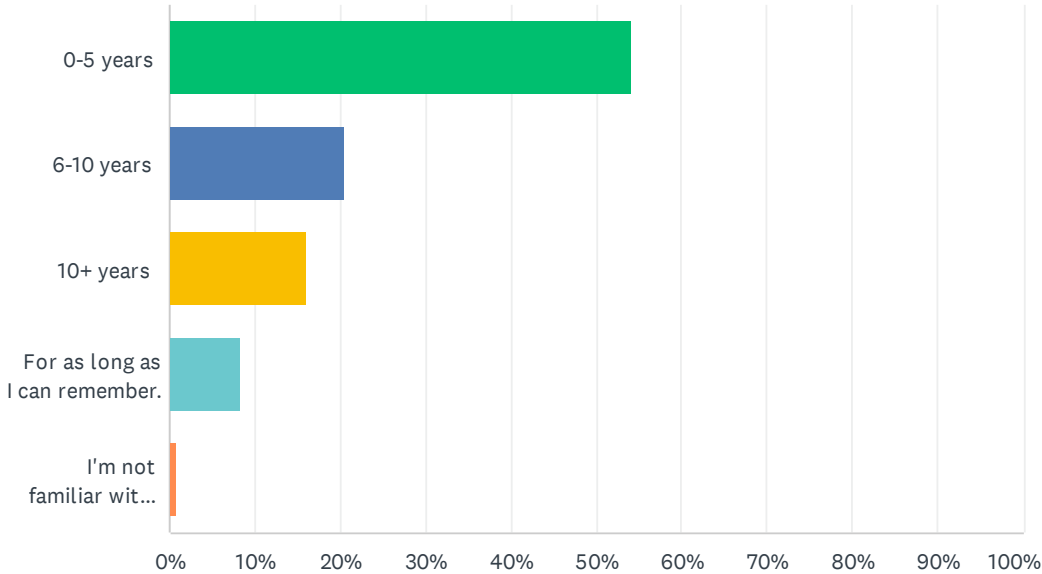


Q1 How long have you been familiar with Nonprofit Network?

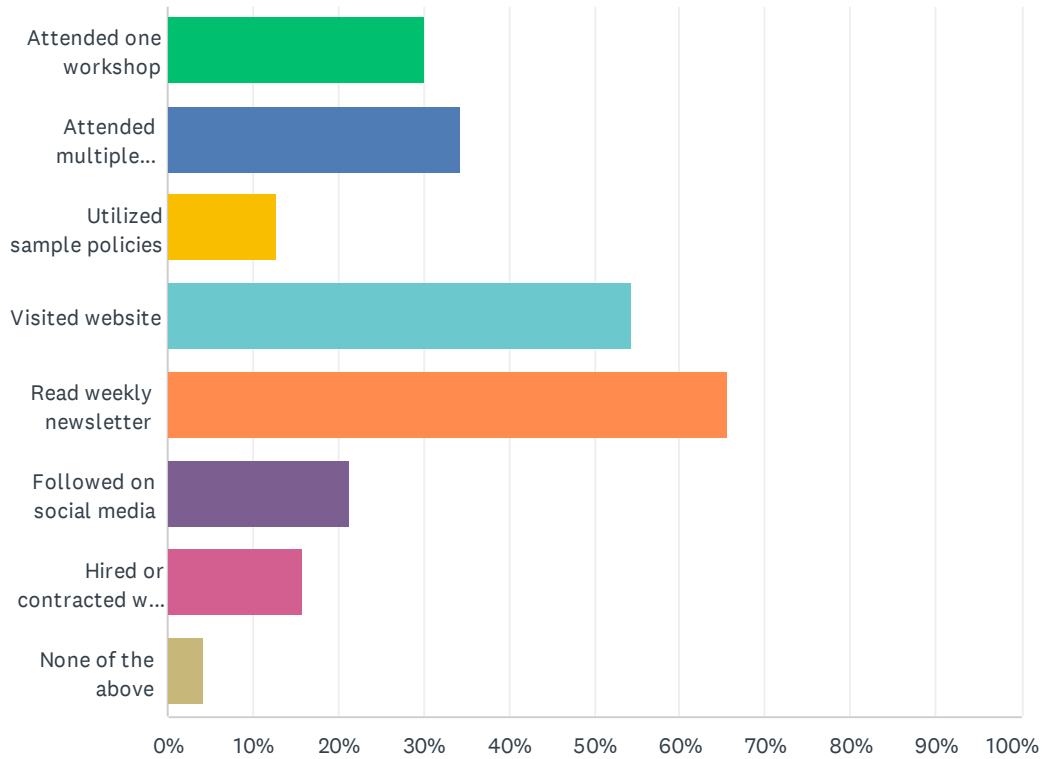
Answered: 107 Skipped: 1



ANSWER CHOICES	RESPONSES	
0-5 years	54.21%	58
6-10 years	20.56%	22
10+ years	15.89%	17
For as long as I can remember.	8.41%	9
I'm not familiar with Nonprofit Network.	0.93%	1
TOTAL		107

Q2 In the past five years, what Nonprofit Network services have you taken advantage of? (Please check all that apply)

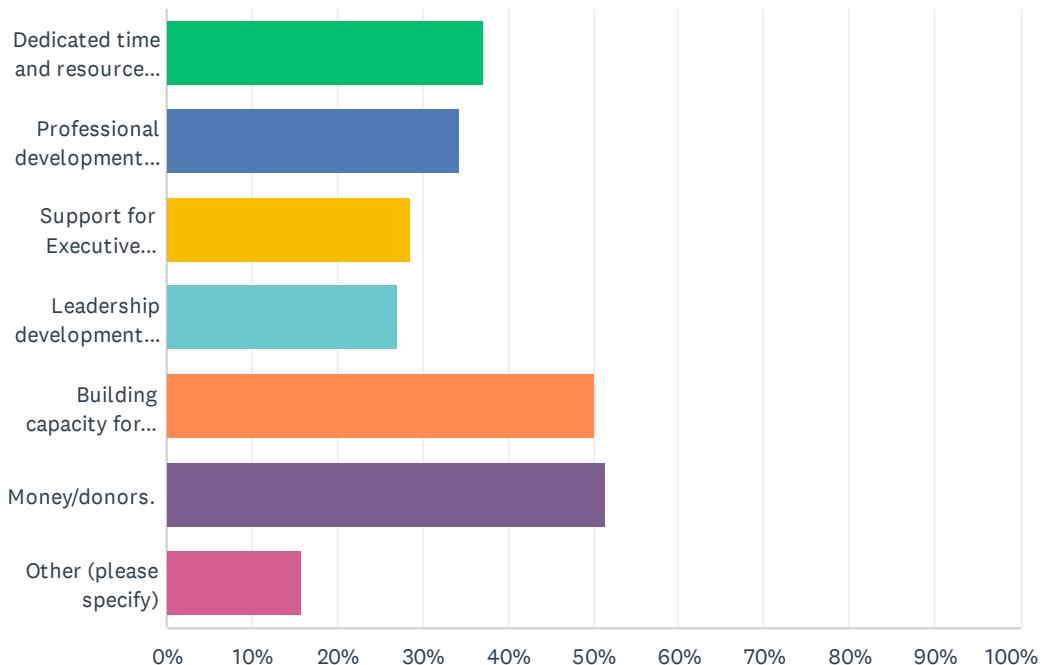
Answered: 70 Skipped: 38



ANSWER CHOICES	RESPONSES	
Attended one workshop	30.00%	21
Attended multiple workshops	34.29%	24
Utilized sample policies	12.86%	9
Visited website	54.29%	38
Read weekly newsletter	65.71%	46
Followed on social media	21.43%	15
Hired or contracted with one of our consultants	15.71%	11
None of the above	4.29%	3
Total Respondents: 70		

Q3 What does your organization need to thrive? (Please check all that apply)

Answered: 70 Skipped: 38



ANSWER CHOICES	RESPONSES
Dedicated time and resources to social justice issues including the areas of antiracism work, gender equality, and work/life balance.	37.14% 26
Professional development opportunities for Board Members.	34.29% 24
Support for Executive Directors.	28.57% 20
Leadership development opportunities for upper management.	27.14% 19
Building capacity for serving more clients, increasing impact, and secured resources.	50.00% 35
Money/donors.	51.43% 36
Other (please specify)	15.71% 11
Total Respondents: 70	

#	OTHER (PLEASE SPECIFY)	DATE
1	Because I support non-profits, but am not a non-profit, I get a lot of information from what you offer to them.	6/17/2022 10:40 AM
2	donor development/marketing/work from all volunteer board members	6/16/2022 4:50 PM
3	I need direction. Brainstorming for purpose. Just have not asked for it.	6/16/2022 4:38 PM
4	We received help reviewing our options manual for EDI. I personally receive the newsletter to keep aware of nonprofit matters in my area. I have also recommended NPN to my field	6/16/2022 3:51 PM

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	placement site.	
5	Optimizing completion of admin tasks to free up time for direct service	6/16/2022 2:56 PM
6	job postings and access to candidates	6/16/2022 11:37 AM
7	Establishing a base of volunteers while still performing our services.	6/16/2022 10:32 AM
8	The Sigmund Foundation strongly believes in the Nonprofit Network and will give some of their grant recipients membership to your organization. We understand that you are the experts in your field. When necessary we will call for advice.	6/16/2022 9:55 AM
9	Our 501(c)(3) status so that we can pursue grants and other types of funds beyond our normal offerings!	6/16/2022 8:49 AM
10	Trainings similar to ACES and Bridges out of Poverty	6/16/2022 8:29 AM
11	My company is not a nonprofit, we connect nonprofits to free and reduced technology to help them maximize their impact.	6/16/2022 8:27 AM

Q4 What are the most significant challenges you are facing in 2022?

Answered: 59 Skipped: 49

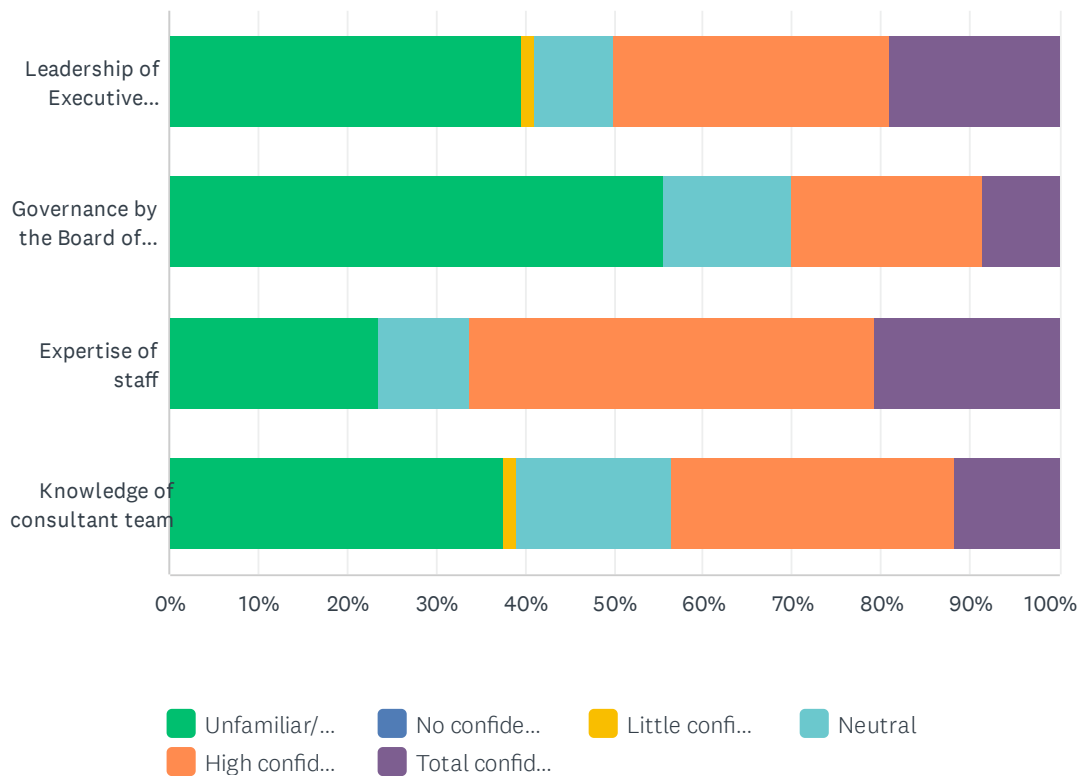
#	RESPONSES	DATE
1	Building capacity Clarifying the future vision of the organization	8/19/2022 11:34 AM
2	Getting volunteers	8/5/2022 8:32 AM
3	Staffing and continuing to adjust to an ever-changing nonprofit environment since Covid.	8/1/2022 11:13 AM
4	Marketing, justifying more staff, determining equitable salaries, capacity	7/29/2022 8:07 AM
5	Gaining 2 new member organizations	7/22/2022 2:21 PM
6	Managing a post-COVID workforce to achieve our organization's goals and objectives.	7/22/2022 11:31 AM
7	Resources both monetary and volunteers. Most of our active members are senior citizens so we are slowing down. Our museum needs some major repairs that we need to fund.	7/22/2022 9:14 AM
8	Capacity building and fund development	7/22/2022 7:23 AM
9	Budget shortfalls. On-going employee stress/burn out (short staffed)	7/8/2022 1:57 PM
10	Decrease in revenue.	6/24/2022 3:09 PM
11	Just making sure that we are reaching those that need help	6/21/2022 8:22 PM
12	more people to serve than we have servers available	6/21/2022 5:53 PM
13	Ready to build capacity, seeking donations and other funding sources, working with Board to restart fundraising efforts and developing a signature event.	6/20/2022 2:49 PM
14	Great Board Members, Fund Raising Ideas	6/20/2022 1:32 PM
15	Community Engagement	6/20/2022 10:26 AM
16	Corporate commitment to programs from local employers.	6/18/2022 8:36 PM
17	Recovery from Covid	6/17/2022 10:44 AM
18	Rethinking the events I originally based my new business plan on. The first scheduled event was the month the country closed. Doing more online networking and posting.	6/17/2022 10:40 AM
19	We're an arts service organization, and maintaining membership and donors is a huge challenge.	6/16/2022 7:49 PM
20	Fundraising/reaching donors	6/16/2022 6:30 PM
21	Lack of participation	6/16/2022 5:56 PM
22	Finding more ways to promote the our organization.	6/16/2022 5:18 PM
23	Inflation and a recession that will impact the person(s) we serve as well as the staff we retain.	6/16/2022 5:14 PM
24	Financial Support	6/16/2022 5:11 PM
25	Ongoing financial support.	6/16/2022 5:07 PM
26	None really	6/16/2022 4:50 PM
27	Direction	6/16/2022 4:38 PM
28	Strong growth without human resources to support	6/16/2022 3:57 PM
29	Personally? Big life changes and personal growth. Professionally? Starting a new career as a social worker.	6/16/2022 3:51 PM
30	Post Covid board building. Covid forced my board members to make decision in individual	6/16/2022 3:51 PM

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	silos. Asking them to become a team again has been a challenge.	
31	Remaining optimistic in challenging times, battling the pull of technology, and social media in particular	6/16/2022 2:56 PM
32	Our agency's Executive Director will be retiring from the position by early 2023. We hope to hire her replacement by fall 2022 in order to allow for some overlap during the transition time. Even though we are in the early stages of the process, finding interested candidates has been challenging.	6/16/2022 2:43 PM
33	Housing need	6/16/2022 1:41 PM
34	Managing expansion and the extra work that comes with putting processes on paper, and onboarding new subcontractors to complete the work, as well as managing increased engagement of and communication with community partners	6/16/2022 1:17 PM
35	Member retention	6/16/2022 11:54 AM
36	Sending attachment via email. I have much to say and, hopefully, not Grandisonant - bloviating 😊	6/16/2022 11:45 AM
37	stress, DEI, recruitment	6/16/2022 11:37 AM
38	Finding permanent providers such as dentists and registered dental hygienists in our region.	6/16/2022 11:36 AM
39	Lack of employees	6/16/2022 11:03 AM
40	Continue working on able change training and work on equity vs equality. Our systems do not align.	6/16/2022 11:02 AM
41	Fundraising	6/16/2022 10:55 AM
42	burnout	6/16/2022 10:36 AM
43	Physical location for our bicycle repair program.	6/16/2022 10:32 AM
44	Changes in the Washtenaw County funding landscape and recovery from COVID business issues.	6/16/2022 10:26 AM
45	I work in a postsecondary educational institution and the decline of enrolled students is our biggest challenge.	6/16/2022 9:56 AM
46	The economy: Our giving/purpose depends on a strong economy and a strong stock market.	6/16/2022 9:55 AM
47	The rise in cost of living. Staffing.	6/16/2022 9:32 AM
48	The more intense needs of the families we serve--more complicated issues. Lack of available resources for the issues. The shift in the workforce, quality candidates, job changing, etc.	6/16/2022 9:19 AM
49	Low pay across the board for all staff and management. People can't afford the gas to go to work. I personally am struggling significantly with low income/high prices.	6/16/2022 9:10 AM
50	Systemic racism.....	6/16/2022 9:07 AM
51	Burnout and hopelessness, especially when experiencing the political climate in the U.S.	6/16/2022 9:06 AM
52	Lack of Volunteer staff	6/16/2022 8:49 AM
53	Burnout	6/16/2022 8:37 AM
54	Building a sustainable organization Increasing capacity to deliver programs	6/16/2022 8:33 AM
55	Systems	6/16/2022 8:29 AM
56	reduction in utilization of services	6/16/2022 8:26 AM
57	Our organization is going through some significant changes this year, including new leadership and a strategic plan.	6/16/2022 8:21 AM
58	Number of projects and partners to be served vs. available time. In some cases Technology would benefit us however costs are usually to high.	6/16/2022 8:19 AM
59	Funding for staff	6/16/2022 8:15 AM

Q5 Please rate your confidence in Nonprofit Network for the following areas.

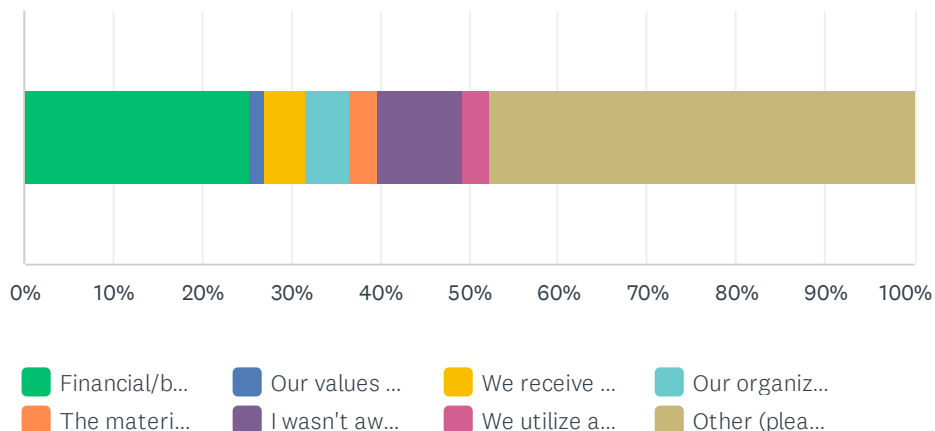
Answered: 70 Skipped: 38



	UNFAMILIAR/DON'T KNOW	NO CONFIDENCE	LITTLE CONFIDENCE	NEUTRAL	HIGH CONFIDENCE	TOTAL CONFIDENCE	TOTAL
Leadership of Executive Director	39.71% 27	0.00% 0	1.47% 1	8.82% 6	30.88% 21	19.12% 13	68
Governance by the Board of Directors	55.71% 39	0.00% 0	0.00% 0	14.29% 10	21.43% 15	8.57% 6	70
Expertise of staff	23.53% 16	0.00% 0	0.00% 0	10.29% 7	45.59% 31	20.59% 14	68
Knowledge of consultant team	37.68% 26	0.00% 0	1.45% 1	17.39% 12	31.88% 22	11.59% 8	69

Q6 What is the primary reason you are not currently involved in a membership with Nonprofit Network?

Answered: 63 Skipped: 45



ANSWER CHOICES	RESPONSES	
Financial/budget constraints	25.40%	16
Our values don't align with Nonprofit Network's values	1.59%	1
We receive resources elsewhere	4.76%	3
Our organization is part of a larger (national) organization	4.76%	3
The material taught is too simple/basic for our needs	3.17%	2
I wasn't aware you offered membership	9.52%	6
We utilize a different local capacity building center	3.17%	2
Other (please specify)	47.62%	30
TOTAL		63

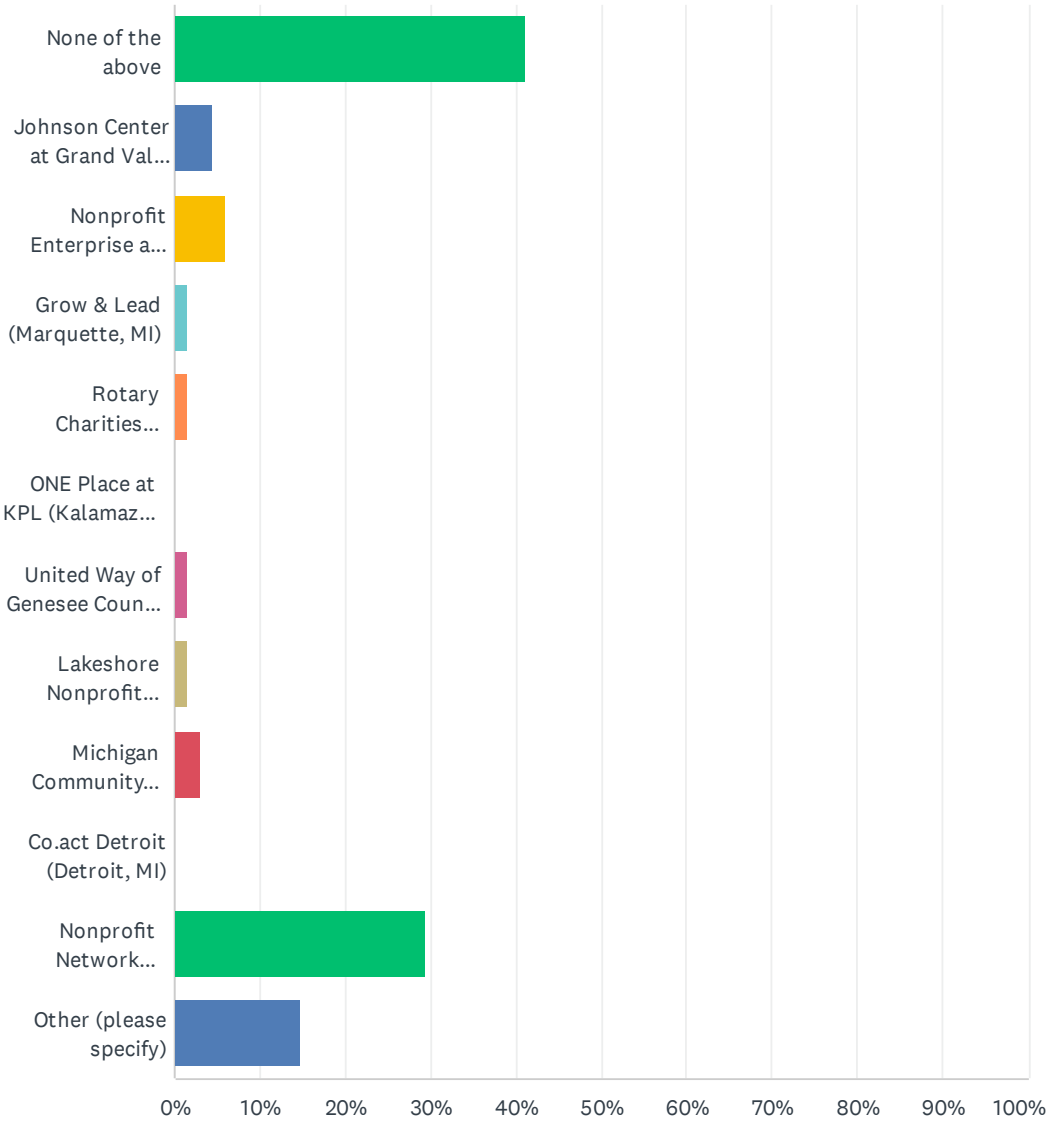
#	OTHER (PLEASE SPECIFY)	DATE
1	We are still learning about the network	8/5/2022 8:32 AM
2	We are a member	8/1/2022 11:13 AM
3	WE ARE CURRENTLY INVOLVED AS A MEMBER OF NN. Thinking about dropping the membership.	7/22/2022 2:21 PM
4	We are a member	7/22/2022 11:31 AM
5	The Hanover-Horton Area Historical Society is a member.	7/22/2022 9:14 AM
6	retired	7/22/2022 7:05 AM
7	I am a volunteer for many local non-profits. I believe some may be members...	7/8/2022 1:57 PM
8	Busy with work and keeping up with the things I need too	6/21/2022 8:22 PM
9	We should probably be members	6/21/2022 10:03 AM
10	N/A	6/20/2022 10:26 AM

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11	N/a	6/18/2022 8:36 PM
12	We are a member	6/16/2022 5:18 PM
13	finding time to sift through information	6/16/2022 5:11 PM
14	Don't have idea about benefits of membership	6/16/2022 4:50 PM
15	Have not taken the leap to get involved.	6/16/2022 4:38 PM
16	Am not the primary decision maker	6/16/2022 3:57 PM
17	I am an individual not an entity, so I haven't joined. My org is a member though.	6/16/2022 3:51 PM
18	I would have to have been able to choose receive resources elsewhere and financial/budget	6/16/2022 3:51 PM
19	I am a department within a municipality.	6/16/2022 1:41 PM
20	geographic location and no budget allowance for memberships	6/16/2022 1:17 PM
21	Some resources are MI centered, which is fine considering NN is located in MI. However, we are located in Kansas so do not always benefit from the MI centered resources.	6/16/2022 11:36 AM
22	That would be under the Great Start Collaborative Executive Committee decision.	6/16/2022 11:02 AM
23	We see being a member as a great way to connect with other nonprofits, but do not have the personnel needed to take advantage of that opportunity.	6/16/2022 10:32 AM
24	The institution where I work provides all of the services that you do either in-house or with contracted consultants.	6/16/2022 9:56 AM
25	Truthfully, we support your organization financially. You do not have a category of membership for those of us who support you.	6/16/2022 9:55 AM
26	The times we have tried to use your services we have been unsuccessful	6/16/2022 8:49 AM
27	I do what I'm told :) We do utilize NPN however, since our merger, I am not sure what is happening.	6/16/2022 8:29 AM
28	Believe it might be too local. I work with nonprofits nationwide.	6/16/2022 8:27 AM
29	We have started following Destination Marketing Organization specific groups to be more aligned with our industry.	6/16/2022 8:19 AM
30	We are also a capacity building center.	6/16/2022 8:16 AM

Q7 What is your local Capacity Building Center called?

Answered: 68 Skipped: 40



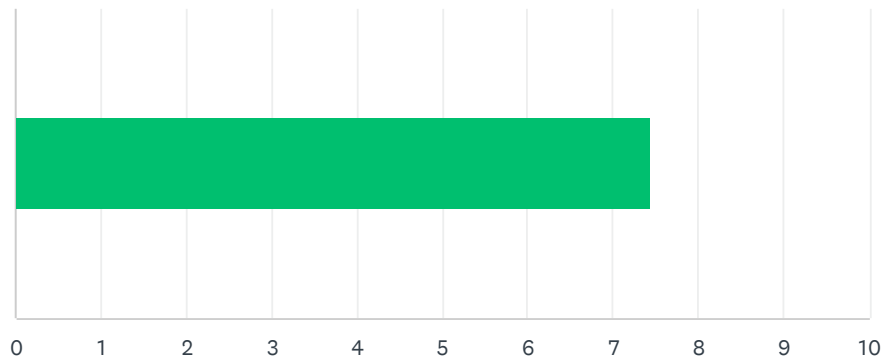
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ANSWER CHOICES	RESPONSES	
None of the above	41.18%	28
Johnson Center at Grand Valley State University (Grand Rapids, MI)	4.41%	3
Nonprofit Enterprise at Work (Ann Arbor, MI)	5.88%	4
Grow & Lead (Marquette, MI)	1.47%	1
Rotary Charities (Traverse City, MI)	1.47%	1
ONE Place at KPL (Kalamazoo, MI)	0.00%	0
United Way of Genesee County (Flint, MI)	1.47%	1
Lakeshore Nonprofit Alliance (Holland, MI)	1.47%	1
Michigan Community Resources (Detroit, MI)	2.94%	2
Co.act Detroit (Detroit, MI)	0.00%	0
Nonprofit Network (Jackson, MI)	29.41%	20
Other (please specify)	14.71%	10
Total Respondents: 68		

#	OTHER (PLEASE SPECIFY)	DATE
1	We work with the Cook Family Foundation for local Capacity Building. We do not have a center.	8/1/2022 11:13 AM
2	I suspect it may be Flint because that appears to be the closest to Midland, MI	7/22/2022 11:31 AM
3	I'm in Lansing- not sure which one covers that area	6/21/2022 10:03 AM
4	United Way - Capital Area	6/20/2022 2:49 PM
5	I'm not sure, possibly Capital Area United Way? Or Capital Region Community Foundation	6/16/2022 7:49 PM
6	?	6/16/2022 5:11 PM
7	MEDC/Michigan Main Street	6/16/2022 3:51 PM
8	I have no idea.	6/16/2022 9:06 AM
9	Southside Resource Center	6/16/2022 8:49 AM
10	Unsure at this point	6/16/2022 8:29 AM

Q8 How likely are you to recommend Nonprofit Network to a peer?

Answered: 71 Skipped: 37



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	528	71
Total Respondents: 71			

#		DATE
1	5	8/19/2022 11:34 AM
2	10	8/5/2022 8:32 AM
3	9	8/1/2022 11:13 AM
4	10	7/29/2022 8:07 AM
5	7	7/22/2022 2:21 PM
6	10	7/22/2022 11:31 AM
7	8	7/22/2022 9:14 AM
8	10	7/22/2022 7:23 AM
9	7	7/22/2022 7:05 AM
10	9	7/8/2022 1:57 PM
11	7	6/27/2022 10:59 AM
12	0	6/24/2022 3:09 PM
13	7	6/21/2022 8:22 PM
14	5	6/21/2022 5:53 PM
15	5	6/21/2022 3:52 PM
16	10	6/21/2022 10:03 AM
17	5	6/20/2022 2:49 PM
18	7	6/20/2022 1:32 PM
19	10	6/20/2022 10:26 AM
20	8	6/18/2022 8:36 PM

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21	7	6/17/2022 8:17 PM
22	5	6/17/2022 10:44 AM
23	10	6/17/2022 10:40 AM
24	8	6/16/2022 7:49 PM
25	5	6/16/2022 6:30 PM
26	9	6/16/2022 5:56 PM
27	8	6/16/2022 5:18 PM
28	5	6/16/2022 5:14 PM
29	0	6/16/2022 5:11 PM
30	9	6/16/2022 5:07 PM
31	5	6/16/2022 4:50 PM
32	10	6/16/2022 4:38 PM
33	5	6/16/2022 3:57 PM
34	10	6/16/2022 3:51 PM
35	10	6/16/2022 3:51 PM
36	5	6/16/2022 2:56 PM
37	10	6/16/2022 2:43 PM
38	7	6/16/2022 1:41 PM
39	6	6/16/2022 1:17 PM
40	5	6/16/2022 11:54 AM
41	10	6/16/2022 11:45 AM
42	7	6/16/2022 11:37 AM
43	5	6/16/2022 11:36 AM
44	0	6/16/2022 11:35 AM
45	7	6/16/2022 11:03 AM
46	9	6/16/2022 11:02 AM
47	5	6/16/2022 10:55 AM
48	10	6/16/2022 10:36 AM
49	10	6/16/2022 10:33 AM
50	5	6/16/2022 10:32 AM
51	5	6/16/2022 10:26 AM
52	10	6/16/2022 10:21 AM
53	5	6/16/2022 10:20 AM
54	10	6/16/2022 9:56 AM
55	10	6/16/2022 9:55 AM
56	8	6/16/2022 9:32 AM
57	8	6/16/2022 9:19 AM
58	9	6/16/2022 9:10 AM

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59	10	6/16/2022 9:07 AM
60	6	6/16/2022 9:06 AM
61	9	6/16/2022 9:01 AM
62	10	6/16/2022 8:49 AM
63	10	6/16/2022 8:37 AM
64	5	6/16/2022 8:33 AM
65	10	6/16/2022 8:29 AM
66	5	6/16/2022 8:27 AM
67	10	6/16/2022 8:26 AM
68	8	6/16/2022 8:21 AM
69	8	6/16/2022 8:19 AM
70	8	6/16/2022 8:16 AM
71	8	6/16/2022 8:15 AM

Q9 Why did you answer the above question how you did?

Answered: 52 Skipped: 56

#	RESPONSES	DATE
1	Personal experience and bias.	8/19/2022 11:34 AM
2	Have already suggested the organization join the network	8/5/2022 8:32 AM
3	They are very receptive and knowledgeable. They also respond quickly to questions.	8/1/2022 11:13 AM
4	Well organized, meaningful service offering, relevant content and resources	7/29/2022 8:07 AM
5	I have done that a couple times.	7/22/2022 2:21 PM
6	I have recently recommended it to a new startup non-profit	7/22/2022 11:31 AM
7	Many of the discussions I have attended in the past seem more geared to large non-profits who have paid staff. Our volunteer society does not have the same issues.	7/22/2022 9:14 AM
8	Services have been useful and valuable to our staff and this ED in the past.	7/22/2022 7:23 AM
9	I see tons of good resources in the weekly e-news. I have attended several excellent workshops by NPN.	7/8/2022 1:57 PM
10	I don't know enough about the network to recommend.	6/24/2022 3:09 PM
11	I like seeing what is available even when it doesn't directly apply to my work	6/21/2022 5:53 PM
12	Good trainings, resources. I've recommended you to folks before.	6/21/2022 10:03 AM
13	I can see you offer workshops that look interesting and professional. I have not attended any so I could not recommend them but have directed others to seek more information about your services.	6/20/2022 2:49 PM
14	I have not completed the entire workshop yet	6/20/2022 1:32 PM
15	If asked about SME in Non Profit I would give contact/newsletter.	6/18/2022 8:36 PM
16	Because I read everything that is sent, see the value in it, and know non-profits who feel it is a great asset. Also, have met some wonderful staff members.	6/17/2022 10:40 AM
17	I took one workshop and had a great experience.	6/16/2022 7:49 PM
18	Good question, just because	6/16/2022 5:56 PM
19	I don't have enough knowledge of Nonprofit Network to make that determination	6/16/2022 5:14 PM
20	I haven't been following it. Don't know much about it.	6/16/2022 5:11 PM
21	I've been impressed with my limited exposure, so far, to the Network and staff.	6/16/2022 5:07 PM
22	A. Don't know enough about NPN B. Was mildly disappointed in "follow thru or finish" for a contracted consultant in the board development area	6/16/2022 4:50 PM
23	I hear great things about the assistance they provide.	6/16/2022 4:38 PM
24	Have little experiences with the services	6/16/2022 3:57 PM
25	Lots of resources, good connector of other nonprofits, workshops were good, and recommended them just today.	6/16/2022 3:51 PM
26	You guys taught me everything I know about being an effective non profit ED!	6/16/2022 3:51 PM
27	Not sure what the differentiator is from other organizations or generally accessible materials	6/16/2022 2:56 PM
28	We were very satisfied with the quality of services and programming offered when we were members.	6/16/2022 2:43 PM

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29	I value the work you do and most especially the learning opportunities.	6/16/2022 1:41 PM
30	I am not deeply familiar with your resources and services	6/16/2022 1:17 PM
31	I don't know much about you	6/16/2022 11:54 AM
32	Former member of Nonprofit Network	6/16/2022 11:45 AM
33	Great resources	6/16/2022 11:37 AM
34	I liked the workshop I was able to join.	6/16/2022 11:03 AM
35	Because of impactful training such as bridges out of poverty.	6/16/2022 11:02 AM
36	interesting information	6/16/2022 10:36 AM
37	We always mention the network to others who approach us and want to start a nonprofit organization, but we do not know that the network will be able to actually help them.	6/16/2022 10:32 AM
38	We have had mixed results with NN. Some services were great (coaching time with Regina) and some were way too simplistic (a board training that was marketed as board member engagement but was really Board membership 101)	6/16/2022 10:26 AM
39	Although the knowledge and skills of the consultants/staff are helpful, the heavy push for left woke ideology, theory and assumptions is very distasteful and overly political.	6/16/2022 10:20 AM
40	I was involved with Nonprofit Network when it first began until 2007, when I no longer worked in the Jackson area. Its services were excellent then, and it's rewarding to see how much you've grown and expanded what you offer to the nonprofit community. I also keep an eye open for events and activities people I know might be interested in.	6/16/2022 9:56 AM
41	We have had positive experiences with our local network.	6/16/2022 9:32 AM
42	I know several of the workers at NN and I have trust in their professionalism.	6/16/2022 9:07 AM
43	You offer some good workshops, but it is hard to register for them if you are not a member. Your weekly newsletter doesn't work very well in email format, and I don't have the time or patience to pull it up in a browser to read it. (I have less patience these days because of COVID, our divided country, and the horrible things happening in our world.)	6/16/2022 9:06 AM
44	I've seen your workshops they are very relevant.	6/16/2022 8:49 AM
45	I LOVE the free trainings offered by the Nonprofit Network	6/16/2022 8:37 AM
46	Only using minimal services	6/16/2022 8:33 AM
47	I love what the NPN offers in their trainings and I love Regina <3	6/16/2022 8:29 AM
48	I have only attended one networking meeting. I don't have enough information to make a fair assessment.	6/16/2022 8:27 AM
49	You offer high quality professional development opportunities	6/16/2022 8:26 AM
50	I believe in the work Regina and the team are doing, for us, our industry changes so often that I am looking for those that are specific to Destination Marketing to assist in trends.	6/16/2022 8:19 AM
51	I always consider Nonprofit Network a good resource.	6/16/2022 8:16 AM
52	Past experience with Non profit has always been positive	6/16/2022 8:15 AM

Q10 What are some creative and innovative ways that Nonprofit Network could serve you? We value diverse perspectives and honest feedback.

Answered: 30 Skipped: 78

#	RESPONSES	DATE
1	Not sure yet	8/5/2022 8:32 AM
2	Assist nonprofits with HR questions and issues like benefits offered and paid time off.	8/1/2022 11:13 AM
3	Salary data reporting	7/29/2022 8:07 AM
4	Perhaps meetings/trainings geared specifically for small volunteer organizations. I know there are many local museums/historical societies in Jackson county.	7/22/2022 9:14 AM
5	Continue to provide ED training and PD, provide in creates opportunities for employee engagement, as well (ie team building, communication among team members, etc.)	7/22/2022 7:23 AM
6	Physically carry/kidnap our BoD to an anti-racism/unconscious bias workshop? And the "Bridges" workshop. They desperately NEED this training, and of course, think they don't! We white folks can be really ignorant sometimes (and even the Director who is Black does not see it).	7/8/2022 1:57 PM
7	I guess I don't have a solid knowledge of what you offer, to be able to make suggestions.	6/24/2022 3:09 PM
8	Unknown	6/20/2022 2:49 PM
9	Not sure	6/20/2022 1:32 PM
10	I am really looking forward to more in person meetings ... that's where it is easiest for me to meet people and bounce ideas off of.	6/17/2022 10:40 AM
11	No idea at this time	6/16/2022 5:56 PM
12	Tangible ways to connect with similar orgs	6/16/2022 5:11 PM
13	Grant writing support.	6/16/2022 5:07 PM
14	Perhaps in donor development, using and keeping up to date multiplatform community knowledge about our organization.	6/16/2022 4:50 PM
15	Affinity conversations - addressing burnout, creating advocacy platforms that benefit all of the sub-sectors (human services, arts, environmental, social justice, etc)	6/16/2022 2:56 PM
16	DEIB gaining greater comfort in speaking to stakeholders about DEIB in how we execute services	6/16/2022 1:41 PM
17	partnering	6/16/2022 11:37 AM
18	More workshops that are flexible with schedules.	6/16/2022 11:03 AM
19	Come to the table discussion again as Regina has often done prior COVID with local organizations and agencies to find ways of best practices so can remove barriers from our community/families that face challenges that seek resources. And... we don't know root causes of those challenges.	6/16/2022 11:02 AM
20	unknown but I will pay more attention in the future	6/16/2022 10:36 AM
21	The most immediate need for all nonprofits is to have a means to file the electronic 990s with the IRS. If that were included in your services it would make being a member automatic. We pay a CPA firm \$250 to file our taxes even though we prepared the paper copy.	6/16/2022 10:32 AM
22	Helping us with education, initiatives and campaigns that value and educate on the value of patriotism, faith, constitution, unity around traditional U.S. values.	6/16/2022 10:20 AM
23	Since I don't directly use your services I don't have much feedback here. I appreciate your	6/16/2022 9:56 AM

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visible focus on DEI and wonder how many awareness-building activities you offer. There's always room for growth there.

24	Not sure	6/16/2022 9:32 AM
25	I support the work that is currently being done.	6/16/2022 9:07 AM
26	Just keep providing education. We're all learning, and we're struggling to maintain our own mental health while trying to serve others.	6/16/2022 9:06 AM
27	I am not certain your organization doesn't seem very accessible	6/16/2022 8:49 AM
28	Info on creating benefits and compensation plans that can be scaled over time for small organizations	6/16/2022 8:33 AM
29	Girl....I am just one...the merger made me lose my voice. I would have preferred to stay with the Non-profit Networkbut I believe UWBCKR (which is now the Merged entity UWSCMI) uses Humanergy or something that cost a trillion dollars.	6/16/2022 8:29 AM
30	For our organization I feel like if there was more of a direct correlation and understanding for my staff and I in terms of grant writing and available grants that fit our industry that we would see a benefit.	6/16/2022 8:19 AM

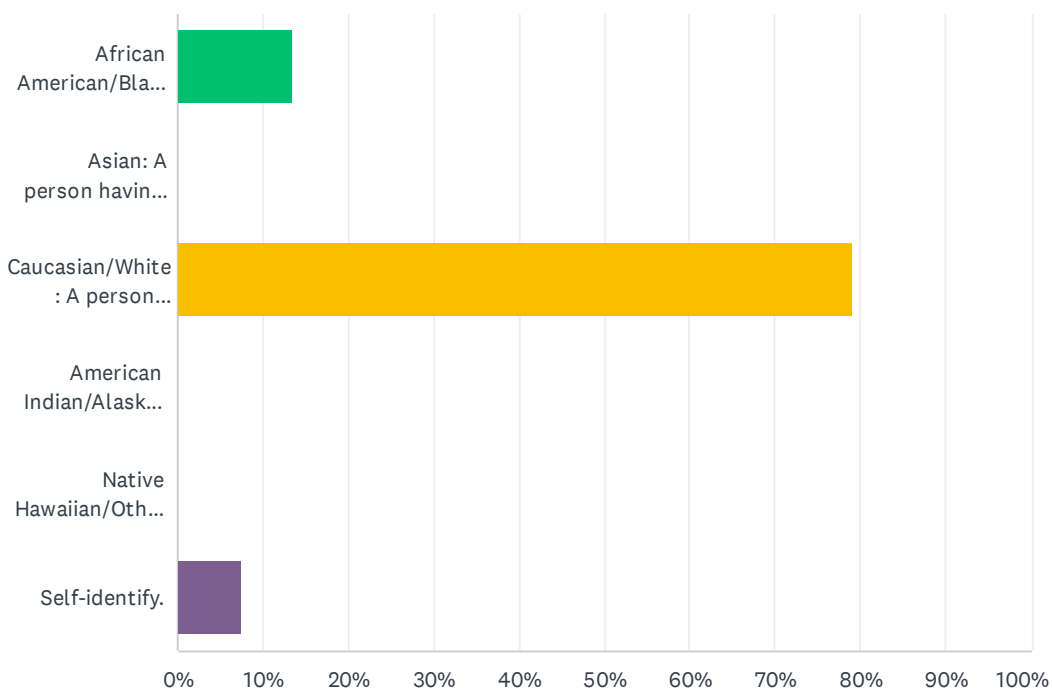
Q11 What are the things we need to pay attention to now that we are currently missing?

Answered: 25 Skipped: 83

#	RESPONSES	DATE
1	A less paternal approach to building nonprofit capacity.	8/19/2022 11:34 AM
2	What do we need to do to attract and retain employees in this every changing environment. Also, how can we reach out to the millennial volunteer/donor?	8/1/2022 11:13 AM
3	We have no paid staff, no Executive Director, so much of what you send it totally irrelevant to us.	7/22/2022 2:21 PM
4	See above on building PD for staff members	7/22/2022 7:23 AM
5	Don't know	7/8/2022 1:57 PM
6	N/A	6/24/2022 3:09 PM
7	Unknown	6/20/2022 2:49 PM
8	Not sure	6/20/2022 1:32 PM
9	I don't really know	6/16/2022 5:56 PM
10	Information quick and easy to access. We all have such tight schedules.	6/16/2022 5:11 PM
11	I a, not familiar enough to answer this question.	6/16/2022 5:07 PM
12	Don't Know	6/16/2022 4:50 PM
13	Your potential to reach beyond artificial/self-imposed geographic boundaries	6/16/2022 2:56 PM
14	more back office support and partnership with support consultants	6/16/2022 11:37 AM
15	More time slots for workshops.	6/16/2022 11:03 AM
16	Trusted Advisors boots on the ground the walking 211 that are provided resources to families and the community hardest hit. Everyday, homelessness, Food assistance, Mental Health needing case manager or their case manager isn't doing their job to assist them. Connecting the community to services needed.	6/16/2022 11:02 AM
17	It is not clear to me that the network is proactive in knitting the nonprofit organizations in our area together, regardless of membership. Many nonprofits do not know about the others nonprofits and their services/missions. I believe most of us have our heads down serving our clients and lack the time and energy to analyze the possible connections to others in our area.	6/16/2022 10:32 AM
18	Being truly inclusive and diverse with all your constituents, promotions, education and perspectives including obese, short, mentally/physically/emotionally challenged, freckled face, adopted, neuro-divergent/atypical, all ages, conservative, traditional, patriotic, Judeo-Christian, etc. and not just favoring Race/Gender issues.	6/16/2022 10:20 AM
19	No thoughts on this.	6/16/2022 9:56 AM
20	Not sure.....challenge best practices to assess if they are equitable and targeted towards achievable outcomes.	6/16/2022 9:07 AM
21	The mental health of professionals in the field.	6/16/2022 9:06 AM
22	Organizations feel as though they cannot access you!	6/16/2022 8:49 AM
23	Not sure	6/16/2022 8:33 AM
24	You're not missing anything! If we don't use you - we are the ones missing out.	6/16/2022 8:29 AM

Q12 Which race best describes you?

Answered: 67 Skipped: 41

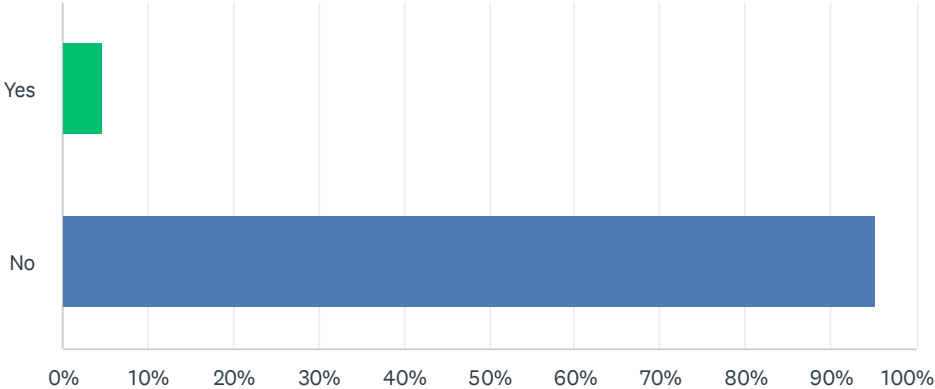


ANSWER CHOICES	RESPONSES
African American/Black: A person having origins in any of the black racial groups of Africa.	13.43% 9
Asian: A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Indonesia, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.	0.00% 0
Caucasian/White: A person having origins in any of the original peoples of Europe, the Middle East or North Africa.	79.10% 53
American Indian/Alaska Native: A person having origins in any of the original peoples of North and South America, including Central America.	0.00% 0
Native Hawaiian/Other Pacific Islander: A person having origins in any of the original peoples of Hawaii, Guam, Samoa or other Pacific Islands.	0.00% 0
Self-identify.	7.46% 5
TOTAL	67

#	SELF-IDENTIFY.	DATE
1	Mixed	7/29/2022 8:07 AM
2	Race is totally unimportant and has no business being here	6/16/2022 5:56 PM
3	Human race	6/16/2022 5:14 PM
4	Hispanic	6/16/2022 1:41 PM
5	Beautiful, intelligent, likable, personable	6/16/2022 10:20 AM

Q13 Are you Hispanic/Latinx: A person of Cuban, Mexican, Puerto Rican, South or Central American or other Spanish Culture or origin, regardless of race?

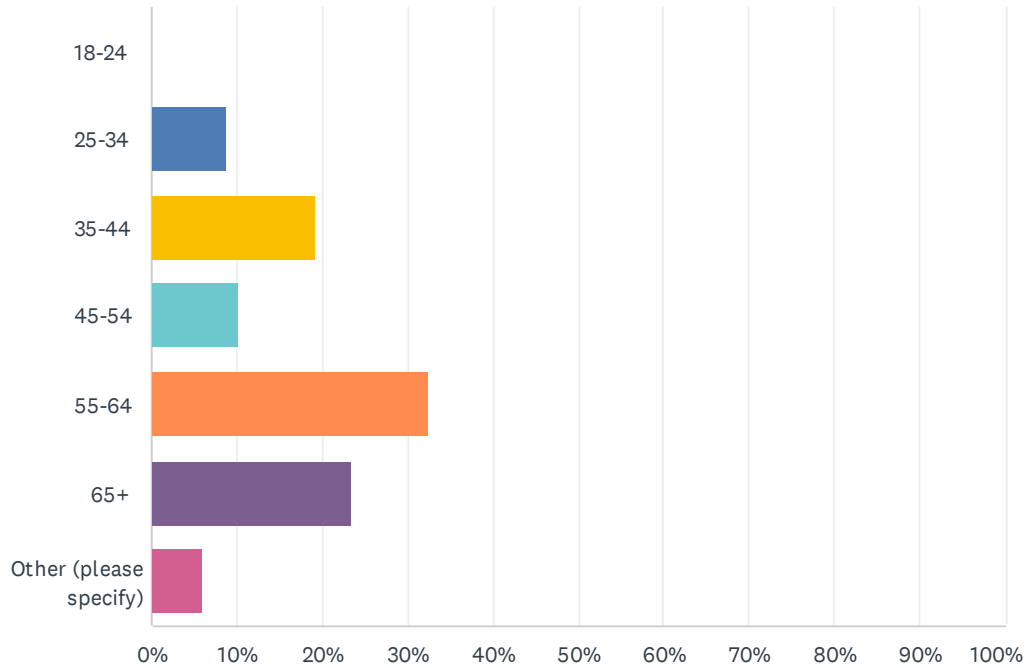
Answered: 63 Skipped: 45



ANSWER CHOICES	RESPONSES	
Yes	4.76%	3
No	95.24%	60
TOTAL		63

Q14 What is your age range?

Answered: 68 Skipped: 40



ANSWER CHOICES	RESPONSES	
18-24	0.00%	0
25-34	8.82%	6
35-44	19.12%	13
45-54	10.29%	7
55-64	32.35%	22
65+	23.53%	16
Other (please specify)	5.88%	4
TOTAL		68

#	OTHER (PLEASE SPECIFY)	DATE
1	Does it really matter, let's say I'm 150 years old	6/16/2022 5:56 PM
2	Does it really matter?	6/16/2022 5:14 PM
3	80	6/16/2022 11:45 AM
4	Avoiding agism means this data is blind and irrelevant	6/16/2022 10:20 AM

Q15 In what city and state do you live? (Please format as this example - Jackson, Michigan)

Answered: 67 Skipped: 41

#	RESPONSES	DATE
1	Owosso, Michigan	8/19/2022 11:34 AM
2	Chelsea, Michigan	8/5/2022 8:32 AM
3	Owosso, Michigan	8/1/2022 11:13 AM
4	Grand Rapids, Michigan	7/29/2022 8:07 AM
5	Lansing Michigan	7/22/2022 2:21 PM
6	Midland, MI	7/22/2022 11:31 AM
7	Hanover, Michigan	7/22/2022 9:14 AM
8	Albion MI	7/22/2022 7:23 AM
9	JACKSON, MICHIGAN	7/22/2022 7:05 AM
10	Battle Creek, Michigan	7/8/2022 1:57 PM
11	Saint Clair Shores, Michigan	6/27/2022 10:59 AM
12	Shepherd, Michigan	6/24/2022 3:09 PM
13	Lansing, Michigan	6/21/2022 8:22 PM
14	Jackson, Michigan	6/21/2022 5:53 PM
15	Lansing, Michigan	6/21/2022 10:03 AM
16	Lansing, Michigan	6/20/2022 2:49 PM
17	DeWitt, MI	6/20/2022 1:32 PM
18	Jackson, Michigan	6/20/2022 10:26 AM
19	Owosso, Mi	6/18/2022 8:36 PM
20	Battle Creek, Michigab	6/17/2022 8:17 PM
21	Lansing, Michigna	6/17/2022 10:44 AM
22	Tecumseh, Michigan	6/17/2022 10:40 AM
23	Lansing, Michigan	6/16/2022 7:49 PM
24	Jackson, Michigan	6/16/2022 6:30 PM
25	Jackson, Mi	6/16/2022 5:56 PM
26	Durand Michigan	6/16/2022 5:18 PM
27	Battle Creek, Michigan	6/16/2022 5:14 PM
28	Lansing, MI	6/16/2022 5:11 PM
29	Owosso, Michigan	6/16/2022 5:07 PM
30	St. Johns, Michigan	6/16/2022 4:50 PM
31	Jackson, MI	6/16/2022 4:38 PM

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32	Lansing, MI	6/16/2022 3:57 PM
33	Jackson, Michigan	6/16/2022 3:51 PM
34	Owosso, MI	6/16/2022 3:51 PM
35	Royal Oak, MI	6/16/2022 2:56 PM
36	Chelsea, Michigan	6/16/2022 2:43 PM
37	Fennville, MI	6/16/2022 1:41 PM
38	Chicago, IL	6/16/2022 1:17 PM
39	Fredericksburg, VA	6/16/2022 11:54 AM
40	Jackson, Michigan	6/16/2022 11:45 AM
41	Ann Arbor, Michigan	6/16/2022 11:37 AM
42	Atwood, Kansas	6/16/2022 11:36 AM
43	Midland MI	6/16/2022 11:03 AM
44	Jackson Michigan	6/16/2022 11:02 AM
45	Jackson, Michigan	6/16/2022 10:55 AM
46	saginaw mi	6/16/2022 10:36 AM
47	Ann Arbor, Michigan	6/16/2022 10:33 AM
48	Brooklyn, Michigan	6/16/2022 10:32 AM
49	Ypsilanti	6/16/2022 10:26 AM
50	Detroit, MI	6/16/2022 10:21 AM
51	Michigan	6/16/2022 10:20 AM
52	Lansing, Michigan	6/16/2022 9:56 AM
53	Jackson, Michigan	6/16/2022 9:32 AM
54	Jackson, Michigan	6/16/2022 9:10 AM
55	Jackson, Michigan	6/16/2022 9:07 AM
56	Webberville, MI	6/16/2022 9:06 AM
57	owosso, mi	6/16/2022 9:01 AM
58	I live Lansing Michigan but I am pastor in Jackson MI	6/16/2022 8:49 AM
59	Taylor, MI	6/16/2022 8:37 AM
60	Boston massachusetts	6/16/2022 8:33 AM
61	Carson City Michigan	6/16/2022 8:29 AM
62	Lansing, MI	6/16/2022 8:27 AM
63	Lansing, Michigan	6/16/2022 8:26 AM
64	Haslett, MI	6/16/2022 8:21 AM
65	Adrian, MI	6/16/2022 8:19 AM
66	Marquette, MI	6/16/2022 8:16 AM
67	Parma, MI	6/16/2022 8:15 AM