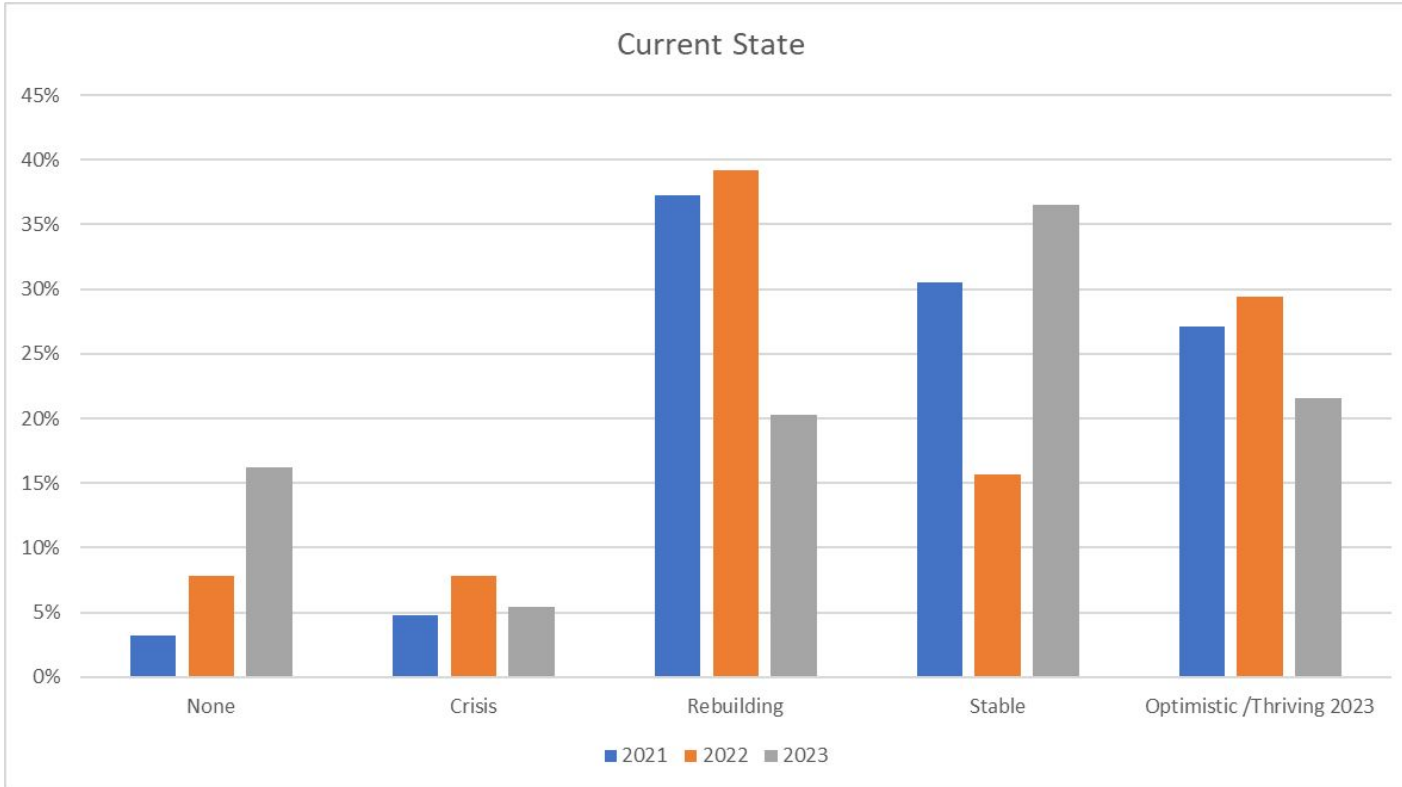
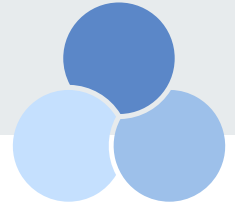
Which best describes the current state of your nonprofit?

74 responses



- In crisis
- Rebuilding
- Stable
- Thiving
- None of these

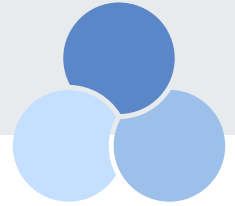
# Current State of Nonprofits - 3 year comparison



% of nonprofits that are “Stable” increased 20% over last year.

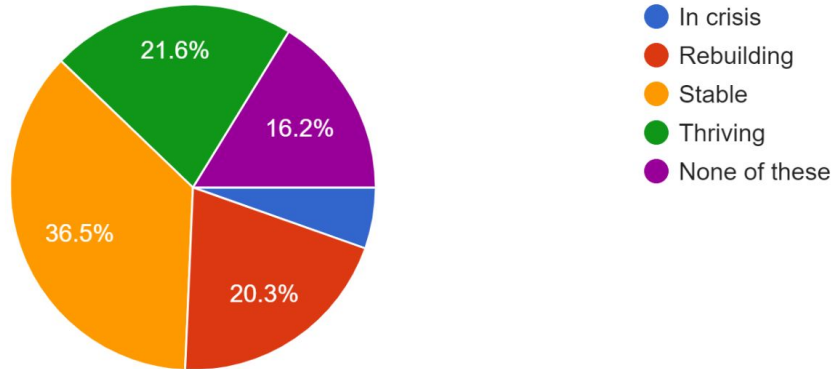
*Note: Survey wording changed from “Optimistic in our vision for next 3-5 years” to “Thriving”*

# Stable - largest portion



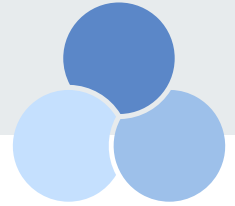
Which best describes the current state of your nonprofit?

74 responses



**Stable** nonprofits had funding but mentioned various limitations on their desired growth: space, partnerships, expertise, compensation, hiring requirements from state funders.

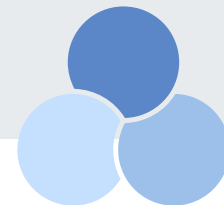
# Stable - comments



“Sometimes it's running in place, but we raised significant funds pre-pandemic for historic restoration which is now completed.” (1-2 staff size)

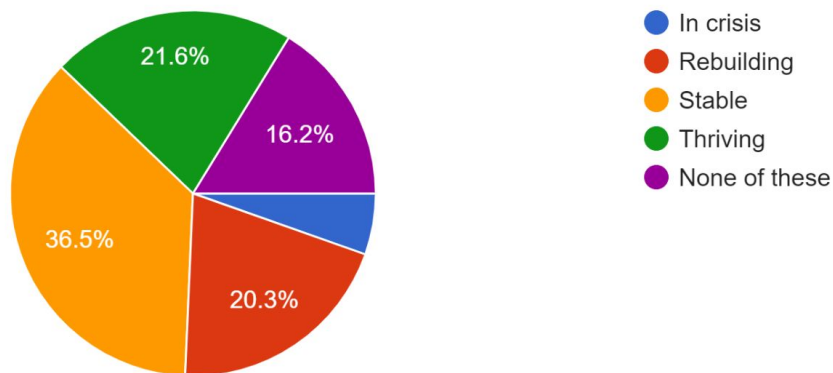
*We are getting good responses from people who participate; support has been steady and we were very fortunate to get a good size (for us) grant just recently that will help us move closer to "thriving"! (1-2 staff size)*

# Thriving



Which best describes the current state of your nonprofit?

74 responses



Very few **Thriving** nonprofits had recent/anticipated leadership transitions. They report stable staffing, increased program reach, community awareness and new facilities.



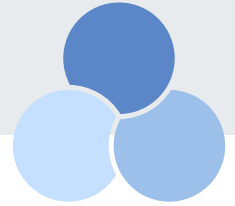
# Thriving - comments



"We are working to find the staff with the right mix of commitment and connection to community." *(11-15 staff size)*

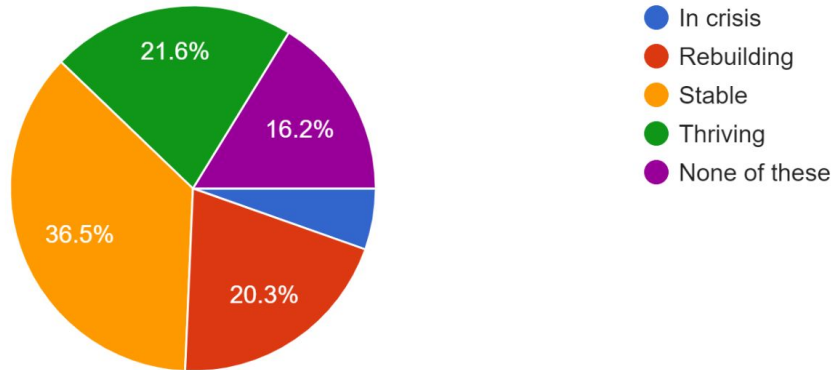
*"We are growing, adding programs and increasing our reach. Of course we have struggles with that, but it is part of the growth process." (11-15 staff size)*

# Rebuilding



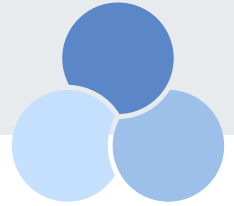
Which best describes the current state of your nonprofit?

74 responses



47% of those **Rebuilding** had recent/anticipated leadership transitions. High turnover, lack of continuity overall and COVID impacts were mentioned.

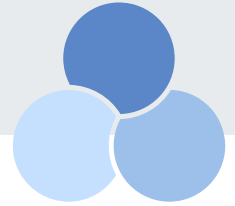
# Rebuilding - comments



"The Pandemic has required us to rehire 100% of our team. This has been a challenge, and compounded with the high cost of living we are having to spend more time focused on hiring than previously." (3-5 staff size)

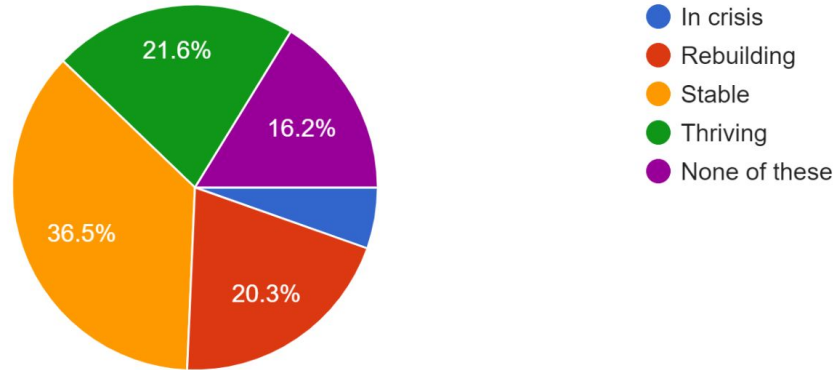
*"Changes in leadership are giving us a chance to restructure and decide what is working/not working for our org. There are some growing pains with every transition." (16-30 staff size)*

# In Crisis Management or None of These



Which best describes the current state of your nonprofit?

74 responses



Several nonprofits **In Crisis Management** commented on the changes to arts funding. 100% do not have the necessary resources to build capacity.

Responses for **None of These** reflect nonprofits that are just starting plus those in-between categories.

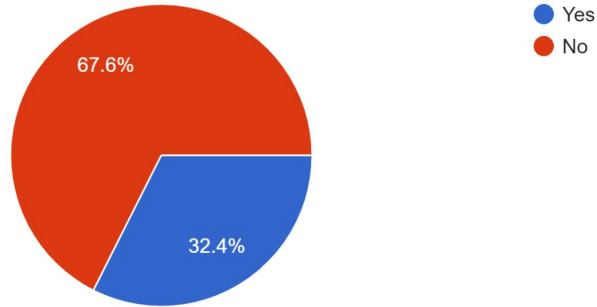
# Leadership Transitions - Confidence



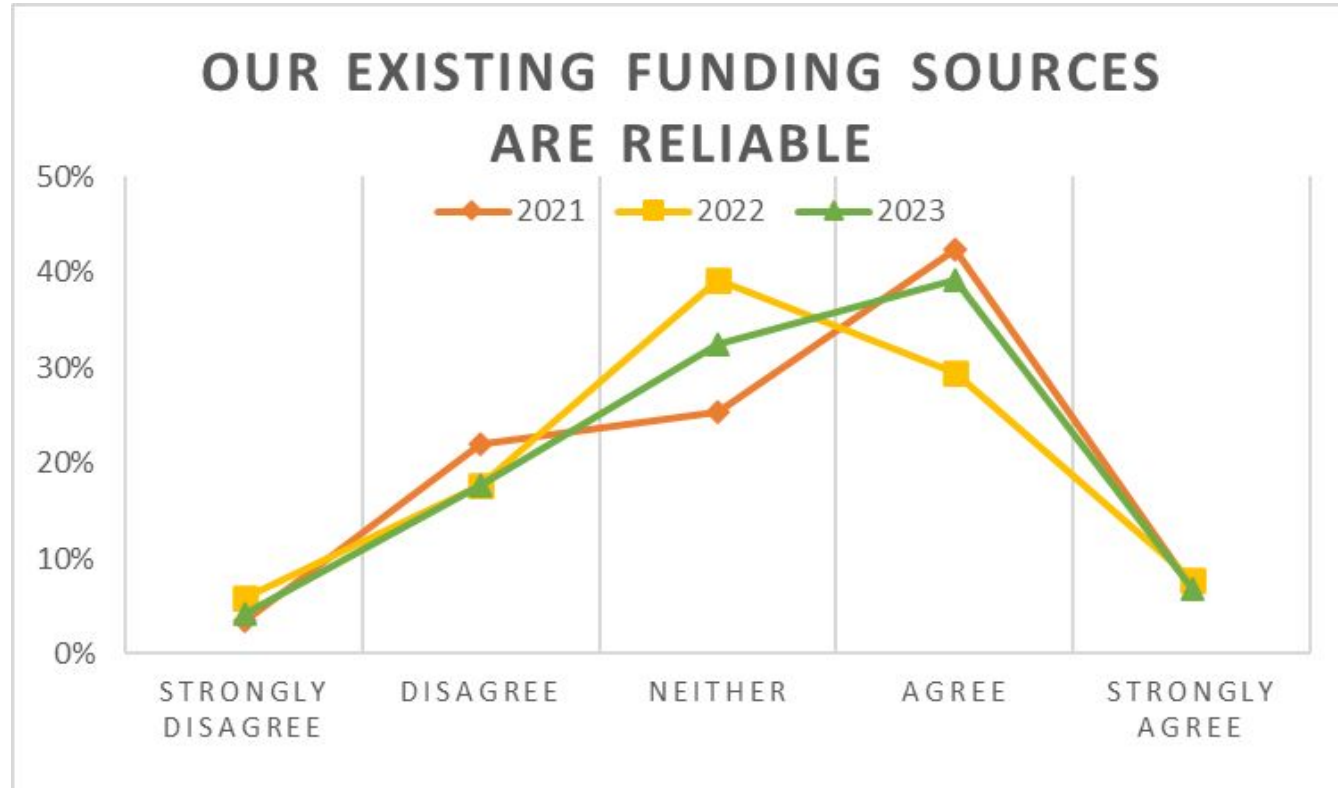
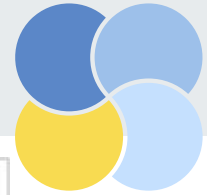
Has your organization had a leadership transition this year or will it in the near future?

74 responses

2023



# Reliable Funding

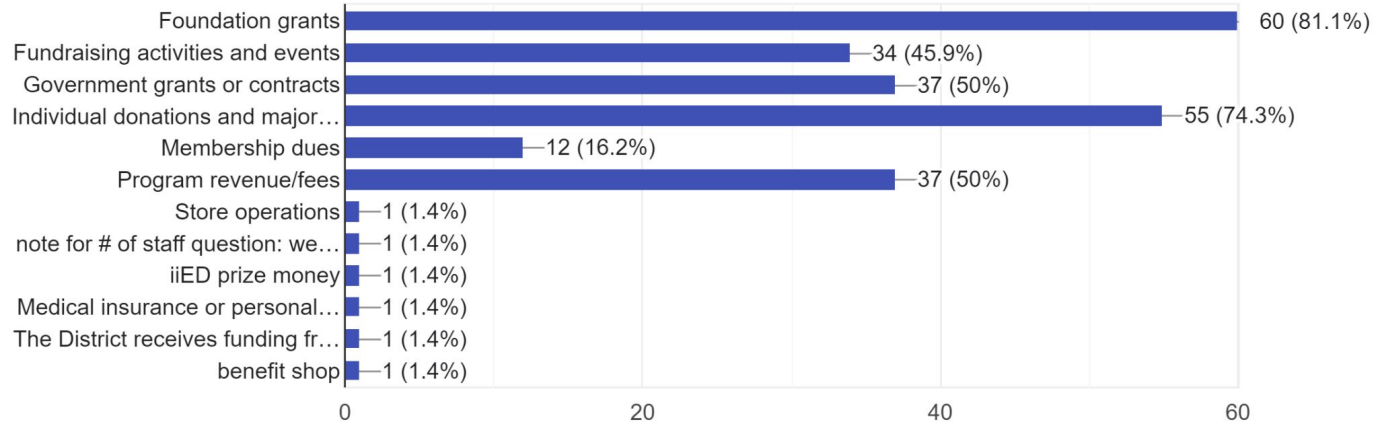


# Nonprofit Funding Sources

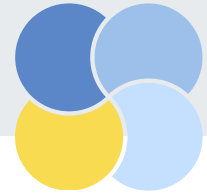


Which are your organization's funding sources? (top 3)

74 responses

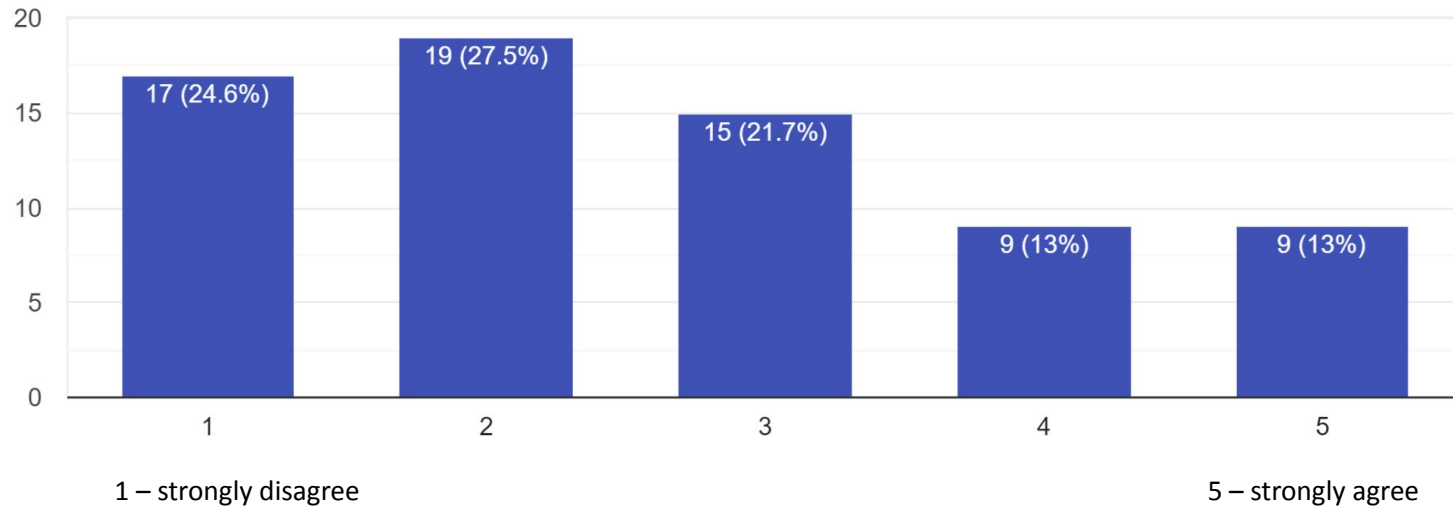


# Pandemic-Related Funding



We have struggled to replace pandemic-related funding sources.

69 responses





# Funding Situation



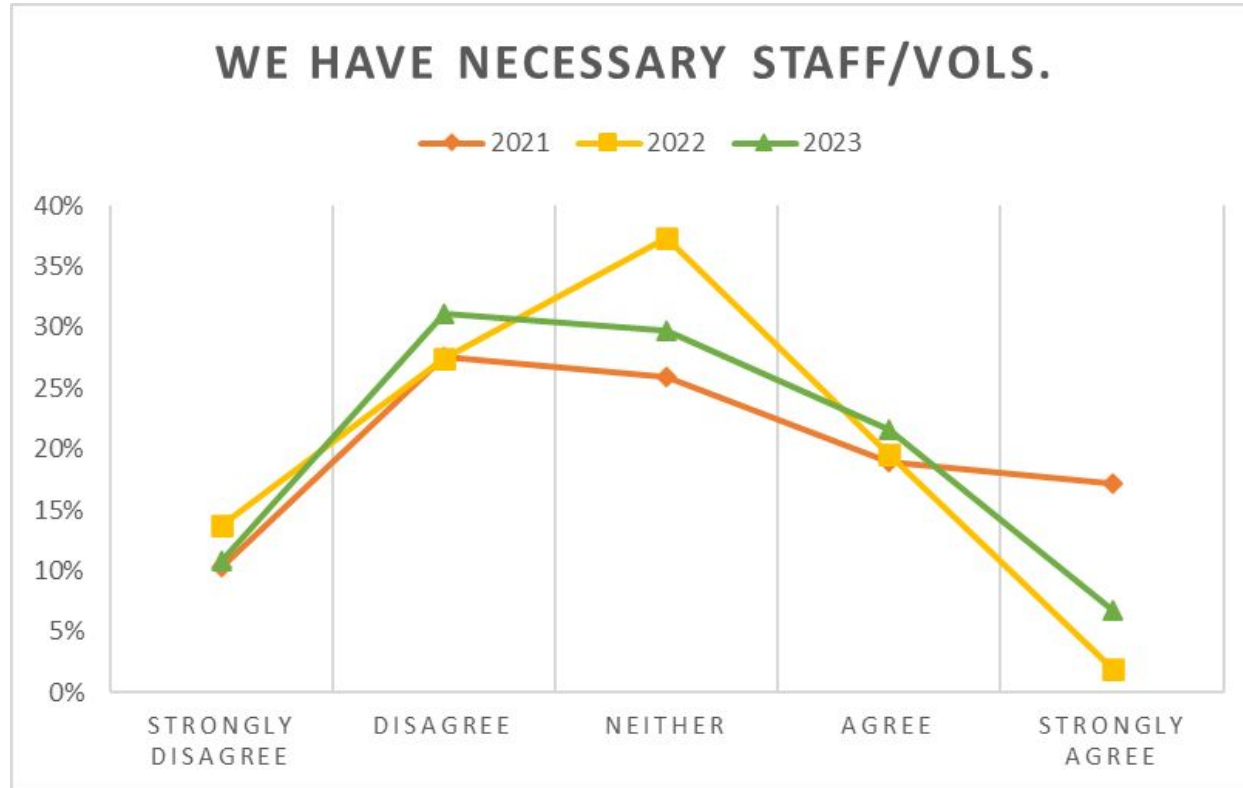
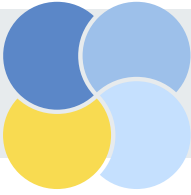
## **Pandemic:**

- Roughly 1 in 4 nonprofits have struggled to replace pandemic-era funding.
- Not able to draw conclusions about nonprofit size or funding source type.

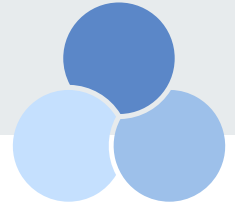
## **Reliability:**

- Same general trend as observed in 2021-2022. Some shift toward reliability implied.
- Several mentions of upcoming changes to foundation grants to the arts.

# Staff and Volunteers to Carry Out the Work



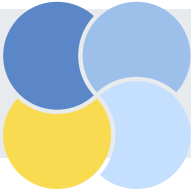
# Necessary Staff and Volunteers - comments



"We attract loyal and hard-working volunteers who power our community programs, but the core management needs (finances, marketing & outreach, volunteer coordination, effective strategic planning) exceed the time commitment and skill sets of a working Board of Directors." (0 paid staff)

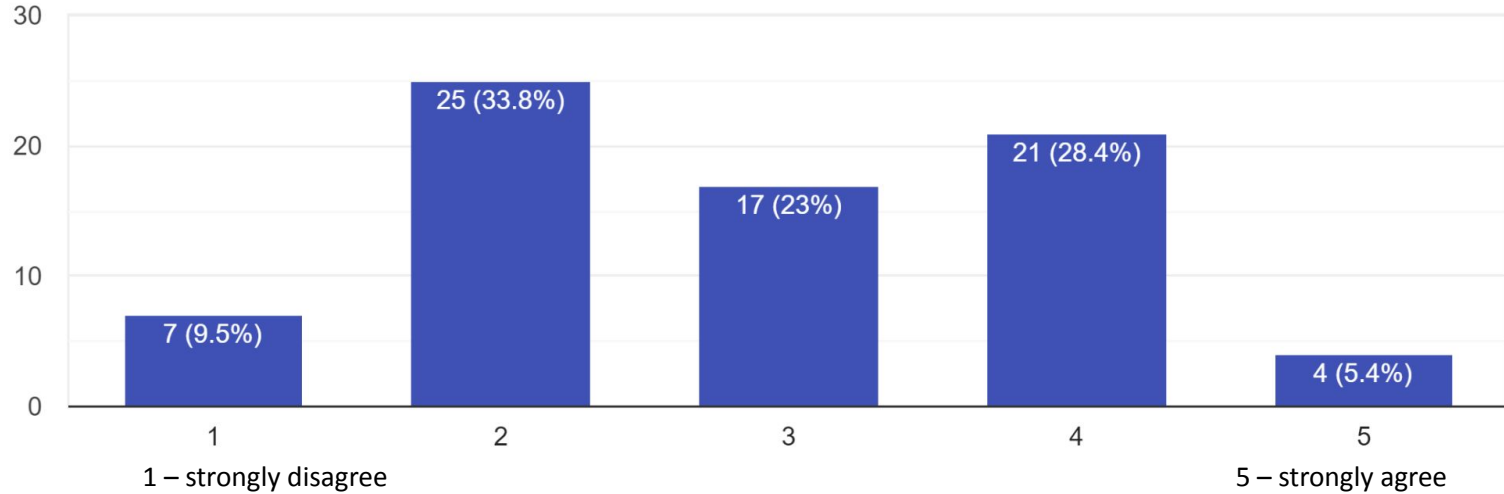
*"We are fortunate to have stable state funding that is restricted to certain programs and activities. For us to utilize that funding we are held to strict hiring requirements. It's tough to get the qualified staff we need for some of our work." (6-10 staff size)*

# Resources to Build Capacity



We have the necessary resources to build our capacity.

74 responses



# What's next?

- Survey respondents shared that CNE is most supportive when it delivers relevant workshops and trainings.
- CNE workshops and trainings can play a role in helping local nonprofits build the capacity of their teams.

[cfmco.org/cne](https://cfmco.org/cne)



**center for  
nonprofit  
excellence**

COMMUNITY FOUNDATION  
FOR MONTEREY COUNTY

# Additional Resources



**2024 Grant Opportunities** - [www.cfmco.org/grants](http://www.cfmco.org/grants)

**Nonprofit Training Calendar** - [www.cfmco.org/workshops](http://www.cfmco.org/workshops)

## **Staff & Volunteer Recruitment**

- Job Boards: [NAMC](#) and [Nonprofit Connection Santa Cruz](#)
- Volunteer Listings: [Community Builders for Monterey County](#)

## **Leadership Transitions**

- Executive Director Breakfast Roundtable Series (January-May 2024 in Salinas)
- [Guide to Leadership Transitions](#) from the Center for Nonprofit Excellence (CNE)

# Related National Data and Information



- [Health of the U.S. Nonprofit Sector - Annual Review 11/2023](#) (Independent Sector)
- [2023 Nonprofit Workforce Survey Results: Communities Suffer as Nonprofit Workforce Shortage Crisis Continues](#) (National Council of Nonprofits)
- [Brilliant Transformation: Toward Full Flourishing in BIPOC Leadership Transitions](#) (Robert Sterling Clark Foundation)

**Thank you** to all who  
responded to the survey.