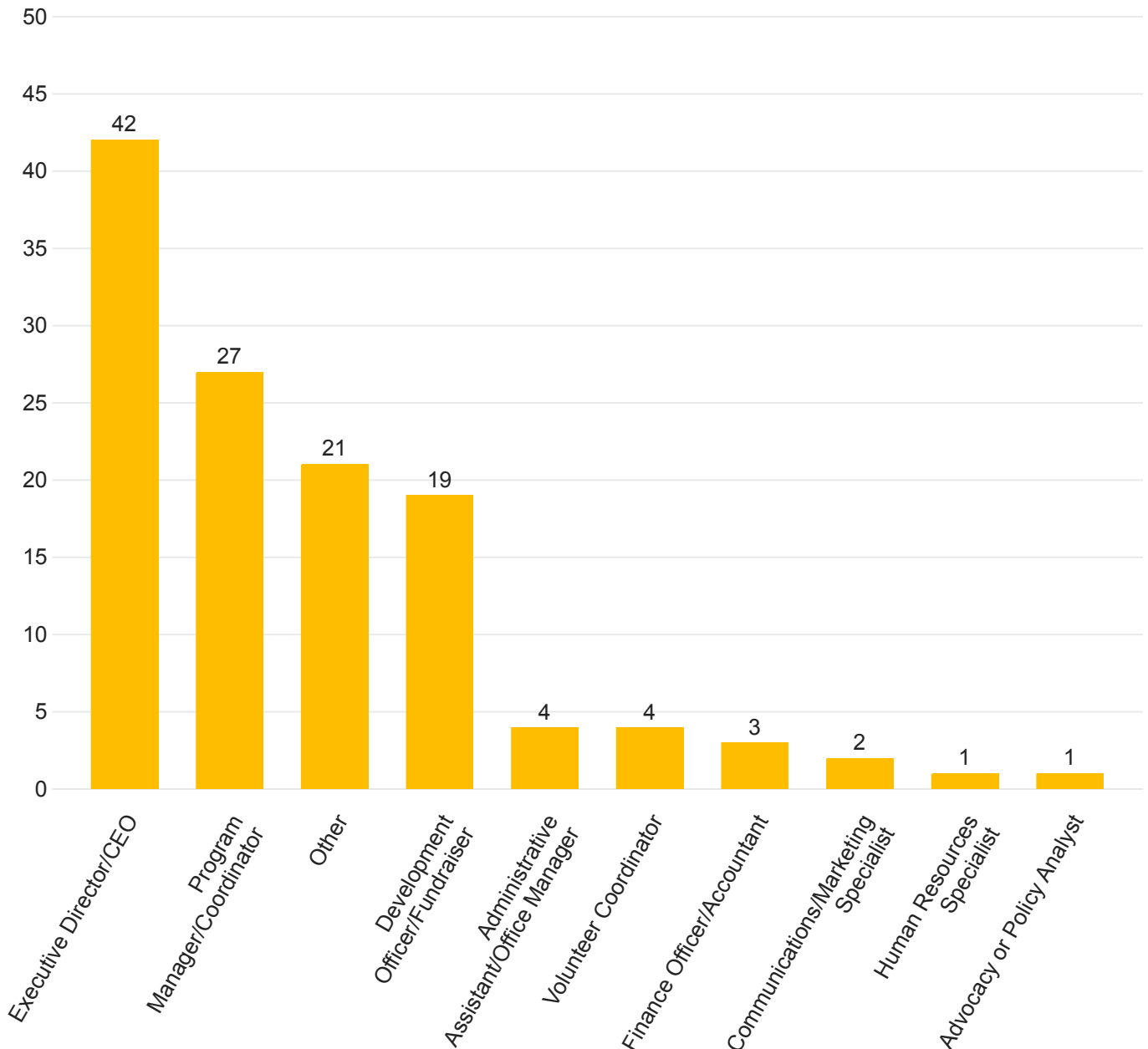


Nonprofit Professional and Personal Needs Survey

January 2024

Demographics

Q36 - Please select your current position from the following list. -
Selected Choice



Other (please specify)

Other (please specify): - Text

Operations Director

Combination of program coordinator and grant writing

HR Director

Vice President of Development and Communications

Operations Manager

Data and operations

Director of Operations: Responsible for managing all financial, HR, benefits and IT.

board president

Construction & Safety

My title is Program & Outreach Coordinator. I manage our volunteers and oversee our programs

In charge of Fund Development, Communications and Volunteer Coordination(wear many hats)

Operations Director

researcher

HCP, healthcare provider educator and assistant

Community Guide Assistant - Assist Community Guides with the development and execution of enriching day programming; assist program members in programs as needed; assist members with personal cares as needed; function as a utility person for the organization performing handyman jobs.

All of the above. We are an all volunteer nonprofit. I am the founder and CEO, and everything else.

I am between jobs/working part time after a family leave

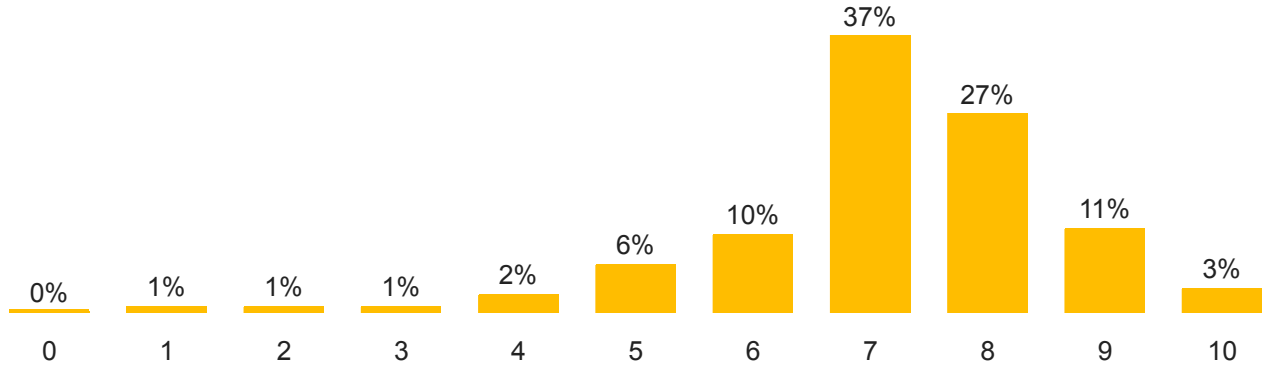
board member

Board Member & Volunteer

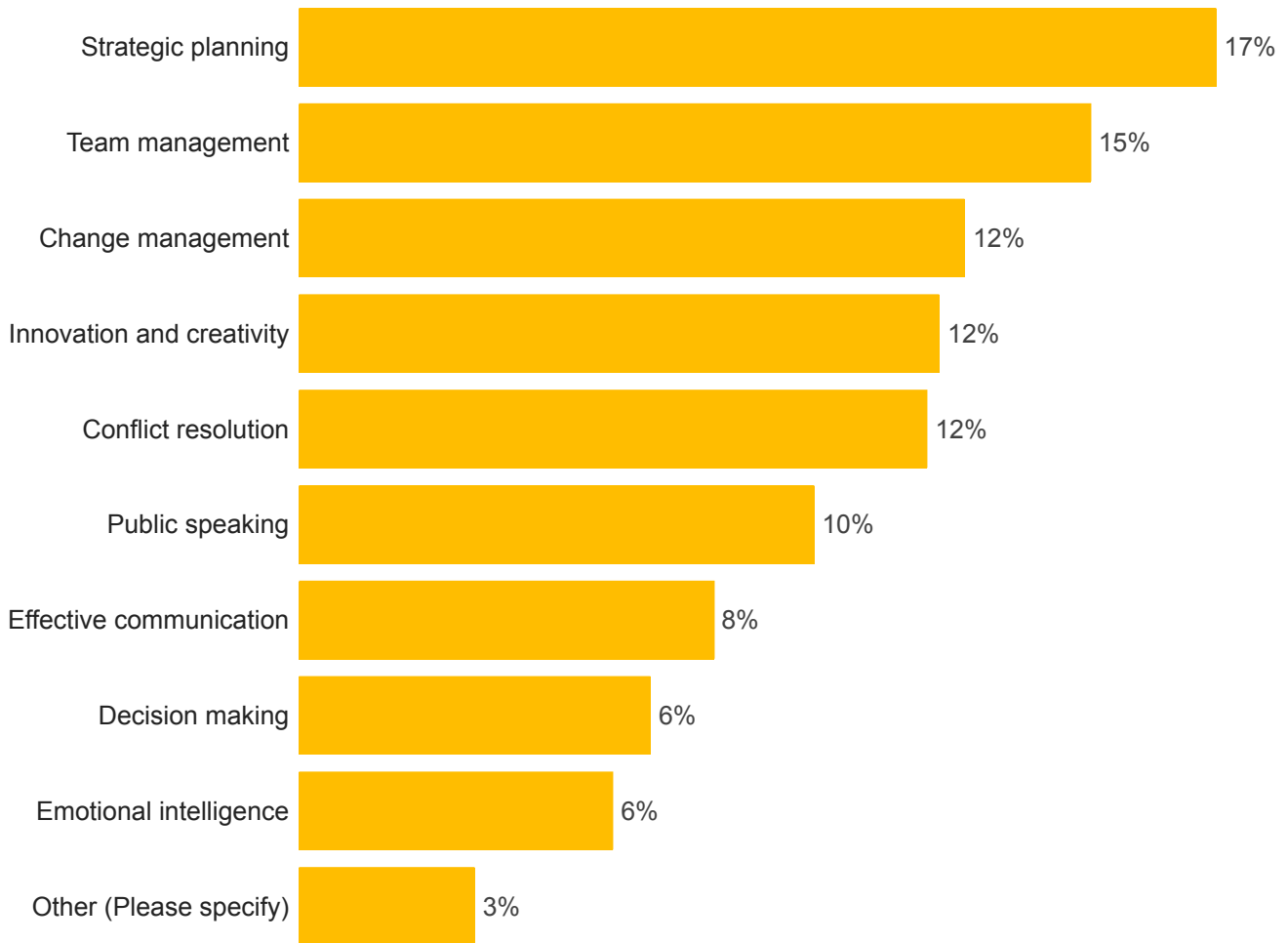
Board President

Leadership

Rate your confidence in your current leadership skills.



Select the leadership skills areas you'd like to develop or improve upon.



Other (Please specify)

Other (Please specify) - Text

managing up

Negotiation (e.g. of needs of team and from leadership, etc.)

Institutionalizing equitable practice

Alternative leadership structures, decentralized decision making

Board Development

I would like an opportunity to have a direct report and lean into direct personnel management and leadership as opposed to all the big picture leadership.

Fund Raising

All the above could have IMPROVEMENTS

Delegation

Cost-effective technology and tech support

Diversity, Equity, and Inclusion

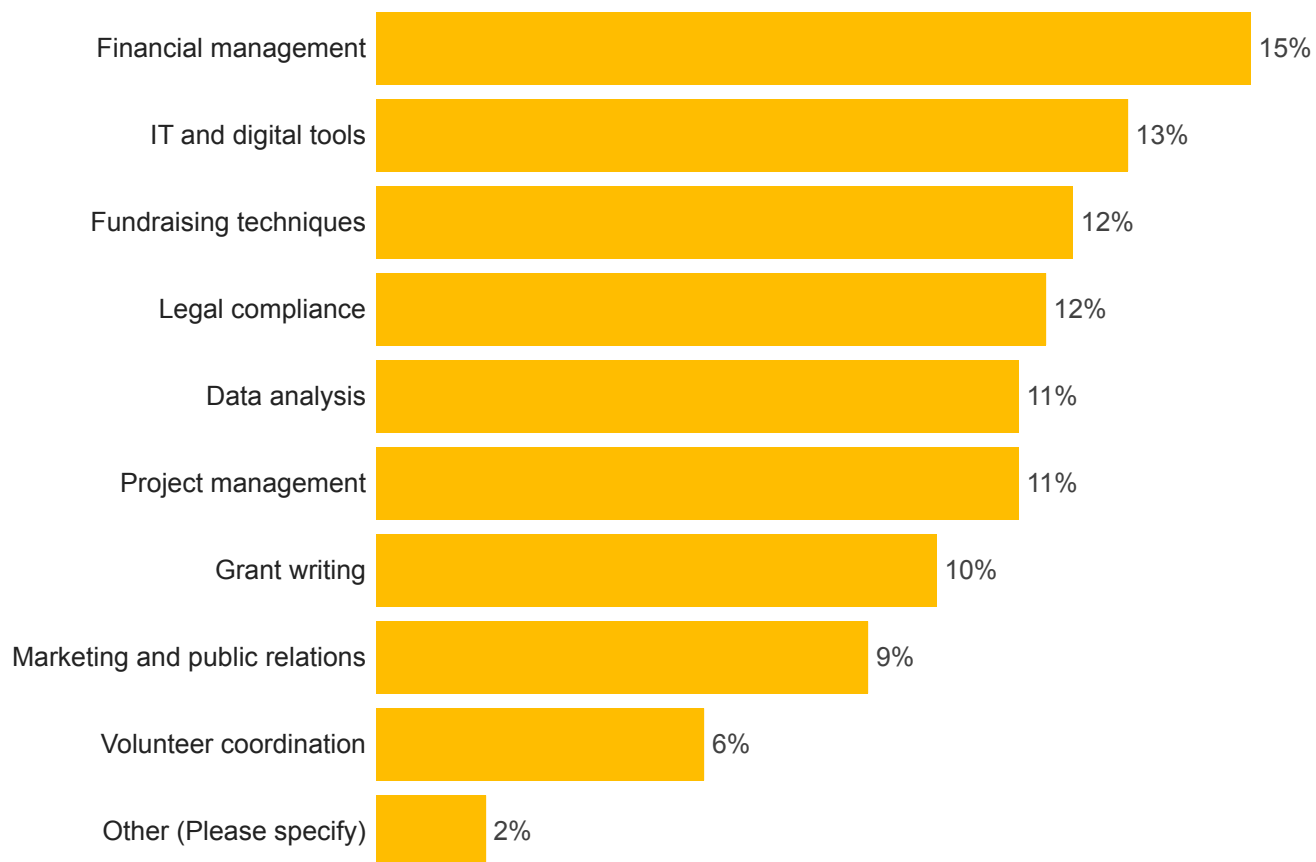
Boundaries

Business Expansion

Succession planning

Technical Skills

Select the technical skills areas you'd like to develop or improve upon.



Other (Please specify)

Other (Please specify) - Text

managing federal grants

Survey design; feedback methods and systems (to volunteers, co-workers, leadership, etc.)

Restorative practices

Tools for training and continuing education of remote volunteers.

Board Engagement

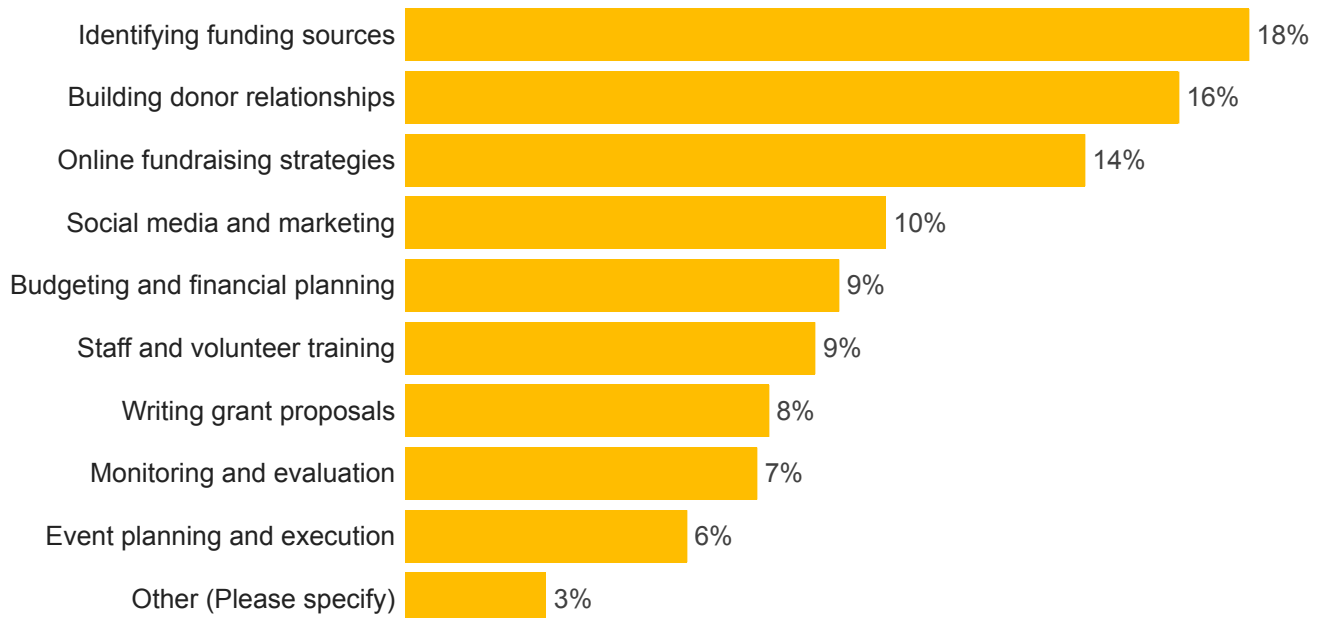
nonprofit ownership of real estate

HR

implications of AI in nonprofit world

Fundraising

Identify your challenges in fundraising and resource management.



Other (Please specify)

Other (Please specify) - Text

Main challenge is managing overwhelming workload and lack of the additional staff needed for it with expectations of team / co-workers and leadership.

Advocacy for trust based philanthropy, liberatory fundraising

I did not select this as a need

Diversification of funding / not traditional sources of income

Getting upper management to listen

I do not work directly with fund development.

As a government entity we are not allowed to fundraise/solicit

Board Engagement

Equity and supporting operations

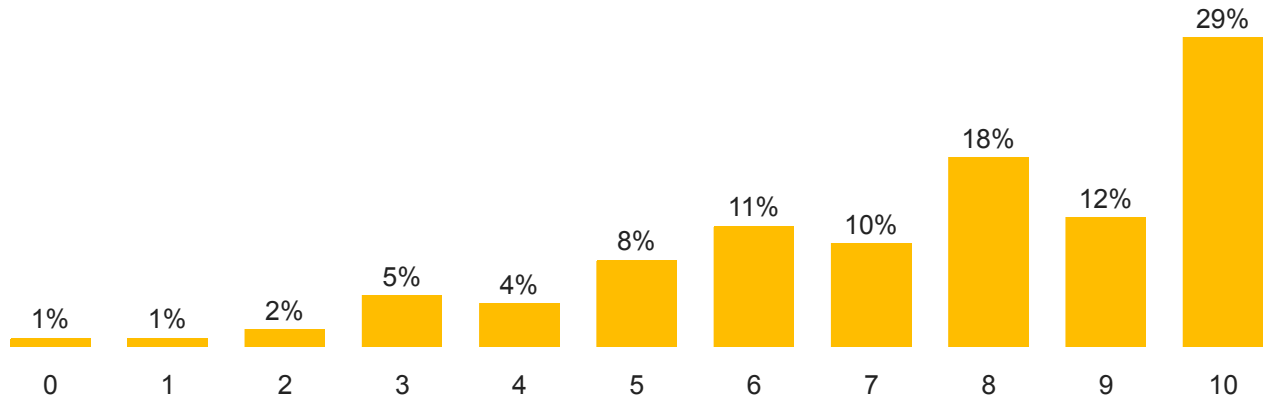
n/a

Motivating others (i.e. board) to fundraise

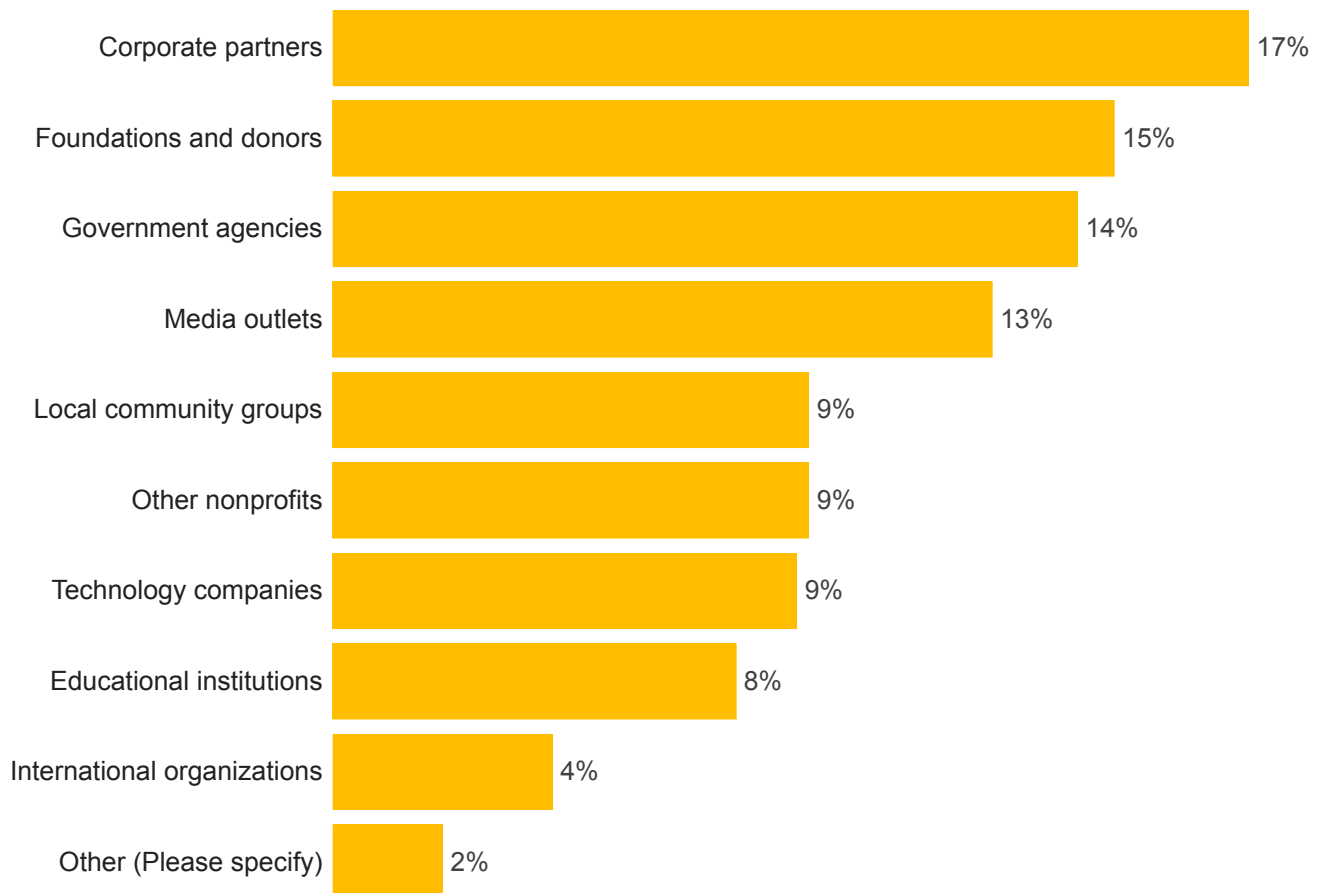
Packaging services that aren't direct services or pull at heartstrings

Networking

Rate the importance of networking in your role.



Identify the organizations or sectors you wish to collaborate with but find challenging.



Other (Please specify)

Other (Please specify) - Text

organizations representing marginalized communities

Note about corporate partners selection: corporate partners often want to do an on-site volunteer event to "help," but that takes significant coordination and removes staff from providing front-line services, when we are already spread thin. There is pressure from leadership to collaborate with corporate partners in hopes of maintaining potential charitable donations / board relationships, but it feels exploitative--what is a better way?

Pharmaceutical companies

So hard to reach family foundations within community foundations. Also, your rating question above doesn't make sense. The question is about "importance" but below that it is asking about "confidence level". I don't really know what you're asking.

Retired educators

No problems

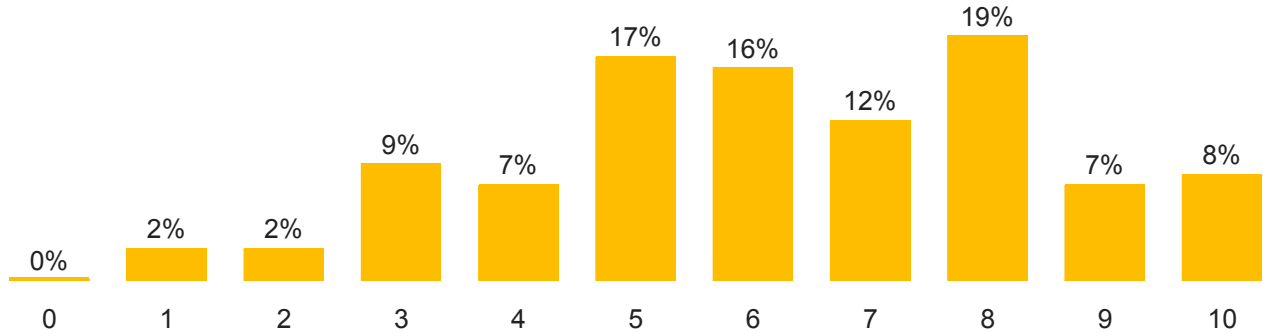
N/A

networking in the post-pandemic, more virtual world

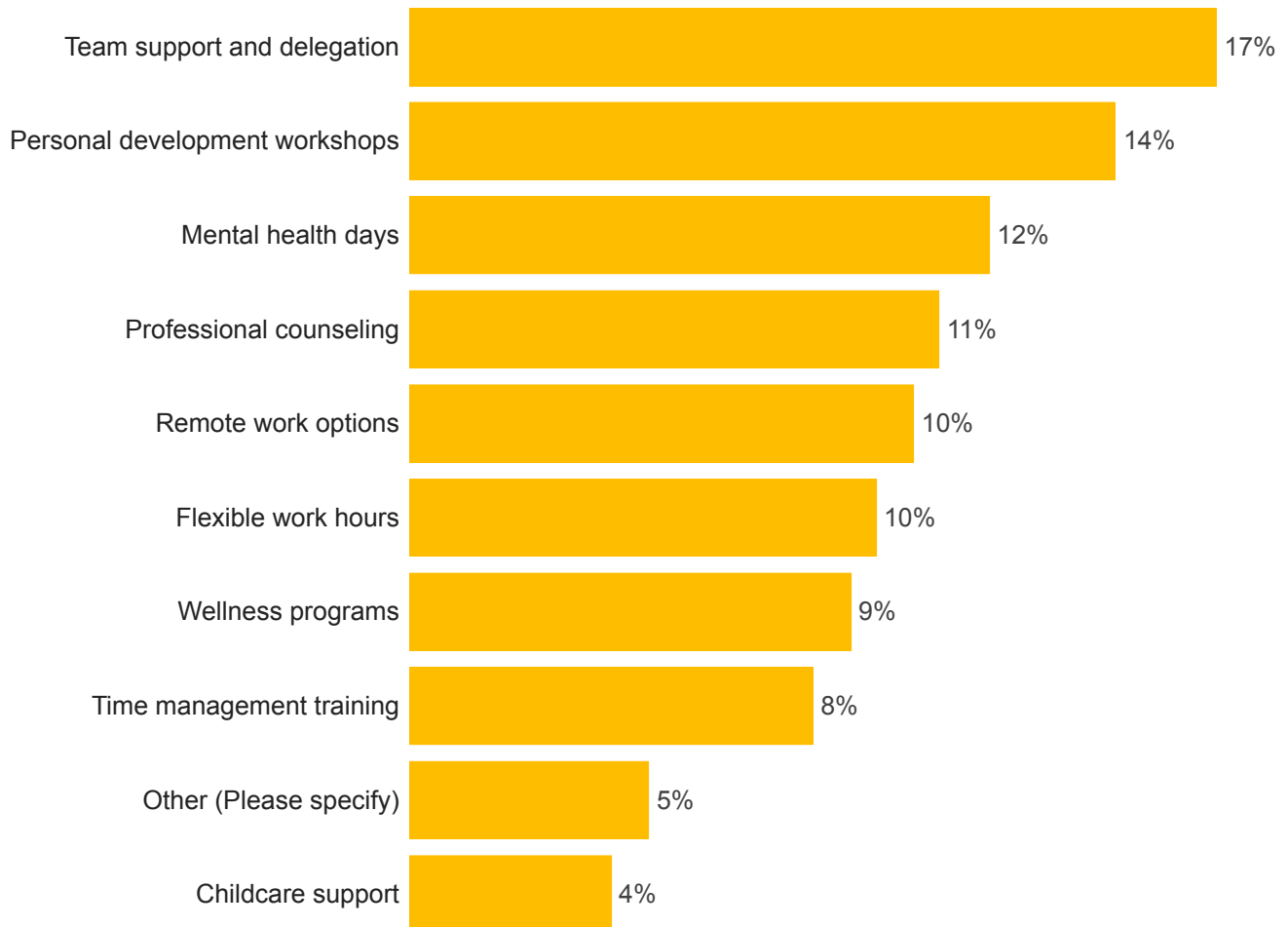
people of color and people most impacted by injustice

Work-Life Balance

Rate your current Work-Life Balance.



Select the resources or support systems to help you achieve a better balance.



Other (Please specify)

Other (Please specify) - Text

surviving abuse managers support group

We are a volunteer run organization

administrative/secretarial assistance

Leadership being willing to decrease services when staffing has decreased (or demand has increased without an increase in staffing). Otherwise, none of the other options I selected are either possible (e.g. hours can't be flexible if you need to maintain 50 hours a week to keep head above water, can't be remote if you need to be on-site helping with staffing or putting out fires) or get to the root problem (too much work for too few people) that prevents a healthy work-life balance.

Higher pay

Advocating for values based organization structures, decolonizing the sector, flatter decision making

I have the flexibility I need - where/when I'm working. Those are what's most needed for me, and I have them.

Well-communicated, consistently enforced policies and procedures; a sense of balance of the workload among the staff; not running multiple programs at the same time; not working as many nights - I work so many nights

Capacity Building- adding staff

Better technology to manage the program

None

No problems

Staff Team building outings

The ability to find additional staff, and the capacity to pay them.

Fair pay

Being able to hire staff or have reliable volunteers to take on some tasks.

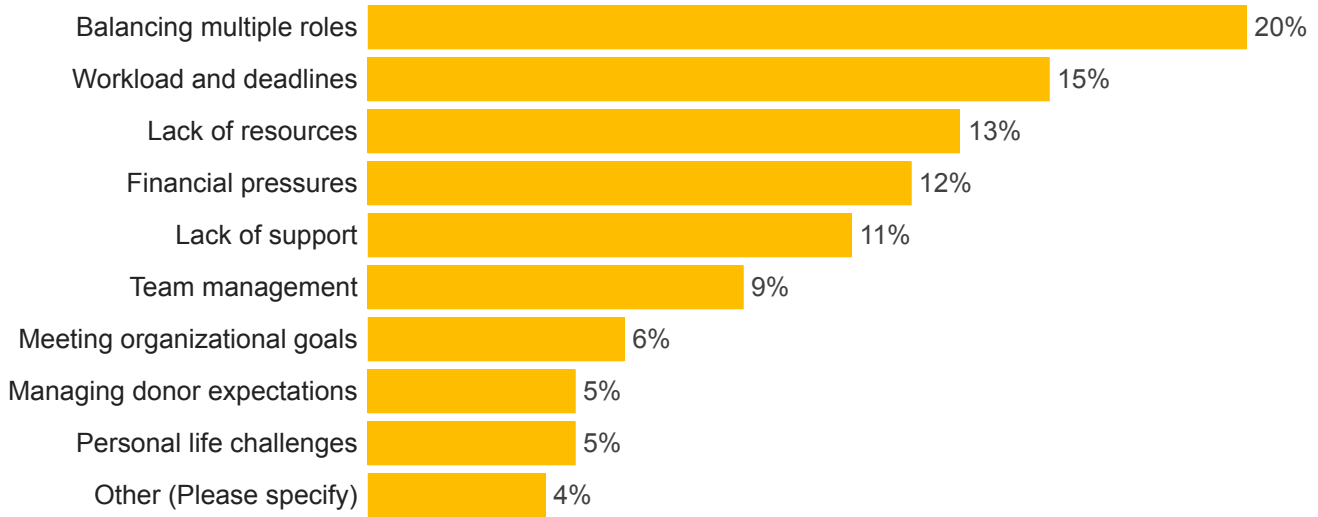
More staff

Ways to engage fair distribution of work to board members

4 day work week

Work-related Stress

Identify your main sources of stress related to your role.

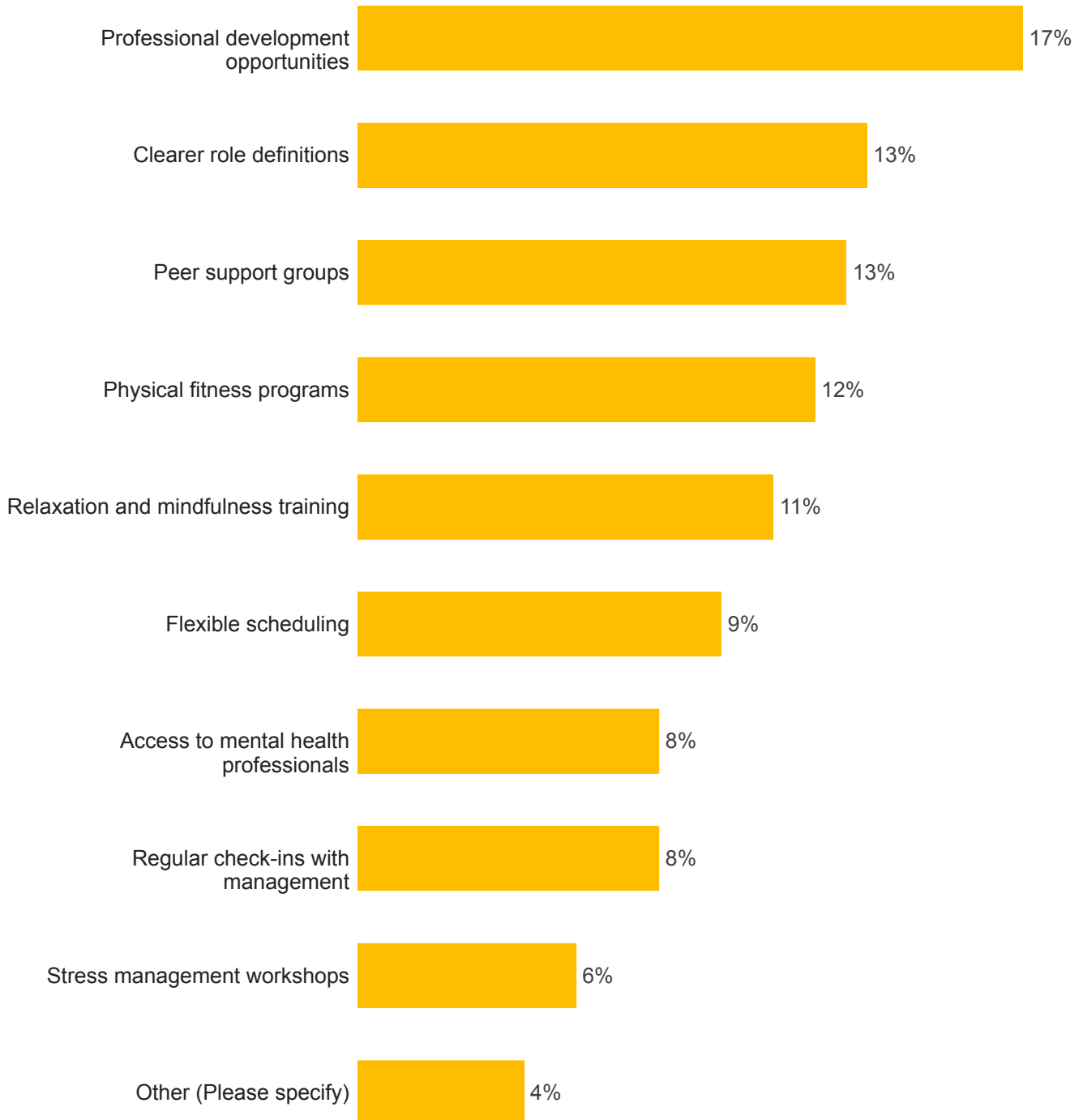


Other (Please specify)

- abusive manager
- Work styles
- Structural opposition to mission
- Leadership transparency, corporatization of nonprofit work.
- Government Interference
- BOD complacency
- Anti-worker / anti-union behavior, toxic leadership
- unqualified upper management
- Too much to do, not enough time. Seeing other team members with very little to do. Having to work so many nights. Unclear expectations and direction of the organization.
- No IT support, no dedicated software to manage the program
- so many things happening that demand my attention
- Lack of adequate level of support
- Hybrid work balancing
- Department of 1 - myself
- Boundaries
- Board conflict
- Inconsistent messages from leadership
- not enough staff

Support & Resources

Select the type of support or resources that would be most beneficial for stress management.



Other (Please specify)

Other (Please specify) - Text

not expensive coworking spaces

administrative/secretarial assistance

More time, for real! Overscheduling is a problem.

Leadership and board of directors that is interested in and has developed methods of gathering in-depth feedback from staff and a plan for operationalizing it and working with staff to find solutions related to the feedback / main sources of stress I selected.

Higher pay

How to have difficult conversations about organizational culture

Leaders who truly value their employees work/life balance. You cannot offer workshops to get out of unrealistic expectations

Find board members who stay engaged one meeting to another

I have the flexible scheduling that I need -- super important for my life

Accountability

IT support

NA

Being able to hire staff or have reliable volunteers to delegate to on a regular basis.

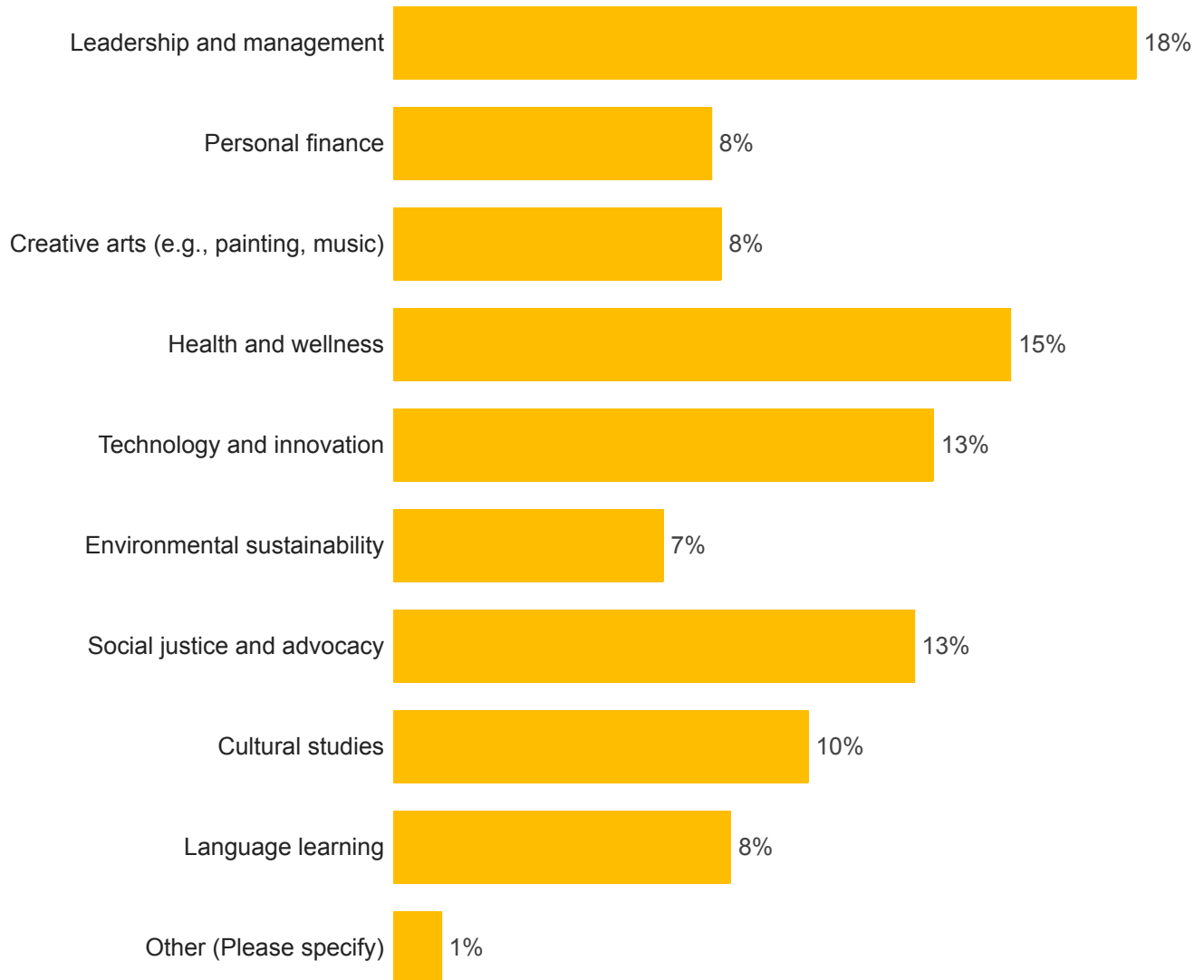
More staff to manage workload

More consistent messages from leadership

if we were at full staff capacity

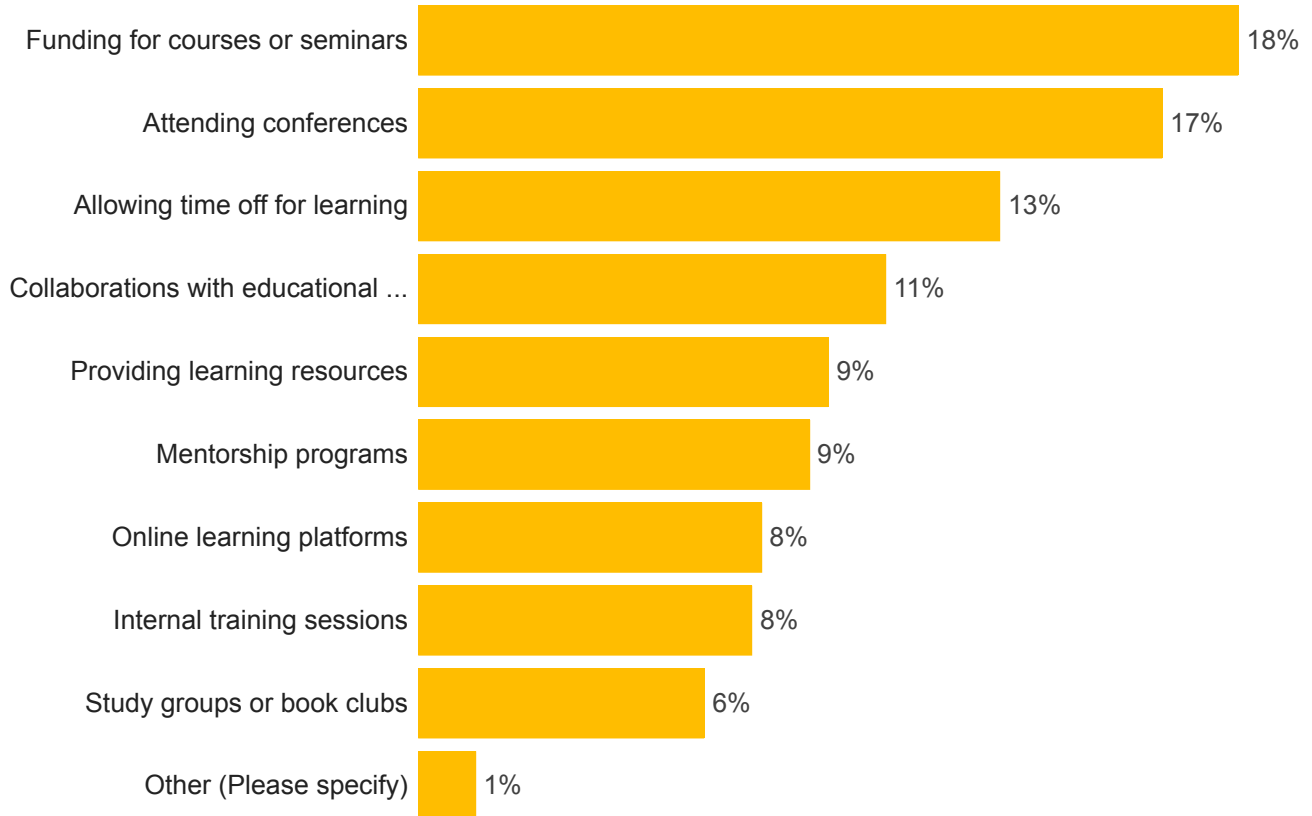
Personal Growth

Identify areas or topics you are interested in exploring for personal growth.



Organizational Support

How can your organization support your continuous learning and development?



Other (Please specify)

Other (Please specify) - Text

Clearer power sharing between leadership and direct service staff. Acknowledging org culture problems.

My organization is great at this, and we are connected to a national network of affiliates with LOTS of learning opportunities

Others need to fund raise

My organization is great at providing these opportunities

Organization supports all

Financial means to hire an office assistant