

COMMUNITY REPORT 2024/2025



Bainbridge Community Foundation supports our local nonprofits by analyzing community needs, awarding grants to meet those needs, educating donors and nonprofit leaders, and facilitating collaboration. BCF's support of 501(c)3 nonprofits extends to Kitsap County and beyond.



The role of a community foundation is to improve the quality of life within a specific area by harnessing the financial resources of individuals, families, and businesses to support community nonprofits in all sectors. Bainbridge Community Foundation (BCF) aims to make our grants and programs purposeful, impactful, and inclusive.

In order to ensure that we are helping meet the needs of the community, we have published a third Community Report to educate ourselves and our neighbors. This iteration of the report will streamline the information and future iterations of the report will take a similar approach.

Why do we do this? Our goal is to encourage our community to work together, all bringing our own life experiences and diverse perspectives to the table to help meet one another's needs. We believe that information and data enables all of us to better understand the opportunities and challenges we all face and we hope this information inspires individuals to take action.

While this report is not intended to be the only resource for our community, it is a starting point for those who want to engage further. We encourage you to reflect on the "Questions for Discussion" on the back of this report and talk about it with your friends and family. We look forward to hearing from you!

Methodology

BCF has collected qualitative and quantitative information through its Annual Nonprofit Survey and its Sector Gathering discussions. We collected 70 responses on the 2024 Nonprofit Survey, and a total of 64 nonprofits participated in the Sector Gatherings that followed. Questions ranged from asking about characteristics for a sustainable and supportive community to asking about the health of the nonprofit sector. The layout of this report reflects a framework for a "sustainable and supportive community," which is based on similar community frameworks modeled after the World Health Organization's recommendations. The Bainbridge Island Senior/Community Center also started a similar initiative based on the AARP Livability Index. BCF presented this framework to several nonprofit focus groups and made changes based on feedback. The resulting ten characteristics along with additional research and demographic information are in the pages that follow. Nonprofits could only answer the survey once. In addition, this report pulls data from additional resources listed on page 29.

This work is made possible thanks to the support of our donors. Please join us to learn, engage, and give to BCF.



*Dana Binnendijk, Dominique Cantwell, Jim Hopper, and Jessica Henshaw
Report Contributors*

People of Bainbridge Island

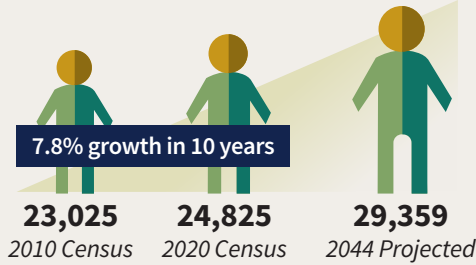
Population

24,825

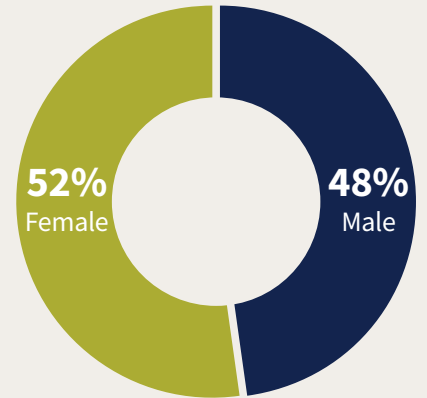


Population Growth

Population growth on Bainbridge Island has been slow compared to the rest of Kitsap County, (8.8% from 2010-2020) likely because of limited land availability on the Island and rising house prices. By 2044, the trajectory is to add another 4,534 residents to the current population which adds up to over 29,300.

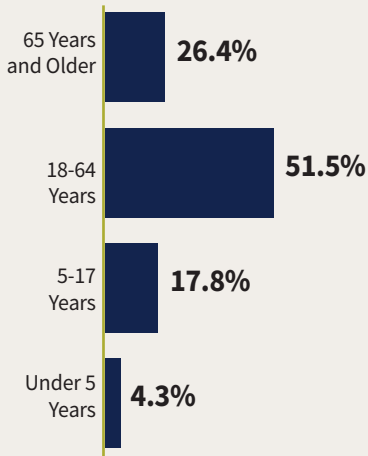


Gender Balance



Age

Average age is 50 years old versus 38 years old nationwide.



Population Make-up

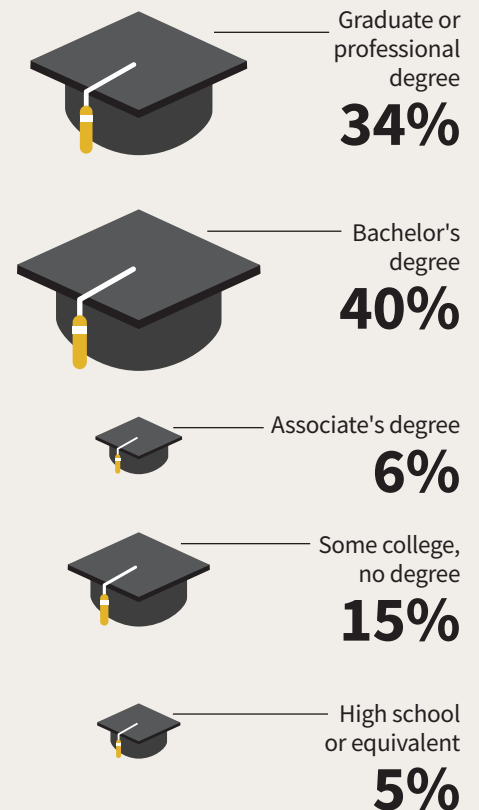
The 2020 Census recorded an uptick in percentage of "Two or More Races."

- 81.3%** White
- 8.7%** Two or More Races
- 1.2%** Another Race
- 0.1%** Native Hawaiian/Pacific
- 4.4%** Hispanic
- 0.5%** Black/African American
- 3.3%** Asian
- 0.5%** American Indian/Alaska Native

Source: https://data.census.gov/profile/Bainbridge_Island_CCD,_Kitsap_County,_Washington?g=060XX00US5303590120#race-and-ethnicity

Highest Educational Attainment (Ages 25+)

Overall, the adult population of Bainbridge Island is highly educated. More than 98% have a high school degree or higher, and 34% have some sort of graduate or professional degree.



Wealth

In 2017, BCF, in conjunction with Leave10 Kitsap, commissioned a Transfer of Wealth Survey. It found that there is about **\$89.9 billion** in wealth in Kitsap County and **\$18.9 billion** of that is on Bainbridge Island. That figure was heavily comprised of real estate values, which have increased substantially since 2017.

On Bainbridge Island alone, more than **13%** of that wealth (**\$2.5 billion in 2017**) is expected to be transferred to the next generation over the next decade.



Source: 2017 Transfer of Wealth Survey by Leave10 Kitsap

Community Framework

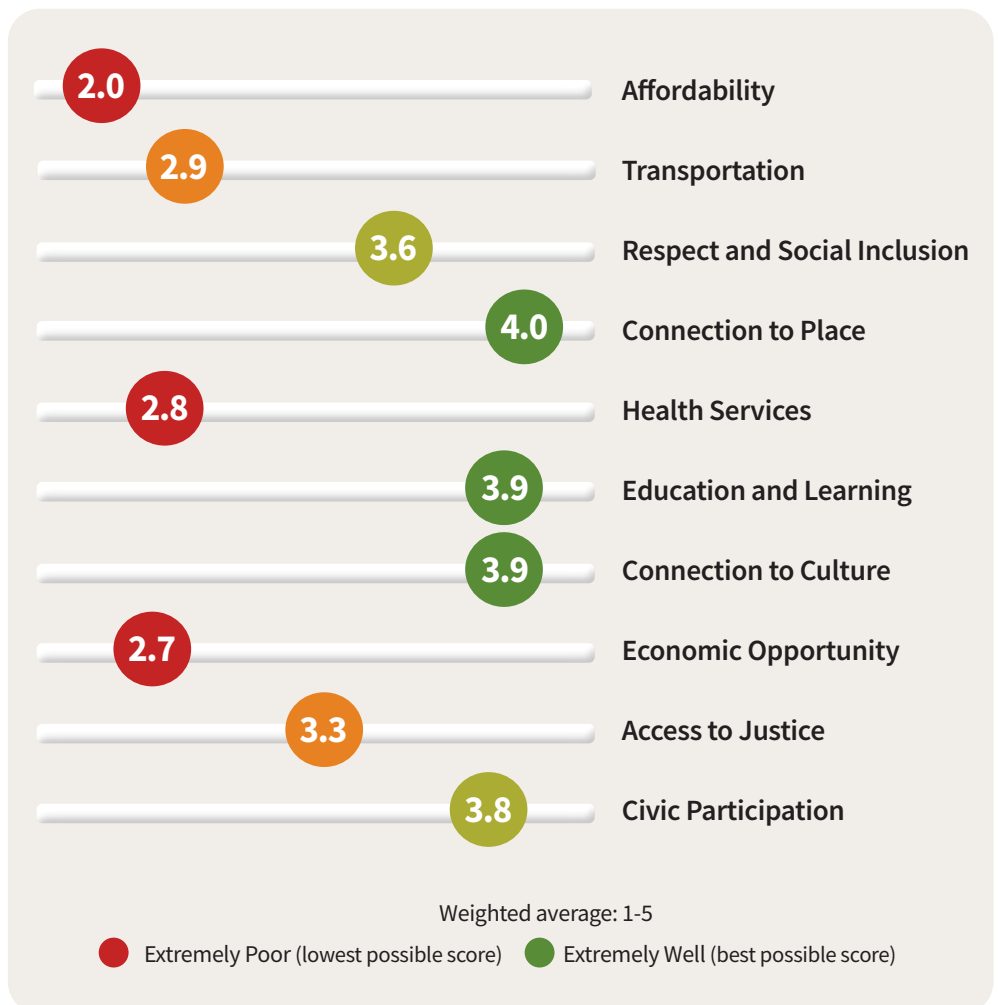
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Bainbridge Island has a lot to offer. A vibrant arts and cultural scene, proximity to both open space and Seattle, and excellent schools have made it a desirable place to live for decades. The community is changing, however, which will be defined in further detail throughout this report.

BCF is conducting analysis around a “Community Framework” to help us understand what creates a sustainable and supportive community. BCF created this framework after conducting research, organizing focus groups, and collecting feedback from local community members.

This year, BCF has not only collected new data about each of the 10 characteristics listed to the right, but we have also included additional information on areas that are interconnected. When one area is not performing well, it can have a negative impact on other areas. The reverse can also be true—when one area is performing well, it can have a positive impact on others.



In the 2024 survey, we asked nonprofits the question “How well are these areas being addressed in our community?” for each of the 10 characteristics. The weighted results are shown on the previous page. Note that nonprofits answering the survey were representative of the Bainbridge Community—anyone who lives, works, or visits the Island—and results include answers from nonprofits based in broader Kitsap County.

While we acknowledge this is a question reflecting the perspectives of nonprofit leaders, and there is complexity behind each of these ratings, we also see nonprofit leaders as engaged, informed, and connected community members who can help identify needs and opportunities. We also provide data from the 2022 National Community Survey on each of the following pages, which reflect the opinion of Bainbridge Island residents who took that survey. Each characteristic is described in a two-page spread, except for Transportation, which is described in one, and Affordability, which is described in three pages. This additional data is included due to the importance of this topic and its impact on so many of the other areas in the Community Framework.

We hope this high-level analysis using local, state, and national data will help all of us in the community better understand the environment in which we live. We also hope that this better understanding will inspire action.



Affordability



[Affordable housing and cost of living]

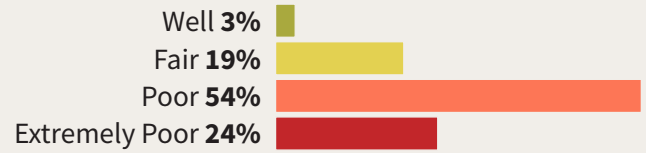
What's the issue?

(2022 National Community Survey)

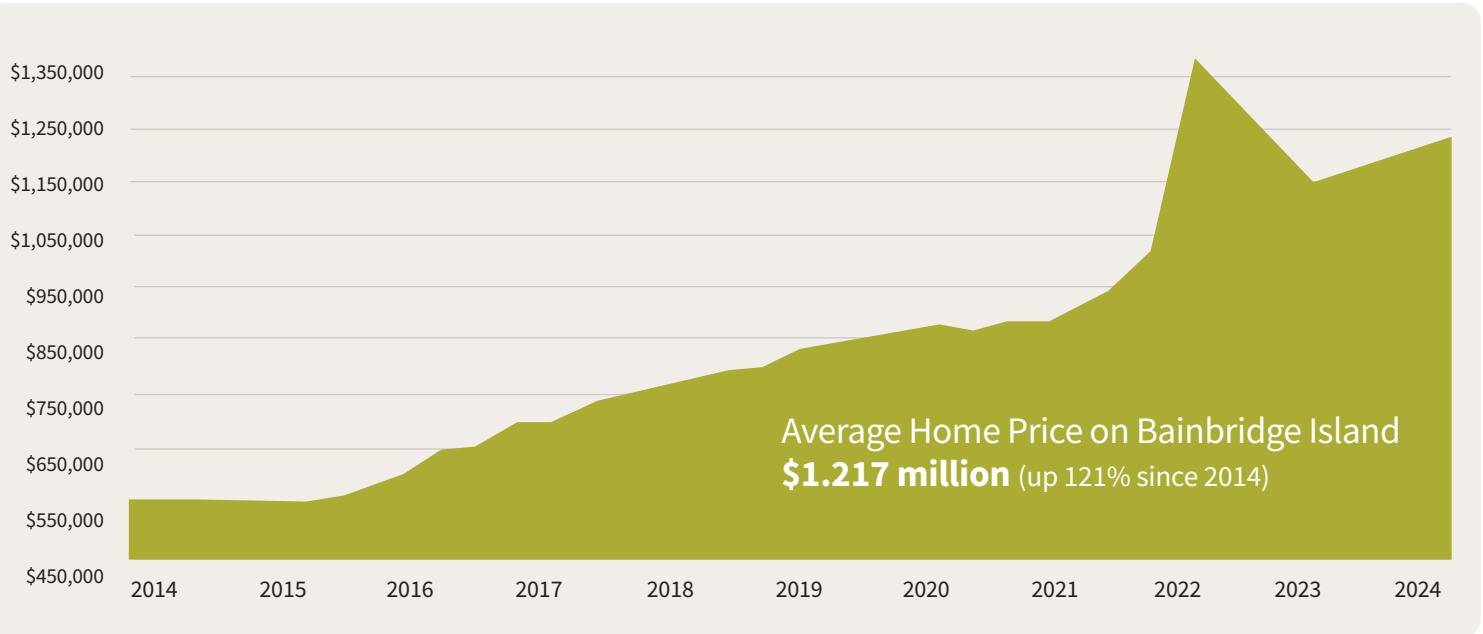
"Cost of Living" received positive evaluations from **13%** of residents, lower than national averages. Availability of affordable quality housing scored in the **bottom 3% of the national benchmark.**

How well are we addressing it?

(BCF 2024 Nonprofit Survey)



Where do we stand?



The housing market has cooled on Bainbridge Island due to the rise in interest rates, however, the average sale price of a home on Bainbridge Island is still out of reach for many families and individuals. The average sale price as of July 2024 was \$1.217 million, up from \$1.072 million last year but still around \$200,000 less than the peak in 2022. Note that there are multiple sources for finding the average price of housing. BCF has consistently used Zillow. Some real estate agents have recorded the average sale price as high as \$1.517 million as of May 2024 (Jason Shutt Market Report) which appears to make the housing market even more out of reach for many families and individuals.

Salaries in our Community

The following are some examples of how local housing prices and cost of living are requiring higher salaries, compared to actual salaries of critical community members. Note that \$281,700 and \$102,321 reflect household income needed, and the salaries on the following page reflect individual salaries. The \$281,700 is a calculation through the online Zillow mortgage calculator which is the total amount needed to afford a \$1.217 million home at 7% interest rates. The \$102,321 is a calculation of household income needed for a family of four paying rent of \$2,130 per month in North Kitsap, and only covers very basic needs. **These numbers show the particular vulnerability of individuals without dual incomes—families experiencing divorce, younger people trying to enter the job market, or 65+ year old seniors who are getting priced out of their own community.** For more details on these groups, see the “Respect and Social Inclusion” section on page 8.

Bainbridge Island School District (BISD)

Employee Annual Wage/Salary	% of Total
> \$200,000	0.2%
\$175,000-\$199,999	0.7%
\$150,000-\$174,999	3.0%
\$125,000-\$149,999	14.7%
\$100,000-\$124,999	13.2%
\$75,000-\$99,999	15.1%
\$50,000-\$74,999	16.4%
\$25,000-\$49,999	27.1%
\$10,000-\$24,999	7.1%
< \$10,000	2.4%
Grand Total	99.9%

0% of BISD staff could afford an average home on Bainbridge Island if they were the sole income-earner



68% of BISD staff make below the self-sufficiency standard in North Kitsap

\$300,000 Household income needed to afford a **\$1.217 million** home with 7% interest rates—assuming 10% down payment and monthly debts of \$0*

The salary range at BISD, the largest local employer, is highlighted to the left. **One third of BISD staff live off the island, and are stuck in increasingly congested traffic.**

\$78,752 to \$102,321
in 2020 in 2023

The “Self-sufficiency standard,” as researched by the University of Washington, is the amount of household income needed to support a family of four in North Kitsap County who are renting a house for a monthly average of \$2,130. It reflects cost of living increases in our community, which have risen substantially over the last three years.



\$87,031

Starting base salary for entry-level Bainbridge Island police officer



\$65,015

Starting salary for a first-year teacher at the lowest step at Bainbridge Island School District.



\$46,000

Starting salary for a teacher at a Bainbridge Island nonprofit childcare center



\$61,000

70% of nonprofit staff make a full-time equivalent (FTE) of \$61,000 or lower, which is considered low-income.



~\$25/hr if including tip (FTE ~\$52,000)

Coffee barista at local coffeehouse



\$21.50 - \$23.70/hr (FTE ~\$44,720-\$49,300)

Certified caregiver at an assisted living facility

Sources: Salaries confirmed by employers May - July, 2024

The City of Bainbridge Island (COBI) has conducted research or contracted third-party analysis around affordable housing—such as the Affordable Housing Task Force Report, the Comprehensive Plans, and the Housing Action Plan—all of which identify affordable housing as a problem that needs to be addressed. In 2021, the Washington State Legislature passed House Bill 1220, which requires jurisdictions like Bainbridge Island to **“plan for and accommodate housing affordable to all economic segments of the population.”**

To keep up with population growth, the Department of Commerce predicted Bainbridge Island would need 1,977 more units by 2044. The Land Use Technical Advisory Committee of Kitsap Regional Coordinating Council (KRCC) calculated that **1,140 units would be needed to serve those with incomes at or below 80% Area Median Income** and 877 units for those above it.

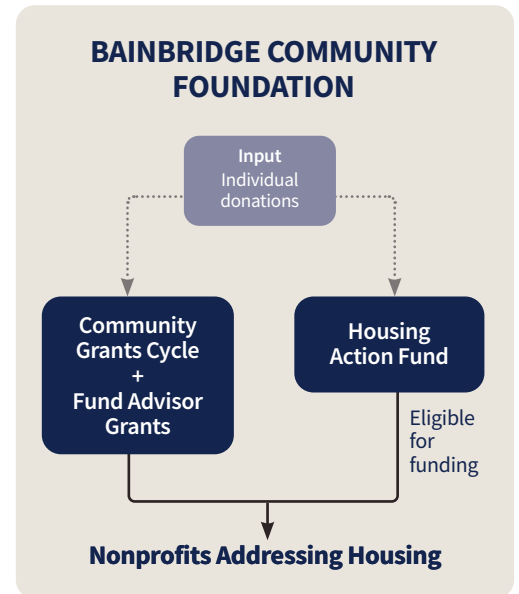
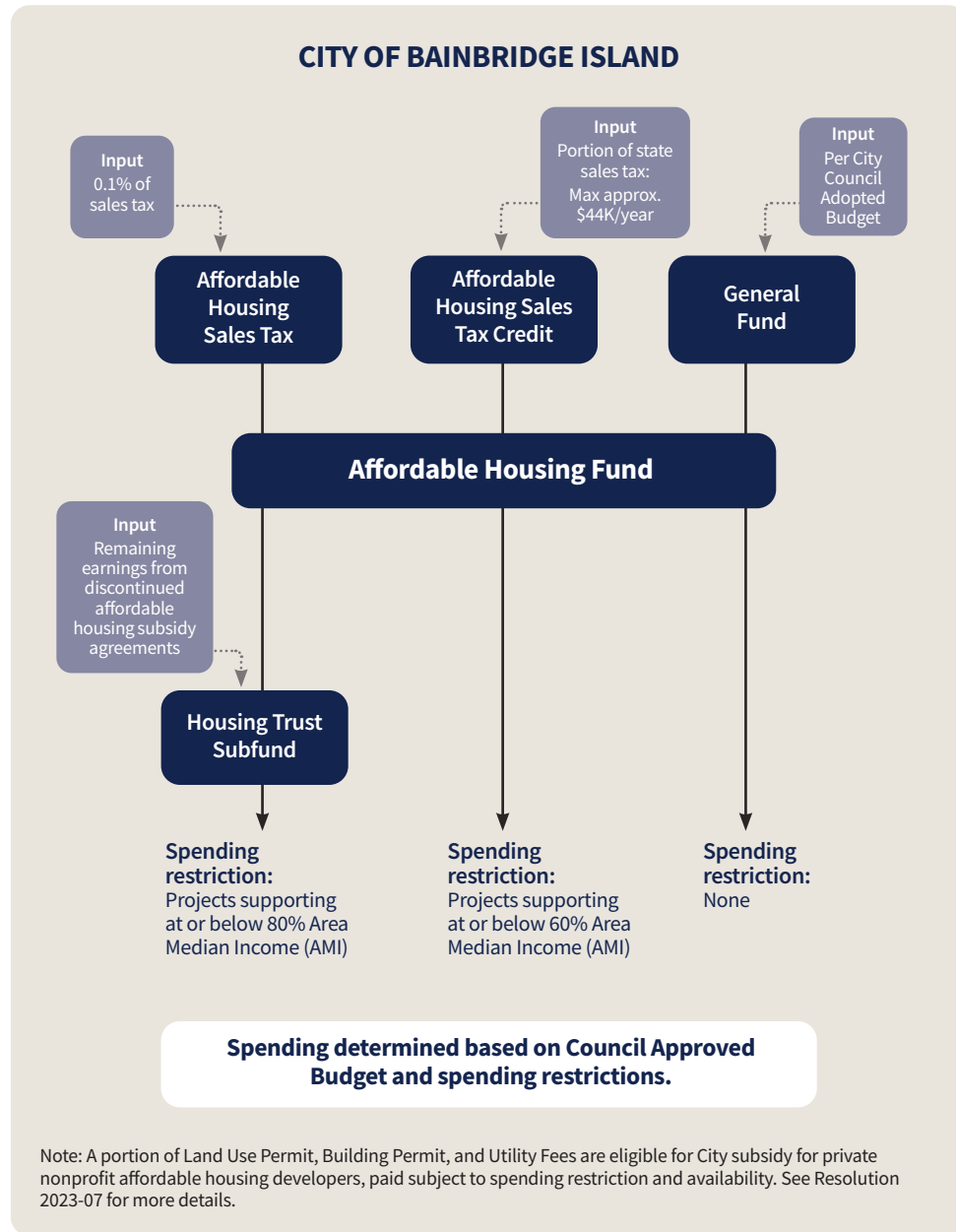
Only 3% of Bainbridge Island’s housing is designated as "affordable." Of the 11,251 housing units on the Island, only 134 of the 322 affordable homes are permanently protected by Housing Resources Bainbridge (HRB) Community Land Trust. This leaves a significant gap between the number of permanently affordable homes and the 1,140 state-mandated affordable homes needed by 2044.

BCF SPOTLIGHT:

In 2022, BCF awarded a \$100,000 grant from its Housing Action Fund to support affordable housing options on the Bethany Lutheran Church property.

Affordability, *continued*

How are we addressing it?



NONPROFITS ADDRESSING HOUSING

Housing Resources Bainbridge
 Current: 134 affordable residences permanently protected
 Pipeline: 90 affordable residences are in pipeline
 - 13 at Wyatt and Madison
 - 31 at Wintergreen
 - 18 at Ericksen
 - 22 at Finch Green
 - 6 at Lovgreen

Helpline House
 - Rental assistance
 - Housing and utility assistance program

Housing Kitsap
 - 79 units on Bainbridge Island
 - Home repair assistance

Kitsap Homes of Compassion
 - 1 unit on Bainbridge Island

Impact on community as a whole

Lack of affordability has a profound impact on other areas of our community. As lower-wage earners move off the Island to find more affordable housing, the traffic on 305 gets more congested, impacting **transportation**. **Health services** become harder to find as primary care offices often decline to move their businesses here, due to operating at a loss and an inability to find housing for medical staff. As enrollment rates drop in public schools, school funding declines and **quality education** on the Island is at risk. **Economic opportunity** for small businesses becomes more challenging as Island business owners have trouble finding staff and struggle to make ends meet financially.

Interrelated Areas

- Education and Learning
- Physical and Mental Health Services
- Transportation
- Economic Opportunity
- Access to Justice
- Respect and Social Inclusion

Transportation

Trending Negative

[Access to affordable, accessible, and safe transportation]

What's the issue?

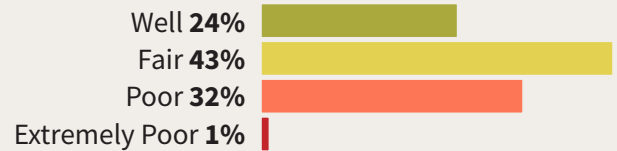
(2022 National Community Survey)

Approximately **43%** of respondents answered that improving the overall quality of the transportation system on Bainbridge Island was “essential” and **41%** rated it “very important.”

How well are we addressing it?

Impact by Sector (BCF 2024 Nonprofit Survey)

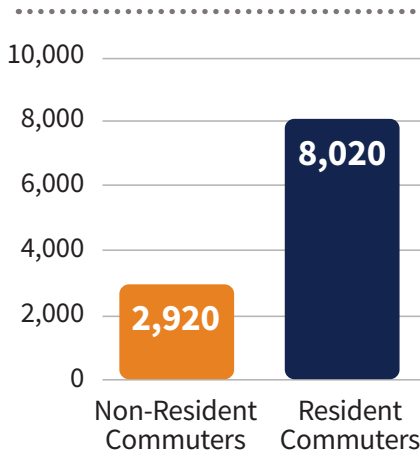
How well are these areas being addressed in our community?



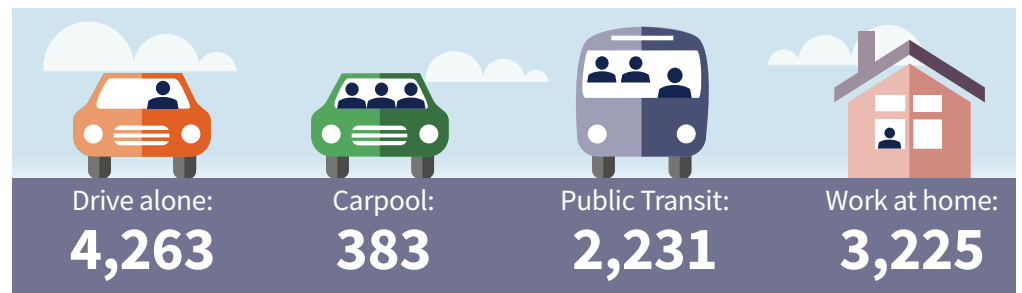
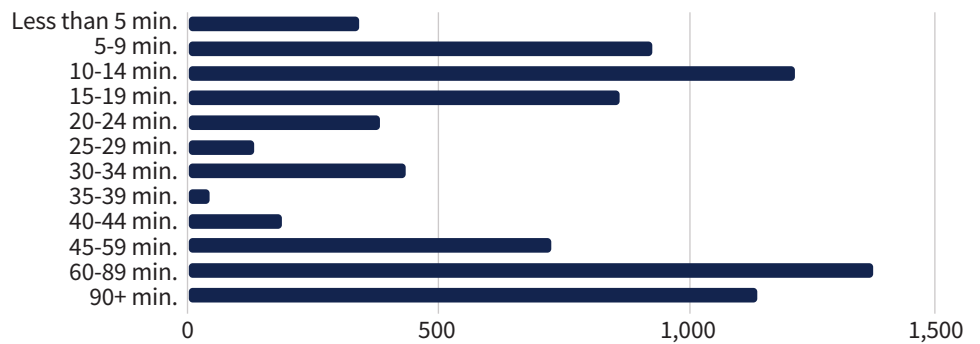
Commute Time



Average commute time:
40 Minutes



Bainbridge Islanders' Average Commute Time (2022 American Community Survey)



In Action!

Island Volunteer Caregivers provides transportation for care recipients needing to travel to Seattle for medical appointments – anywhere from 18-80 round trips per year. They've driven 11,423 miles on these visits since 2014!



Impact on community as a whole

Access to transportation is important to a sustainable and supportive community because it enables individuals to access employment, education, healthcare, goods and services, and social activities. It also promotes economic development, enhances mobility, and reduces social isolation. Effective public transportation in particular promotes a better quality of life and community well-being.

Interrelated Areas

- Education and Learning
- Respect and Social Inclusion
- Physical and Mental Health Services
- Economic Opportunity
- Connection to Place
- Civic Participation
- Affordability
- Connection to Culture

Respect and Social Inclusion



[Respect for others and socially inclusive community]

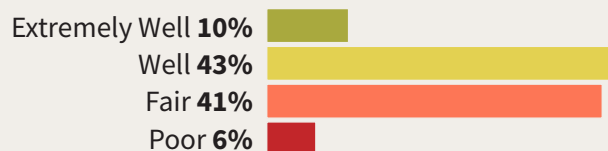
What's the issue?

(2022 National Community Survey)

Slightly over **30%** of Island residents rated Bainbridge Island's ability to attract people from diverse backgrounds positively, **which is within the bottom 3% of the national benchmark.** 59% reported that the community values/respects citizens with different backgrounds and 55% reported that the community takes care of vulnerable residents.

How well are we addressing it?

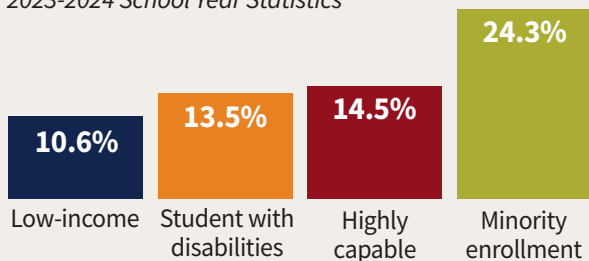
(BCF 2024 Nonprofit Survey)



Where do we stand?

Bainbridge Island School District

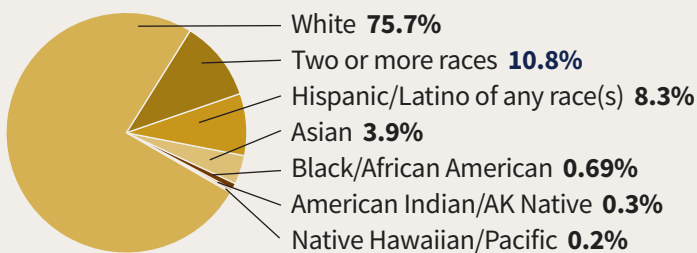
2023-2024 School Year Statistics



Source: Washington Office of Superintendent of Public Instruction (OSPI Report Card) – source recommended by BISD staff

Diversity In Our Schools

Bainbridge Island School District 2023-2024 School Year Statistics



How are we addressing it?

City of Bainbridge Island (COBI):

COBI created the Race Equity Advisory Committee (REAC) to provide informed recommendations to the city council on programmatic, community, and legislative options to address and rectify systemic and structural racism and bias within government and law enforcement.

Bainbridge Community Foundation and Nonprofits:

Local nonprofits provide access to subsidized and often free programs and services for all community members. Many have prioritized Diversity, Equity, and Inclusion in their work. For example, in 2023, 41 nonprofits identified their Community Grants Cycle applications as related to Inclusion, Diversity, Equity, Accessibility, and Social Justice (IDEAS) work. In addition, BCF sponsors the group DEI4BI where participants meet to talk about opportunities and challenges facing their organizations.

Bainbridge Island School District (BISD):

BISD created the Multicultural Advisory Council (MAC) that provides service and guidance to the district since 1986. Its purpose is to create an inclusive environment where all feel safe, secure and understood. This will help students to freely embrace diversity and differences as strengths, as they confidently become contributing members and leaders in our increasingly diverse society.

Businesses:

Many local businesses sponsor nonprofit events supporting areas like affordable housing or arts & culture.



Vulnerable Groups: Financial and Mental Health Challenges

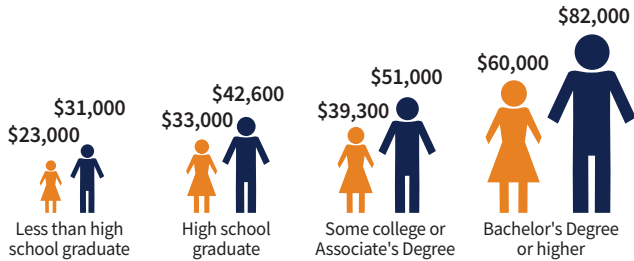
Single women with children

Washington State has the 4th largest wage gap between men and women in the United States according to Forbes Advisor’s “Gender Pay Gap Statistics in 2024” analysis. If women with children lose a higher-income partner, making enough income to stay in the local community here—considering the housing market and cost of living mentioned in the affordability section—can be a very real challenge.

Women

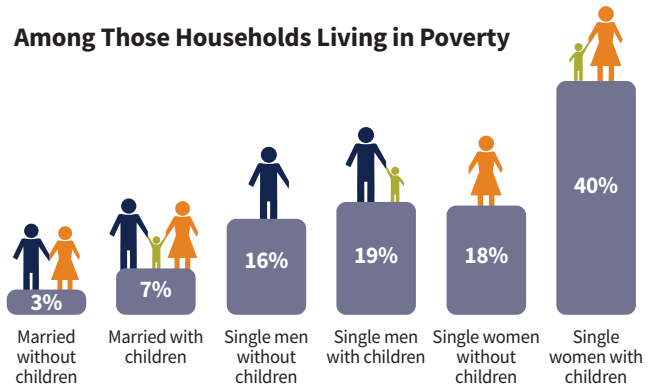
As highlighted in last year’s report, women are disproportionately affected by economic strain. See the charts below, provided in a 2018 report by the Women’s Funding Alliance, which reflect the inequalities of women living in Washington State.

Statewide Average Earnings by Educational Level



The gender wage gap persists across educational levels. Even women with some college or an associate’s degree earn less than men with only a high school diploma.

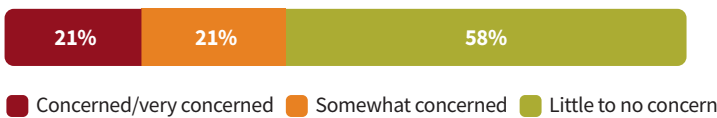
Among Those Households Living in Poverty



Seniors

Seniors ages 65+ who are homeowners, even if they have been residents of Bainbridge Island for decades, run into challenges as property taxes rise with the value of their properties. If they receive fixed income, these higher taxes are significant. There are also concerns about staying connected to community as a contributor to mental health and well-being. A 2022 Community Assessment Survey conducted by Island Volunteer Caregivers found that 42% of those they surveyed answered that they were very concerned, concerned, or somewhat concerned about being able to stay socially engaged:

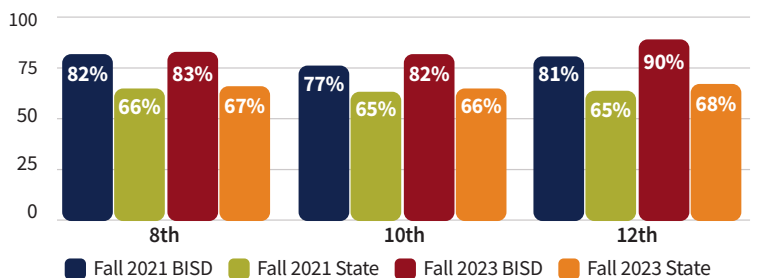
Concerns with social engagement



Adolescents

Previous BCF Community Reports have pulled data from the Healthy Youth Survey about anxiety and depression rates. While anxiety rates are generally higher on Bainbridge Island than in the rest of the state, depression rates are lower. In good news, the latest Healthy Youth Survey results show that the vast majority of BISD students report having an adult in their neighborhood or community who they could talk to about something important—and this has improved in the last two years.

Anxiety levels in youth



Impact on community as a whole

Respect and social inclusion are impacted by many other interrelated areas, including people feeling connected to culture, having access to transportation or health services, or being able to access economic opportunity. If these aren’t performing well, people in the community will feel excluded or unable to access the same resources as others living in the same community.

Interrelated Areas

- Education and Learning
- Physical and Mental Health Services
- Transportation
- Economic Opportunity
- Affordability
- Connection to Culture

Connection to Place

Positive

[Engagement with open space, nature, and recreational activities for humans and pets]

What's the issue?

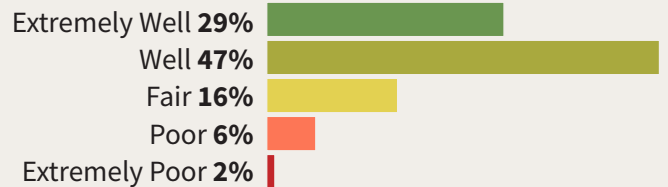
(2022 National Community Survey)

The overall quality of Bainbridge Island's natural environment was **rated positively by 96% of respondents**, and the overall quality of parks and recreation opportunities received positive ratings from **93% of residents**, higher than national averages.

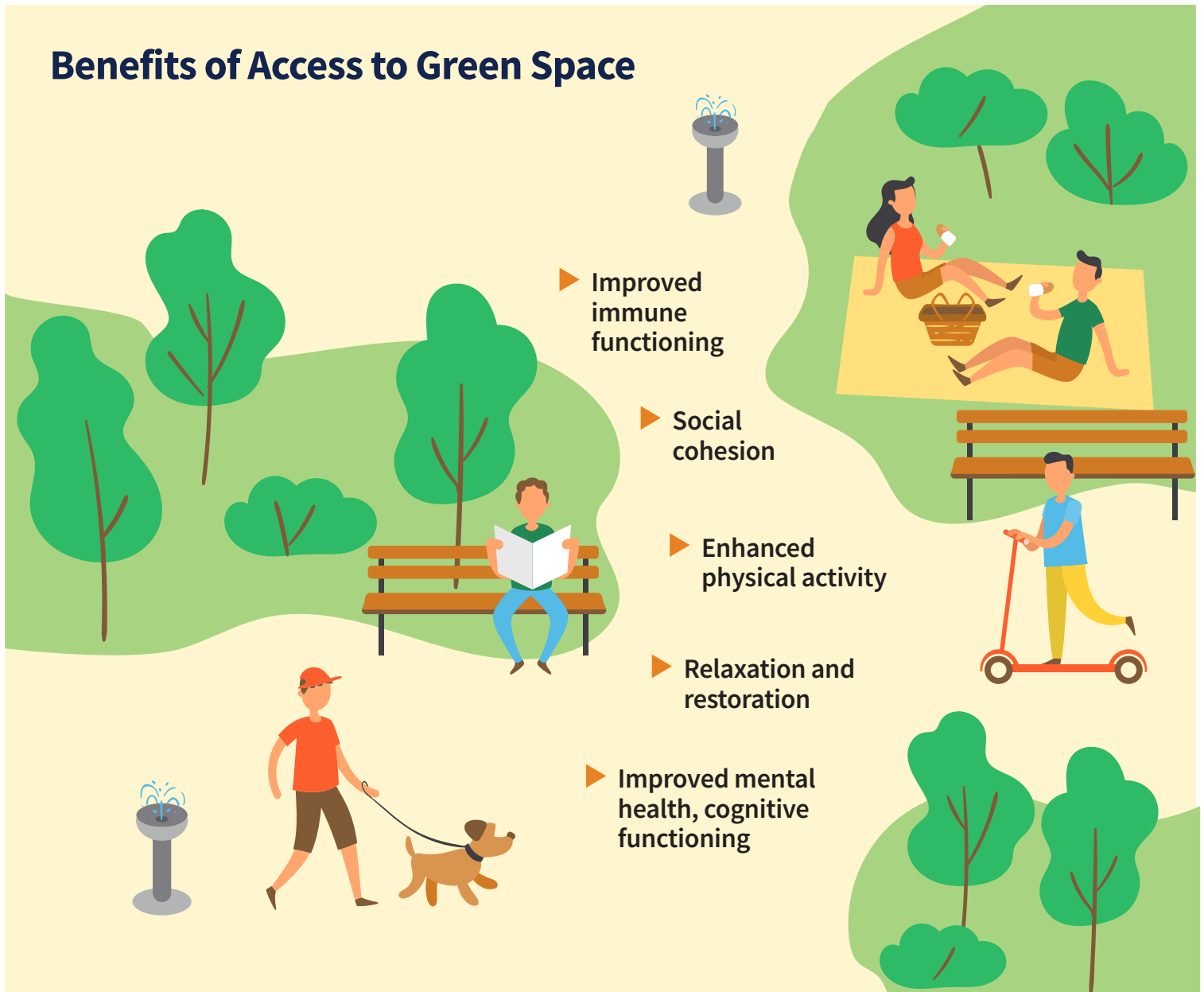
How well are we addressing it?

(BCF 2024 Nonprofit Survey)

How well are these areas being addressed in our community?



Benefits of Access to Green Space



Bainbridge Island Land Use



1,529 acres of land* owned by Bainbridge Island Metro Park & Recreation District made up of parks, trails and open space properties distributed across the Island

1,543 acres of land that functions as open space owned by other agencies and organizations such as the City of Bainbridge Island (COBI), the Bainbridge Island School District (BISD), the Bainbridge Island Land Trust (BILT) and IslandWood

48 miles of trails

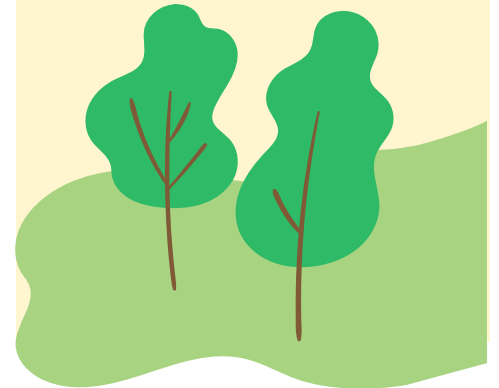
20 playgrounds or open grass play areas

24 public beach access points

Bainbridge Island is 27.78 square miles, which is equal to 17,778 acres.

*According to Bainbridge Island Metro Park & Recreation District, there is a specific need now – and in the future – to show that it is connected to "1,529 acres of land"

Studies conclude that green space has significant physical and mental health benefits. Parks, trails, and open spaces like those owned by the Bainbridge Island Metro Park and Recreation District are free and accessible to the public – creating a cost-efficient supplement to conventional sources of well-being.



In Action!

The Parks & Trails Foundation and Land Trust share a commitment to responsible recreation and stewardship in all of the Island’s outdoor spaces. The Bainbridge Island Parks & Trails Foundation builds “sense of place” by connecting Islanders to public parks and trails islandwide, through creative capital projects to planning and funding new public trails, funding Community Grants for recreation programs, and supporting volunteer stewardship of public parks and green spaces.



The Bainbridge Island Land Trust has played a vital role in conserving places of ecological significance, including forests and wetlands serving as refuges for wildlife and shorelines offering critical habitat for threatened and endangered species, including salmon.

Impact on community as a whole

Connection to Place can have a positive influence on other areas that are challenges in our community, as well as those that are doing well. Its positive impact on physical and mental health can contribute to better respect and social inclusion and improve the chances for better civic participation if people feel that their voices are valued.

Interrelated Areas

- Respect and Social Inclusion
- Physical and Mental Health Services
- Transportation
- Civic Participation
- Affordability
- Connection to Culture

Health Services



[Access to mental and physical health support services]

What’s the issue?

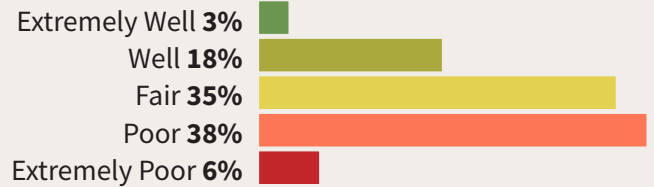
(2022 National Community Survey)

Of residents who took the National Community Survey, **24%** positively rated the availability of affordable quality healthcare, and 16% positively rated the availability of affordable quality mental healthcare. Both scored in the **bottom 2% and 3% respectively of the national benchmark.**

How well are we addressing it?

(BCF 2024 Nonprofit Survey)

How well are these areas being addressed in our community?



Where do we stand?

“Too long to get an appointment”

The #1 reason cited by those who aren’t able to access medical care, according to the 2022 Kitsap Community Services survey, is that it takes “too long to get an appointment,” with 52% of Bainbridge Island respondents in agreement compared to 44% of those in broader Kitsap County. This came in substantially ahead of the #2 reason, inability to pay co-pay or deductible, cited by 19% on the Island and 29% in Kitsap County.

Medical Emergencies

For a medical emergency, the Bainbridge Island Fire Department's (BIFD) average **response time is 6 minutes** for the first arriving unit to be on scene. In 2023, the BIFD had **3,394 calls for service**. 72% were for EMS & Rescue, and 28% were for fires or other response. The BIFD **responds from three fire stations located strategically around the Island** to maximize coverage and minimize response time. All three stations are staffed 24/7. There are **at least nine paid responders** on duty at all times.

*To learn more about mapping neighborhoods, go to Bainbridgewa.gov/MYN or email Anne LeSage at alesage@bainbridgewa.gov

Key Findings – Healthcare Access

The 2023 Kitsap County Community Health Assessment report uses local quantitative data and qualitative data (community voices from focus groups and interviews) to share the status of health in Kitsap County. Below are the statistics that appear most relevant to some of the findings of the 2023 BCF Community Report and help tell the story of why access to healthcare has been challenging.

Estimated Primary Care Physicians (PCPs)	Estimated Physician Assistants	Estimated Non-Primary Care Specialists
Kitsap County: 63 PCPs per 100,000 residents vs. Washington State: 90 PCPs per 100,000 residents <i>This means Kitsap County had about 30% fewer primary care physicians to serve a similar number of patients in Washington State</i>	Kitsap County: 33 Physician Assistants per 100,000 residents vs. Washington State: 46 Physician Assistants per 100,000 residents <i>This means Kitsap County had about 28% fewer physicians assistants to serve a similar number of patients in Washington State</i>	Kitsap, Clallam, and Jefferson Counties: 110 specialists per 100,000 residents vs. Washington State: 184 per 100,000 residents <i>This means surrounding counties had about 40% non-primary care specialists to serve a similar number of patients in Washington State</i>

Barriers such as lack of Medicaid providers and fear of high medical bills, combined with months-long wait times for primary care and mental health services, **disproportionately affect people in different racial and ethnic groups, low-income individuals and families, people with disabilities, and other populations** that have historically been excluded from or faced significant challenges to accessing the healthcare system.

[Sources: 2023 Kitsap County Community Health Assessment and Johns Hopkins Healthcare System Challenges and Opportunities in Kitsap County, WA]

When Johns Hopkins released their report in February 2024, several medical institutions responded. A number of those responses are explained below—please note, this list of actions being taken are not exhaustive.

St. Michael Medical Center (SMMC)'s response explained that there needs to be more research on increasing healthcare costs—which they claim can be partly attributed to increase in costs of supplies and medical equipment and insurance payments that are not keeping up with inflation. In addition, the SMMC response includes that they are investing significant resources in recruiting to fill clinical needs, and have been making the following progress:

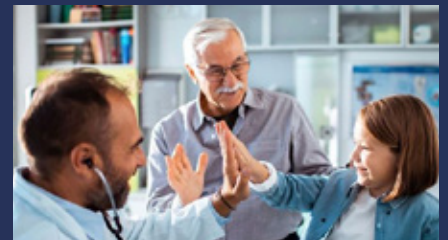
- **Improved overall retention** (FY2023 turnover improved by 4.6%)
- **Improved staffing** (hired 100 additional registered nurses in 2023 alone)
- **Training the next generation of providers to meet needs of growing population** (of 30 program graduates in July 2023, 19 new family medicine physicians will practice in local community)
- **\$2.5 million donated to Olympic College** to expand and grow its health sciences programs
- **Building out a rideshare program** with Kitsap Transit for employees
- **Developing career pathways** with Bremerton and Central Kitsap School Districts
- Hosting upcoming events at the Marvin Williams Center to **educate youth on healthcare careers**

Peninsula Community Health Services (PCHS) also responded to the Johns Hopkins report saying that the Johns Hopkins report “is far from exhaustive in its account of positive development to bridge healthcare access gaps identified in the study. Unfortunately, the lack of recognition of the strategic partnerships, programs, and community investments undertaken by local providers and governments paints an incomplete picture of the state of healthcare in Kitsap County...[PCHS hopes] that these highlights will provide policymakers with additional context about the state of healthcare services in Kitsap County and instill more faith in our community that local providers are proactively working to find creative solutions to challenges and leveraging opportunities to increase access to quality healthcare services for all Kitsap residents.”

“Affordability and accessibility of healthcare services in Kitsap is concerning.”

In Action!

Peninsula Community Health Services (PCHS) requested \$12,000 during BCF's Community Grants Cycle to help establish a primary clinic on Bainbridge Island. Access to health services has been identified as a critical need by our community, and finding local primary care is extremely challenging, according to research conducted by BCF. For that reason, through the Community Grants Cycle, BCF awarded \$30,000 to PCHS, significantly more than the original \$12,000 requested amount. This included an additional \$8,000 through the Klasky Collaboration & Innovation Award.



Impact on community as a whole

Access to healthcare is broadly considered a basic human right, and lack of access to needed health services can lead to a decline in a number of interrelated areas. In addition to the challenges identified in the reporting above, BCF has found significant links to lack of affordability in our community, which not only makes many of the health institutions work at a deficit, but it also impacts the ability to find medical staff to fill clinics.

Interrelated Areas

- Education and Learning
- Respect and Social Inclusion
- Economic Opportunity
- Transportation
- Connection to Place
- Civic Participation
- Affordability
- Connection to Culture

Education and Learning



[Access to quality and affordable learning opportunities for all ages]

What's the issue?

(2022 National Community Survey)

Overall, opportunities for education, culture, and the arts, as well as K-12 education, were **positively rated by 87%** of Island residents who took the survey.

How well are we addressing it?

(BCF 2024 Nonprofit Survey)

How well are these areas being addressed in our community?



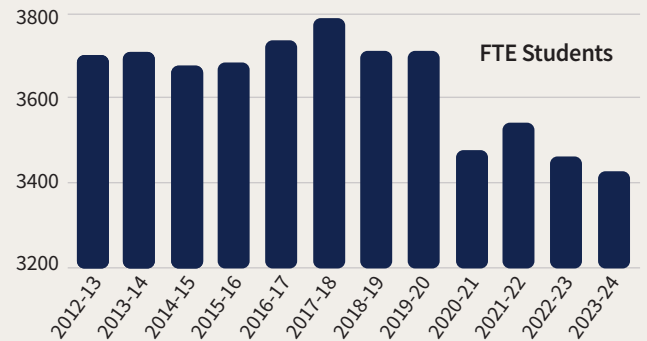
Where do we stand?

Childhood Education

The K-12 public schools on Bainbridge Island continue to be rated highly by residents, and the high quality private schools also provide alternative learning environments for students.

Enrollment in the Bainbridge Island School District (BISD) declined again for the 2023-2024 school year, and in the winter 2023-2024, there were several months during which BISD cautioned that a school would need to close due to funding shortages. While ultimately this announcement was reversed, and the shortage in funds appeared less than previously thought, announcements around public schools closing created concerns for parents throughout the community. In Washington State, the amount of funding that school districts receive varies based on certain characteristics of the district, with enrollment being the largest factor.

BISD Enrollment



Changing Demographics and Affordability: Impact on Education

A demographics report conducted by Educational Data Solutions and published in January 2024, *Bainbridge Island School District Enrollment Trends and Projections*, provides extensive analysis on how changes in the local community are impacting education.

“The percentage of the population that is 55 and older has increased from 23% in the 2000 Census to 43% in the 2020 Census. This also has implications for enrollment. **The District needs to see more growth in the twenty to fifty-four age group in order to see more growth in K-12 enrollment.**”

“The other factor that affects enrollment is the turnover of existing housing and the construction of new housing units. **Single-family housing has become quite expensive and the small number of new single family developments has not been sufficient to keep housing at a more affordable level.**”

Lifelong Learning

As reported in BCF's 2023 Community Report, information from the National Institute for Health suggests that access to an active lifestyle leads to significant health benefits. Nonprofits, such as Bainbridge Artisan Resource Network (BARN), offer opportunities for lifelong learning. For example, in BARN's 2023 Impact Report, they shared data that showed the number of community members who accessed their programming:



2,878

classes & events



10,951

registrations



556

teen night participants



1,271

members



In Action!

The Bainbridge Schools Foundation (BSF) is continuing to prioritize support for BSD students and staff with their short-term and long-term needs, especially given the shrinking enrollment rates and therefore shrinking budget. They fund a number of initiatives, including academic intervention for students, educator mentorship and professional development, and social-emotional learning training. BSF also supports a new teacher program, which expands funding provided by the state to help onboard and support new teachers as they enter the classroom at BSD. This effort was created to help incentivize new teacher retention—as well as retention of seasoned teachers new to the school district—so that students can benefit from the energy, enthusiasm, and wisdom that these teachers often have to offer. Bainbridge Community Foundation is a proud supporter and funder of BSF's initiatives.



Impact on community as a whole

Access to quality education, as described above, is critical for the future of our children. Lifelong learning, such as access to art programs and technical training for adults, are also an important part of a sustainable and supportive community—providing outlets to improve mental health for all ages. These benefits can lead to positive impacts in many other areas, such as respect and social inclusion or civic participation.

Interrelated Areas

- Physical and Mental Health Services
- Respect and Social Inclusion
- Economic Opportunity
- Connection to Culture
- Connection to Place
- Civic Participation
- Affordability

Connection to Culture



[Engagement with arts, culture, and heritage activities]

What's the issue?

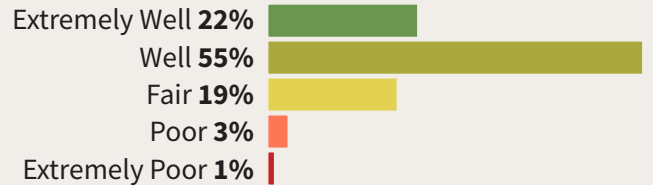
(2022 National Community Survey)

Just over **87%** of respondents rated opportunities for education, culture, and the arts positively on Bainbridge Island – **4% higher than the national average.**

How well are we addressing it?

(BCF 2024 Nonprofit Survey)

How well are these areas being addressed in our community?



Where do we stand?

According to the BCF Nonprofit Survey:



Arts and Cultural revenue dropped **4%** from 2023 to 2024. Museums increased **6.9%** in 2022 after decreasing **10.9%** in 2021

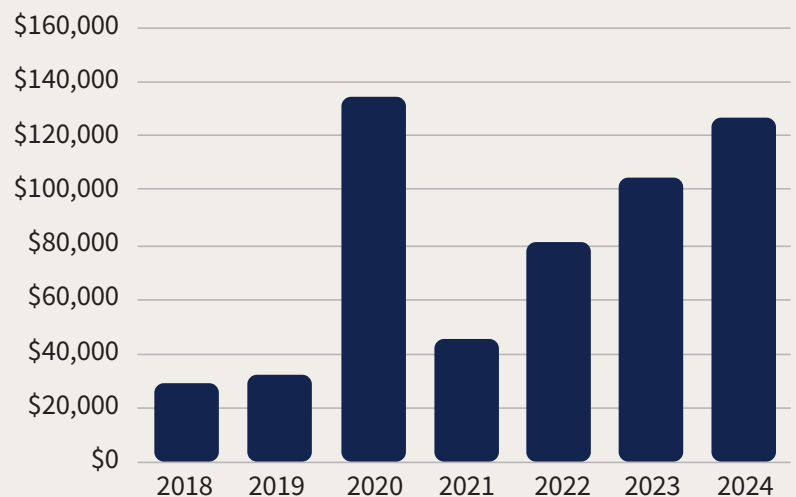


56.25% of organizations met or exceeded fundraising expectations



55.13% of those employed by our Arts and Cultural organizations live on the Island

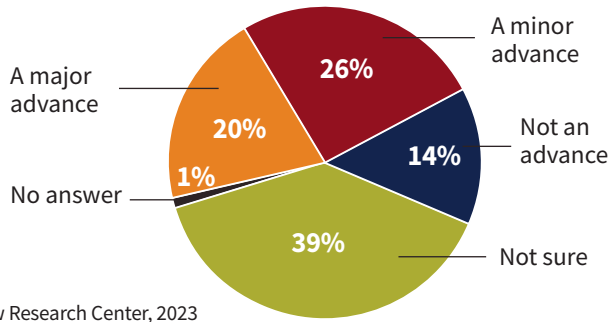
To the right is a chart of Arts, Culture & Humanities funding through the BCF Community Grants Cycle from 2018 through 2024. As can be seen, 2018 and 2019 had relatively consistent support to the arts, culture, and humanities sector. In 2020, substantially more was provided to the sector in response to the COVID-19 crisis and the drying-up of earned revenue streams for the sector. Since that time, however, the sector has been building programs. In 2024, funding exceeded \$127,300 for operating support, program expansion, and capital facilities previously on hold.



According to the Bureau of Economic Analysis (BEA), Washington boasts the highest proportion of GDP derived from arts and culture of any state, at 9.5%

AI and The Arts

How much of an advance for the visual arts is using artificial intelligence (AI) to produce visual images from keywords?



Pew Research Center, 2023



Source: Bainbridge History Museum



Just over 5% of tickets at Bainbridge Performing Arts are provided free of charge to community members as part of their Open Doors program.

In Action!

In July 2022, Bainbridge Island became a Creative District, which marked the 11th Creative District in Washington state. Bainbridge Island is home to a large and diverse community of visual artists, writers, performing artists, craftspeople, chefs, local business owners, and historians. This designation officially recognizes roughly two square miles of arts, cultural, and heritage activities for visitors.



Impact on community as a whole

Feeling connected to culture can enrich the quality of a person's life and improve mental health. Engagement with arts, culture, and heritage activities helps to create diverse and inclusive communities that welcome people of all backgrounds.

Interrelated Areas

- Physical and Mental Health Services
- Respect and Social Inclusion
- Education and Learning
- Transportation
- Connection to Place
- Civic Participation
- Affordability

Economic Opportunity



[Ability to find employment that matches the cost of living in our community]

What's the issue?

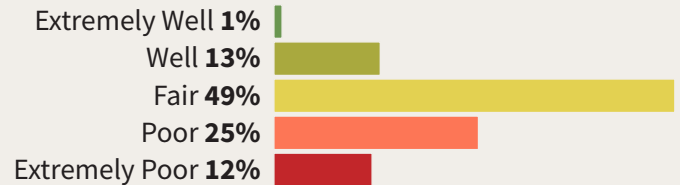
(2022 National Community Survey)

Approximately **56%** of respondents reported that Bainbridge Island is an excellent or good place to work, however, only **25%** of respondents rated employment opportunities as good or excellent.

How well are we addressing it?

(BCF 2024 Nonprofit Survey)

How well are these areas being addressed in our community?



Where do we stand?

There are a number of successful small businesses on the Island, which provide employment opportunities to thousands of people. The close proximity to Seattle combined with an uptick in remote work has also allowed for professionals employed in the city to move to Bainbridge. Nonetheless, finding employment that matches the cost of living on the Island or starting a small business on the Island can be challenging. Commercial rent is high for businesses and local salaries don't always keep up with the cost-of-living increases. The commute can be hard on some families, especially if full-time work in Seattle is required.

Local Businesses

As seen in the "Affordability" section of this report, the cost of living on the Island has changed since the pandemic. According to the Bainbridge Island Chamber of Commerce, businesses across all sectors of the economy are having a harder time recruiting and retaining staff at all income levels. In addition to a lack of workforce housing on the Island, the problem is exacerbated by a lack of public transportation suitable for delivering workers to jobs around the Island. The top employers on Bainbridge Island are listed on the right, contrasted by their rank, by size, in Kitsap County.

Naval Base Kitsap is the third largest naval base in the nation and is Kitsap County's largest employer (15,601 Active Duty Military and 25,653 Civilian employees). St. Michael Medical Center/Franciscan Medical Group continues to be the second largest employer in the county with 2,477 employees.



Employer	Rank on Bainbridge	Rank in County
Bainbridge Island School District	1	13
Town & Country Markets, Inc.	2	20
Washington State Ferries	3	27
Sage/Farbank/Redington	4	43
City of Bainbridge Island	5	46
IslandWood	6	51
Clark Construction	7	58
Fairbank Construction	8	66
Bainbridge Island Health & Rehabilitation	9	68
Bainbridge Island Fire Dept.	10	74

“Affordability affects Economic Opportunity - together they simply keep many without means from living and working on the Island.”
 – BCF 2024 Survey Respondent

In Action!

The City of Bainbridge Island (COBI) is updating the 2016 Comprehensive Plan and it will be completed by the end of 2024. Within the 2016 Comprehensive Plan, several policy actions are outlined to promote economic growth—such as “Develop and maintain regulations that provide support for our community’s businesses” and “Coordinate with the business community and others to monitor the Island’s business climate and make appropriate adjustments to the economic vitality strategy.” While COBI has been working with the Bainbridge Island Chamber of Commerce to ensure these policies are moving forward, there is still much discussion about how to turn these into further action in the updated 2024 Comprehensive Plan. Some discuss the priority areas of transportation and affordable housing as directly linked to economic opportunity, so that small businesses are able to find employees.



Impact on community as a whole

The ability for people living on Bainbridge Island to find local work—especially to match the cost of living—is a challenge. If there are few economic opportunities, this can lead to a less socioeconomically diverse population and can strain local businesses that need minimum wage employees to stay afloat. As many of these employees move to live in more affordable areas off the Island, they will either find jobs closer to home or struggle to find public transportation to match their working hours. For those who drive, congestion along Highway 305 has become a significant challenge.

Interrelated Areas

- Respect and Social Inclusion
- Connection to Place
- Transportation
- Civic Participation
- Affordability
- Connection to Culture

Access to Justice

Trending Negative

[Fair and equal access to justice and legal services]

What's the issue?

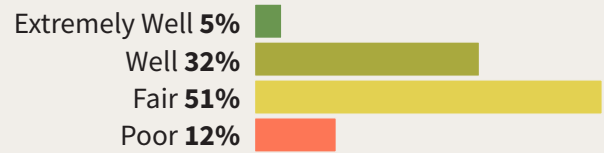
(BCF 2022 Nonprofit Survey)

Nonprofits report access to justice as a significant community issue.

How well are we addressing it?

(BCF 2024 Nonprofit Survey)

How well are these areas being addressed in our community?



Where do we stand?

Demand for access to justice has seen an increase in the last several years, according to several justice-oriented nonprofits. Kitsap Legal Services (KLS) saw an increase in demand primarily for eviction cases up until 2022, and they have received around the same number of unique case contacts in 2023.

Landlord/Tenant Law

2020 Cases

KLS received **671** unique contacts requesting assistance in 2020. They were able to serve **315** clients.

49%
Increase in Requests

2021 Cases

KLS received **1,000** unique contacts requesting assistance in 2021. They were able to serve **326** clients.

150%
Increase in Requests

2022 Cases

KLS received **2,500** unique contacts requesting assistance in 2022. They were able to serve **579** clients.

No
Increase

2023 Cases

KLS received another estimated **2,500** unique contacts requesting assistance in 2023. They were able to serve **560** clients.

The increase in demand until 2022 was, in part, because the Washington State Legislature passed a groundbreaking new "Right to Counsel" law in April 2021, which provides that low-income tenants are entitled to a free attorney in eviction proceedings. Several hundred of those who contact these organizations for help do not end up receiving services because they do not qualify, they are referred to other services, they are scheduled an appointment with an attorney but do not show up, they cancel their request for services, or they lost contact with the organizations during the process for unclear reasons.

Impact on community as a whole

Access to justice is critical for a community because it ensures that all individuals have an opportunity to seek legal redress, receive fair treatment, and uphold their rights. This leads to a more equitable and just society where everyone can access the legal system to resolve disputes, protect their interests, and seek recourse for any injustices they may face. It helps foster trust in the legal system and promotes social cohesion by providing a level playing field for all members of the community.

Interrelated Areas

- Respect and Social Inclusion
- Physical and Mental Health Services
- Transportation
- Economic Opportunity
- Affordability

YWCA of Kitsap County, which manages domestic violence cases, also saw an increase in demand from 2019 to 2021, and saw a similar number of cases requested from 2021 to 2023. Note that 2022 was omitted because of staffing changes that year, which led to inaccurate data collection. The numbers below reflect legal cases only, and not the combined sum of clients YWCA serves as an agency. YWCA is still facing the same needs and gaps as previous years.

Domestic Violence Cases

2019 Cases

In 2019, YWCA of Kitsap County served **813** clients.

19% Increase in Clients Served

2020 Cases

In 2020, YWCA of Kitsap County served **967** clients.

18% Increase in Clients Served

2021 Cases

In 2021, YWCA of Kitsap County served **1,137** clients.

decline, due to staffing limitations

2023 Cases

YWCA of Kitsap County served **682** clients in 2023.

The drop in ability to serve 1,137 clients in 2021 to 682 clients in 2023 is due to staffing shortages at YWCA of Kitsap County. In previous years, there were four legal advocates and in the last couple of years there have only been two legal advocates. This highlights how important operational funding is for nonprofits in order to be able to meet demand in their service areas.

Kitsap Immigrant Assistance Center (KIAC) has seen an increase in demand for legal assistance from 2021 to 2023. KIAC handles immigration legal cases and matters including asylum, special immigrant juvenile status, naturalizations, green cards, and work permits. KIAC's tax and business program is not included in the numbers above.

Immigration Cases

2021 Cases

KIAC received **297** contacts from prospective/new clients seeking immigration legal services. They started **85** new cases and completed **121** cases.

68% Increase in Requests

2022 Cases

KIAC's immigration legal team received **500** contacts from prospective/new clients seeking immigration legal services. They started **121** new cases and completed **119** cases.

34% Increase in Requests

2023 Cases

KIAC received **669** calls from new clients seeking immigration advice, assistance, or representation. They opened **408** new cases, of which **219** remain open and **189** are closed.

In Action!

In Kitsap County, the three organizations that provide civil legal aid are Kitsap Legal Services (KLS), Northwest Justice Project (NJP), and Kitsap Immigrant Assistance Center (KIAC). The three organizations all try and address a significant need for justice and legal services. NJP has staff attorneys and accepts cases based on focus areas, however its funding prohibits them from helping people that are undocumented. KLS is not prohibited from helping people who are undocumented, and KIAC provides legal aid specifically on immigration issues. The three organizations refer cases to each other when the circumstances are deemed most appropriate.



Civic Participation

Trending Positive

[Equal ability to support the community through giving, volunteerism, and civic engagement]

What's the issue?

(2022 National Community Survey)

Opportunities to volunteer on Bainbridge Island were rated positively by **88%** of respondents, which is in the top **1%** of the national average. **75%** of respondents rated opportunities to participate in community matters positively.

How well are we addressing it?

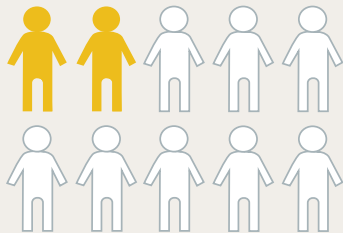
(BCF 2024 Nonprofit Survey)

How well are these areas being addressed in our community?



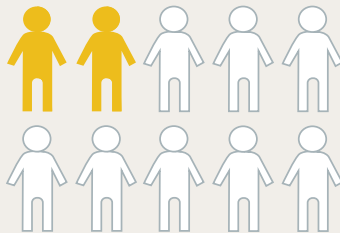
Where do we stand?

Every three years, the City of Bainbridge Island participates in the National Community Survey, an assessment of the desirability of living on Bainbridge Island. In 2022, 811 residents participated in the study. The results below are similar to the benchmarks of other communities.



2 out of 10

respondents contacted elected officials to express an opinion



2 out of 10

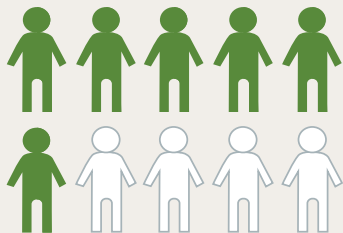
respondents attended a public meeting



2 out of 10

respondents advocated for a local issue, cause, or candidate

However, nearly 60% of respondents reported volunteering time to some group or activity, including nonprofit service, a number that is substantially higher than the estimated 23% of Americans who formally volunteered with organizations between September 2020 and 2021, according to Americorp.



6 out of 10

respondents volunteered time to some group / activity



9 out of 10

respondents voted in a local election

Similar to national average

Higher than national average

Much higher than national average

This data suggests that while community volunteering and voter turnout is strong on Bainbridge Island, participation in civic government lags substantially.

Generational Trends

Studies have shown that early civic engagement for youth is associated with positive health outcomes later in life. Voting, volunteering, and activism in young adulthood were related to improved mental health, greater educational attainment, and higher personal and household incomes.



Of all registered voters in Kitsap County, **31.4%** are under the age of 40. However, just **16.5%** of eligible young voters cast their ballots in the 2023 general election.



Climate change has catalyzed civic engagement in youth. Nearly **30%** of Generation Z and Millennials have made donations, contacted public officials, volunteered, or protested, surpassing Generation X and Baby Boomers.

Voter Participation in the 2023 General Election

Cities	Total Registered Voters	Total Votes Cast	Percentage of Participation
City of Bainbridge Island	20,389	10,470	51%
City of Bremerton	23,631	6,505	28%
City of Port Orchard	10,244	4,219	41%
City of Poulsbo	8,519	3,468	41%

In Action!

For 30 years, Leadership Kitsap Foundation has been dedicated to training the community's future leaders through its 10-month professional development and civic leadership program. Leadership Kitsap Foundation views civic volunteerism as the heart of the community, and aims for all of its graduates to have a deeper commitment to civic volunteerism and to represent a community that is geographically, racially, and professionally diverse. The program brings together people from many public and private professional fields (finance, manufacturing, construction, education, law, government, military, media, healthcare, utilities, retail and human services), and creates a structured system of communications among these leaders. Leadership Kitsap Foundation produces colleagues who will help each other get things done and who will engage in the community together in a more meaningful way.



Impact on community as a whole

Civic engagement impacts all areas of our community. If there are only a select few who voice their opinions, the community as a whole may not be well represented. If more diverse voices are heard, and therefore a more balanced perspective is represented, then better policy decisions are more likely.

Interrelated Areas

- Respect and Social Inclusion
- Physical and Mental Health Services
- Transportation
- Civic Participation
- Affordability
- Connection to Culture
- Education and Learning
- Access to Justice
- Connection to Place

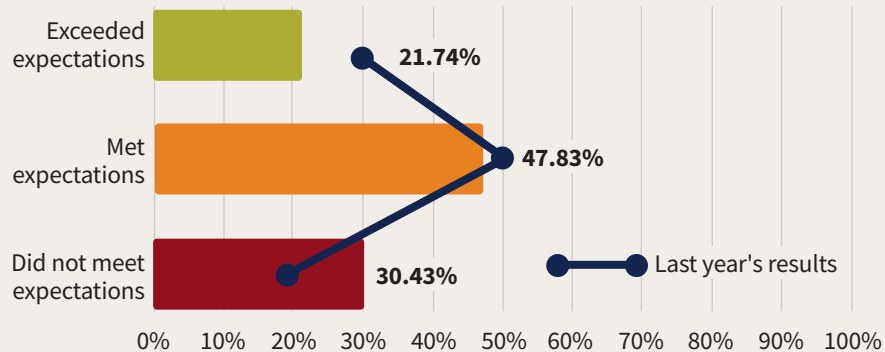
Health of Local Nonprofit Sector

The nonprofit sector on Bainbridge Island heavily contributes to our dynamic, vibrant community and is working to ensure that programs and services remain inclusive and accessible to all people. Every aspect of the quality of life we enjoy has been touched by a nonprofit, and we hope that even as our community changes, we all continue to value and contribute to their incredible work. The list of the 70 nonprofits that answered BCF's 2024 Nonprofit Survey is on page 28.

This survey provided a glimpse into the health of the nonprofits sector in our community.

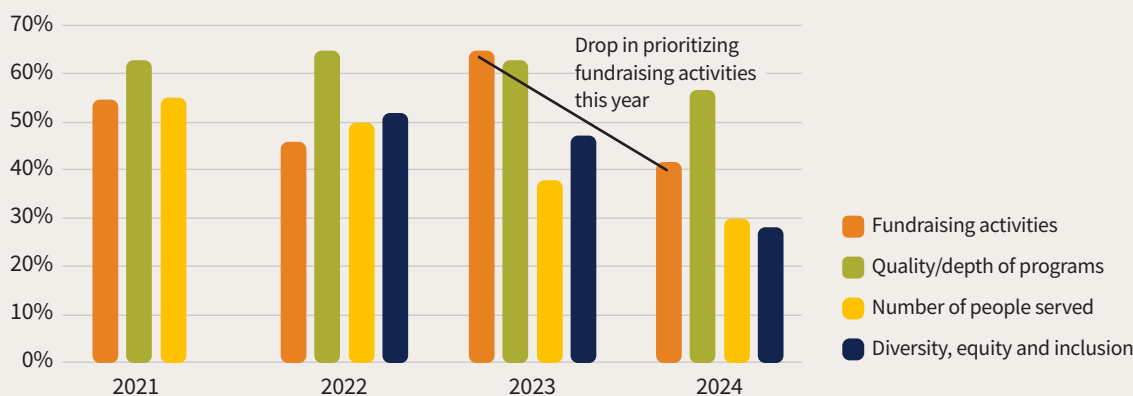
Fundraising and Programming

Almost 50% of nonprofits reported that fundraising met expectations in 2023, similar to findings in 2022. However, **fewer nonprofits reported that fundraising exceeded expectations** compared to the previous year (22% in 2023 vs. 30% in 2022) and more reported that **fundraising did not exceed expectations** compared to the previous year (30% in 2023 vs. 20% in 2022).



Despite these findings, nonprofits are not prioritizing fundraising as much as previously reported in last year's survey.

Organizational Priorities

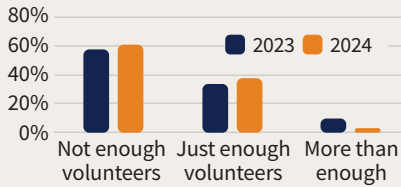


The results by sector varied regarding priorities ranked third or fourth, with strategic planning and succession planning often ranking in the top four. Quality and depth of programs has remained a priority through the years.

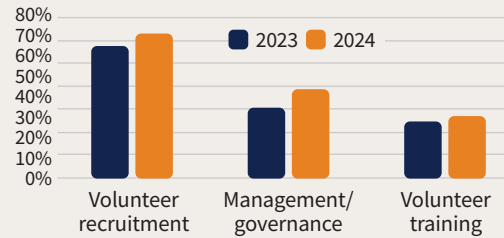
Volunteers

Nonprofits continue to face a shortage of volunteers. More than 60% of nonprofits report they do not have enough volunteers, often citing that they do not feel that they have enough staff time to spend on outreach/recruitment.

Do you have enough volunteers to meet the needs of your organization?



What assistance do you need when it comes to volunteers?



What are the main obstacles to finding enough volunteers?



Common theme in written response:

“Volunteerism is changing. More and more, people want a one-off experience. While we welcome any type of volunteer, it is more challenging when you have to continually train new individuals and groups.”

The top four types of volunteer work nonprofits are looking for, in order of importance, are (1) in-person, hands-on work, (2) governance (i.e. board members), (3) unskilled labor, and (4) skilled labor, such as writing or technology assistance.

Note that BCF started a Facebook page called “Volunteer on Bainbridge,” and recommends that those interested in volunteering join the page to find a matching nonprofit.



Nonprofit Salaries

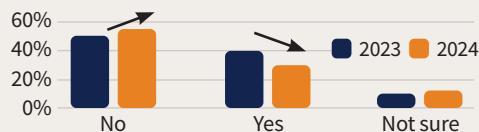
Nonprofits continue to face challenges around affordability for employees in our community. Many nonprofit salaries are not keeping up with the cost of living, which is rapidly increasing. This poses a risk to nonprofit sustainability—among other institutions and local businesses—that are so critical to the infrastructure of a thriving community.

70% make less than \$61,000 full-time salary (80% of Kitsap County AMI, which means low-income)

47% of nonprofit employers do not pay for health insurance

54% of staff serving Bainbridge Island do not live on the Island

Do you feel your salary and benefits package is sufficient in hiring and retaining qualified employees?



BCF supports nonprofits in all of these areas to ensure they are more likely to have the training and resources they need so they can better serve the needs of our community.

Trends in Philanthropy

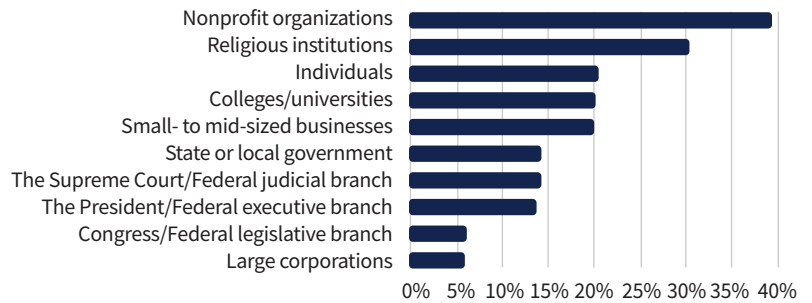
Philanthropy, whether defined as the contribution of money, time, or other resources, is generally seen as a way to help meet public needs that are not being provided by the government or the private sector. Nonetheless, according to a study published in April 2023 conducted by the Indiana University Lilly Family School of Philanthropy, financial contributions have been on the decline. After an uptick in giving in 2020 during the pandemic, economic uncertainty in 2022 (rapidly increasing cost of living nationwide, inflation, market volatility), trends have shown that total giving decreased in 2022. Due to data lags, giving calculations for 2023 are not yet available at the time of writing this report.

The 2022 results follow the two best years on record for charitable giving—when philanthropists were generous during the pandemic and markets were strong. Therefore, this decline does not necessarily mean philanthropy is on the decline overall.

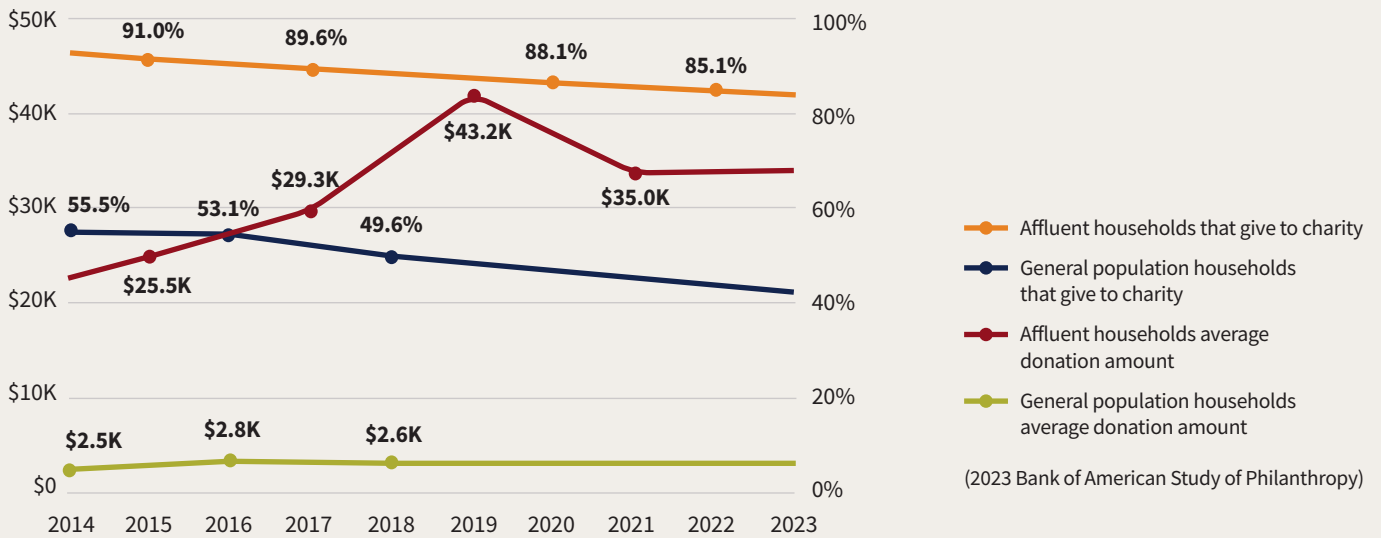
In the Indiana University Lilly Family School of Philanthropy study, which was conducted on the largest online panel in the United States*, shows that 39% of respondents said they trust nonprofit organizations completely or very much—which was the top of the list compared to other institutions.

A 2023 Bank of America Study of Philanthropy shows a comparison of affluent households and general population households giving over time below. Affluent households make up a large proportion of all charitable giving in the United States, and understanding the main motivations for giving at this level is the key to understanding philanthropy overall, according to this report.

How much do you trust the following entities to generally do what is right?



Comparison of affluent households and general population households given over time (incidence and amounts)



The top three reasons for charitable giving cited in the report are (1) personal values or beliefs, (2) interest in an area of issue, and (3) recognizable or reputable nonprofit.

How BCF is Responding to Community Needs

BCF and its local nonprofit partners aim to help build and maintain a welcoming community for all. The breadth and depth of nonprofit work covers a wide range of needs and opportunities, and BCF supports them through grantmaking, data collection and analysis, investing Donor Advised Funds, educational programming, stewardship of donors, and building connections for stronger partnerships. To date, BCF has more than \$26 million in assets and has awarded \$25 million through its effective grant making policies.



BCF's Community-Centered Grantmaking Programs

Community Grants Cycle

BCF's Community Grants Cycle (CGC) is conducted annually, and often receives more than 60 requests from nonprofits to fund specific programs, capital projects, and general operations of local nonprofit organizations. This community-based approach to grantmaking involves dozens of trained volunteers from the community to evaluate each application.



Housing Action Fund

The Housing Action Fund was established to address the critical need for affordable housing on Bainbridge Island. The fund supports both acquisition and bricks-and-mortar housing programs in collaboration with nonprofits.



Capacity Building Grants Cycle

This program helps nonprofits become more effective by offering grants to fund training programs requested by each nonprofit, making them function as stronger, more efficient organizations.



Inclusion, Diversity, Equity, Accessibility, and Social Justice (IDEAS) Fund

The IDEAS Fund is based on the principle that everyone should have equitable access to opportunities, programs, resources, and services—regardless of a person's race, age, gender identity, socioeconomic background, (dis)ability, or country of origin. The IDEAS Fund will help support these requests to BCF Grants Cycles as well as specific initiatives and partnerships that promote the IDEAS principles.



Scholarship Funds

Every year, BCF awards scholarships to high school seniors in the Bainbridge community to further their education. These promising young members of our community have used this money to pursue dreams in science, music, sports, arts, or education.



Youth Experience Support (YES) Fund

BCF has partnered with Bainbridge Schools Foundation, Bainbridge Youth Services, Bainbridge Island School District and Helpline House to help create equitable opportunities to participate in school and extracurricular activities. When students need assistance (as identified by them, a parent, or another trusted adult), a quick and confidential application process through the YES Fund gives them access to funds or services that they need.



Community Response Fund

This fund provides financial support to nonprofit organizations for urgent health and human service needs in our community, especially during times of economic hardship such as COVID-19. Most nonprofits that receive this funding provide services to more vulnerable populations.



Want to get involved? You have options!

- Volunteer your time or donate to one of the local nonprofits
- If you are interested in volunteering with BCF, contact media@bainbridgecf.org
- If you are interested in donating to BCF, contact giving@bainbridgecf.org
- To sign up for BCF newsletters, visit <https://tinyurl.com/JoinBCFNewsletter>

2024 Nonprofit Survey Participants

Arms Around Bainbridge
Arts & Humanities Bainbridge
Assistance Dogs Northwest
Bainbridge Artisan Resource Network
Bainbridge Arts & Crafts
Bainbridge Book Festival
Bainbridge Boys & Girls Club
Bainbridge Chorale
Bainbridge Downtown Association
Bainbridge Island Chamber of Commerce
Bainbridge Island Child Care Centers
Bainbridge History Museum
Bainbridge Island Land Trust
Bainbridge Island Museum of Art
Bainbridge Island
Parks & Trails Foundation
Bainbridge Island Rowing
Bainbridge Island
Senior/Community Center
Bainbridge Performing Arts
Bainbridge Prepares
Bainbridge Public Library
Bainbridge Schools Foundation
Bainbridge Youth Services
Battle Point Astronomical Association

Bloedel Reserve
Boys & Girls Club of North Kitsap
Dispute Resolution Center
of Kitsap County
EcoAdapt
First Years Children's Center
Friends of the Farms
Habitat for Humanity of Kitsap County
Harmony Hill Retreat Center
Helpline House
Holly Ridge Center
Housing Resources Bainbridge
Indipino Community of Bainbridge Island
Island Theatre
Island Volunteer Caregivers
IslandWood
Kathleen Sutton Fund
Kids Discovery Museum
Kids In Concert
KidVantage
Kidzz Helping Kidzz
Kitsap Children's Museum
Kitsap Legal Services
Leading Our Children
Off Streets (L.O.C.O.S)

Marge Williams Center
Martha & Mary Lutheran Service
Meals on Wheels Kitsap
Montessori Country School
Neurodiverse Connections
North Kitsap Fishline
Northwest Maritime Center
One Call for All
One Heart Wild
Ovation! Performing Arts Northwest
PAWS of Bainbridge Island | North Kitsap
Peacock Family Services
Peninsula Community
Health Services
Sound Works Job Center
Sustainable Bainbridge
The Island School
The Place of Horses
Turning Pointe
Vitalize Kitsap
WEAVE Presents
West Sound Treatment Center
West Sound Wildlife Shelter
Young Life
YWCA of Kitsap County



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Peaceful Morning Farm

Did you know?

Bainbridge Community Foundation is a 501(c)3 nonprofit, and depends on contributions from individuals and families from our community to conduct our work. If you're interested in joining us, please contact Jim Hopper, BCF Executive Director, at jim@bainbridgecf.org.

Questions for Discussion

Most people who read this report discover information new to them about our community. While BCF intends for this report to be an educational resource, we also hope that it inspires action. We put together a discussion guide that we hope will encourage conversations with family and friends.

1. Which part of the report was most surprising? Why?
2. What's important about this report? Why does it matter to you?
3. What part of the report challenged you? Why?
4. Of the ten characteristics, which one(s) seem like a priority to you? Why?
5. If you could address an issue, what would success look like?
6. What is the next level of thinking we need to do?
7. What would someone who has a starkly different set of beliefs than we do say about it?
8. How can we use existing resources to address some of these challenges?
9. What new resources are needed?
10. What challenges might come our way and how might we meet them?
11. Who else should know about this information?

*Questions inspired by the work of Michelle Clarke
(<http://www.motivcoach.com/25-powerful-generative-questions/>)*

If you have any discussions that spark questions, or if you find data that you think would be helpful for the next report, please email jim@bainbridgecf.org

Thank you for supporting our community!



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Excellence. Accountability. Impact.™

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