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.
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.

People of Bainbridge Island

**POPULATION**

24,825

**AGE**

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

- 65 Years and Older: 26.4%
- 18 Years and Older: 77.9%
- Under 18 Years: 22.1%
- Under 5 Years: 4.3%

**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**

- Female: 52%
- Male: 48%

**HIGHEST EDUCATIONAL ATTAINMENT** (Ages 25+)

- Graduate or professional degree: 34%
- Bachelor’s degree: 40%
- Associate’s degree: 16%
- Some college, no degree: 15%
- High school or equivalent: 5%

**RACIAL MAKEUP**

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 $69.9 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.

Sources: 2017 Transfer of Wealth Survey by Leave10 Kitsap

Source: 2020 Census unless otherwise noted
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.
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.

### Affordability

<table>
<thead>
<tr>
<th>HOUSEHOLD INCOME RANGE</th>
<th>Median Household Income: $125,861</th>
</tr>
</thead>
<tbody>
<tr>
<td>$200,000 or more</td>
<td>25.9%</td>
</tr>
<tr>
<td>$150,000 to $199,999</td>
<td>19.9%</td>
</tr>
<tr>
<td>$100,000 to $149,999</td>
<td>14.1%</td>
</tr>
<tr>
<td>$75,000 to $99,999</td>
<td>10.7%</td>
</tr>
<tr>
<td>$50,000 to $74,999</td>
<td>9.4%</td>
</tr>
<tr>
<td>$35,000 to $49,999</td>
<td>7.2%</td>
</tr>
<tr>
<td>$25,000 to $34,999</td>
<td>4.8%</td>
</tr>
<tr>
<td>$15,000 to $24,999</td>
<td>3.5%</td>
</tr>
<tr>
<td>$10,000 to $14,999</td>
<td>2.9%</td>
</tr>
<tr>
<td>Less than $10,000</td>
<td>2.6%</td>
</tr>
</tbody>
</table>

*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.

### 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*

<table>
<thead>
<tr>
<th>Income Level</th>
<th>Nonprofit Staff Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than $64,190*</td>
<td>78%</td>
</tr>
<tr>
<td>$64,190 to $94,100</td>
<td>16%</td>
</tr>
<tr>
<td>$94,100 to $125,861</td>
<td>15%</td>
</tr>
<tr>
<td>$125,861 to $154,732</td>
<td>7%</td>
</tr>
<tr>
<td>$154,732 to $183,685</td>
<td>4%</td>
</tr>
<tr>
<td>$183,685 to $212,631</td>
<td>2%</td>
</tr>
<tr>
<td>$212,631 to $241,582</td>
<td>1%</td>
</tr>
<tr>
<td>$241,582 to $270,533</td>
<td>1%</td>
</tr>
<tr>
<td>$270,533 to $300,484</td>
<td>0%</td>
</tr>
</tbody>
</table>

### 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

<table>
<thead>
<tr>
<th>Education Level</th>
<th>Male Median per Capita Income</th>
<th>Female Median per Capita Income</th>
</tr>
</thead>
<tbody>
<tr>
<td>High school graduate</td>
<td>$42,600</td>
<td>$33,000</td>
</tr>
<tr>
<td>Bachelor’s Degree or higher</td>
<td>$60,000</td>
<td>$51,000</td>
</tr>
<tr>
<td>Less than high school graduate</td>
<td>$23,000</td>
<td>$21,000</td>
</tr>
</tbody>
</table>

Source: BCF's 2022 Annual Nonprofit Survey and 2020 Census

*Note: $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
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.

*Source: CBS News, March 2022

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.

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 11% 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

<table>
<thead>
<tr>
<th>Percentage of adults reporting symptoms of an anxiety or depressive disorder in the U.S. from January to June 2019 versus January 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan-Jun 2019</td>
</tr>
<tr>
<td>11%</td>
</tr>
</tbody>
</table>

FEELING SAD/HOPELESS 2019 Compared to 2021

<table>
<thead>
<tr>
<th>Year</th>
<th>8th Grade</th>
<th>10th Grade</th>
<th>12th Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>23%</td>
<td>32%</td>
<td>26%</td>
</tr>
<tr>
<td>2021</td>
<td>29%</td>
<td>35%</td>
<td>33%</td>
</tr>
</tbody>
</table>

ANXIOUS, NERVOUS, OR "ON EDGE"

<table>
<thead>
<tr>
<th>Year</th>
<th>8th Grade</th>
<th>10th Grade</th>
<th>12th Grade</th>
</tr>
</thead>
<tbody>
<tr>
<td>2019</td>
<td>75%</td>
<td>73%</td>
<td>76%</td>
</tr>
<tr>
<td>2021</td>
<td>76%</td>
<td>75%</td>
<td>81%</td>
</tr>
</tbody>
</table>

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.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Hopeful</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly hopeful</td>
<td>12%</td>
</tr>
<tr>
<td>Moderately hopeful</td>
<td>25%</td>
</tr>
<tr>
<td>Slightly hopeful</td>
<td>62%</td>
</tr>
<tr>
<td>No or very little hope</td>
<td>6%</td>
</tr>
</tbody>
</table>
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, & 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.
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.

“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.

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.

### 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.

### STRENGTH OF NONPROFITS

Not as strong as we were before COVID-19: 22.22%
About the same as we were before COVID-19: 33.33%
Stronger than before COVID-19: 44.44%

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.

### HUMAN RESOURCES

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

- 64% Fewer Volunteers
- 24% Same Number
- 12% More

92% of this sector’s nonprofits reported they rely on word of mouth as one of the top three ways they advertise volunteer opportunities.

**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.

**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.

### 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

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- 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.
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.

**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

**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?

- 70% Fewer Volunteers
- 10% Same Number
- 20% More

100% of this sector’s nonprofits reported they rely on word of mouth as one of the top three ways they advertise volunteer opportunities.

**Nonprofit Staff**

- 10% of Arts, Culture, and Humanities nonprofit employees make the equivalent to a full-time salary of $64,190 or more per year
- 10% 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.

**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
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.

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**SECTOR PRIORITIES**

<table>
<thead>
<tr>
<th>Top Operational Priorities</th>
<th>Training Priorities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Number of People Served</td>
<td>1. Communications/Marketing</td>
</tr>
<tr>
<td>2. Diversity, Equity, and Inclusion</td>
<td>2. Leadership Recruitment and Development</td>
</tr>
<tr>
<td>3. Quality/Depth of Programs</td>
<td>3. Board Development/Governance</td>
</tr>
<tr>
<td>4. Staff Size</td>
<td></td>
</tr>
</tbody>
</table>

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**HUMAN RESOURCES**

Volunteers

- **67%** Fewer Volunteers
- **33%** Same Number
- **0%** More

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.

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**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.

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**STRENGTH OF NONPROFITS**

- Not as strong as we were before COVID-19: **57.14%**
- About the same as we were before COVID-19: **42.86%**
- Stronger than before COVID-19: **0%**

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**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

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

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**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.

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*Photo credit: Bainbridge Schools Foundation*
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 include 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

Not as strong as we were before COVID-19
About the same as we were before COVID-19
Stronger than before COVID-19

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

HUMAN RESOURCES

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

Nonprofit Staff

42% of Environment, Recreation, and Animal Welfare nonprofit employees make the equivalent to a full-time salary of $64,190* or more per year

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

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.

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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.

BUILDING CONNECTIONS
BCF connects nonprofits through a variety of informal programs and gatherings with nonprofit leaders, and aims to be a resource to facilitate partnerships and collaboration.

DONOR ADVISED FUNDS
Philanthropists can open an account with BCF called a Donor Advised Fund. The donor can deposit cash, securities, or other financial instruments into the Donor Advised Fund, called a Donor Advised Fund.

DATA COLLECTION AND ANALYSIS
BCF conducts its Annual Nonprofit Survey and hosts sector gatherings to better understand community needs, then presents the results back to the community through a State of the Sector report.

EDUCATIONAL PROGRAMMING
BCF aims to help educate the broader Bainbridge community through a variety of programs, such as the Financial Education Series focused on financial literacy. BCF also uses nonprofit survey results to identify focus areas for training nonprofit leaders.

GRANTMAKING
As of the end of 2021, BCF’s cumulative grantmaking was more than $13 million since inception. Grants are given through a variety of vehicles and support programs such as nutritious meals for families, free access to cultural events, and emergency relief.

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

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.

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.

Inclusion, Diversity, Equity, Accessibility, and Social Justice (IDES) 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.

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.

Youth Experience Support (YES) Fund
BCF has partnered with 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.

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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Thank you for supporting our community!

Photo credit: Bainbridge Island Metro Park & Recreation District