WHO WE HEARD FROM

235 Nonprofits surveyed from February 3-26, 2021
CONSTANTLY ADAPTING

• Finances
• Staffing
• Board Engagement
• Community Need
How would you describe 2021 for your organization so far in one word?

Please type it in the chat.
PROJECTED CLOSINGS IN 2020

20%  May, 2020

12%  September, 2020
56%
Cutting admin expenses

MANAGING LOSS: HUMAN RESOURCES

<table>
<thead>
<tr>
<th>Action</th>
<th>In Progress</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Increase professional development for staff</td>
<td>33%</td>
<td>6%</td>
</tr>
<tr>
<td>Restrict professional development for staff</td>
<td>5%</td>
<td>5%</td>
</tr>
<tr>
<td>Recruit additional volunteers</td>
<td>22%</td>
<td>4%</td>
</tr>
<tr>
<td>Hire additional staff</td>
<td>30%</td>
<td>10%</td>
</tr>
<tr>
<td>Freeze hiring</td>
<td>7%</td>
<td>17%</td>
</tr>
<tr>
<td>Lay off/Cut staff</td>
<td>4%</td>
<td>18%</td>
</tr>
<tr>
<td>Furlough staff</td>
<td>2%</td>
<td>17%</td>
</tr>
<tr>
<td>Reduce staff hours</td>
<td>4%</td>
<td>15%</td>
</tr>
<tr>
<td>Cut wages</td>
<td>1%</td>
<td>10%</td>
</tr>
</tbody>
</table>
MOVING FORWARD, WITH FINANCIAL UNCERTAINTY

75%

Expect budget reductions.

A majority report that up to 25% of funding could be in jeopardy.
MEETING COMMUNITY NEED

56%

See an increase in demand
# BUILDING CAPACITY

<table>
<thead>
<tr>
<th>PLANNING</th>
<th>INVESTING</th>
<th>SEEKING</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>67%</strong> Strategic Planning</td>
<td><strong>60%</strong> Technology</td>
<td><strong>71%</strong> Recruiting new board members.</td>
</tr>
<tr>
<td><strong>77%</strong> Scenario Planning</td>
<td><strong>50%</strong> Marketing and new media outreach</td>
<td><strong>72%</strong> Exploring new revenues sources (earned income, grants and donations)</td>
</tr>
</tbody>
</table>
WHAT COMES NEXT

- Funder Fatigue
- Equity vs. Services
- Government Reimbursement
- Virtual/New Practices

What new practices or lessons are you holding on to moving forward?
RENEWAL
CNM’s 2021 Virtual 501(c)onference
May 11-12, 2021
www.cnmsocal.org/501conference