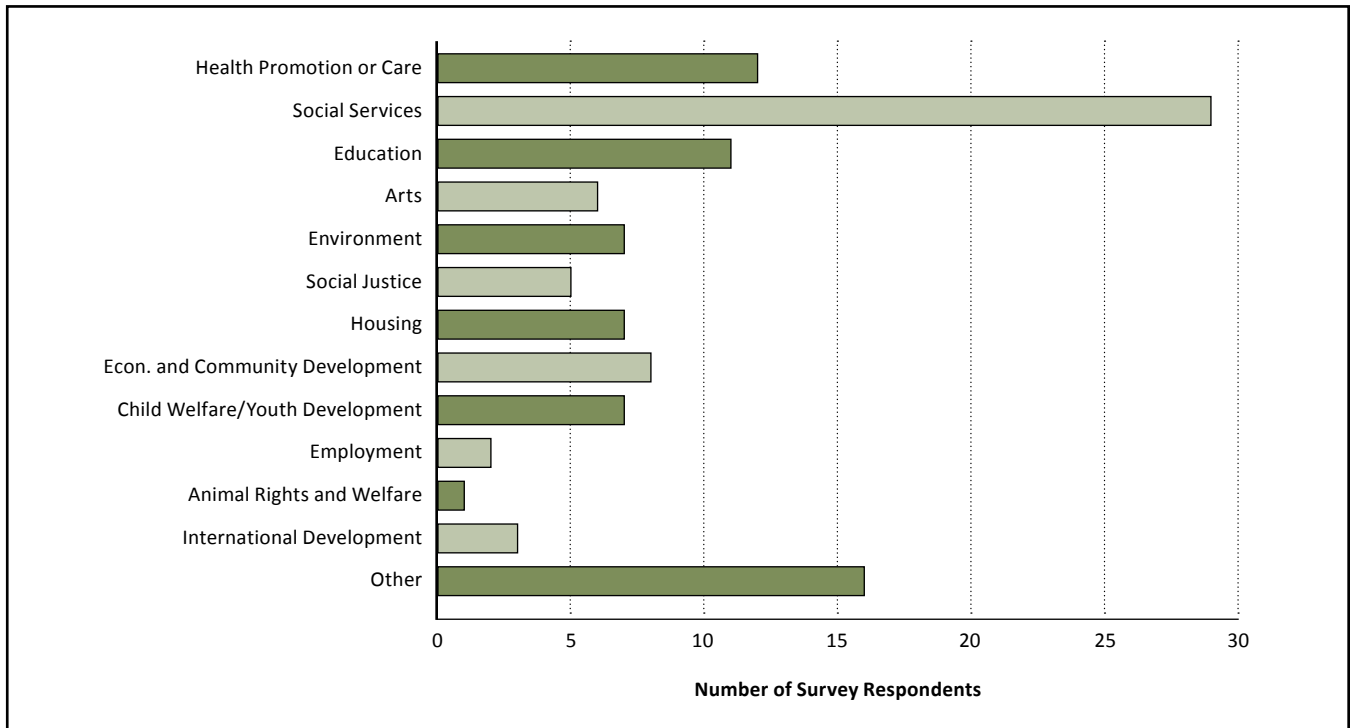


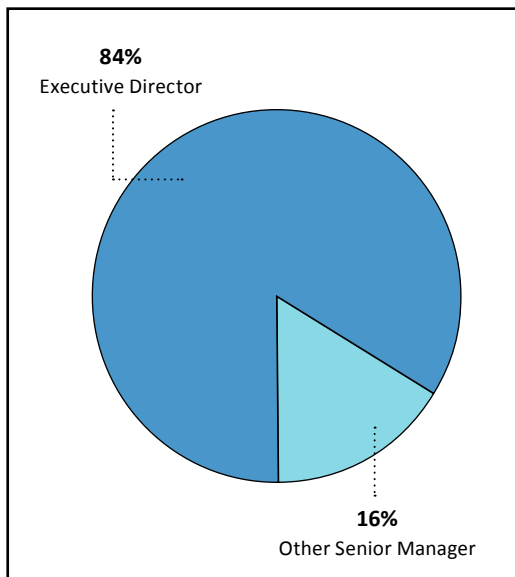
# Appendix

The below is the raw data collected by PIMG – all graphs here represent 77 Oregon nonprofit respondents.

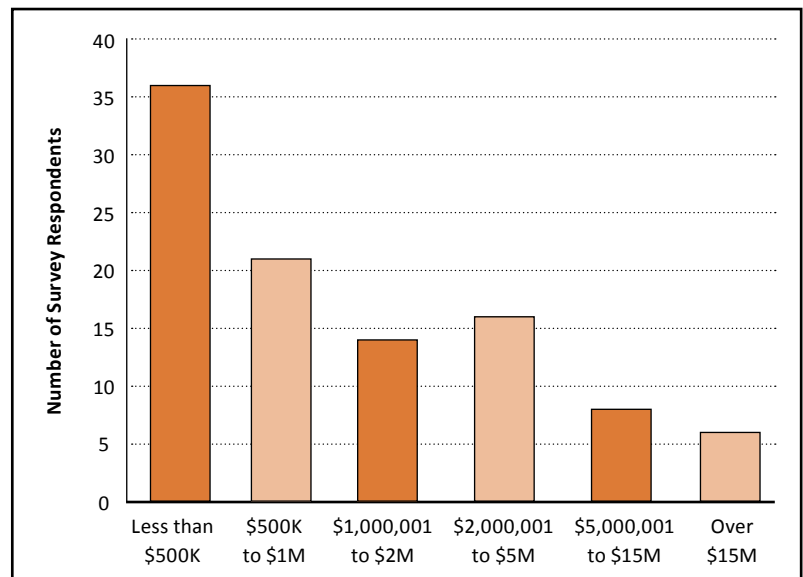
**Figure A: Survey Respondents by Sub-Sector**



**Figure B: Respondent Job Title**



**Figure C: Organization Operating Expense Budget**



**Table 1: Impacts on Organization’s Programing Between March 2020 - March 2021**

	Unsure/ Don't Know	Strong Negative Impact	Somewhat Negative Impact	Neutral or No Change	Somewhat Positive Impact	Strong Positive Impact	Weighted Average
Communication with clients or participants	0%	9%	54%	12%	13%	12%	2.6
Number of clients/ participants	1%	32%	39%	11%	8%	9%	2.2
Quality of service	1%	13%	27%	32%	17%	9%	2.8
Program outcomes	4%	19%	31%	19%	18%	8%	2.5
Client/participant safety	8%	12%	22%	38%	12%	9%	2.6
Ability to meet clientor participant needs	1%	25%	35%	17%	14%	8%	2.4
Community awareness of our programs	1%	12%	18%	21%	34%	13%	3.1
Reputation of our programs	4%	3%	1%	29%	47%	17%	3.6

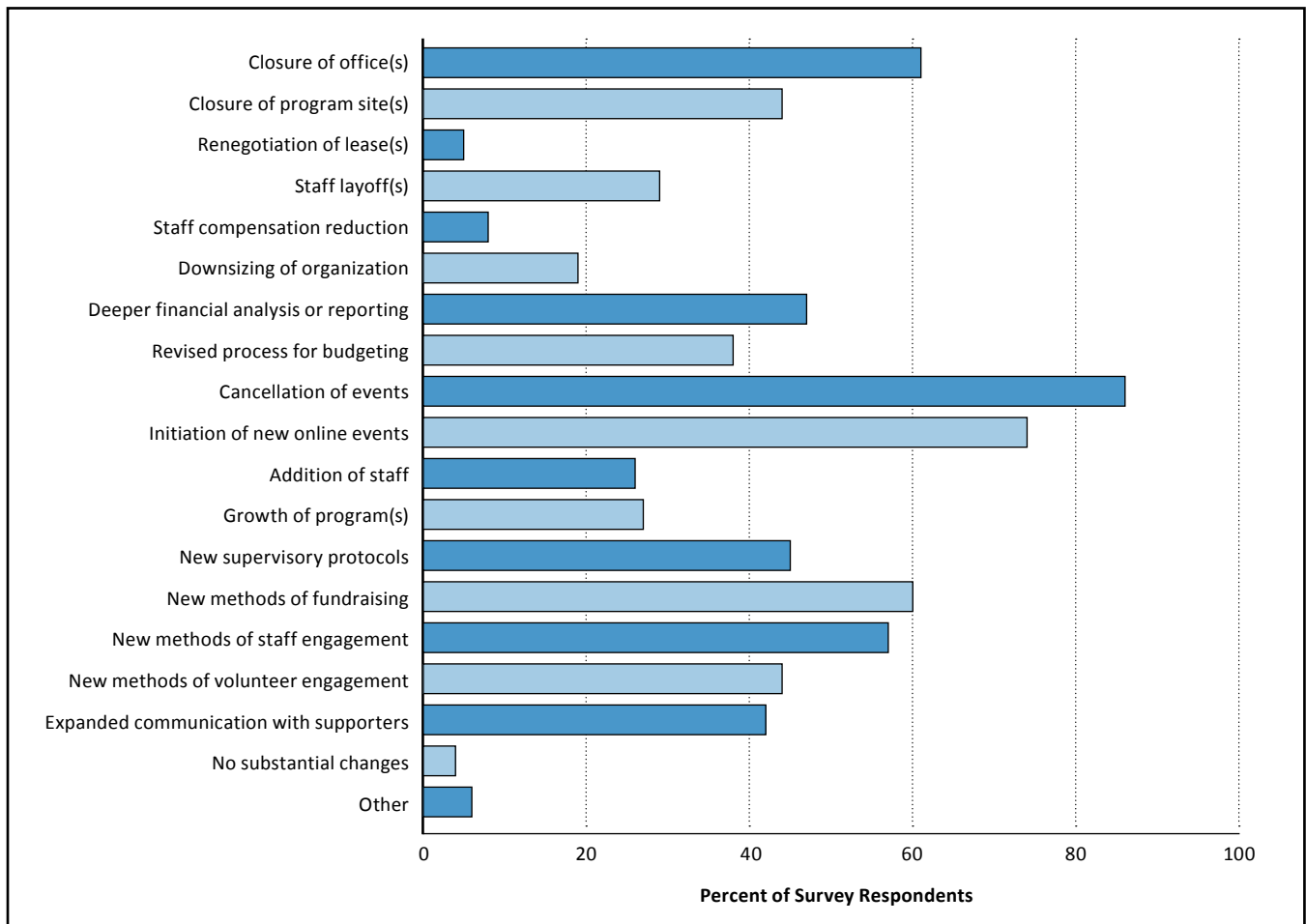
**Table 2: Impacts on Organization’s Human Resources Management Between March 2020 - March 2021**

	Unsure/ Don't Know	Strong Negative Impact	Somewhat Negative Impact	Neutral or No Change	Somewhat Positive Impact	Strong Positive Impact	Weighted Average
Staff cohesion	1%	13%	36%	18%	25%	6%	2.7
Quality of work	0%	4%	26%	31%	30%	9%	3.1
Productivity	0%	9%	36%	24%	21%	11%	2.9
Accountability of work	1%	6%	21%	42%	22%	8%	3.0
Staff workload	3%	22%	50%	14%	8%	3%	2.1
Staff morale	1%	13%	53%	18%	11%	4%	2.4
Staff recruitment	9%	22%	17%	41%	8%	3%	2.2
Staff retention	1%	12%	11%	53%	21%	1%	2.9
Volunteer recruitment	3%	49%	21%	20%	5%	3%	1.8
Board cohesion	0%	4%	21%	40%	29%	6%	3.1
Volunteer management	4%	24%	26%	33%	12%	1%	2.3
Board morale	1%	5%	19%	40%	29%	5%	3.1
Communication within the organization	0%	1%	33%	29%	29%	8%	3.1

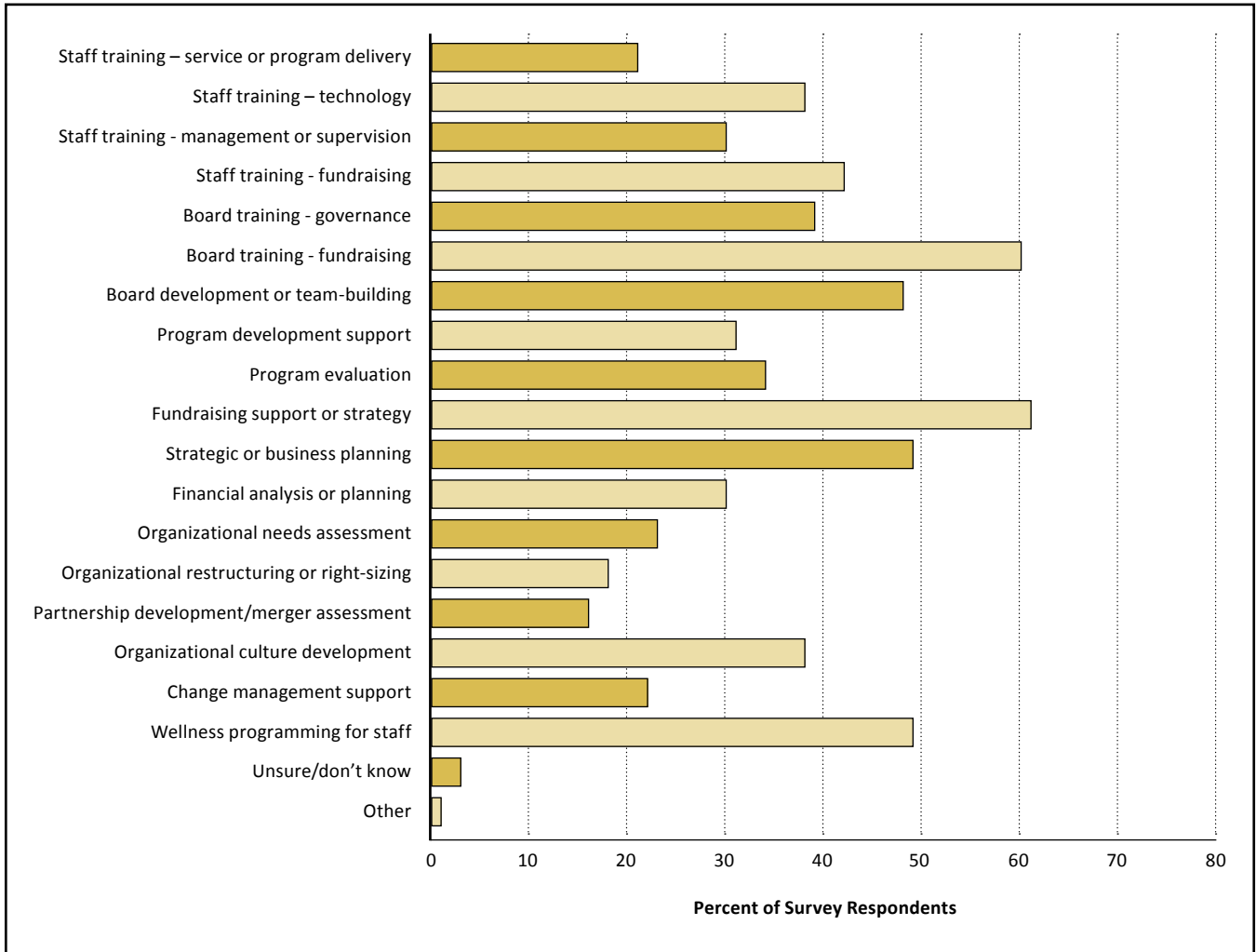
**Table 3: Impacts on Organization’s Financial Health and Income Sources Between March 2020 - March 2021**

	Unsure/ Don't Know	Strong Negative Impact	Somewhat Negative Impact	Neutral or No Change	Somewhat Positive Impact	Strong Positive Impact	Weighted Average
Current financial health	1%	14%	26%	14%	27%	17%	3.0
Overall fundraising results	0%	18%	22%	12%	35%	13%	3.0
Relationships with donors	3%	9%	17%	32%	33%	7%	3.0
Fundraising from individuals	4%	12%	25%	19%	29%	12%	2.9
Fundraising through events	4%	51%	13%	16%	16%	1%	1.9
Grants from foundations	0%	9%	16%	27%	32%	16%	3.3
Grants or contracts with government	9%	5%	8%	38%	22%	17%	3.1
Fees for services	13%	26%	21%	34%	4%	1%	1.9
Predictability of future financial health	1%	21%	37%	24%	14%	3%	2.4

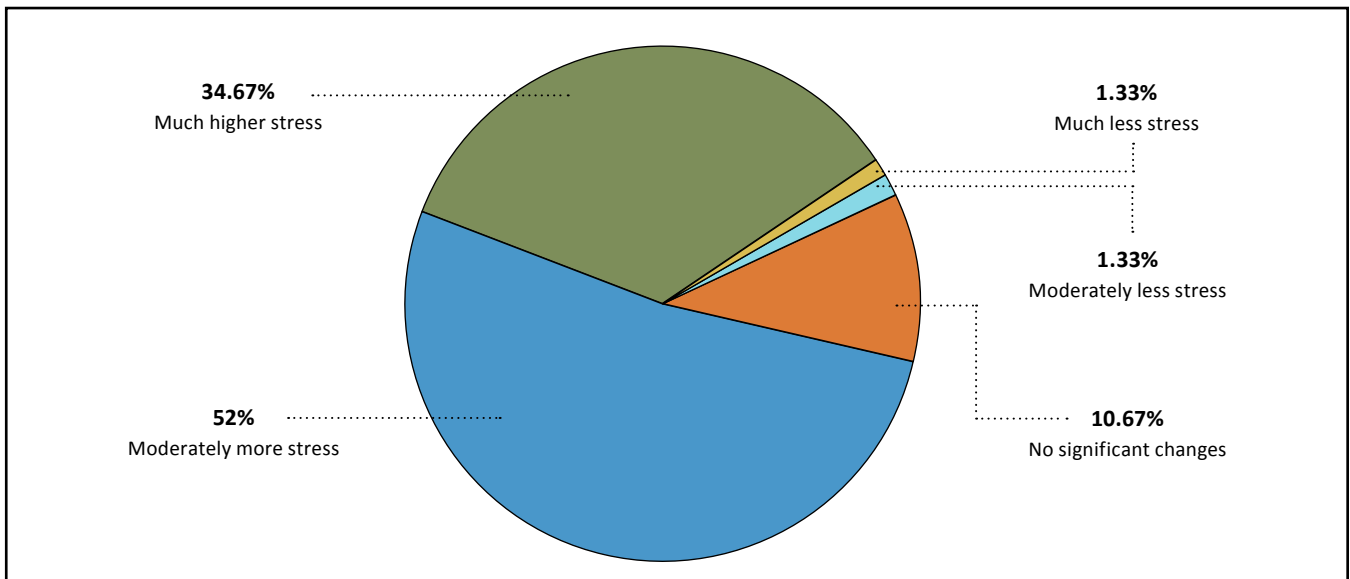
**Figure D: Changes Made in Response to Pandemic and Its Effects**



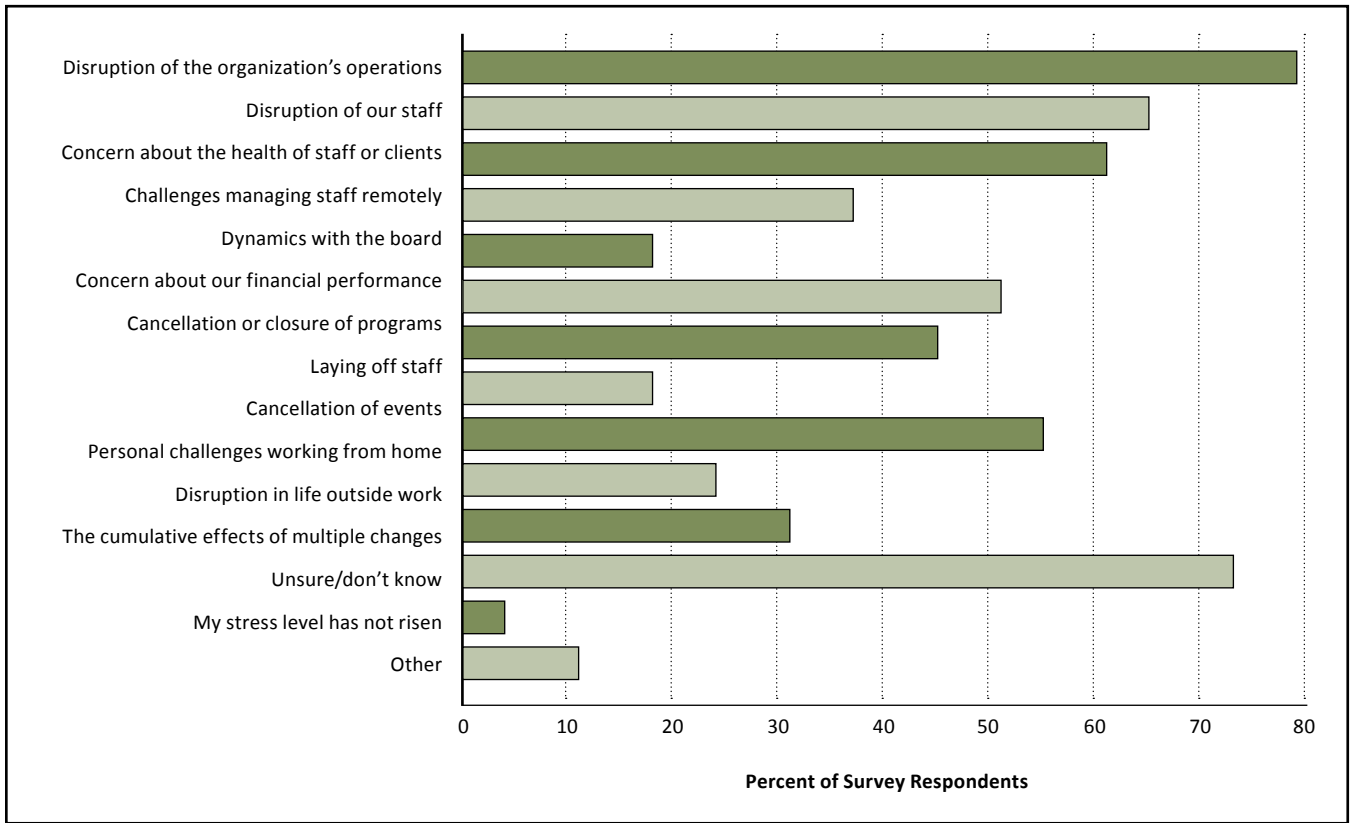
**Figure E: Support Services to Help Address Priority to Organization Over the Next Year**



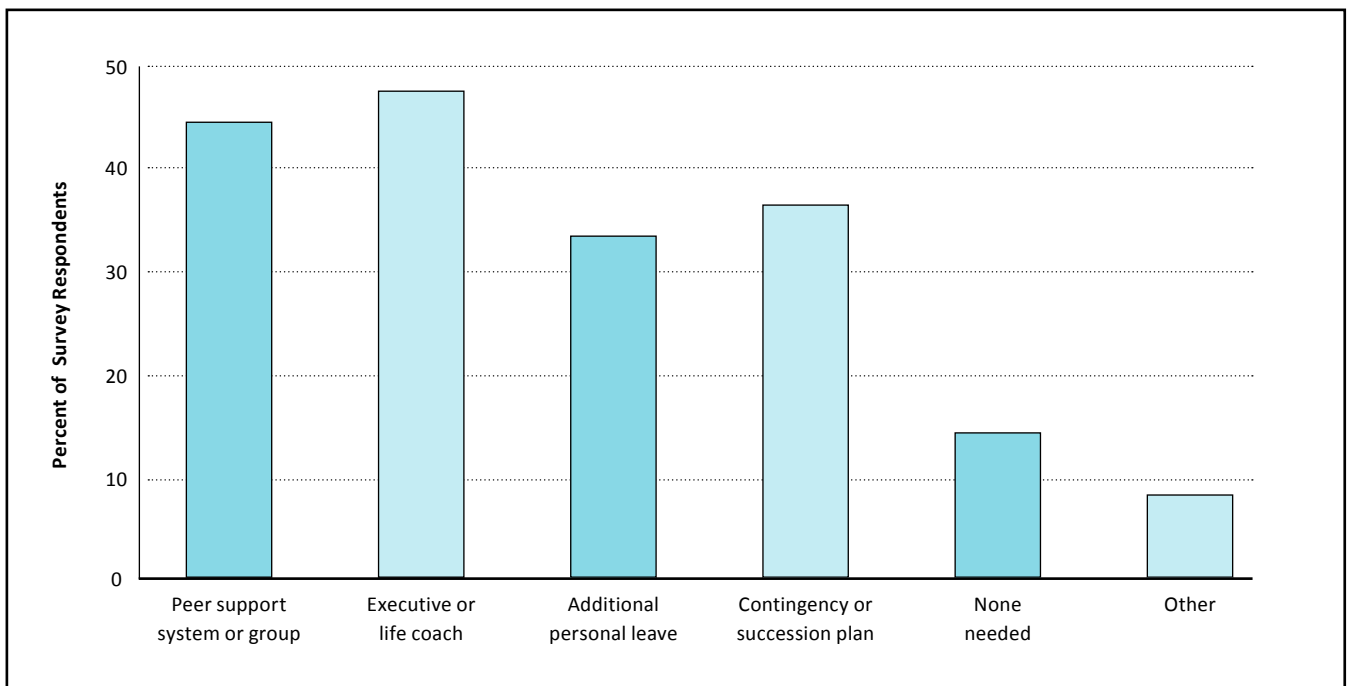
**Figure F: How Has the Pandemic and Resulting Changes Affect Personal Stress Level**



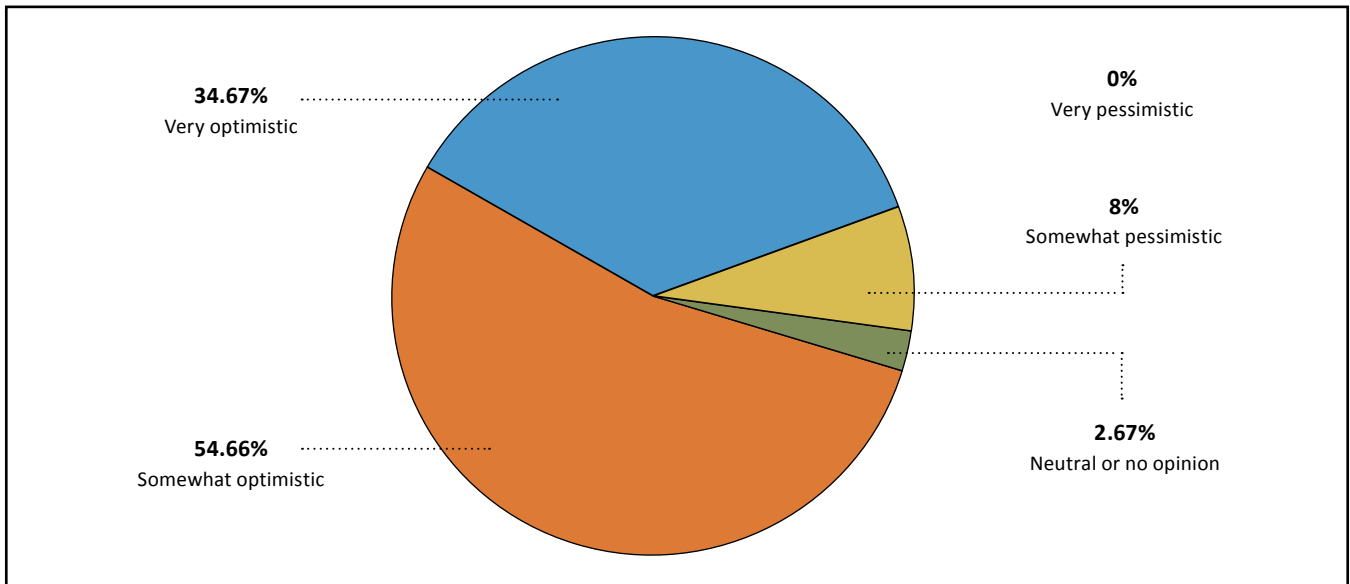
**Figure F: Major Reasons to Rise in Personal Stress**



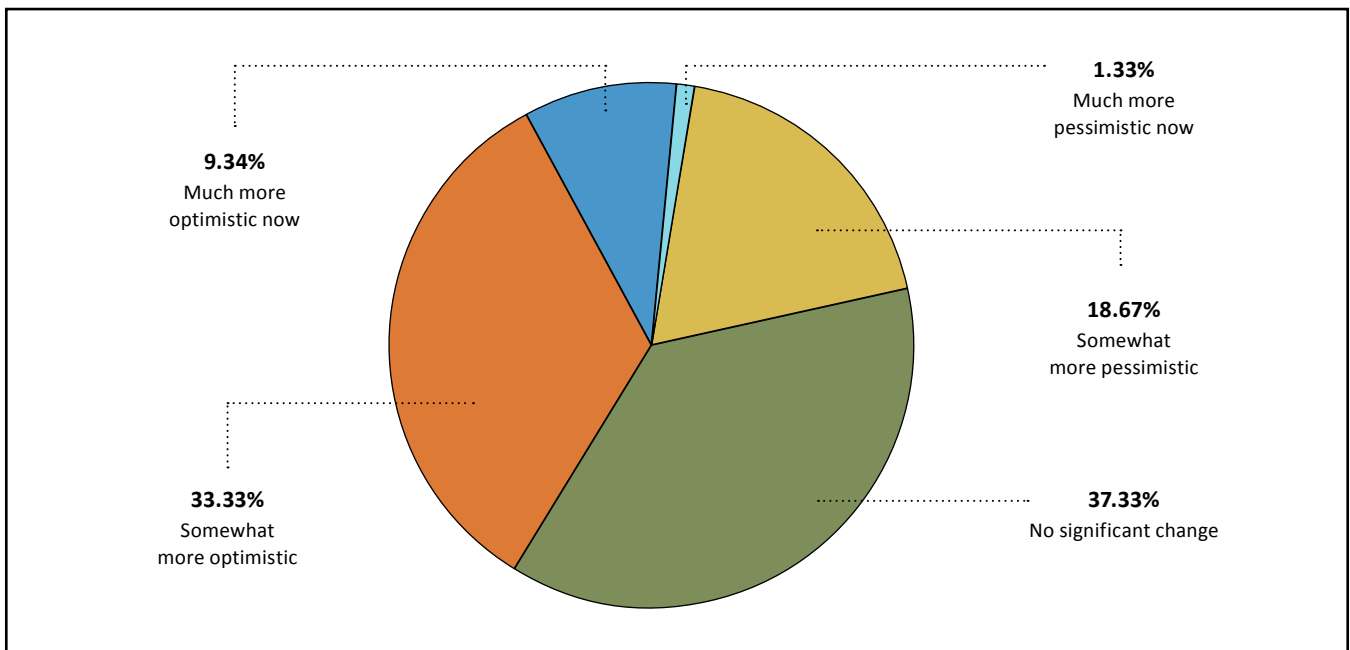
**Figure G: Type of Personal Support to Help You Navigate in the Coming Months and Years**



**Figure H: Level of Optimism Regarding Organizations Health Over the Next Year**



**Figure J: Change in Level of Optimism Relative to Pre-Pandemic**



Produced by: [Public Interest Management Group \(PIMG\)](#) and the [Nonprofit Association of Oregon \(NAO\)](#)

