



State of the Sector 2023 COMMUNITY REPORT



ABOUT THE REPORT

The State of the Sector Community 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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2023 State of the Sector

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 third State of the Sector 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 each other'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 64 responses on the 2023 Nonprofit Survey, and a total of 41 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 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.

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.



People of Bainbridge Island

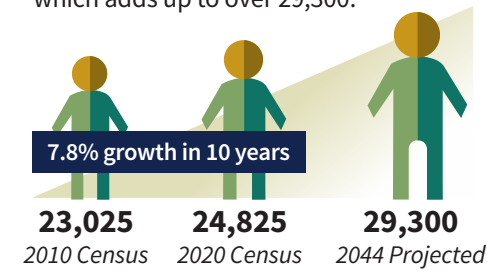
Population

24,825

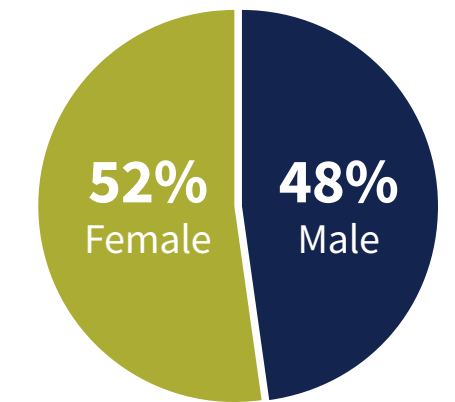


Population Growth

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.

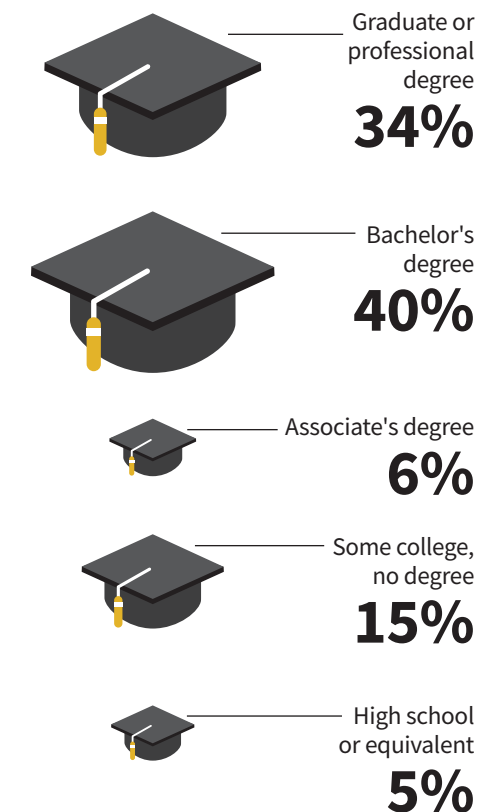


Gender Balance



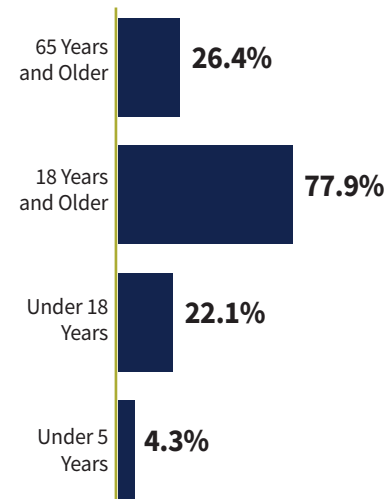
Highest Educational Attainment (Ages 25+)

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.



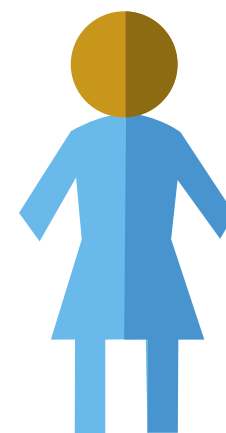
Age

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



Population Makeup

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



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.

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

Bainbridge Island has a lot to offer residents. Excellent schools, open outdoor space, and close proximity to Seattle has made it a desirable place to live for decades. The community is changing, however, which will be defined in further detail throughout this report.

In previous versions of the State of the Sector report, BCF took results of the Annual Nonprofit Survey and conducted deeper analysis based on the findings. This year, BCF researched a variety of frameworks—many that used World Health Organization as a foundation—and conducted focus groups to help define the characteristics of a sustainable and supportive community. BCF has proposed the following framework based on that research. BCF then conducted research into each of these characteristics in order to provide a baseline of information as a launching pad for nonprofits, donors, and the general public to identify opportunities and challenges in our community.

During the Sector Gatherings discussions, two more characteristics were identified as missing from this framework. They will be added to the research in this report, and will be added next year as part of the framework in the survey:

- **Economic Opportunity:** Ability to find employment that matches the cost of living in this community
- **Access to Justice:** Fair and equal access to justice and legal services

Each characteristic will be explored using local, state, and national data. The purpose of highlighting the data in the following pages is to provide a baseline of information about our community.



OVERALL RESULTS

In BCF's 2023 Nonprofit Survey, we asked nonprofits to rate the importance of each characteristic.

Health services—which includes both physical and mental health—came out on top as 77% responded access to healthcare was “Extremely Important” for a sustainable and supportive community. Coming in second, there was a tie between “Affordability” and “Respect and Social Inclusion.” Transportation followed closely as the third highest rated characteristic. All characteristics received more than 50% of respondents rating them as “Extremely Important,” which exemplifies the perception that these characteristics are critical to pursue in a sustainable and supportive community.

% of respondents who answered that the characteristic is “**extremely important**” to a sustainable and supportive community.*

64% **Connection to Place:** Ability to access open space, nature, and recreational activities for humans and pets. *Page 8*

69% **Affordability:** Affordable housing and cost of living. *Page 4*

56% **Civic Participation:** Ability to support community through giving, volunteerism, and civic engagement. *Page 22*

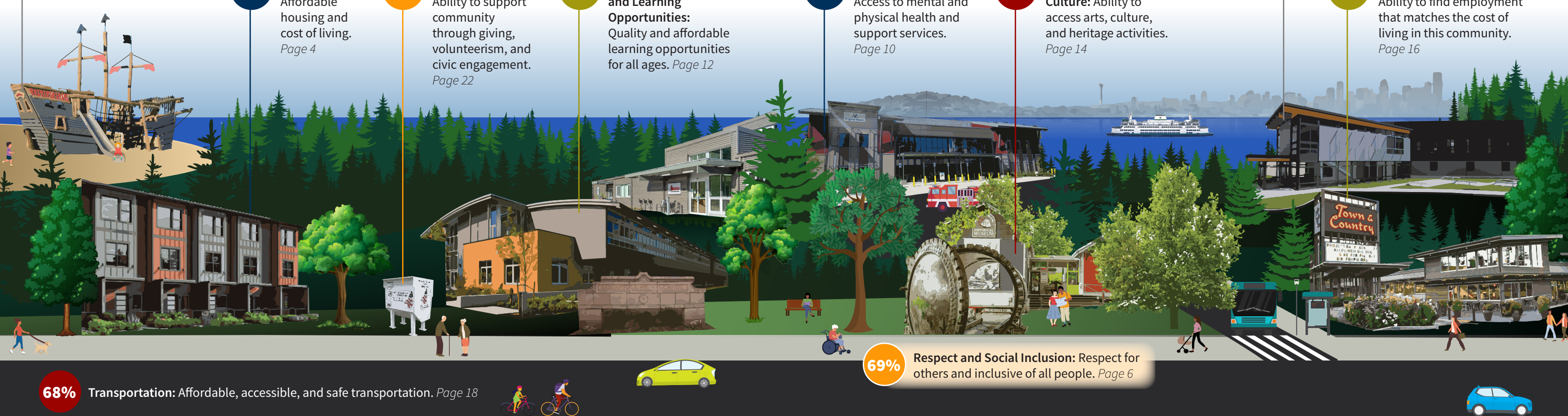
64% **Education and Learning Opportunities:** Quality and affordable learning opportunities for all ages. *Page 12*

77% **Health Services:** Access to mental and physical health and support services. *Page 10*

51% **Connection to Culture:** Ability to access arts, culture, and heritage activities. *Page 14*

NEW **Access to Justice:** Fair and equal access to justice and legal services. *Page 20*

NEW **Economic Opportunity:** Ability to find employment that matches the cost of living in this community. *Page 16*



68% **Transportation:** Affordable, accessible, and safe transportation. *Page 18*

69% **Respect and Social Inclusion:** Respect for others and inclusive of all people. *Page 6*

Affordability

[Affordable housing and cost of living]

What's Happening?

(From BCF's 2023 Nonprofit Survey)

Almost **70%** of nonprofits rated **affordability** to be **"extremely important"** for a sustainable and supportive community.

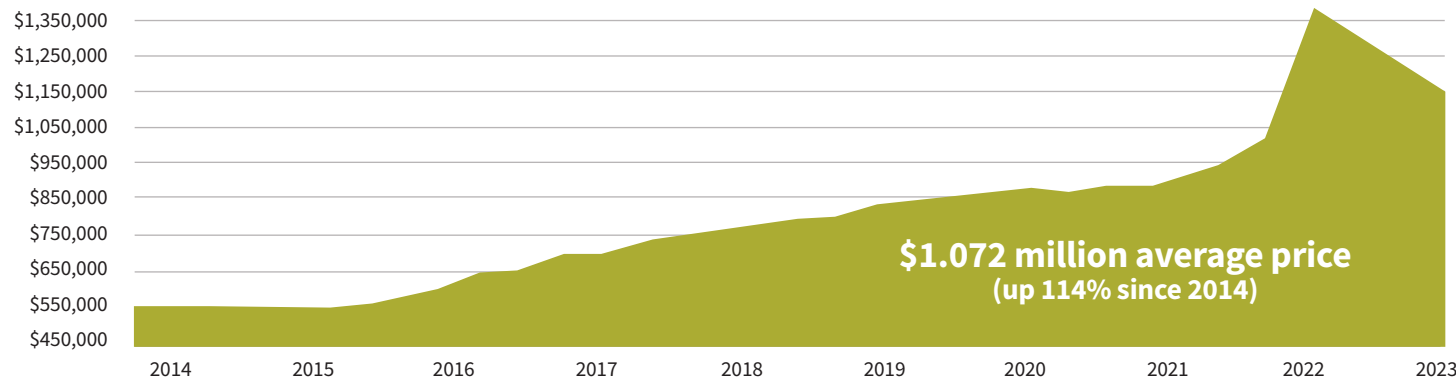
How's it Going?

(From The 2022 National Community Survey)

The cost of living in the city received positive evaluations from **only 13%** of residents, lower than national averages. Availability of affordable quality housing scored in the **bottom 3%** of the national benchmark.

Below are the numbers that explain how the rise in cost of living might be impacting the demographics of our community.

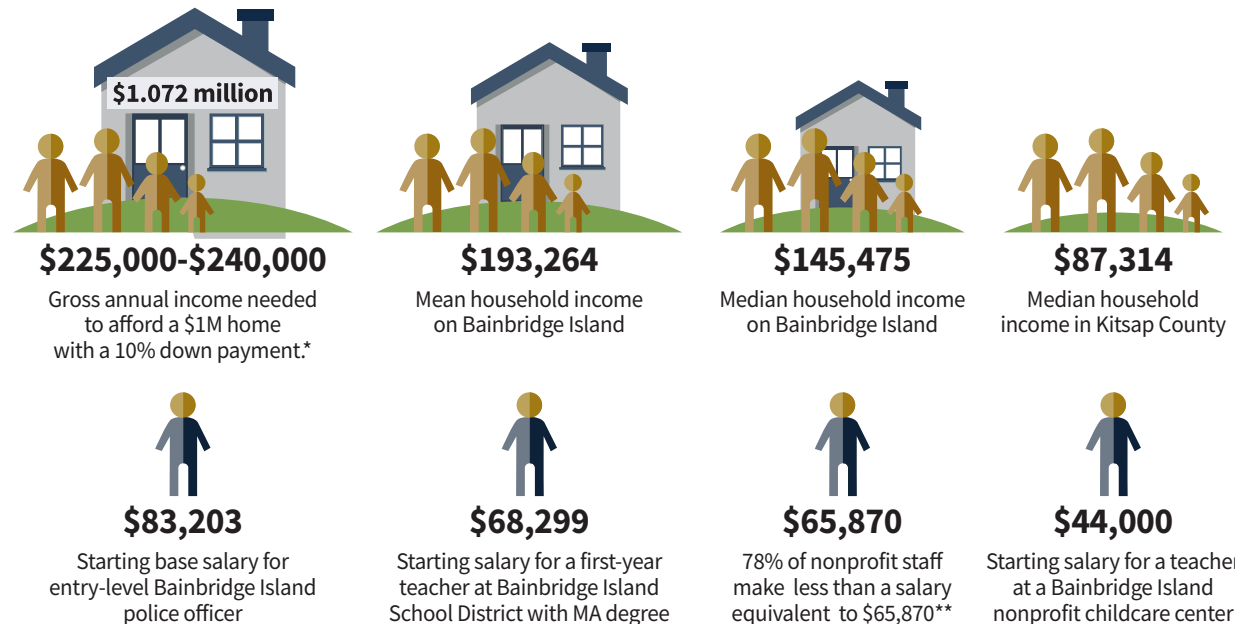
Average Home Price Bainbridge Island



The housing market has cooled on Bainbridge Island due to the rise in interest rates, however the average price of a home on Bainbridge Island is still out of reach for many families and individuals. The average price as of April 2023 was \$1.072 million, which is down significantly since last year but still up 114% since 2014. 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 \$1.89 million as of May 2023 (Jason Shutt Market Report) which only makes the housing market appear even more out of reach for many families and individuals.

Salaries in our Community

To the right are some examples of salaries in our community. Some are a measure of household income, while others are starting individual salaries. BCF provided data as it was available.



*Source: Fortune Recommends 2023. This number is calculated based on the national average interest rate of 6.46% at the time of writing this report, and a property tax rate of 1.25%

**\$65,870 was the Kitsap County median income during design phase of BCF's nonprofit survey

City of Bainbridge Island 2022 Housing Needs Assessment

Summary of themes across engagement

Housing for All	Seniors	Community	Employers	Regulations
Bainbridge needs more housing types that fit diverse needs and reduce cost barriers, especially rentals and other housing for moderate to middle income levels.	Many seniors are struggling to stay in their homes after they retire due to property taxes and difficulty downsizing on the Island.	Bainbridge is losing its sense of being a multi-generational and diverse community with decreasing young families, young persons and low-income households.	Employee recruitment and retention is becoming increasingly challenging for employers due to the lack of affordable housing wanted by the workforce across nearly all income levels.	The City needs to adjust policies/regulations to improve access to housing affordable to a broader diversity of people.

A 2022 Housing Needs Assessment conducted by the City of Bainbridge Island (COBI) portrays how the community is changing as a result of the affordability of housing and rise in cost of living.

There are some affordable housing options on the Island, but waitlists are long and the demand is currently higher than the supply.

Affordable or Income-Restricted Units

There are **11,251 housing units** on the Island, and only **322** of those are affordable or income-restricted (about 3%).



134 of these residences are in the portfolio of Housing Resources Bainbridge, which means they are permanently protected as affordable

- ✓ **90** of those affordable units are **rental properties**
- ✓ **44** of those affordable homes are for **homeownership**

62 affordable residences are in the pipeline with Housing Resources Bainbridge

- ✓ **31** of those affordable units are **rental properties**
- ✓ **31** of those affordable homes are for **homeownership**

In Action

Housing Resources Bainbridge (HRB) is Bainbridge Island's largest nonprofit affordable housing provider and advocate. As a community land trust, HRB conserves land for permanently affordable housing. With the support of BCF and other dedicated donors, HRB was able to sell two affordable townhomes to two families in the Wallace Cottages neighborhood which also includes 17 market-rate, single-family homes. HRB worked with the developer, Central Highland Homes, to acquire the homes for their community land trust where they will be kept permanently affordable for income-eligible buyers. The new owners paid less than 50% of the appraised value, thanks to the subsidies provided by HRB.

HRB is also currently acquiring 31 townhomes in the upcoming 73-unit Wintergreen Townhomes community on Wintergreen Lane near Virginia Mason Franciscan Health and Walgreens. These homes will also become part of the community land trust, where they will remain permanently affordable.



Respect and Social Inclusion

[Respect for others and inclusive of all people]

What's Happening?

(From BCF's 2023 Nonprofit Survey)

69% of nonprofits rated **respect and social inclusion** to be “**extremely important**” for a sustainable and supportive community. Only 19% reported that all of the people they serve can access it.

How's it Going?

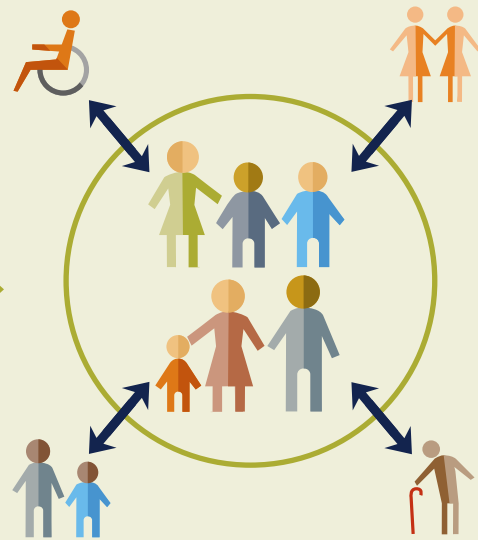
(From The 2022 National Community Survey)

Only 30% of Island residents rated **Bainbridge Island's ability to attract people from diverse backgrounds positively**, which is 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.

Social inclusion not only refers to how members within a community are valued,



but also the pathways that community has to ensure that people with diverse backgrounds are welcomed into the community.



Seniors

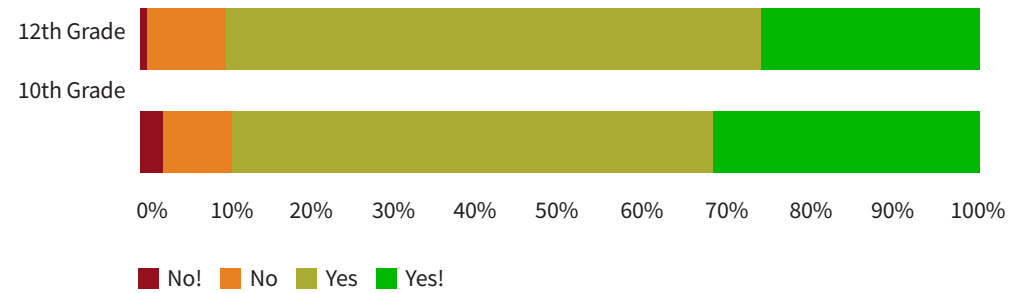
Counter to inclusion is isolation. According to the 2023 BCF Nonprofit Survey, when asked what age groups were most impacted by isolation, the senior population was cited by more than half of the respondents.

A 2022 Community Assessment Survey conducted by Island Volunteer Caregivers found that while 58% of seniors participating in the survey had little to no concern with staying socially engaged, 21% were somewhat concerned and 20% were concerned or very concerned. This was especially true among seniors at lower income levels. This social engagement was correlated to how satisfied people were with their lives, as 41% of people who were neutral or dissatisfied with their lives were also concerned about social engagement whereas only 10% of people who were highly satisfied with their lives cited similar concerns.

Adolescents

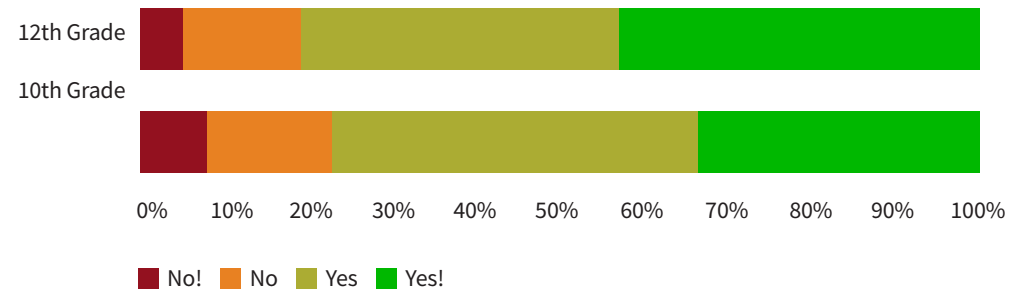
Forming an identity—from self-perception to one's role in society—is one of the critical tasks of adolescence. The Healthy Youth Survey, conducted every two years in Washington State, provides important insights about the health of adolescents. Schools, school districts, local health jurisdiction, county prevention coordinators, community mobilization coalitions, community public health and safety networks, and others use this information to guide policy and programs that serve youth. Below is a finding from the survey that highlights the majority of young people like their (Bainbridge Island) community.

I like my neighborhood/community:



However, more than 20% of 10th graders, and slightly less than 20% of 12th grade students feel that they don't have people in their neighborhood/community that they could talk to.

There are people in my neighborhood/community I could talk to:



In Action

Bainbridge Artisan Resource Network (BARN) is a nonprofit where community members can be creative through craft, learning, and service. BARN's 25,000-square-foot facility celebrates and facilitates creativity, and includes 10 studios, a large event room, and a commons area. One of BARN's four core values is inclusivity, and BARN staff work hard to expand access to their programs to underserved groups. Due to their efforts, and with BCF's support, BARN has created a Companion Program, which provides trained aides for adults and youth with learning, physical, emotional or developmental challenges that would otherwise keep them from participating fully in their programs. With support from BCF's grant, BARN is able to tailor their classes for neurodiverse individuals who prefer to work alongside peers rather than mainstreamed settings.



Connection to Place

[Access to open space, nature, and recreational activities for humans and pets]

What's Happening?

(From BCF's 2023 Nonprofit Survey)

55% of nonprofits rated **connection to place** to be **"extremely important"** for a sustainable and supportive community.

How's it Going?

(From The 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.

Connection to place and exposure to nature can contribute to social bonding and has significant health benefits, as proven by numerous studies.

Greenspace exposure

is associated with wide ranging health benefits, and statistically significant:

reductions in...

Diastolic blood pressure

Salivary cortisol and heart rate

decreases in...

Incidence of diabetes

All-cause and cardiovascular mortality

Source: Meta-analysis across 143 studies (2018)

Bainbridge Island Land Use



1,520 acres of land owned by Bainbridge Island Metro Park & Recreation District made 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 increase parks, amenities, and open space properties across the Island including Winslow and other neighborhood centers.

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 (KidsUp! Playground, the upcoming Strawberry Hill Bike and Skateparks), 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.



"Greener neighborhoods, especially those with green common areas, encourage social bonding between neighbors and improve the social setting."

- University of Washington & USDA Forest Service, *Green Cities: Good Health* (quote based on scientific research)

Health Services

[Access to mental and physical health support services]

What's Happening?

(From BCF's 2023 Nonprofit Survey)

77% of nonprofits rated **health services** to be **"extremely important"** for a sustainable and supportive community.

How's it Going?

(From The 2022 National Community Survey)

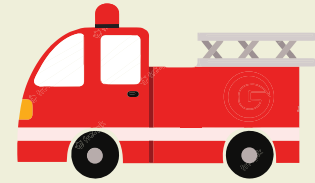
Only 24% of residents who took the National Community Survey positively rated the availability of affordable quality health care, and **16%** positively rated the availability of affordable quality mental health care. Both scored in the **bottom 2% and 3%, respectively**, of the national benchmark.

Ratings on availability of affordable quality health care has dropped significantly since the 2017 National Community Survey.



"Too long to get an appointment"

52% of Bainbridge Island respondents to the 2022 Kitsap Community Services survey reported they aren't able to access medical care because it takes "too long to get an appointment," compared to **44% in broader Kitsap County**. This was rated as the #1 reason, substantially above the #2 reason of being unable to pay co-pay or deductible (19% on Bainbridge Island and 29% in broader Kitsap County).



Medical Emergencies

For a medical emergency, the Bainbridge Island Fire Department (BIFD) average **response time is 6 minutes** for the first arriving unit to be on scene. In 2022, the BIFD had **3,222 calls for service**. 73% were for EMS & Rescue, and 27% 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.



Emergency Preparedness

In the National Community Survey, **81%** of Bainbridge Island residents taking the survey rated emergency preparedness positively, which means it scored in the **top 5%** of the national benchmark. **42%** of Island households live in a "mapped neighborhood" which means the residents in that neighborhood have taken the necessary steps to prepare for a disaster.*

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

Spike in local demand for primary care

An independent primary care physician office reported that they used to receive an average of **1-2 new patient calls per week** before COVID-19.



An average of **20 new patient calls per day** has been the call volume over the last year.

Health providers at this medical care facility have attributed this spike in demand to the closing of Swedish Primary Care in July 2021, and the increased demand for providers at Virginia Mason Franciscan Health.

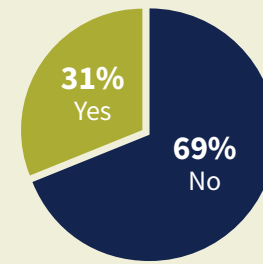
They have reported a rise in families seeking new patient care as well as more Medicare recipients.

Primary care physician challenges

10-15 minutes is often all the time primary care physicians can spend with patients at a traditional medical care facility. Many health systems pay traditional primary care physicians based on how many appointments and procedures they conduct, which rewards increasingly fast visits over those that are about the whole person. Fitting in as many patients as possible can be critical for staying in business.



Mental Health



Question: In the last year, was there a time you needed mental health counseling but couldn't get it?

Results from the Kitsap Community Resources Survey show that **31% of respondents living on Bainbridge Island could not receive mental health counseling when needed**, compared to 37% in all of Kitsap County.

The need for mental health support among youth has increased substantially in recent years. Bainbridge Youth Services (BYS) offers free and confidential professional mental health counseling and facilitates a thriving peer tutoring program. BYS listens and learns from youth directly, and assures them that they are not alone in their struggles. A recent survey by BYS identified the top three concerns among youth: (1) Drugs, Alcohol, and Vaping, (2) Mental Health, and (3) Sexual Assault.



In Action

Peninsula Community Health Services (PCHS) provides primary medical, dental, behavioral health counseling, substance use treatment, pharmacy services, health education, and promotion activities for all stages of life.

PCHS is planning to open a clinic on Bainbridge Island towards the end of 2023. This new primary medical care clinic plans to be open Monday through Friday year-round. PCHS accepts all types of insurance coverage, as well as offers a sliding fee scale based on income for patients without insurance or those with high-deductible plans. They anticipate being able to deliver around 3,200 visits yearly at this location, along with many of their enabling services such as support for Medicare and Medicaid enrollment. PCHS is excited to help the local community improve its access to primary care.

Since inception, PCHS has seen and helped 40,007 patients, encountered and served 135,884 patients, and had 990 volunteers dedicate their time to support healthcare in the area.



Education and Learning Opportunities

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

What's Happening?

(From BCF's 2023 Nonprofit Survey)

58% of nonprofits rated **education and learning opportunities** to be **"extremely important"** for a sustainable and supportive community.

How's it Going?

(From The 2022 National Community Survey)

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

SPOTLIGHT:

Bainbridge High School



Ranked **#9** out of 347 in Washington State



95% graduation rate



74% participate in Advanced Placement



21% total minority enrollment



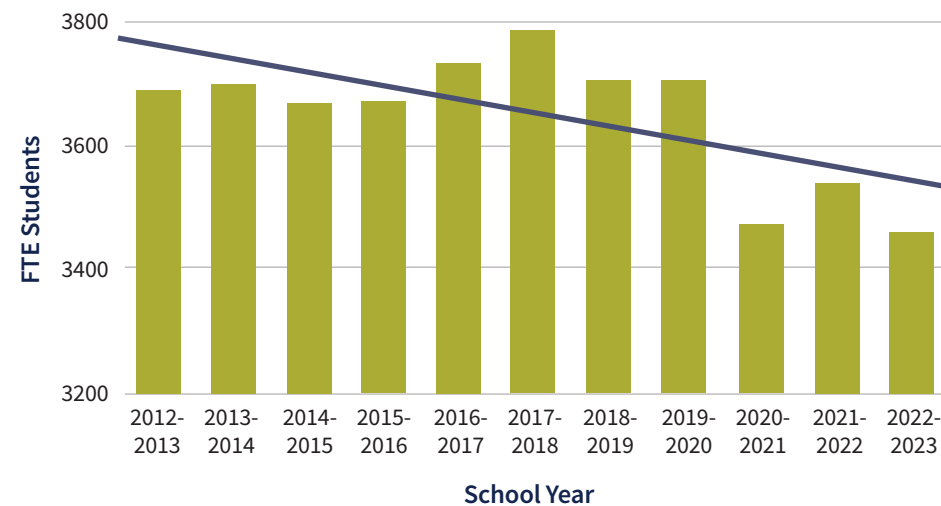
8% of students are economically disadvantaged

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 2022-2023 school year. There are a number of hypotheses for the drop in enrollment, including the impact of COVID-19, students going to private school, flat or lower birth rates in the county, and lack of housing affordability and inventory on the Island for families.

BISD Enrollment



In Spring 2023, BISD announced that the district's continued decrease in student enrollment meant it needed to reduce program offerings to align with the projected enrollment for the 2023-24 school year. State funding for public schools is primarily distributed to school districts based on per-student enrollment numbers. BISD is down 600 students from its peak enrollment in 2005-2006.

Lifelong Learning

Lifelong learning is also considered important for a sustainable and supportive community. The National Institute on Aging, part of the National Institutes of Health (NIH), claims that research has shown older adults with an active lifestyle:

Are less likely to develop certain diseases

Participating in hobbies and other social activities may lower risk for developing some health problems, including dementia, heart disease, stroke, and some types of cancer.

Have a longer lifespan

Studies looking at people's outlooks and how long they live show that happiness, life satisfaction, and a sense of purpose are all linked to living longer. Doing things that you enjoy may help cultivate those positive feelings.

Are happier and less depressed

Studies suggest that older adults who participate in activities they find meaningful, such as volunteering in their communities or being physically active, say they feel happier and healthier.

Are better prepared to cope

When people feel happier and healthier, they are more likely to be resilient, which is our ability to bounce back and recover from difficult situations. Positive emotions, optimism, physical and mental health, and a sense of purpose are all associated with resilience.

May improve thinking abilities

Research suggests that participating in certain activities, such as those that are mentally stimulating or involve physical activity, may have a positive effect on memory – and the more variety the better. Other studies are providing new information about ways that creative activities, such as music or dance, can help older adults with memory problems or dementia.



Source: Language taken directly from the National Institute on Aging website, NIH

In Action

The Bainbridge Schools Foundation (BSF) is continuing to prioritize support for BISD students and staff with their short-term and long-term needs, especially given the current budget deficit. 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 BISD. 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.



Connection to Culture

[Access to arts, culture, and heritage activities]

What's Happening?

(From BCF's 2023 Nonprofit Survey)

51% of nonprofits rated **connection to culture** to be **"extremely important"** for a sustainable and supportive community.

How's it Going?

(From The 2022 National Community Survey)

87% of respondents rated opportunities for education, culture, and the arts positively on Bainbridge Island.



Photo credit: Bainbridge Island Japanese American Exclusion Memorial Association

“There is also a growing body of research exploring how the arts contribute to wellbeing at the community level. Recent studies and reports suggest that arts and cultural practices enhance social cohesion, preserve culturally relevant social capital, and contribute to healthy communities, as well as to individual wellbeing.”

– National Institutes of Health (NIH), *Engaging the Arts for Wellbeing in the United States of America: A Scoping Review, 2021 (Review of 44 Studies)*

The COVID-19 pandemic had a profound impact on the Arts, Culture & Humanities sector. The decline in revenue in this sector was significant, matching the decline in the oil drilling/exploration sector and air transportation, which were known to have been heavily impacted by the pandemic. While data suggests that arts and cultural organizations have regained some ground, they have not risen back to 2019 levels.

But they're building. According to the Bureau of Economic Analysis (BEA), nationally, the value-add (the contribution of an industry or sector to gross domestic product) of:

Performing arts increased

33.9% in 2021 after decreasing 34.3% in 2020. The leading contributor to the increase was promoters of performing arts and similar events, which increased 122.4% in 2021 after decreasing 54.5% in 2020.



Design services increased

18.1% in 2021 after decreasing 0.8% in 2020.



Fine arts education increased

27.4% in 2021 after decreasing 30.9% in 2020.



Museums increased

15.6% in 2021 after decreasing 5% in 2020.

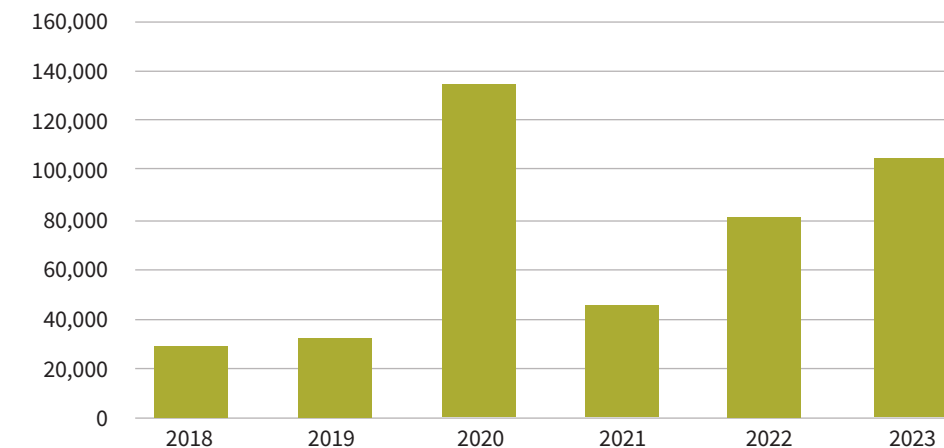


Education services decreased

1.7% in 2021 after decreasing 4.9% in 2020.



Similarly, growth is happening on Bainbridge Island. Below is a chart of Arts, Culture & Humanities funding through the BCF Community Grants Cycle from 2018 through 2023. As can be seen, 2018 and 2019 had relatively consistent support to the arts, culture, and humanities. 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 2023, funding exceeded \$103,000 for operating support, program expansion, and capital facilities previously on hold.



In Action

Bainbridge Island Museum of Art (BIMA) has become a cultural living room for the community and a regional leader in ensuring the celebration of diversity. The museum's annual exhibitions are distinguished by three independently curated shows, each drawing from loaned artworks spotlighting regional talent, a permanent collection of contemporary artists and craftspeople of the Puget Sound, and a year-long focus on the burgeoning field of Artist's Books. In recent years, BIMA has leaned intentionally into themes, techniques, and artistry of extraordinary depth and diversity, taking special pride in reflecting the full community. In addition, being open free of charge 363 days a year, BIMA also offers classes, tours, films, workshops, lectures, concerts, and events that reach broadly into community. The commitment to diversity, equity, and community service is reflected through programs on untold stories, under-represented groups, marginalized populations, and less visible aspects of the deep cultural and social histories of both Bainbridge Island and beyond.



Economic Opportunity

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

While BCF did not include “Economic Opportunity” as part of its framework for a sustainable and supportive community in its 2023 survey, nonprofits recommended it be explored as another characteristic during BCF’s February Sector Gatherings. 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 or starting a 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. More information on economic opportunities on Bainbridge Island are outlined below.

Local Businesses

As seen in the “Affordability” section of this report, the cost of living on the Island has changed since the pandemic. While easing in 2023, the inflation of goods and supply chain/transit costs have stressed an existing labor shortage due to affordable housing options. 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. Types of industry business licenses are outlined below.

500+ business community members generate nearly **8,000 local jobs.** This is projected to grow by **20% over the next 20 years.**



Source: Bainbridge Island Chamber of Commerce

Business Licenses (2022)

Industry Area	Number of Licenses
Professional, scientific, and technical services	772
Construction	768
Other services (except public administration)	403
Retail trade	388
Administrative, support, and waste management	327
Health care and social assistance	321
Wholesale trade	138
Real estate, rental, and leasing	135
Manufacturing	122
Accommodation and food services	160
Arts, entertainment, and recreation	115
Educational services	90
Finance and insurance	96
Information	94
Transportation and warehousing	35
Agriculture, forestry, fishing and hunting	25
Management of companies and enterprises	13
Utilities	9
Mining, quarrying, and oil and gas extraction	2
Public administration	1

Source: City of Bainbridge Island 2023-2024 Budget

Below are the top 10 employers on Bainbridge Island. Note that some of the employees are located elsewhere (i.e. some employees are based in broader Kitsap County or Seattle, but employed by the company based on Bainbridge Island).

Top Ten Employers (2022)

Employer	Number of Employees
1. Bainbridge Island School District	712
2. Washington State Ferries	165
3. Town & Country Markets, Inc.	140
4. Far Bank (Sage/Redington/Rio)	136
5. City of Bainbridge Island	134
6. Safeway	115
7. Fieldstone Memory Care	100
8. Storyville	90
9. Fairbank Construction	70
10. IslandWood	60

Source: City of Bainbridge Island 2023-2024 Budget

Commuters and Full-Time Working Parents

After two years of feeling the impact of the pandemic, passengers on Washington State Ferries again outnumber vehicles. In 2022, the Seattle/Bainbridge route had the greatest year-to-year increase compared to previous years as well as compared to other ferry routes, but is still not achieving pre-pandemic levels. These numbers have implications for economic opportunity both in terms of tourists visiting local businesses as well as commuters who move to Bainbridge and work in Seattle.



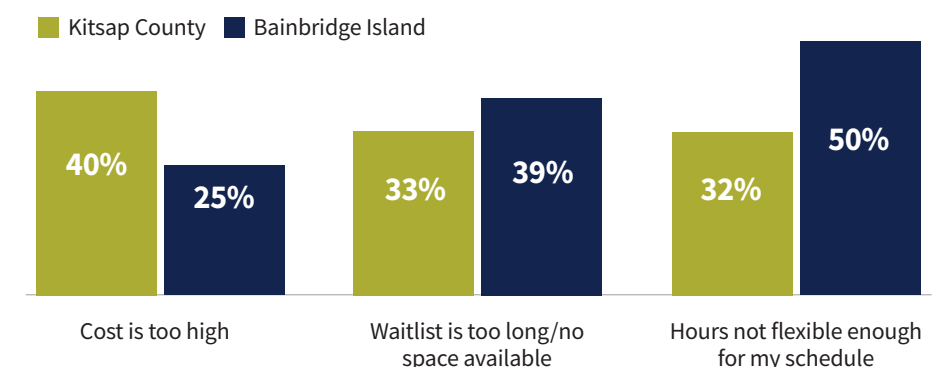
Childcare for working parents

For parents who commute, or even for those who work full-time from home, childcare for ages 0-5 is challenging—and often a reason one parent makes the decision to stay home. As seen in the chart to the right, Bainbridge Island faces different obstacles than compared to Kitsap County more broadly.



Source: Kitsap Community Resources Survey, 2022

Top three answers: Difficulties finding needed childcare in past year



In Action

In July 2022, Arts & Humanities Bainbridge announced the launch of the Bainbridge 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, and this designation officially recognizes roughly two square miles of arts, cultural, and heritage activities for visitors—such as the Island’s First Friday Art Walk, Moonlight Market, theater shows, museums, art galleries, artisan shops, the historical museum, and a multitude of food and drink experiences.



Transportation

[Access to affordable, accessible, and safe transportation]

What's Happening?

(From BCF's 2023 Nonprofit Survey)

68% of nonprofits rated **transportation** "extremely important" for a sustainable and supportive community.

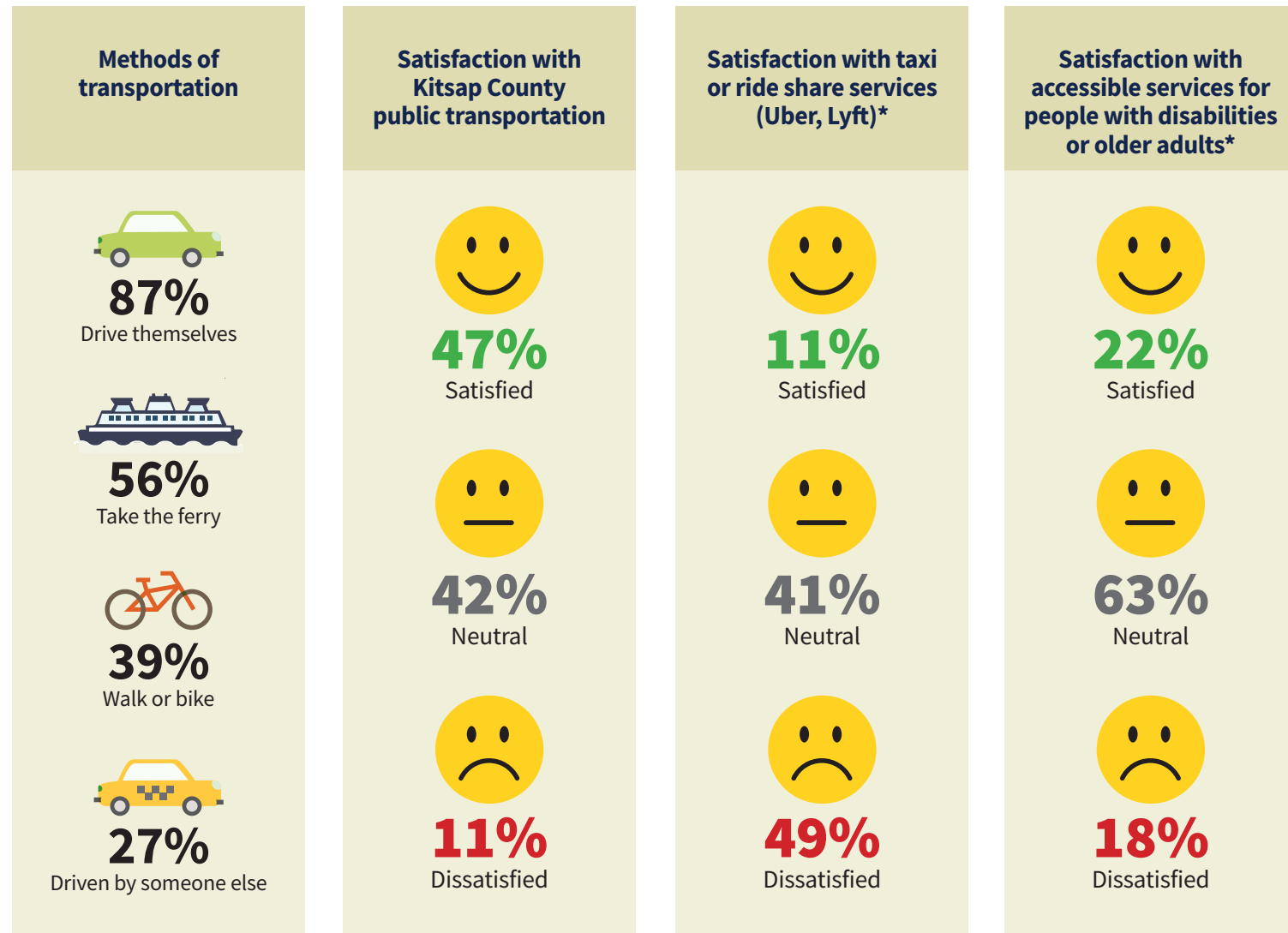
How's it Going?

(From The 2022 National Community Survey)

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

According to a June 2022 Island Volunteer Caregivers (IVC) survey, which was given to both IVC Care Receivers and IVC Volunteers, respondents answered the following about transportation services on the Island. Given the services IVC provides, the respondents were all 65+ years old—identified as a more vulnerable group in previous iterations of the State of the Sector Community Report.

Transportation Satisfaction, Ages 65+



*IVC Care Receiver responses mirrored opinion of general public

Washington State Ferries

19% increase in ridership for Seattle/Bainbridge Island route, the greatest year-to-year increase in 2022 of Washington State Ferries.

13% increase in vehicles

31% increase in walk-ons

4.4 million riders on Seattle/Bainbridge Island route in 2022 alone

This increase is often attributed to a rise in tourists, while commuter numbers are still low due to the ability to work from home post-pandemic.

Source: Washington State Department of Transportation



Bainbridge Island's Sustainable Transportation Plan

Transportation was responsible for **34%** of 2018 community greenhouse gas emissions.



The City of Bainbridge Island (COBI) has approved **\$31 million over the next 6 years** to focus on rapid implementation of a "Connecting Centers" project to make transportation available for all ages and abilities.

To learn more about this initiative, visit COBI's website at www.bainbridgewa.gov

In Action

Island Volunteer Caregivers (IVC) connects neighbors facing challenges related to aging, disability, or adversity with volunteers and resources to support independent and fulfilling lives. Through vetted and caring volunteers, IVC provides cost-free services such as transportation and general assistance, including shopping, errands, and light housekeeping to older adults and adults with disabilities, and offers grief support to those in need. IVC has found that access to transportation has enabled care receivers to be empowered and enjoy activities they might not be able to do on their own such as grocery shop, self-care activities, or prescription pickups. Access to transportation also supports life enrichment activities such as nature walks, arts and crafts activities, movies, and other social activities. IVC serves approximately 400 care receivers annually and helps 300 more with "one-time" services, such as holiday meals and vaccination clinics. Care receivers are often primarily in lower income brackets, as the difficulties associated with age and disability manifest themselves equally regardless of income.



Access to Justice

[Fair and equal access to justice and legal services]

While BCF did not include “Access to Justice” as part of its framework for a sustainable and supportive community in its 2023 survey, nonprofits recommended it be explored as another characteristic during BCF’s February Sector Gatherings. 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.



The increase in demand is 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.

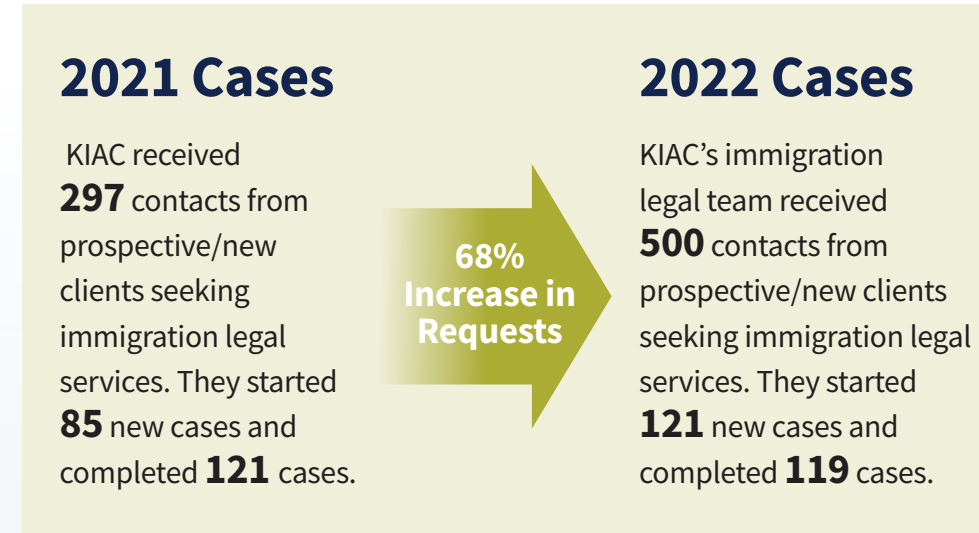
YWCA of Kitsap County, which manages domestic violence cases, has also seen an increase in demand in their line of work. Note that 2022 is omitted because of staffing changes that year, which led to inaccurate data collection. The numbers below reflect legal cases only, and not the combined sum of clients YWCA serves as an agency.



YWCA of Kitsap County staff remarked that this uptick in demand is significant given their department is small.

“We walk a fine line as legal advocates. We cannot give legal advice and have to manage client expectations, which is always necessary, but can be frustrating for our clients. Ideally we would love to have pro bono attorneys or sliding fee scale attorneys to represent clients to truly make an impact in their lives.” – Lead Legal Advocate, YWCA of Kitsap County

Kitsap Immigrant Assistance Center (KIAC) has also seen an increase in demand for legal assistance. 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, which is overseen by immigration legal, is not included in the numbers below.



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

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

What's Happening?

(From BCF's 2023 Nonprofit Survey)

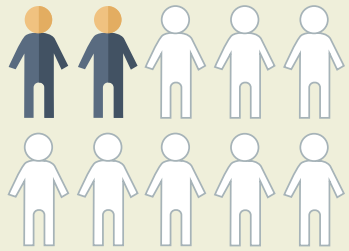
56% of nonprofits rated **civic participation** to be **"extremely important"** for a sustainable and supportive community.

How's it Going?

(From The 2022 National Community Survey)

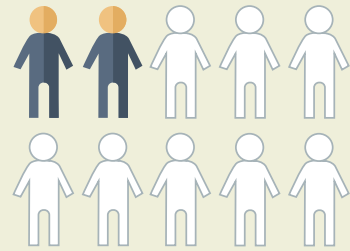
88% of respondents rated opportunities to volunteer positively on Bainbridge Island, which is the top **1%** of the national average. **75%** of respondents rated opportunities to participate in community matters positively.

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.



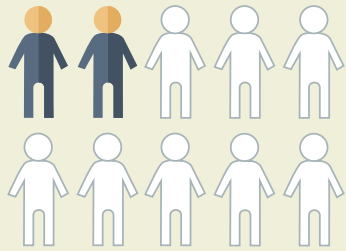
2 out of 10

respondents contacted elected officials to express an opinion



2 out of 10

respondents attended a public meeting

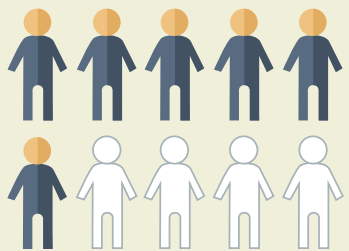


2 out of 10

respondents advocated for a local issue, cause, or candidate

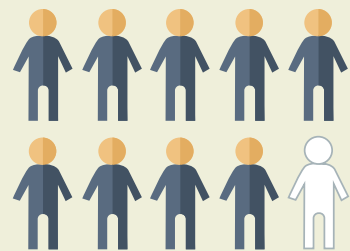
However, nearly 60% of respondents reported volunteering time to some group or activity, including nonprofit service, a number that is substantially higher than the estimated 23% of Americans who formally volunteered with organizations between September 2020 and 2021 according to Americorp.

In addition, nearly 90% of respondents voted in the most recent election, higher than the 61% nationally.



6 out of 10

respondents volunteered time to some group / activity



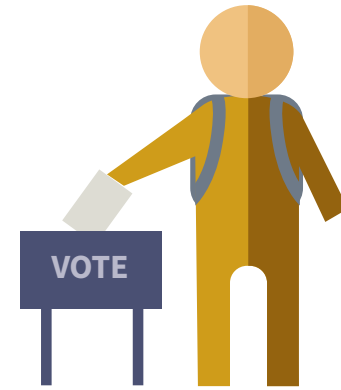
9 out of 10

respondents voted in a local election

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.



Record numbers of young people turned out for the 2020 presidential election. More than half of eligible voters aged 18-29 compared with 26% in 2016.



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

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, health care, 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.



Health of the Nonprofit Sector

The nonprofit sector on Bainbridge Island heavily contributes to our dynamic, vibrant community and is working to ensure that we remain inclusive and accessible to all people. Every aspect of the quality of life we enjoy here 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 64 nonprofits that answered the survey is on page 28.

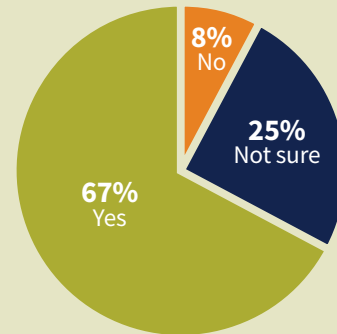
BCF's 2023 Nonprofit Survey provided a glimpse into the health of the nonprofit sector in our community.

Populations Served by Nonprofits

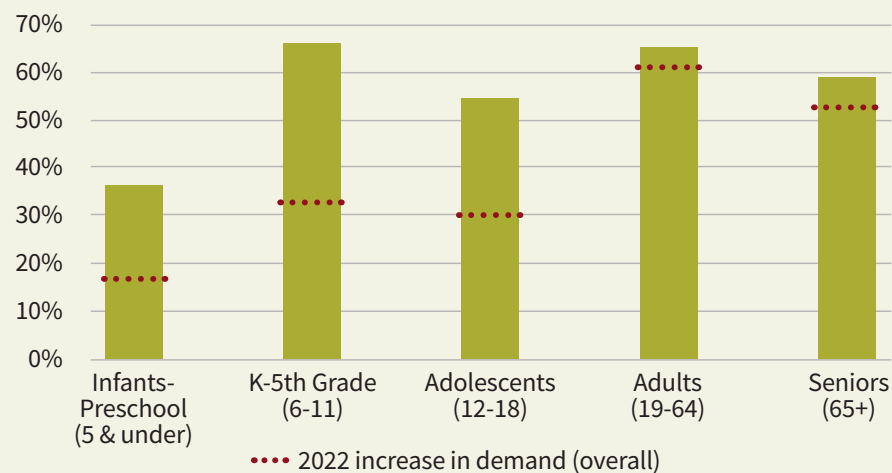
Of the 64 nonprofits who responded, 100% answered that they believed a sense of belonging is important in creating a community. However, when asked whether they thought the population they serve has a sense of belonging in this community, 67% replied yes, 8% replied no, and 25% replied they weren't sure.

As analyzed in the 2022 State of the Sector Community Report, affordability and mental health remain a top concern in our community and in many communities across the country. This year's results saw a slight rise in concern about affordability, particularly in family economic security, and mild decline in mental health concerns—but not statistically significant enough to declare that mental health is improving.

Do you think the population you serve has a sense of belonging in this community?



2023 Increase in Demand (overall)

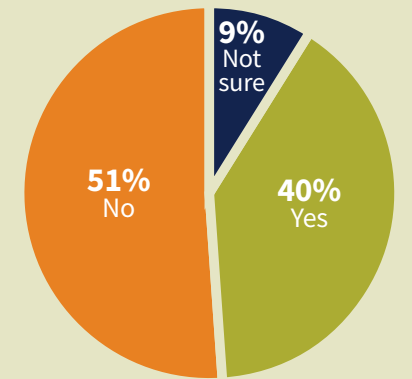


There was a significant rise in the increase for demand among ages 0-18 years old when looking at overall results. This pattern was mirrored in all sectors except for Arts, Culture, and Humanities which saw an increase in demand only for K-5th grade (ages 6-11) but no significant increase in demand for the other age groups. This sector also saw less of an increase in demand for the older age groups when compared to the previous year.

Health of Nonprofits

While nonprofits continue to offer exceptional programs and services across all sectors, they also face numerous challenges. The inability to pay employees a salary that reflects the rising cost of living locally is apparent both in the Nonprofit Survey as well as in the follow-up Sector Gathering discussions. More than 78% of nonprofits responded that they cannot pay their staff more than \$65,870 per year, and almost 40% cannot offer health insurance to any employees. As seen in the "affordability" section of this report, these lower salaries create a challenge for nonprofit professionals who do not have a second source of income in their households. More than 50% of respondents answered that their salary and benefit package is not sufficient in hiring and retaining quality employees. Exactly 40% answered that they are able to find and keep quality employees, and 9% answered they are unsure how much the salaries impact their employees. Many nonprofits emphasized the need for support with operational expenses in order to keep up with demand and the rising cost of living in our community.

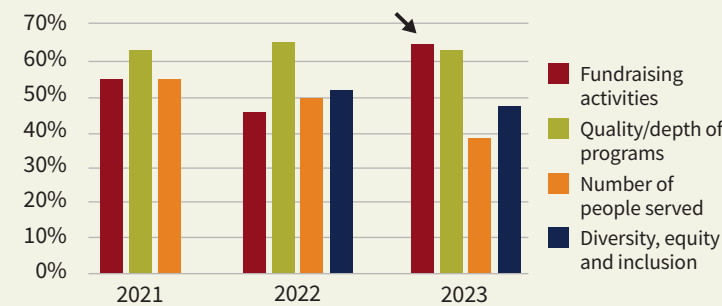
Do you feel your salary and benefits package is sufficient in hiring and retaining qualified employees?



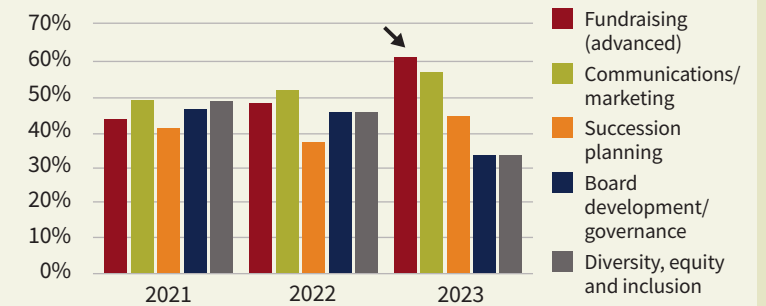
Priority Areas

Overall, the rise in need for fundraising was apparent in this year's survey—sharply up from previous years. In discussions with nonprofits, there were many reasons for this rise in need such as increase in demand, rising costs in the community, multiple capital campaigns, overall expertise needed, and time spent on raising money to support each nonprofit mission.

Which of these areas will be the highest priority for your organization?



What professional development or technical assistance resources do you need in order to most effectively do your job?

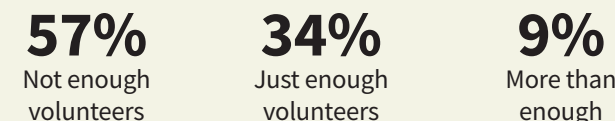


These charts show the top four or five responses over the last three years. Shifting priority areas do not mean the lower tiers are now less important—in some cases, nonprofits have already spent significant efforts addressing these in prior years. Many suggested in the comments that they will continue initiatives they prioritized in previous years, such as streamlining Diversity, Equity, and Inclusion, but they ranked fundraising higher because it has become an urgent need.

BCF works to support nonprofits in their priority areas by offering grantmaking opportunities as well as hosting free trainings and courses to help fill in the gaps.

The vast majority of nonprofits have also reported the need for volunteers. More than half do not have enough volunteers, and most feel that volunteer recruitment is one of their biggest challenges. BCF has created a "Volunteer on Bainbridge" Facebook page to match volunteers with opportunities, and encourages both volunteers and nonprofits to use this page.

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

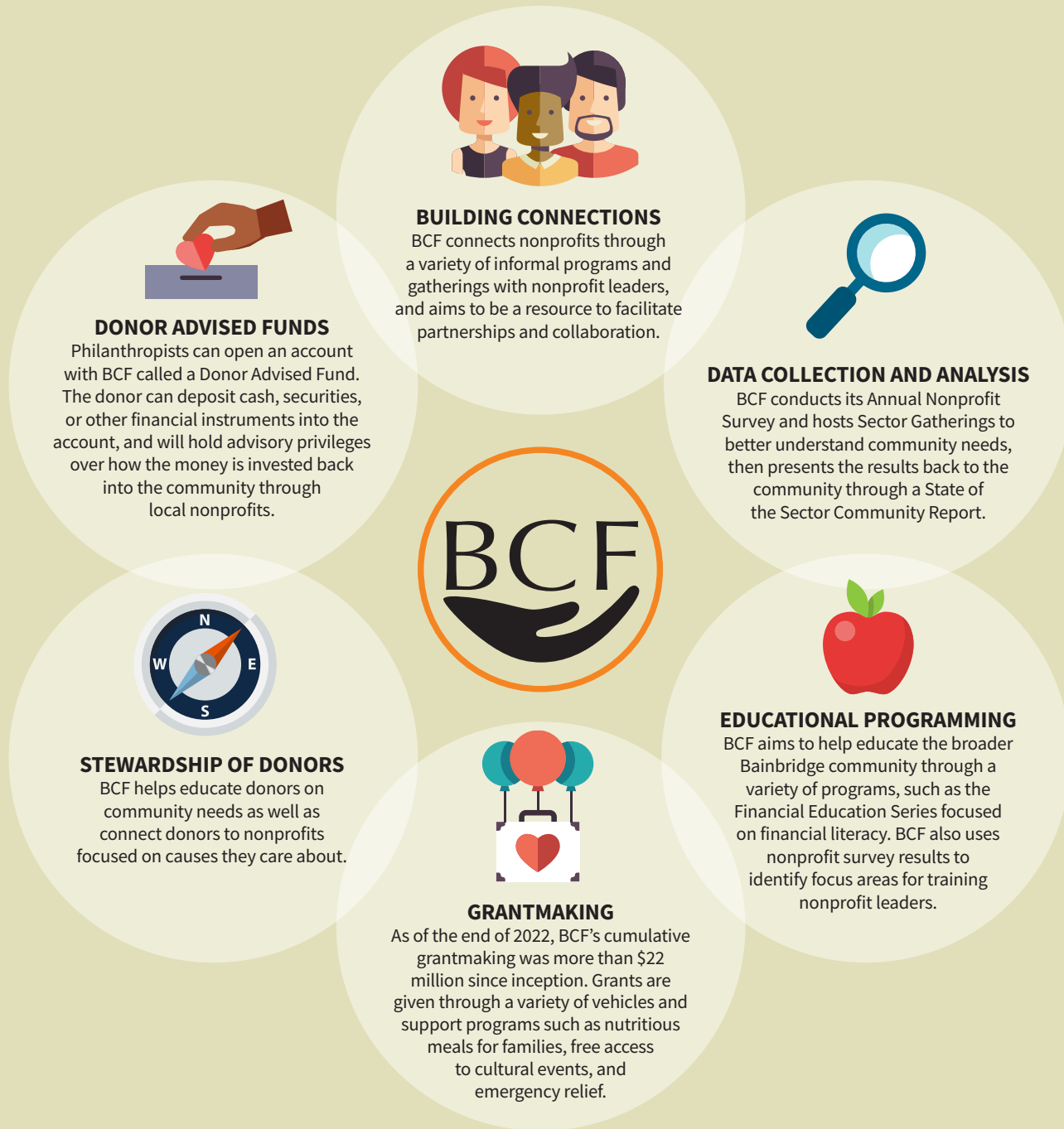


What assistance do you need when it comes to volunteers?



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.



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 sign up for BCF newsletters, visit <https://tinyurl.com/JoinBCFNewsletter>

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 grantmaking involves dozens of trained volunteers from the community to evaluate each proposal.



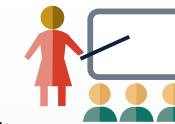
Housing Action Fund

The Housing Action Fund was opened 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.



2023 Nonprofit Survey Participants

Arts & Humanities Bainbridge
 Assistance Dogs Northwest
 Bainbridge Artisan Resource Network
 Bainbridge Arts & Crafts
 Bainbridge Chorale
 Bainbridge Island Child Care Centers
 Bainbridge Island Downtown Association
 Bainbridge Island Football Club
 Bainbridge Island Historical Society
 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
 Best Dental Help

Bloedel Reserve
 Boys & Girls Club of North Kitsap
 Boys & Girls Clubs of King County
 EcoAdapt
 Friends of the Farms
 Girls on the Run WestSound
 Habitat for Humanity of Kitsap County
 Harmony Hill of Union
 Helpline House
 Holly Ridge Center
 Housing Resources Bainbridge
 Hyla School
 Island Cooperative Preschool
 Island Theatre
 Island Volunteer Caregivers
 IslandWood
 Kathleen Sutton Fund
 Kids at Hope
 Kids Discovery Museum
 Kids in Concert
 KidVantage (formerly Eastside Baby Corner)
 Kitsap Cancer Services

Kitsap Humane Society
 Kitsap Immigrant Assistance Center
 Kitsap Legal Services
 Kitsap Mental Health Services
 Kitsap Pride
 Martha & Mary
 Meals on Wheels Kitsap
 Montessori Country School
 North Kitsap Fishline
 One Call for All
 Peacock Family Services
 Peninsula Community Health Services
 Peninsula Dance Theatre
 Port Gamble S'Klallam Foundation
 Scarlet Road
 Sound Works Job Center
 Sustainable Bainbridge
 The Island School
 Violet Sees
 Vitalize Kitsap
 West Sound Wildlife Shelter

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For questions about references or data collection, please contact Dana Binnendijk at dana@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 choose an issue, what does 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 dana@bainbridgecf.org.

Thank you for supporting our community!



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