



BAINBRIDGE
Community Foundation

2022

A VIEW OF OUR
COMMUNITY



ABOUT THE REPORT

The State of the Sector report is an analysis of community needs and opportunities using publicly available data as well as data collected by Bainbridge Community Foundation.

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Excellence. Accountability. Impact.™

State of the Sector 2022

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 we are helping meet the needs of the community, we have published a second State of the Sector Report: A View of Our Community to educate ourselves and our neighbors.

This State of the Sector report is intended to provide a perspective on our community using data from local, state, and national resources—but it is not intended to be the only resource. It is a starting point for those who want to engage further with our community. We hope that those who read this report will continue to dig deeper into their areas of interest, and we are happy to answer questions or be a facilitator in helping engage with our nonprofit community.

Methodology

BCF has collected qualitative and quantitative information through its Annual Nonprofit Survey and its Sector Gathering discussions. We collected 57 responses on the 2022 Nonprofit Survey, and a total of 47 nonprofits participated in the Sector Gatherings that followed. Questions ranged from asking about challenges facing our community to asking about reaching more vulnerable populations. Nonprofits could only answer the survey once. In addition, this report pulls data from additional resources found on page 21.



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.

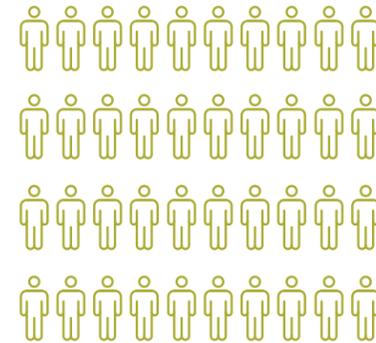


Photo credit: Martha & Mary

People of Bainbridge Island

POPULATION

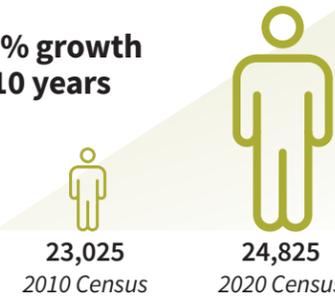
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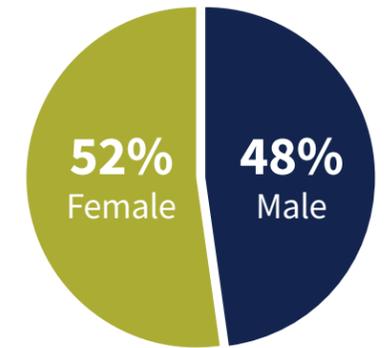
POPULATION GROWTH

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.

7.8% growth in 10 years

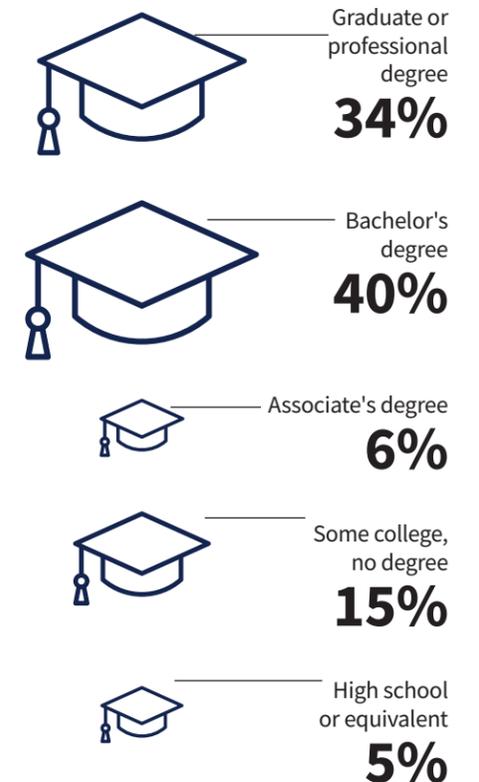


GENDER BALANCE



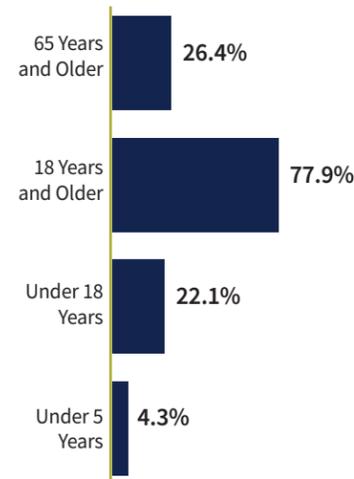
HIGHEST EDUCATIONAL ATTAINMENT (Ages 25+)

Overall, the adult population of Bainbridge Island is highly educated. More than 98% have a high school degree or higher, and 32% have some sort of graduate or professional degree.



AGE

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



RACIAL MAKEUP

BCF used the 2019 ACS data in last year's report before the 2020 Census was available. As the 2020 Census shows, the Island has a slightly larger percentage of "Two or more More Races" than in the original report.

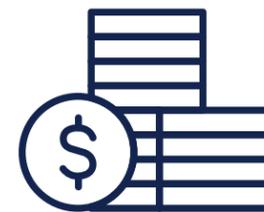


2020 Census Data

- White: 85%
- Black/African American: 0.6%
- American Indian/AK Native: 0.5%
- Asian: 3.4%
- Native Hawaiian/Pacific: 0.1%
- Another Race: 1.2%
- Two or more races: 9%

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 due to price increases in the last five years.



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

Sources: 2020 Census unless otherwise noted

Vulnerabilities in Our Community

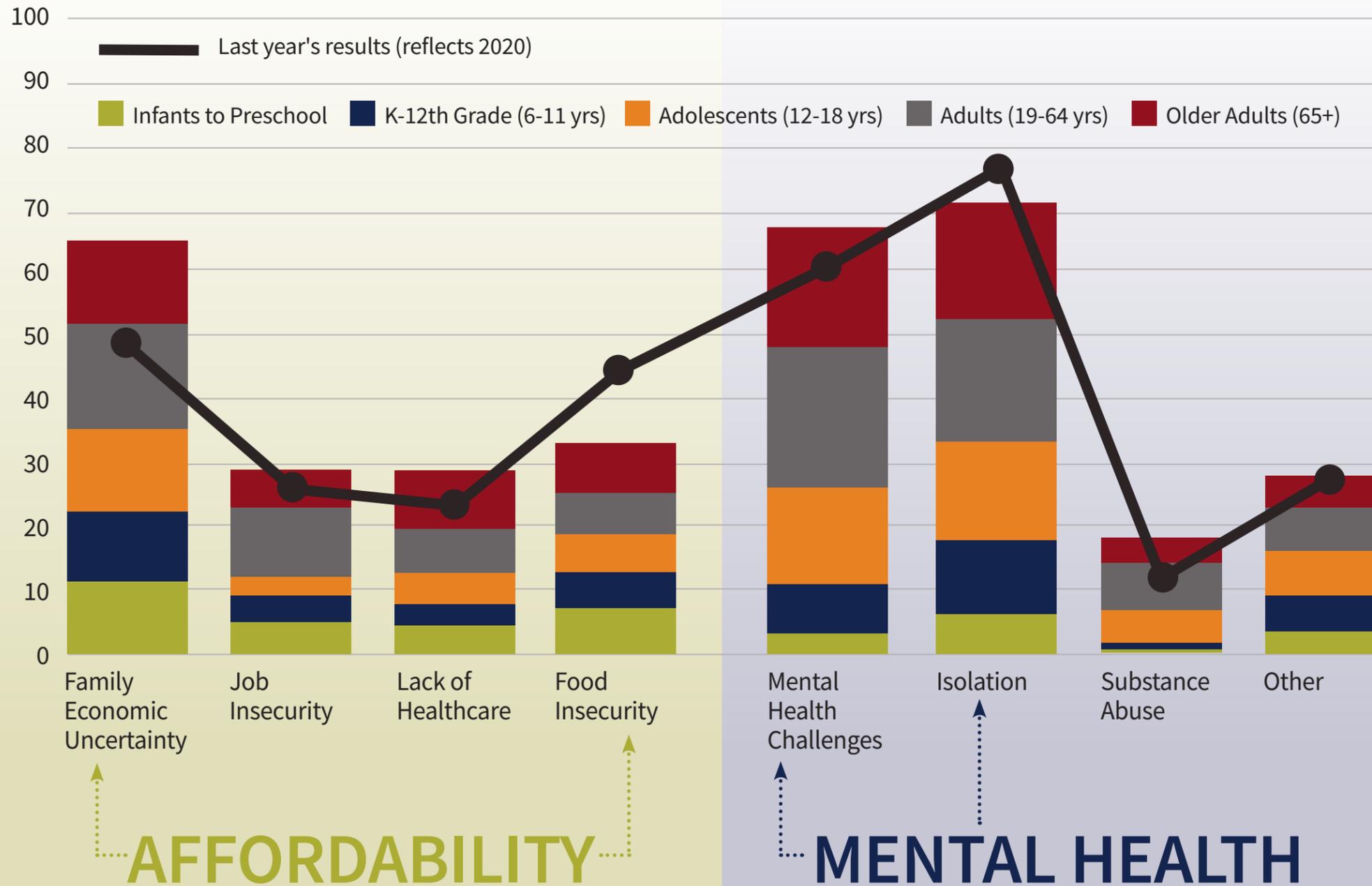
Bainbridge Island has a lot to offer residents, with excellent schools, close proximity to Seattle, and beautiful scenery. The lively culture of the Island is shaped and supported by the creative individuals, families, business owners, and nonprofit employees who all focus on improving our surroundings. Bainbridge has a high level of community engagement, with ample opportunities to give back through volunteering or philanthropy.

Every community faces obstacles. In last year's report, we described some of the challenges of living in such a highly desirable area, including rising housing prices and increases in cost of living. We also covered three particularly vulnerable groups—youth, seniors, and women (particularly single women with children). This year, we will be using the 2022 Nonprofit Survey to explore two pervasive challenges in our community that were identified: (1) affordability and (2) mental health.

According to the nonprofits surveyed, the top four challenges facing our community are isolation, mental health, family economic uncertainty, and food insecurity. Concerns around food insecurity decreased between 2020 and 2021, although health and human services nonprofits have been seeing a rise in food assistance requests since federal support expired.

As seen in the examples below, nonprofits have a profound impact on mitigating the effects of affordability and mental health, which are both directly tied to the top four challenges identified. BCF works to fund their requested programs to help support our community. Last year, overall BCF supported more than 160 nonprofits in our community and nationwide.

CHALLENGES IDENTIFIED BY NONPROFITS THAT IMPACT THEIR PROGRAMS OR SERVICES



Examples of programs supported by BCF's 2021 Community Grants Cycle:

Peacock Family Services: Financial aid to provide childcare for essential workers and other vulnerable families

Helpline House: Housing and utility assistance for low-income individuals and families in our community

Eastside Baby Corner - West Sound: Support for essential items, such as diapers, clothing, or shoes, for children living in poverty or experiencing homelessness

Pacific Model United Nations: Financial aid for student delegates who want to engage in debates about issues such as gender equality, climate action, or global health

Examples of programs supported by BCF's 2021 Community Grants Cycle:

Bainbridge Youth Services: Free and confidential professional mental health counseling for students in need of support

Assistance Dogs Northwest: Community outreach for therapy dogs, educational programs, and workplace readiness programs

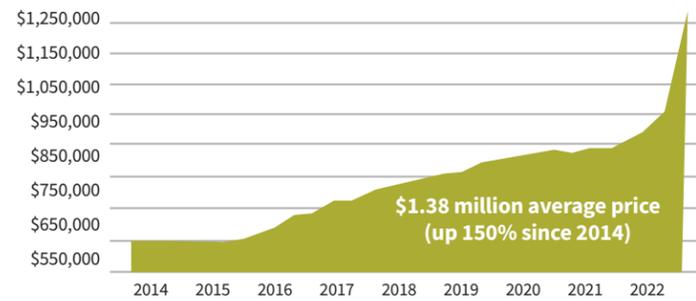
Raising Resilience: Helping families thrive by providing education, resources, and connections for parents to address challenging topics with their children

The Coffee Oasis: Crisis intervention for youth who are feeling alone, helpless, and scared by offering them support, encouragement and empowerment

Affordability

In 2021, we included details on rising unemployment in Kitsap County and a large gap between male and female unemployment. As of April 2022, unemployment in Kitsap County dropped to 4.0%, which is lower than the 4.6% of 2019 and 7.7% in 2020. The gap in gender unemployment also dropped, now 3.8% for men and 3.6% for women. Notably, however, those who have left the labor force are not included in unemployment numbers. Youth, seniors, and single women with children remain the more vulnerable groups in our community. According to Zillow, housing prices have increased more than 27% on Bainbridge Island over the past year, and overall prices have risen 150% since 2014. Cost of living has also made it difficult for some individuals and families to afford life in our community. The graphs on the following pages use a mix of federal, state, and local data that were available to help tell this story.

AVERAGE HOME PRICE BAINBRIDGE ISLAND



Housing prices have risen 150% since 2014, and as of May 2022 the average price to buy a home was \$1.38 million compared to \$1 million last year. Nationally, home prices have risen 85% during that same period.

Source: Zillow, Bainbridge Island Home Values

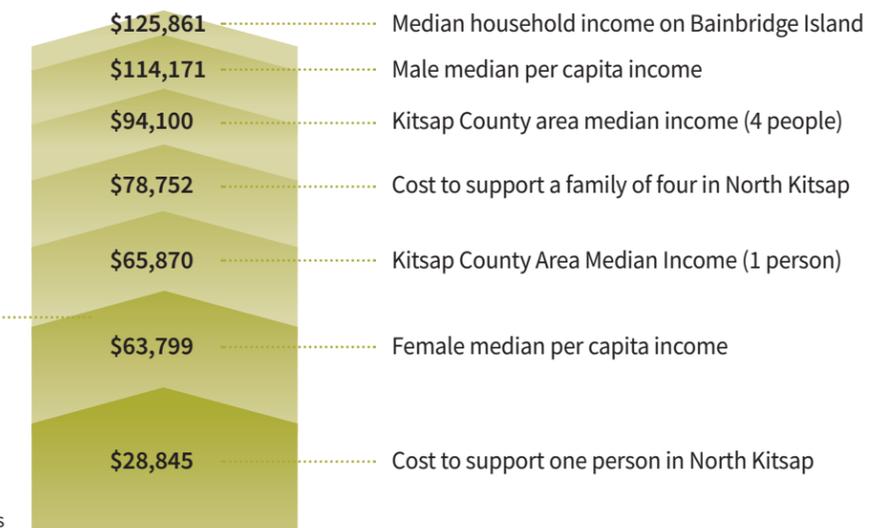
SALARIES IN OUR COMMUNITY

While housing prices and cost of living are rising, salaries are not necessarily keeping up, especially in the nonprofit sector. These data reflect 2020 numbers, due to a lag in data collection, and do not reflect the recent increase in cost of living nor high inflation rates.

78% of nonprofit staff make less than \$64,190*

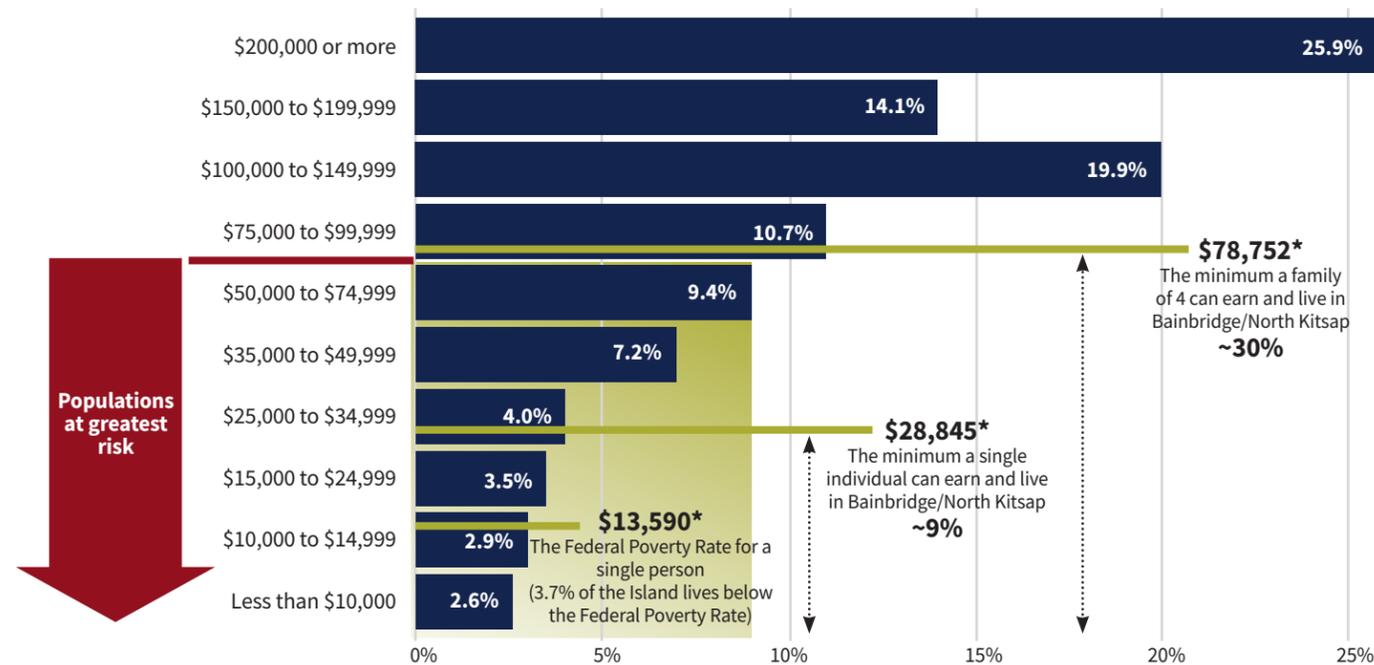
*\$64,190 was the Kitsap County Area Median Income at the time BCF conducted its Annual Nonprofit Survey in February 2022. When 2020 Census results were released later in the spring of 2022, the number changed to \$65,870.

Results from BCF's 2022 Annual Nonprofit Survey and 2020 Census



About 80% of the population on Bainbridge Island makes a household income of over \$50,000 per year, with the other 20% making less. The ability to live on the island within the range of self-sufficiency is getting harder with cost of living rising rapidly.

HOUSEHOLD INCOME RANGE Median Household Income: \$125,861



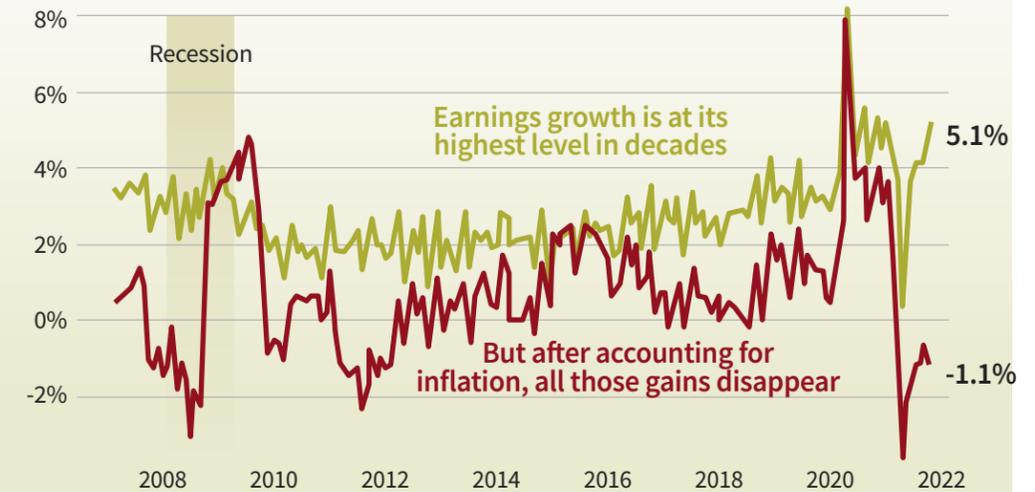
*Note, these are numbers from data collected in 2020. COVID-19 has greatly changed affordability in our community in the past two years, so these numbers have likely increased significantly.

EARNINGS GROWTH IN THE UNITED STATES COMPARED TO INFLATION 2020-2022

Average hourly earnings for private-sector jobs, change from a year earlier

The graph to the right, adapted from a November 2021 Washington Post article, shows that while average hourly wages have increased for lower-income workers, the high level of inflation has essentially wiped out those gains. According to a recent USA Today poll, 36% of registered voters believe our economy is in "stagnation," an increase from last year's poll at 27%. The vast majority of respondents, or 71%, are more worried about inflation than jobs.

Source: Bureau of Labor Statistics

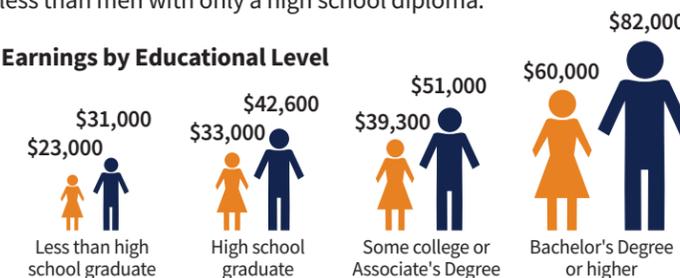


WOMEN

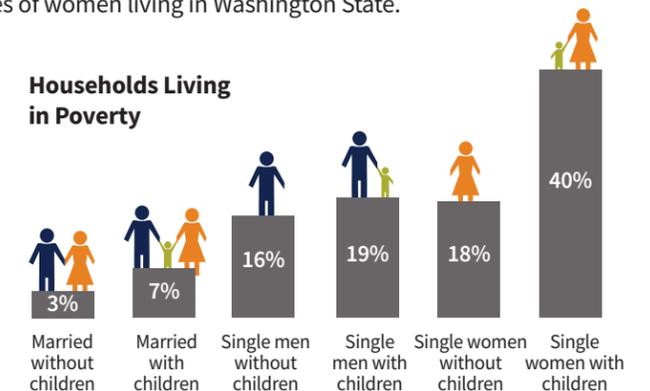
As mentioned in last year's report, women are disproportionately affected by economic strain. See the charts below, provided in a 2018 report by Women's Funding Alliance, which reflect the inequalities of women living in Washington State.

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.

Earnings by Educational Level



Households Living in Poverty



Mental Health

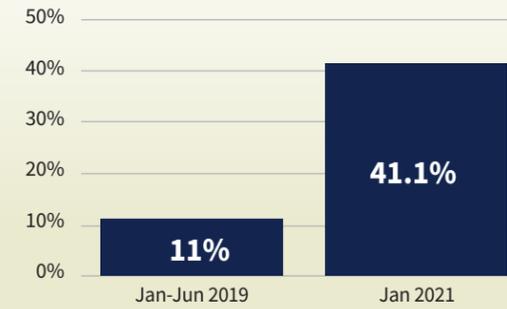
FEDERAL DATA

Due to a variety of causes, such as social isolation, losing a loved one, or fear of getting sick, mental health has been a cause for concern throughout our country. The graph to the right shows how depression and anxiety disorders have been impacted overall by the COVID-19 pandemic, comparing data from 2019 to 2021. The graph below shows data from April 2020 through the beginning of 2022, broken down by mental health concern and gender. According to the data collected, women suffering from anxiety appear to be the greatest cause for concern, followed by women suffering from depression and men suffering from anxiety.

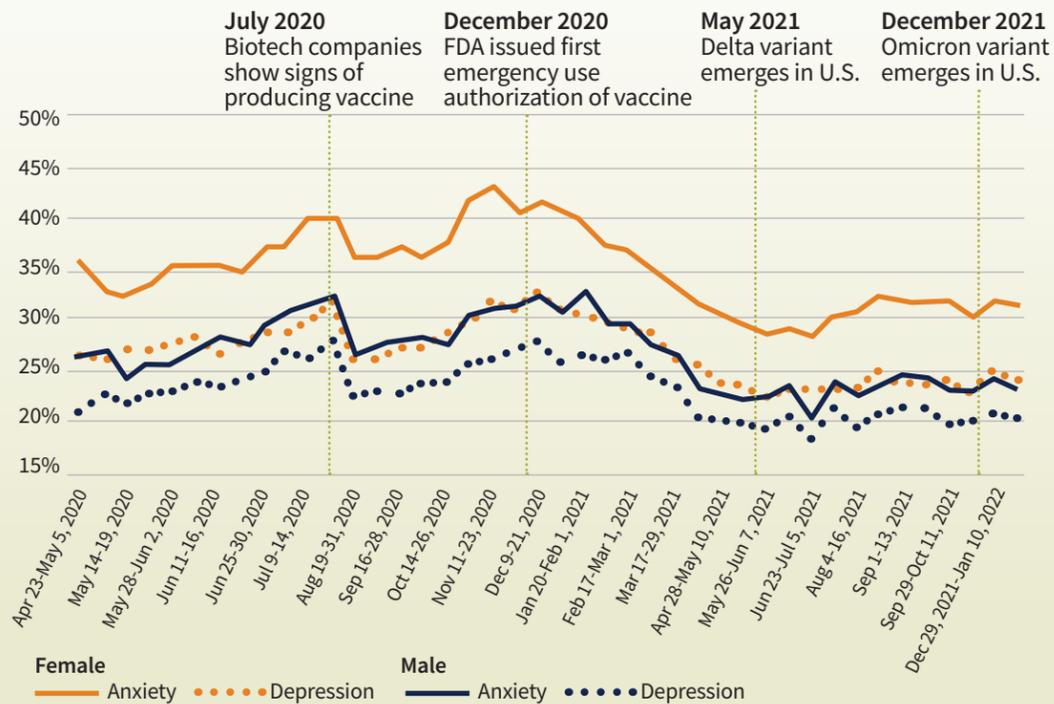
While there is a gradual improvement of mental health over the course of 2021 according to the chart below, many sources indicate that the general mental health of the population could take years to recover.

Some articles mention that mental health recovery could take 7-10 years*, especially for those who have suffered immense losses during the prolonged crisis. According to a USA Today poll conducted in January 2022, 80% of Republicans, 91% of Democrats, and 93% of Independents said that there is a mental health crisis in the United States.

Percentage of adults reporting symptoms of an anxiety or depressive disorder in the U.S. from January to June 2019 versus January 2021



ADULTS REPORTING SYMPTOMS OF DEPRESSION OR ANXIETY DISORDER IN THE PAST WEEK (Ages 18 Years and Older)



BCF modified the above graph based on data compiled by Statista, a global business-data platform. Original survey data collected by the Center for Disease Control and Prevention (CDC), National Center for Health Statistics (NCHS). The information was collected via survey with 68,347 respondents. BCF added the timeline of events to the chart.

STATE DATA

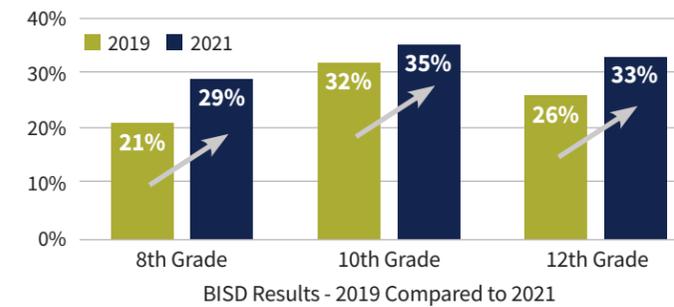
According to Washington State Department of Health, while disasters affect all people, those of lower socioeconomic status are usually much more negatively impacted than other groups. Individuals and families in lower socioeconomic groups are 52% more likely to lose their job, and 26% of individuals with an annual income of less than \$40,000 report experiencing a significant negative mental health impact compared to 17% who have an annual income between \$40,000 and \$89,000. Only 14% of those with an annual income of \$90,000 or more report signs of mental health concerns. Not only does a prolonged crisis affect affordability in unequal ways, but it will also affect mental health unequally.

Mirroring the pattern of mental health concerns in the federal-level graph, hospital rates in Washington State due to mental health emergencies rose in 2020 and went back down in 2021. It is still unclear how the trend looks for 2022, however early indications are showing a steep increase in hospitalizations earlier in the year.

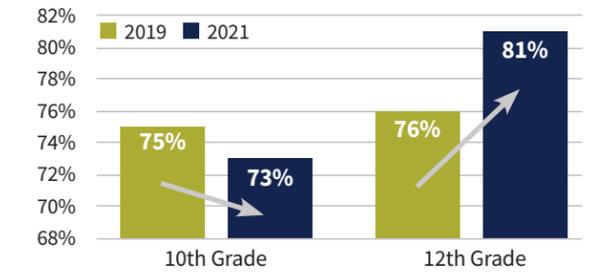
LOCAL DATA

Every two years, Washington State authorities collaborate to create and distribute the Healthy Youth Survey in schools across the state, which provides important results about the physical and mental health of youth. The data below reflects the results of Bainbridge Island School District (BISD) students. According to the results, anxiety and depression increased slightly for youth during the pandemic, and in some cases anxiety even dropped slightly for students. Bainbridge Island students have lower rates of depression but higher rates of anxiety compared to the rest of Washington State, which is a pattern consistent with Healthy Youth Surveys conducted before the pandemic.

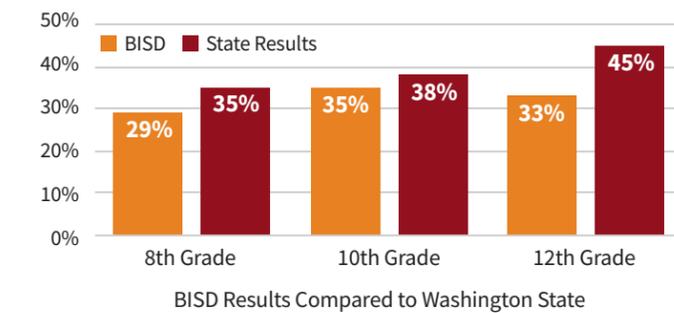
FEELING SAD/HOPELESS



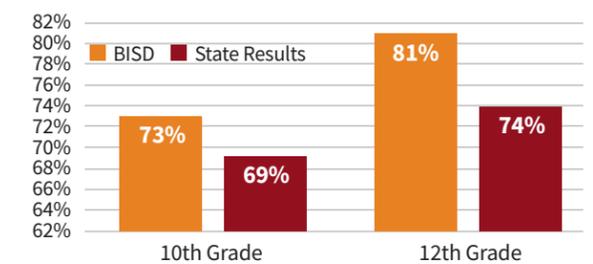
ANXIOUS, NERVOUS, OR "ON EDGE"



FEELING SAD/HOPELESS

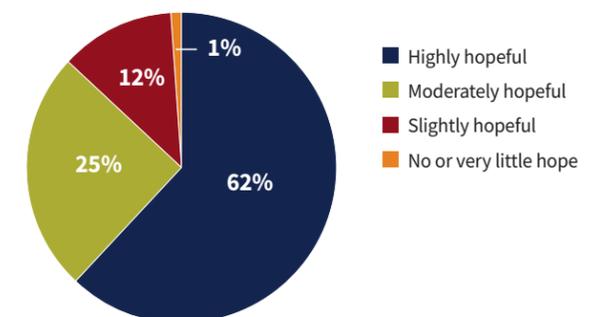


ANXIOUS, NERVOUS, OR "ON EDGE"



HOPE

This pie chart shows how Bainbridge High School students rated their feelings of hope, and their ability to look forward into the future. Over 60% were highly hopeful and 25% were moderately hopeful.



*Source: CBS News, March 2022

The Role of Nonprofits

Bainbridge Community Foundation and local nonprofits are committed to addressing the complex challenges highlighted in previous pages, so that everyone can access a high quality of life in our community. In addition to helping address needs, nonprofits also work in areas that Island residents value.

The data below reflect responses to the City of Bainbridge Island's National Citizen Survey in 2017, where participants were randomly selected to rate characteristics in our community. Some of the key elements are listed below, with high percentages reflecting

WHAT ISLAND RESIDENTS VALUE AND THE NONPROFITS BEHIND IT ALL*

93% K-12 Education

- Bainbridge Schools Foundation
- Boys & Girls Clubs of King County/ Bainbridge Island
- Montessori Country School
- Peacock Family Services**

87% Recreational Opportunities

- Bainbridge Island Historical Museum
- Bainbridge Island Rowing
- Bainbridge Island Senior/Community Center
- Bainbridge Island Special Needs Foundation
- Battle Point Astronomical Association
- Kids Discovery Museum
- Martha & Mary
- Salish Sea Expeditions-Northwest Maritime Center
- Vitalize Kitsap

91% Overall Natural Environment

- Bainbridge Island Land Trust
- Bainbridge Island Metro Park & Recreation District
- Bainbridge Island Parks Foundation
- Bloedel Reserve
- EcoAdapt
- Friends of the Farms
- IslandWood
- Kitsap Humane Society
- Sustainable Bainbridge
- West Sound Wildlife Shelter

62% Emergency Preparedness

- Bainbridge Prepares

84% Cultural/Arts/Music Activities

- Arts & Humanities Bainbridge
- Bainbridge Artisan Resource Network (BARN)
- Bainbridge Arts & Crafts
- Bainbridge Chorale
- Bainbridge Island Downtown Association
- Bainbridge Island Museum of Art
- Bainbridge Performing Arts
- Kids in Concert
- Music Community Resources

12% Affordable Quality Housing

- Housing Resources Bainbridge
- Parkview Services

80% Opportunities to Participate in Community Matters

- Bainbridge Public Library
- Leadership Kitsap
- One Call for All
- West Sound YFC

80% Health and Wellness***

- Bainbridge Youth Services
- Best Dental Help
- Harmony Hill Retreat Center
- Holly Ridge Center
- Island Volunteer Caregivers
- Olive Crest
- PAWS of Bainbridge Island | North Kitsap
- Peninsula Community Health Services
- Raising Resilience
- Scarlet Road

16% Cost of Living

- Central Kitsap Food Bank
- Eastside Baby Corner - West Sound
- Fishline Food Bank
- Helpline House
- Kitsap Homes of Compassion
- Kitsap Immigrant Assistance Center
- Meals on Wheels Kitsap
- Sound Works Job Center

Nonprofits listed below are those that answered BCF's 2022 Nonprofit Survey. There are other nonprofits that contribute to these critical areas in our community.

a positive perception and low percentages reflecting a negative perception. Many nonprofits work to ensure equal access to the highly rated characteristics, by providing free or subsidized access to services or activities, or they directly address concerns in the lower rated characteristics.

The list of organizations following each characteristic represents nonprofits that both work in those areas and answered BCF's 2022 Nonprofit Survey.

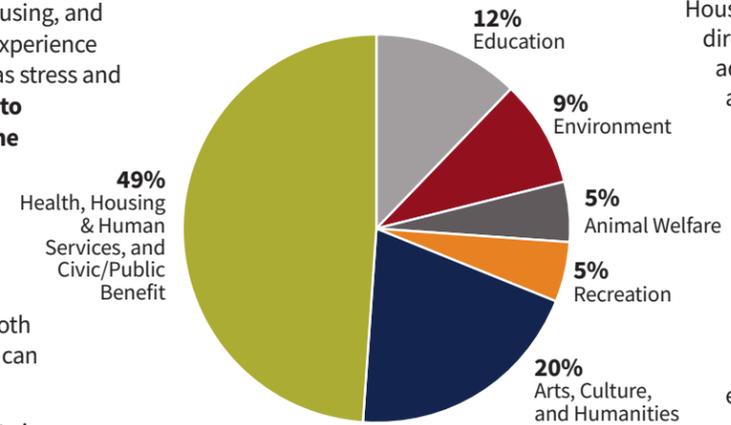
A strong, inclusive community is the foundation for a thriving population. When community members have safe places to gather, access to affordable housing, and a reasonable cost of living, they experience fewer mental health issues such as stress and anxiety. **When households have to commit over 30% of their income for housing costs, families have less money for basic needs like food, clothing, transportation, and medical care.** Affordable housing is also important for age and lifecycle inclusivity, so that both young adults and older residents can enter the housing market.

COVID-19 has affected affordability in our community—as prices rose significantly during the pandemic—as well as mental health. Nonprofits in our community have a profound positive impact on these areas both directly and indirectly.

BCF works with nonprofits in four sectors: (1) Health, Housing, &

Source: Puget Sound Regional Council Affordable Housing Report.

NONPROFITS BY SECTOR THAT ANSWERED SURVEY



Human Services, (2) Arts, Culture, & Humanities, (3) Education, and (4) Environment, Recreation, & Animal Welfare. While Health, Housing, & Human Services nonprofits directly provide social services to address concerns about affordability and mental health, other nonprofits also have a huge impact on these areas by giving free or subsidized access to programs and resources to low-income families. Nonprofits have played a critical role in creating and maintaining a supportive and accessible community in a time of crisis, and will continue to do so as we all emerge from the pandemic.

Nonprofits also hire employees who are engaged members of the community, and many have reported that the rising cost of living here is making it harder to hire and retain quality staff at their organizations. The following pages will provide an analysis of BCF's 2022 Nonprofit Survey by sector.

* The nonprofits listed are only those that responded to BCF's 2022 Nonprofit Survey. There are other nonprofits that contribute to these areas in our community.
 ** Peacock is a daycare and preschool, but provides quality education to prepare students for K-12 education. They also provide outdoor education for elementary school students.

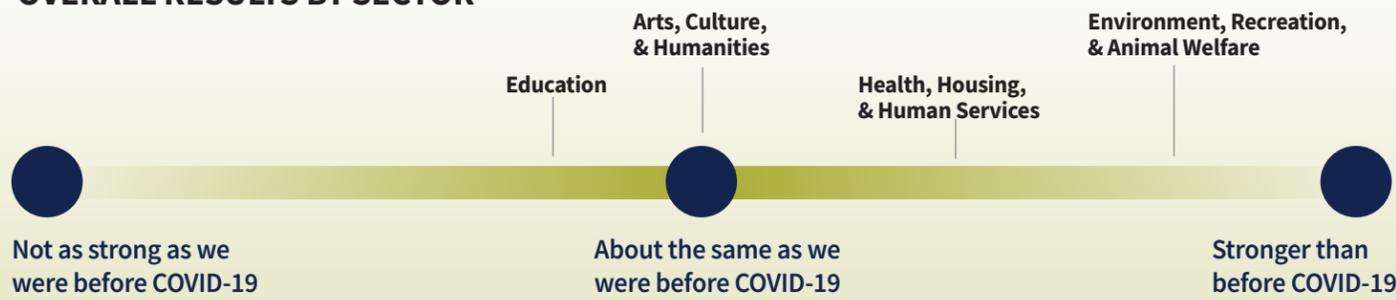
*** NOTE: Some mental health nonprofits are listed under "Health and Wellness," but "Mental Health Care" was only rated well by 41% of the population who took the National Citizen Survey in 2017.

Overall Results of Nonprofit Survey

More than 48% of nonprofits reported that their organizations have gotten stronger since before COVID-19 shut down the community in March 2020, while almost 33% reported they were not as strong and 19% felt they were the same. Many nonprofits felt that the COVID-19 pandemic gave them a chance to reflect on their internal operations while also expand their scope by offering virtual programming, which they considered a strength. On the other hand, others reported challenges with fundraising and a decline in program revenue without in-person events, which significantly weakened their ability to operate.

When broken down by sector, the strength of nonprofits since before the pandemic is more varied. Almost 70% of the Environment, Recreation, and Animal Welfare sector nonprofits reported they are stronger, while 60% of Education sector nonprofits reported they are not as strong as they were before COVID-19. Health, Housing and Human Services nonprofits overall are stronger, and Arts, Culture, and Humanities are tied equally for “not as strong” and “stronger.” The graph below represents the overall results by sector, and whether the sector overall feels stronger or not as strong as they were before COVID-19.

OVERALL RESULTS BY SECTOR



"As the pandemic continues, how would you say your organization is doing since before COVID-19 shut down the community in March 2020?"

“Don't get me wrong, it's been exceptionally difficult and painful, but I think we're a better organization now. We've focused more on our core mission, pulled together better as a team, and better served the community. We're more resilient and we're moving past issues that have held us back in the past.”

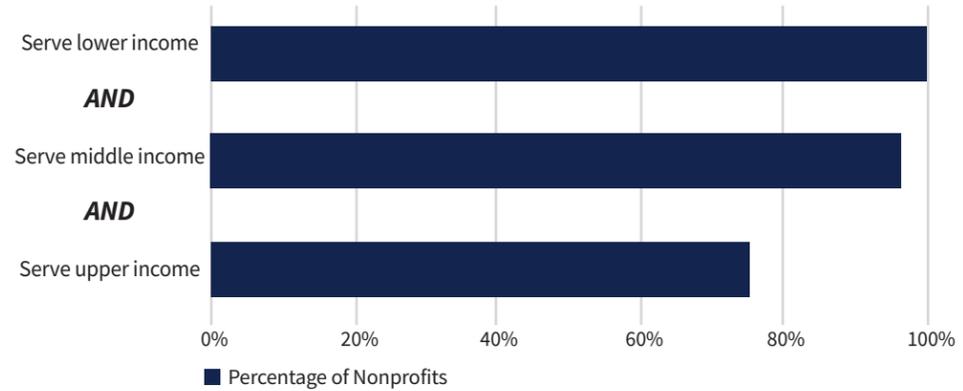
“Innovation and quick pivots have led us to offer more remote services, web-based services, and take a hard look at organizational strengths and weaknesses. We are working toward prioritizing DEIA [Diversity, Equity, Inclusion, and Accessibility] in all aspects of our organization. We will be taking a hard look at language. Our organization is working better together internally by redefining ourselves as one organization.”

“I would say both not as strong and stronger. Our events momentum was curtailed; but then we've rebranded and brought new/additional value to the community – this has brought enthusiasm and a renewed vision for the organization.”

Incomes Served

According to BCF's Annual Nonprofit Survey, local nonprofits serve all income levels. Out of the respondents who answered a question about income levels served, all answered that they serve lower income families in some capacity—whether it's direct assistance for basic needs or providing free or subsidized programs and services to support healthy activities or childcare. In sum, nonprofits ensure their programs and services are accessible to everyone.

INCOME LEVELS SERVED BY NONPROFITS



What changes did you make during the pandemic that you plan to maintain moving forward?

Most common answers:

- Focus on using more technology, such as virtual programming, remote work, online fundraisers, hybrid options
- Look inward at systems, such as wages, flexibility, focus on impact
- Partnerships

Are there populations you aren't reaching that you wish you could?

Most common answers:

- Military families and veterans
- Black, Indigenous, and People of Color (BIPOC) families
- Indigenous families and local tribes

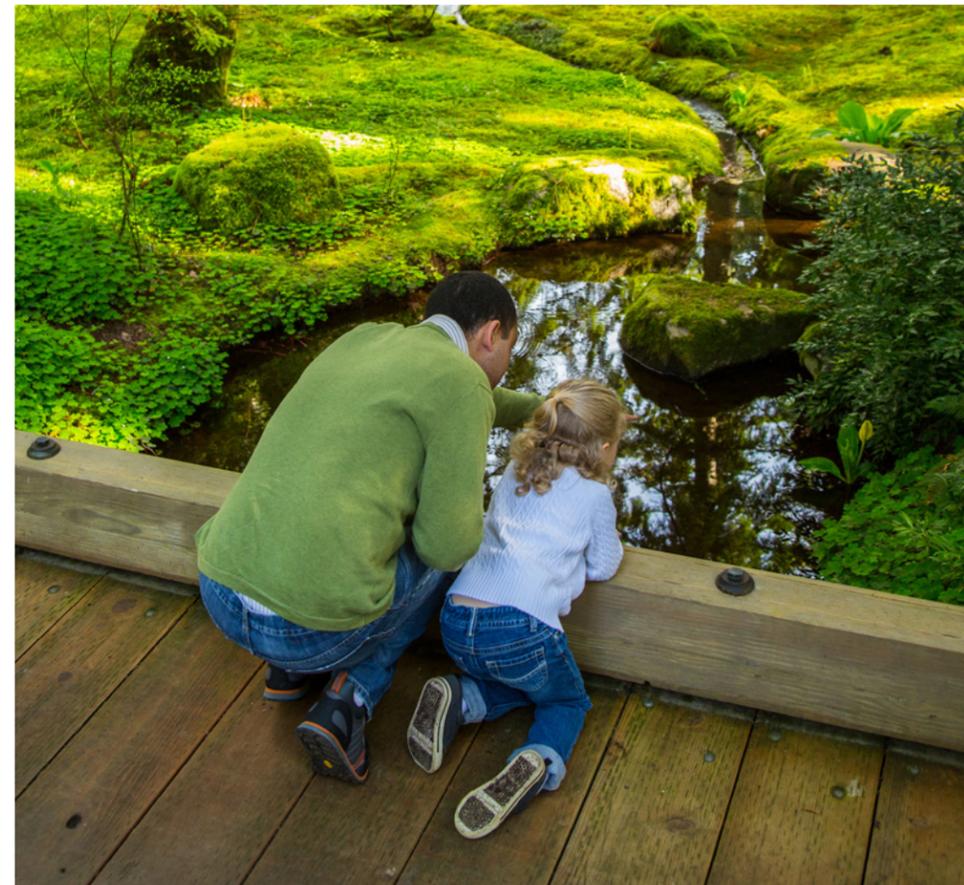


Photo credit: Bloedel Reserve

Health, Housing, and Human Services & Public Benefit

Health, Housing, and Human Services (HHHS)

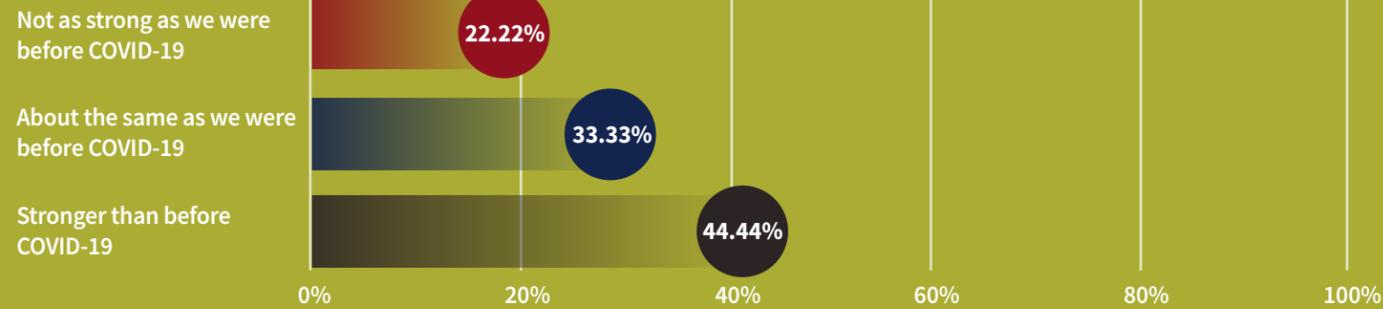
Nonprofits focus on protecting the health and wellbeing of our community members by providing essential human services. Examples of these programs include providing low-income households with housing and utility assistance, supporting increased demand for legal protection for those facing eviction due to the pandemic, social and emotional services for youth, and subsidized childcare tuition for financially vulnerable families. The majority of these grants from BCF averaged just over \$10,000 and were awarded through the Community Grants Cycle.

Overall, HHHS nonprofits reported they are stronger compared to before COVID-19 due to an increase in services and reaching a broader population. Others expressed concern about staff and volunteer burnout.



Helpline House provides a network of critical social services through a number of different programs – including children services, senior services, financial assistance and a food bank. The agency's programs help more than 2,500 people every year.

STRENGTH OF NONPROFITS



This is a reflection of 28 nonprofits that answered the 2022 Nonprofit Survey from this sector. See page 8 and 9 for a full list.

SECTOR PRIORITIES

Top Operational Priorities

1. Quality/Depth of Programs
2. Diversity, Equity, and Inclusion
3. Number of People Served
4. Fundraising Activities

Training Priorities

1. Communications/Marketing
2. Fundraising
3. Diversity, Equity, and Inclusion
4. Board Development/Governance



GRANTEE SPOTLIGHTS

Housing Resources Bainbridge

Financing programs focused on homeownership for low- and moderate-income households

Bainbridge Island Senior/Community Center

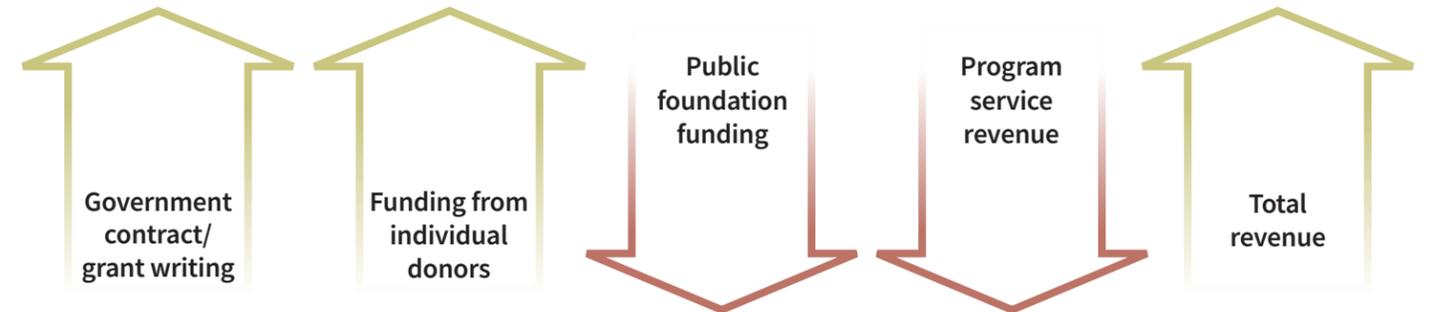
Support to make space accessible for the hearing impaired

Kitsap Legal Services

Helping tenants who face an increased risk of eviction due to pandemic

FUNDING SOURCES (2021 compared to 2020)

While overall revenue was up for Health, Housing, and Human Services nonprofits, both public foundation funding and program service revenue were down in 2021 compared to 2020.



HUMAN RESOURCES

Volunteers

Do you have more or fewer volunteers than you did before the pandemic?

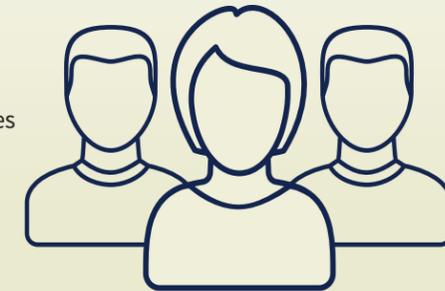


Nonprofit Staff

17% of HHHS and Public Benefit nonprofit employees make the equivalent to a full-time salary of

\$64,190*

or more per year



4% of nonprofits in this sector are able to provide health insurance to all employees.

*\$64,190 was the Kitsap County Area Median Income at the time BCF conducted its Annual Nonprofit Survey in February 2022.



Photo credit: Kitsap Immigrant Assistance Center

Arts, Culture, and Humanities

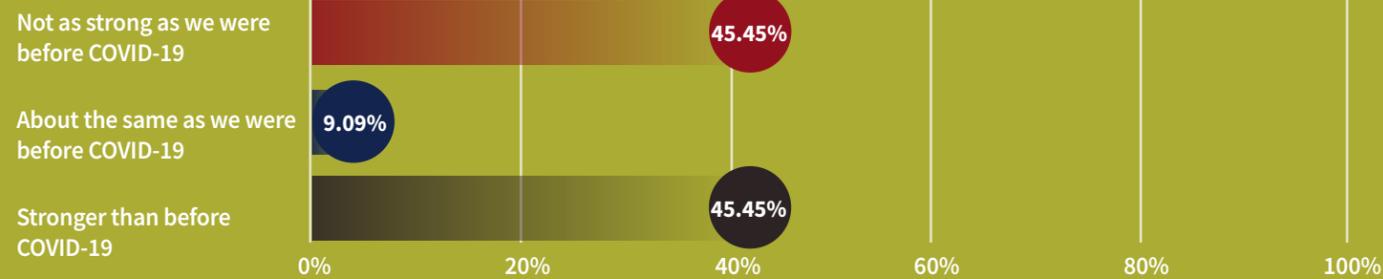
Arts, Culture, and Humanities Nonprofits bring the arts to the public, preserve and commemorate the events, places, and cultures that created and continue to shape our community, and promote the distribution of ideas. Examples of these programs funded through BCF's Community Grants Cycle include promoting the diverse history of our community, providing financial support for families to attend live performances, and creating opportunities for arts education.

Arts, Culture, and Humanities nonprofit professionals reported mixed results on how their sector has been impacted by COVID-19. Many felt that arts nonprofits suffered due to lack of in-person connections, and some reported they moved through their cash reserves because of a decline in funding. Others claimed that their ability to reach more people through virtual programming and finding creative ways to reach people improved their impact. Below are the results from the sector.



Bainbridge Artisan Resource Network (BARN) envisions a world where people recognize and value their own creativity and their capacity to contribute to their communities. BARN's values focus on inclusivity, craft, volunteerism and service, and relationships.

STRENGTH OF NONPROFITS



This is a reflection of 11 nonprofits that answered the 2022 Nonprofit Survey from this sector. See page 8 and 9 for a full list.

SECTOR PRIORITIES

Top Operational Priorities

1. Diversity, Equity, and Inclusion
2. Fundraising Activities
3. Quality/Depth of Programs
4. Staff Size

Training Priorities

1. Diversity, Equity, and Inclusion
2. Fundraising (Advanced)
3. Human Resources
4. Succession Planning



GRANTEE SPOTLIGHTS

Bainbridge Performing Arts

Provide free tickets to BPA events and tuition assistance for theater school for community members in need through enhanced Open Doors Program

Bainbridge Island Historical Museum

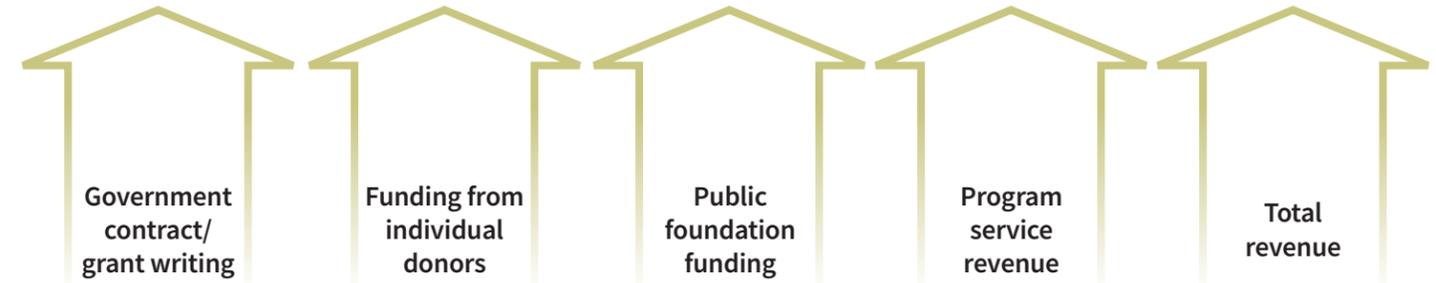
Funding for Our Community: Past to Present, which is a new primary exhibit about the Island's diverse history

WEAVE Presents

Coverage of expenses needed to launch outreach and fundraising campaign that supports social and cultural diversity through the arts

FUNDING SOURCES (2021 compared to 2020)

Increases in funding were up overall, likely because of the significant decline in revenue seen in 2020. Trends are moving in the right direction, but increases in funding were not huge. In the narrative of the survey, many nonprofits still expressed concern about the challenges of raising funds for their organizations.



HUMAN RESOURCES

Volunteers

Do you have more or fewer volunteers than you did before the pandemic?



Nonprofit Staff



*\$64,190 was the Kitsap County Area Median Income at the time BCF conducted its Annual Nonprofit Survey in February 2022.



Photo credit: Bainbridge Performing Arts

Education

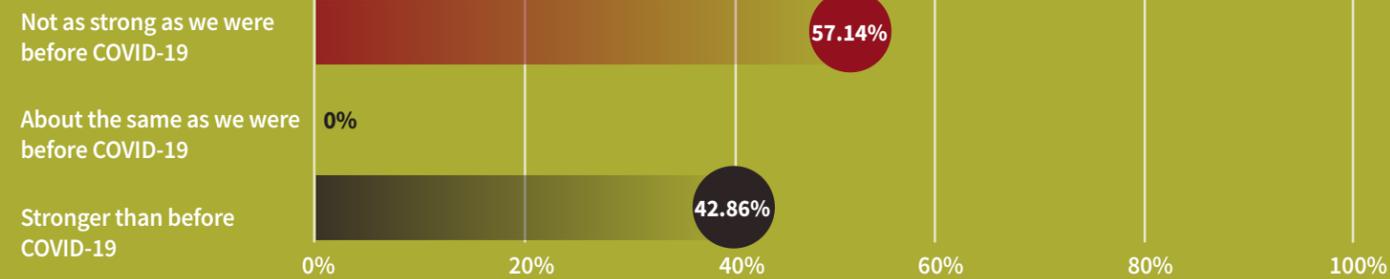
Education Nonprofits promote lifelong learning and intellectual development, from preschools through post-graduate schools and adult learning programs. These nonprofits may also offer vocational and technical training, literacy programs, scholarships, student organizations, and parent-teacher groups. Examples of programs funded through BCF's Community Grants Cycle includes support for academic intervention to assist students who need additional support, financial aid for students to participate in Model United Nations, and fixing structures to ensure buildings are intact for extracurricular activities.

Education nonprofits reported overall they were not as strong as before COVID-19. Consistent funding sources such as program revenue were down for some nonprofits, and many students and school staff were suffering from significant burnout.



Salish Sea Expeditions inspires youth to connect with the marine environment through boat-based scientific inquiry and hands-on learning, instilling curiosity, confidence, and critical thinking.

STRENGTH OF NONPROFITS



This is a reflection of 7 nonprofits that answered the 2022 Nonprofit Survey from this sector. See page 8 and 9 for a full list.

SECTOR PRIORITIES

Top Operational Priorities

1. Number of People Served
2. Diversity, Equity, and Inclusion
3. Quality/Depth of Programs
4. Staff Size

Training Priorities

1. Communications/Marketing
2. Leadership Recruitment and Development
3. Board Development/Governance



GRANTEE SPOTLIGHTS

Bainbridge Artisan Resource Network (BARN)

Expanding access to individuals with learning, physical, emotional, or developmental challenges

Bainbridge Schools Foundation

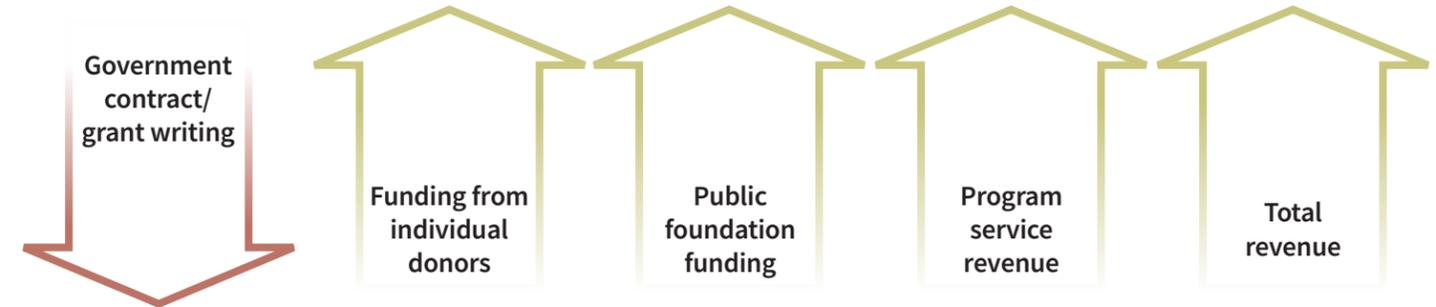
Academic intervention to assist students who need additional support

Leadership Kitsap Foundation

Support for current participants and alumni of 10-month professional development and civic leadership program

FUNDING SOURCES (2021 compared to 2020)

Overall, there was an increase in funding from 2020 to 2021, with a decline in government contract/grant writing as a source of revenue. While funding from individual donors and program service revenue overall was up, the amounts increased were significantly lower than reported by the overall nonprofit sector.



HUMAN RESOURCES

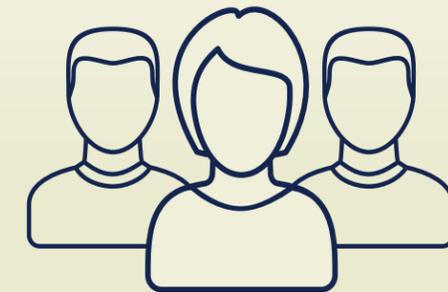
Volunteers

Do you have more or fewer volunteers than you did before the pandemic?



Nonprofit Staff

32% of Education nonprofit employees make the equivalent to a full-time salary of **\$64,190*** or more per year



0% of nonprofits in this sector are able to provide health insurance to all employees.

*\$64,190 was the Kitsap County Area Median Income at the time BCF conducted its Annual Nonprofit Survey in February 2022.



Environment, Recreation, and Animal Welfare

Environment, Recreation, and Animal Welfare

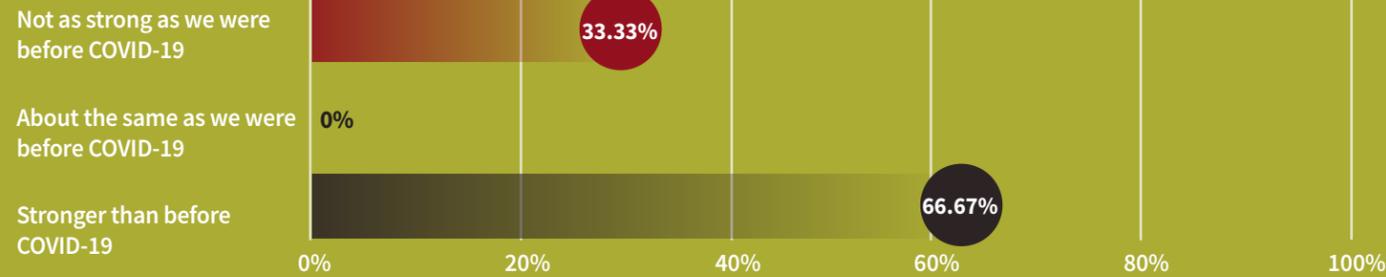
Nonprofits are dedicated to reclaiming and preserving natural resources and land, focused on providing outdoor activities for our community, or committed to protecting animal welfare and providing pets for emotional support. Examples of programs funded through BCF's Community Grants Cycle includes support for therapy dogs and animal education programs, free access to private gardens, and research to conduct a needs assessment to better serve the community.

The majority of Environment, Recreation, and Animal Welfare nonprofits reported that they were stronger than before COVID-19. Some stated that the pandemic reignited a new appreciation for parks and trails, while others claimed they had to find creative ways to make up for what they lost in 2020. Others were still concerned about financial support and funding moving forward.



Assistance Dogs Northwest provides children and adults with disabilities professionally trained dogs that will increase their independence and enhance the quality of their lives.

STRENGTH OF NONPROFITS



This is a reflection of 11 nonprofits that answered the 2022 Nonprofit Survey from this sector. See page 8 and 9 for a full list.

SECTOR PRIORITIES

Top Operational Priorities

1. Number of People Served
2. Diversity, Equity, and Inclusion
3. Quality/Depth of Programs
4. Staff Size

Training Priorities

1. Communications/Marketing
2. Leadership Recruitment and Development
3. Board Development/Governance



GRANTEE SPOTLIGHTS

IslandWood

Outdoor education for youth so they learn about their potential to have a positive impact on the environment

PAWS of Bainbridge Island | North Kitsap

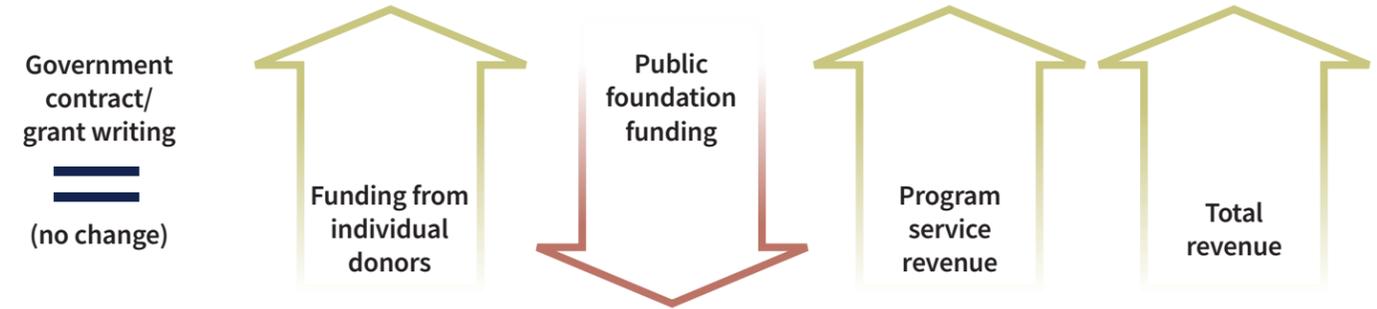
Funding for low-income residents on Bainbridge Island who need veterinary, spay/neuter, or pet care support

Bainbridge Island Parks Foundation

Support for youth to participate in a program focused on constructing and maintaining trails on Bainbridge Island

SOURCES OF FUNDING (2021 compared to 2020)

Overall, there was an increase in funding between 2021 and 2020, with a decline in public foundation funding and no change in government contract/grant writing. While funding from program services were up, the amounts increased were significantly lower than reported by the overall nonprofit sector.



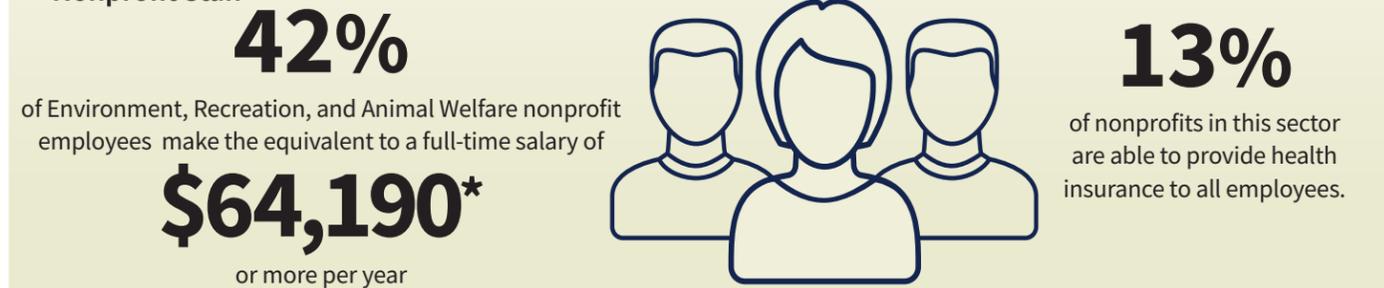
HUMAN RESOURCES

Volunteers

Do you have more or fewer volunteers than you did before the pandemic?



Nonprofit Staff



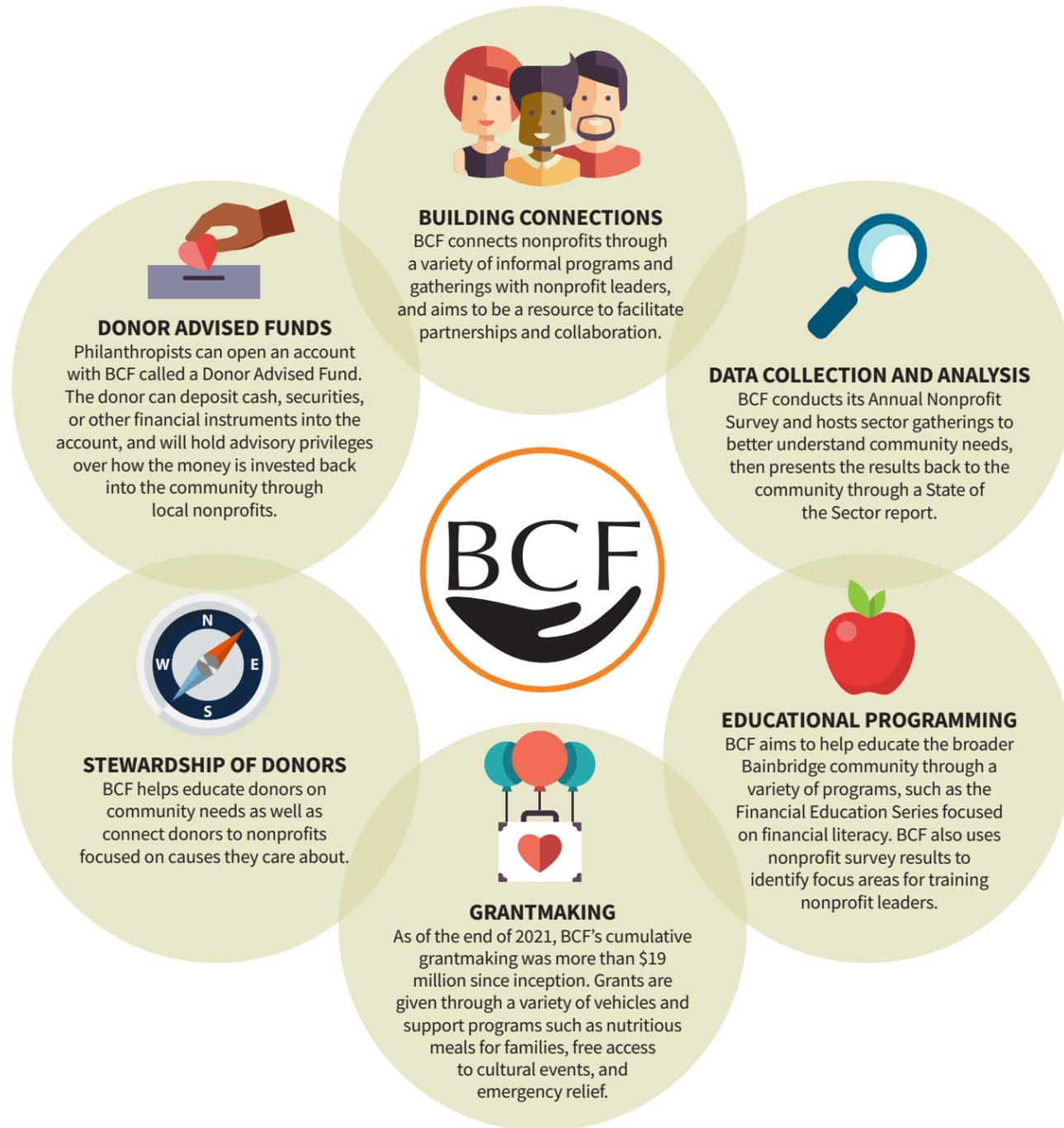
*\$64,190 was the Kitsap County Area Median Income at the time BCF conducted its Annual Nonprofit Survey in February 2022.



Photo credit: Bainbridge Island Parks Foundation

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, educational programming, stewardship of donors, and building connections for stronger partnerships.



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, as well as general operations of local nonprofit organizations. This community-based approach to grant-making involves dozens of trained volunteers from the community to evaluate each proposal. BCF's CGC program has awarded more than \$3.36 million to fund 646 local grants from 2005-2021.

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.

Youth Experience Support (YES) Fund
BCF has partnered with Bainbridge Schools Foundation, Bainbridge Youth Services, 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.

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.

Housing Action Fund
The Housing Action Fund was opened to address the critical need for affordable housing on Bainbridge Island. It makes seed money available to nonprofits through revolving loan fund grants so that they can help community members access affordable housing.

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.

Community Response Fund
This fund provides financial resources 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.

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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 brigitte@bainbridgecf.org
- To receive BCF newsletters straight to your email, text BCFNEWS to 22828



**Thank you for supporting
our community!**

Photo credit: Bainbridge Island Metro Park & Recreation District



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