



COVID-19 Pandemic & Racial Equity Survey

Prepared by Cause Engagement Associates LLC

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Final Version Submitted October 7, 2020

Overview

Purpose

To help the nonprofit sector advocate for the support and flexibility that they need.

Target Audience

This survey was intended only for organizations based in Maryland or with significant operations in Maryland. This report is specifically designed to assess the outcomes for Montgomery County.

Methodology

- Originally administered as an online statewide survey via SurveyMonkey in conjunction with Maryland Nonprofits.
- Data were collected from July 27, 2020 to August 24, 2020.
- Survey included 34 questions comprised of short answer, multiple choice, and check all that apply answers.
- Initial total of 173 responses for Montgomery County.
- After data cleaning and removal of duplicate organizations, 147 total responses.
- Initial total of 798 responses for the state of Maryland; 710 after cleaning.
 - See Maryland Nonprofits' statewide report.

Respondent Representation

Respondents by Nonprofit Sector

Top Three Sectors Responses n=145

- Education (13.8%)
- Human Services (11.0%)
- Arts (11.0%)

Other (14.5%)

- Aging
- Agriculture
- Child Care
- Civic Education
- Historic Groups
- Capacity/Community Building
- Domestic Violence

Nonprofit Sector	n (%)
Animal-Related	2 (1.4)
Arts	16 (11.0)
Public Safety and Community Improvement	4 (2.8)
Disabilities	5 (3.4)
Education	20 (13.8)
Environment	3 (2.1)
Faith Based	5 (3.4)
Food	12 (8.3)
Health and Wellness	14 (9.7)
Housing and Shelter	8 (5.5)
Human Services	16 (11.0)
International	1 (0.7)
Mental Health and Crisis Intervention	6 (4.1)
Nonprofit Capacity Building	4 (2.8)
Other	21 (14.5)
Recreation and Sports	2 (1.4)
Youth Development	6 (4.1)

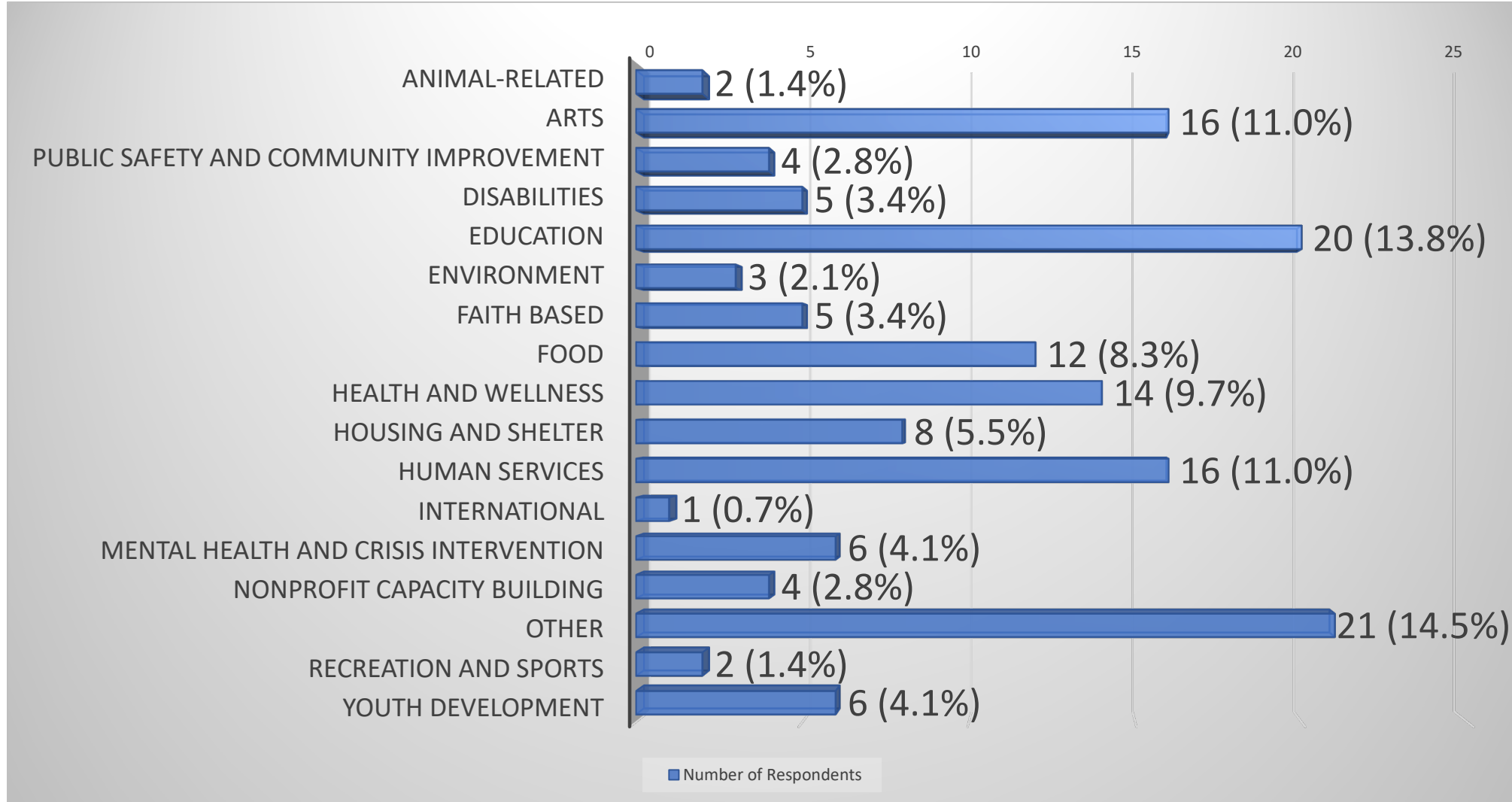
Respondents by Nonprofit Sector

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- Aging
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- Historic Groups
- Capacity/Community Building
- Domestic Violence



Annual Budget (Total Revenues) From Last Fiscal Year

Responses n=131

Top Three Budget Responses n=131

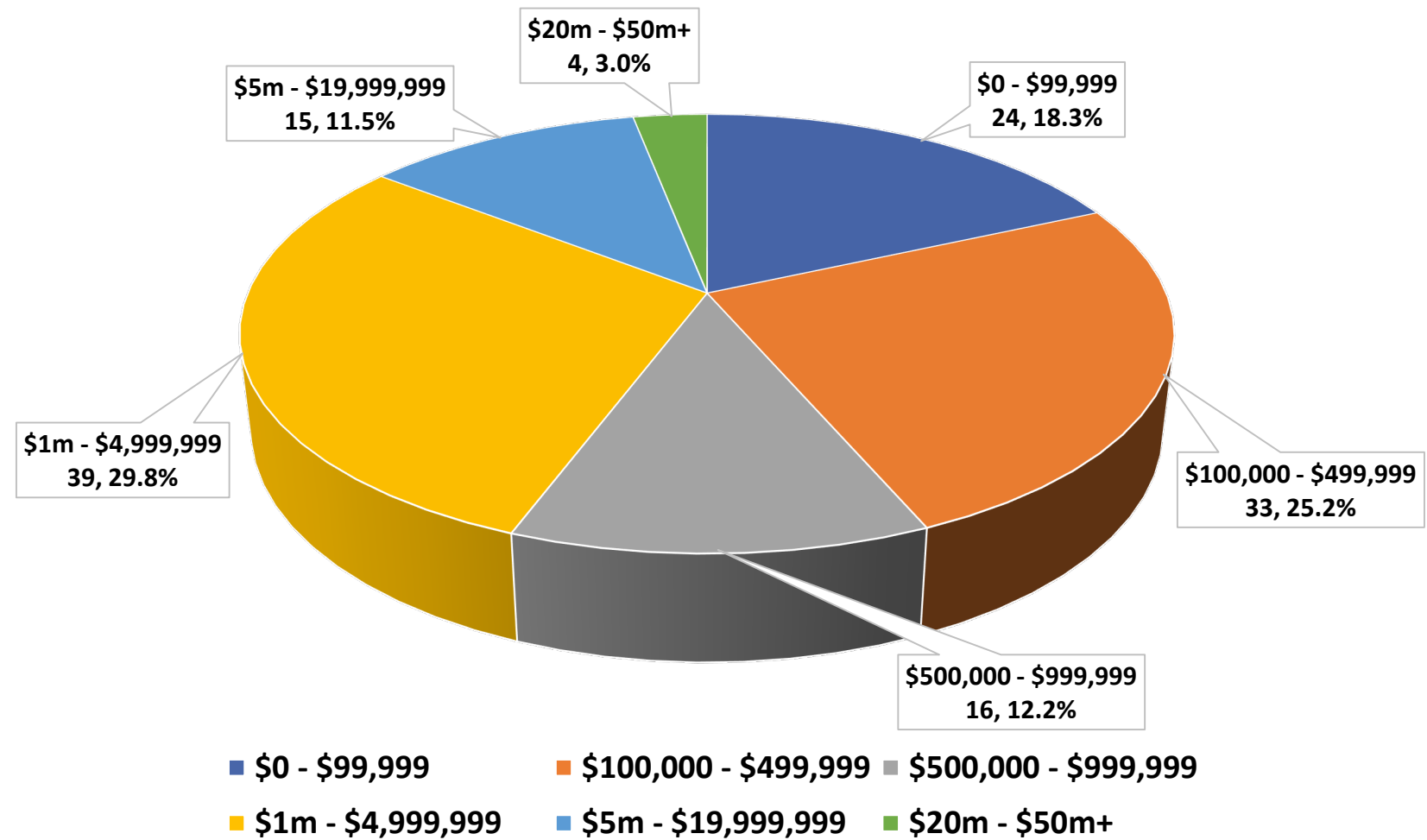
- \$100 - \$499k (25.2%)
- \$500 - \$999k (12.2%)
- \$2 – \$4.9m (21.4%)

Budget (Total Revenue)	Frequency n (%)
\$0 - \$24,999	10 (7.6%)
\$25,000 - \$99,999	14 (10.7%)
\$100,000 - \$499,999	33 (25.2%)
\$500,000 - \$999,999	16 (12.2%)
\$1,000,000 - \$1,999,999	11 (8.4%)
\$2,000,000 - \$4,999,999	28 (21.4%)
\$5,000,000 - \$19,999,999	15 (11.4%)
\$20,000,000 - \$50,000,000	3 (2.3%)
Above \$50,000,000	1 (0.8%)

Annual Budget (Total Revenues) From Last Fiscal Year

Responses n=131

Budget (Total Revenue)

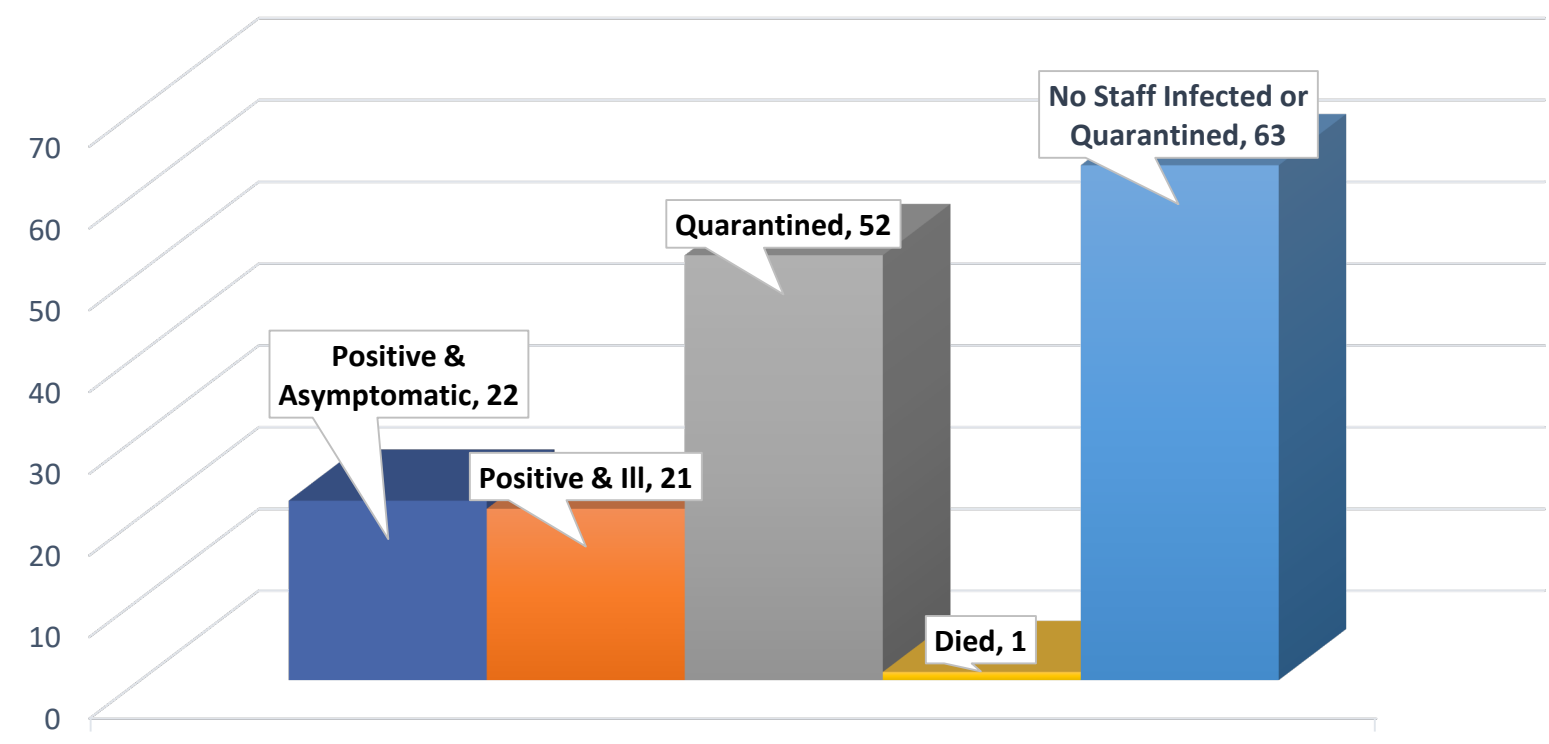


Staff & Family Affected by COVID-19

Staff Members Directly Affected by COVID-19

Check all that apply responses

Staff Affected by COVID-19 n=159

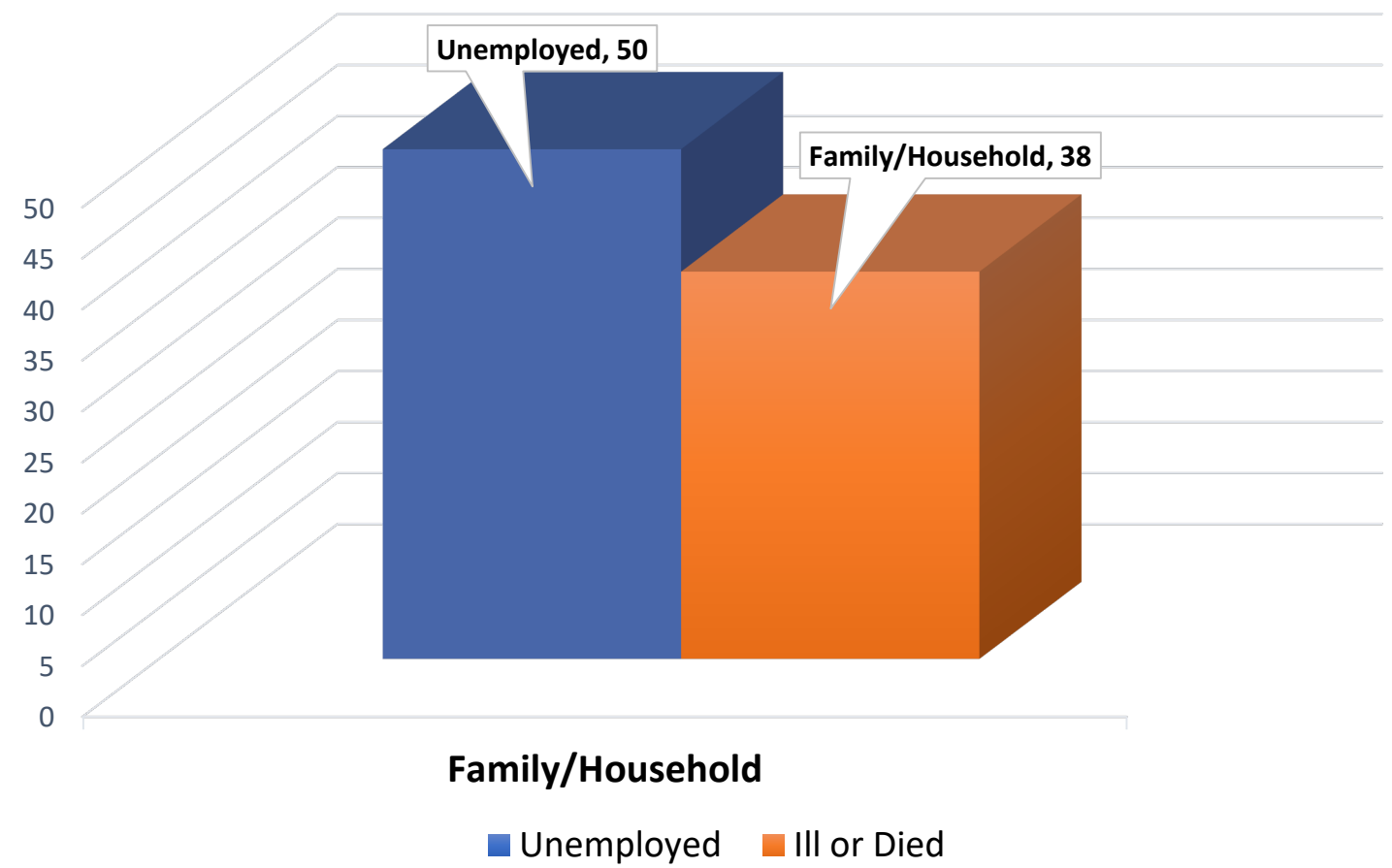


- Positive & Asymptomatic
- Positive & Ill
- Quarantined
- Died
- No Staff Infected or Quarantined

Immediate Family or Household Members of Staff Directly Affected by COVID-19

Check all that apply responses

Immediate Family or Household Members of Staff Affected by COVID-19 n=88

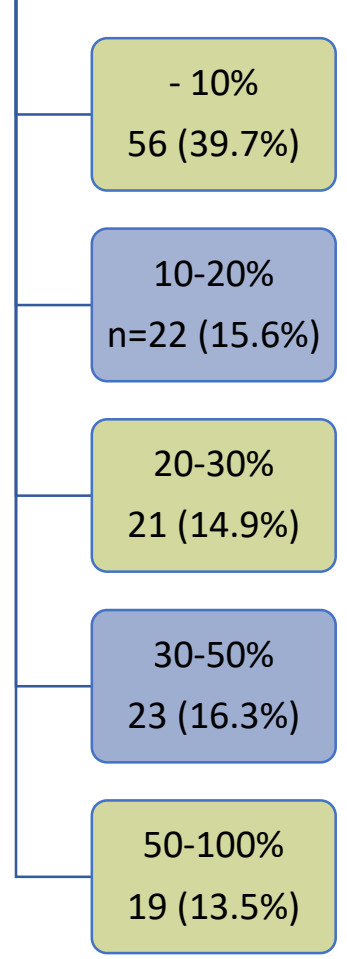


Households with Children Under 12

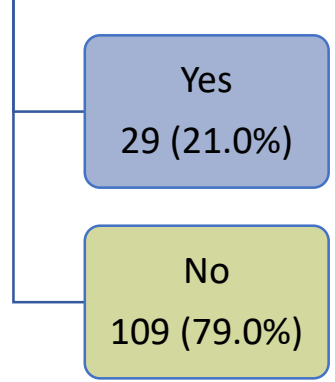
Number of the Estimated Percentage of Staff with Children Under 12
Responses n=141

Number of Executive Directors with Children Under 12
Responses n=138

of Estimated % of Staff with Children Under 12 n (%)



of Executive Directors with Children Under 12 n (%)



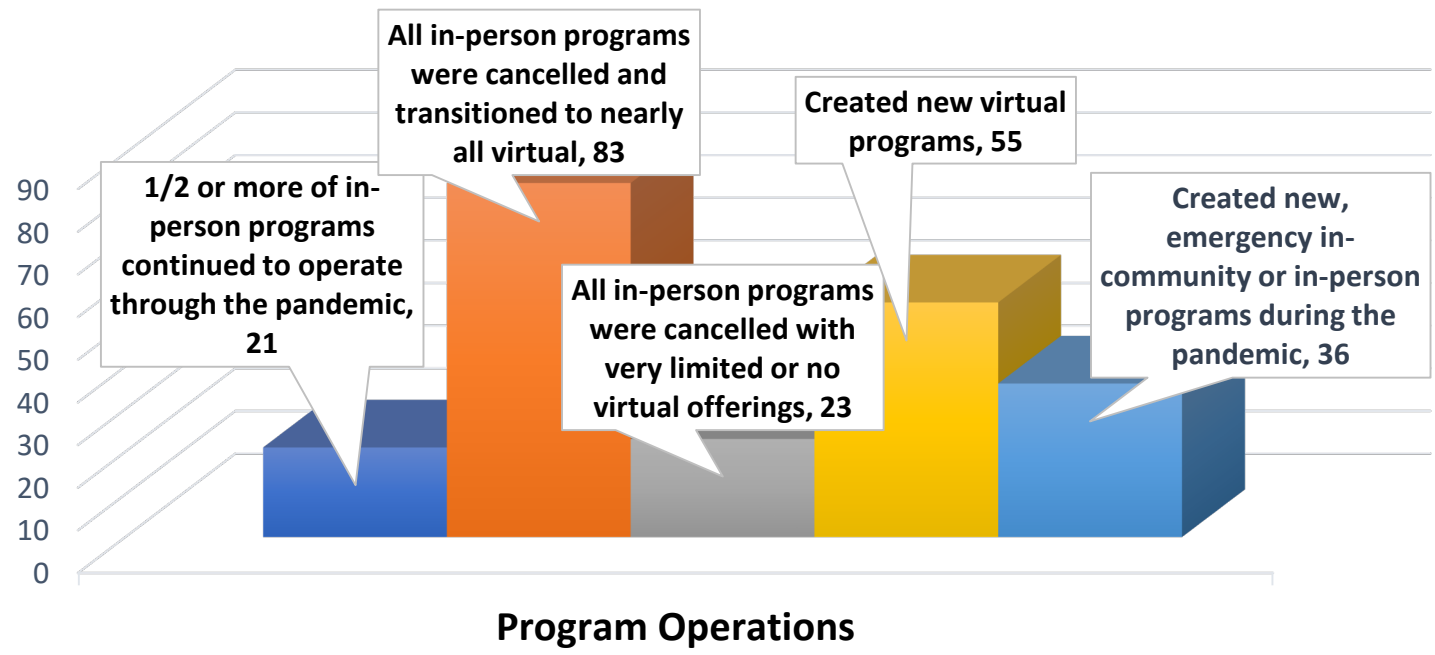
44.7% estimate that 20% or more of staff have children under the age of 12 in their household

Status of Program Operations

Program Operations from March 16 – June 30, 2020

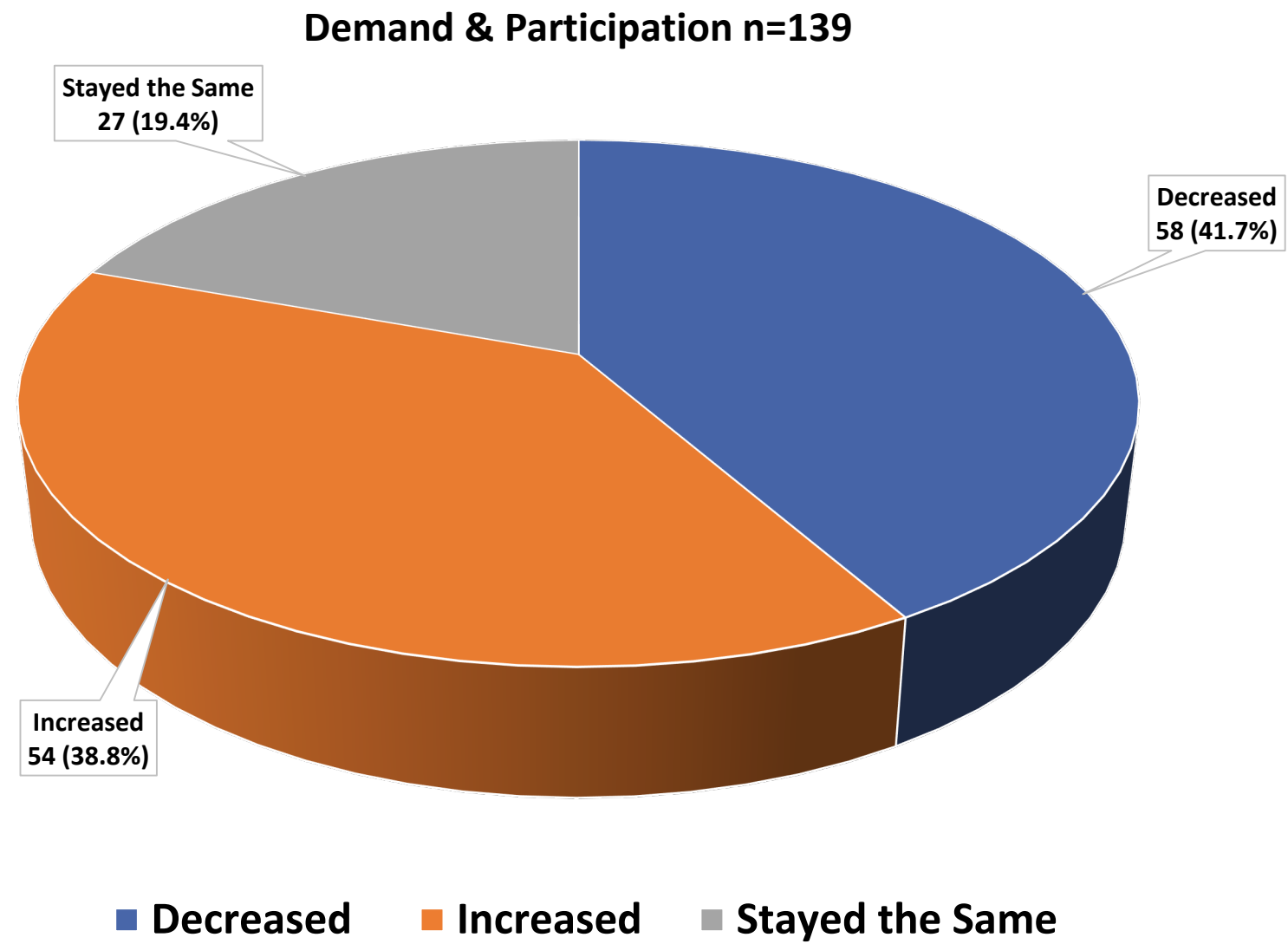
Check all that apply responses

Program Operations March 16 – June, 2020 n=218



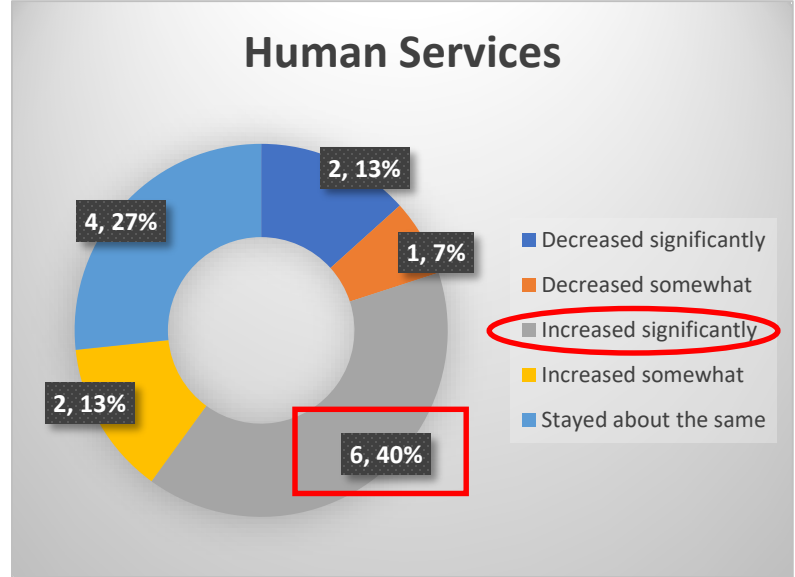
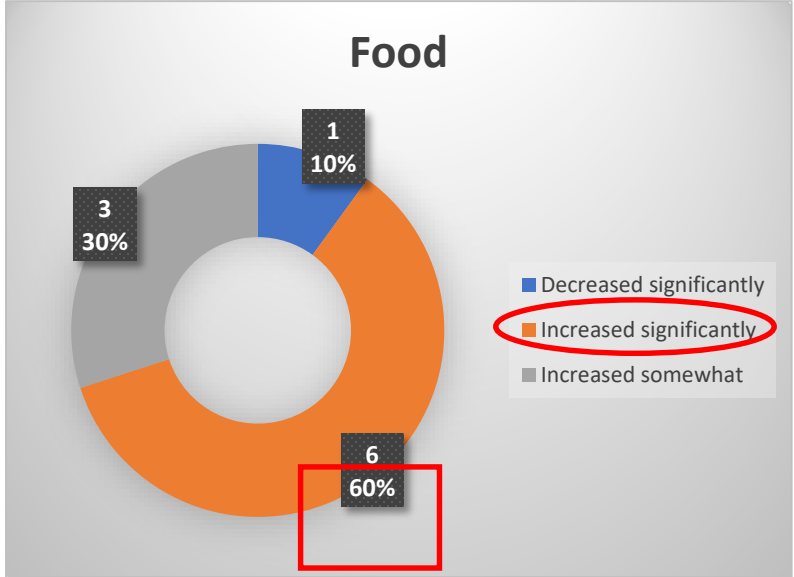
- 1/2 or more of in-person programs continued to operate through the pandemic
- All in-person programs were cancelled and transitioned to nearly all virtual
- All in-person programs were cancelled with very limited or no virtual offerings
- Created new virtual programs
- Created new, emergency in-community or in-person programs during the pandemic

Program Demand & Participation During the Pandemic

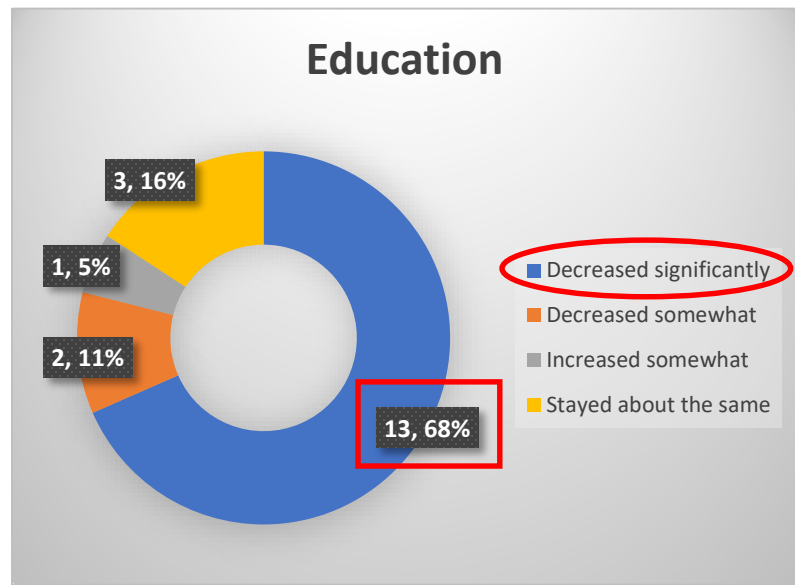
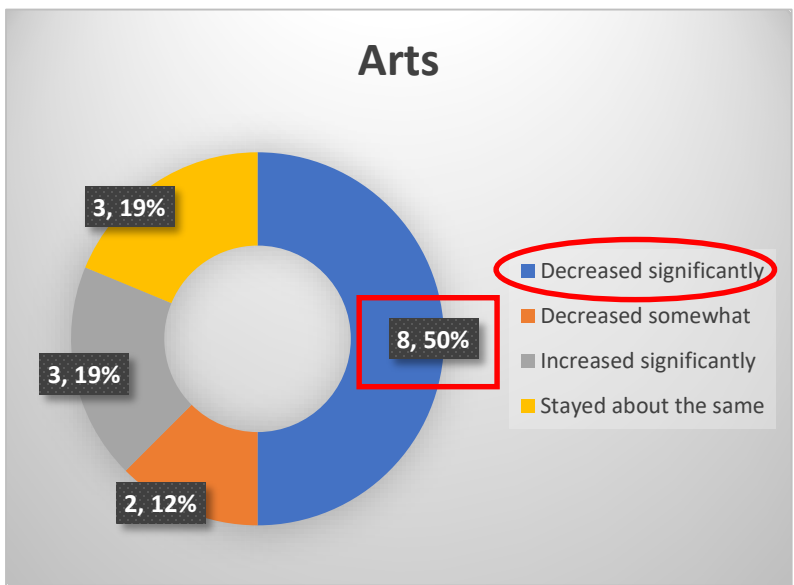
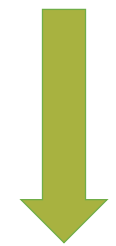


Program Demand & Participation During the Pandemic

The **Food** and **Human Services** sectors have the most organizations indicating a **significant increase** in their programming.

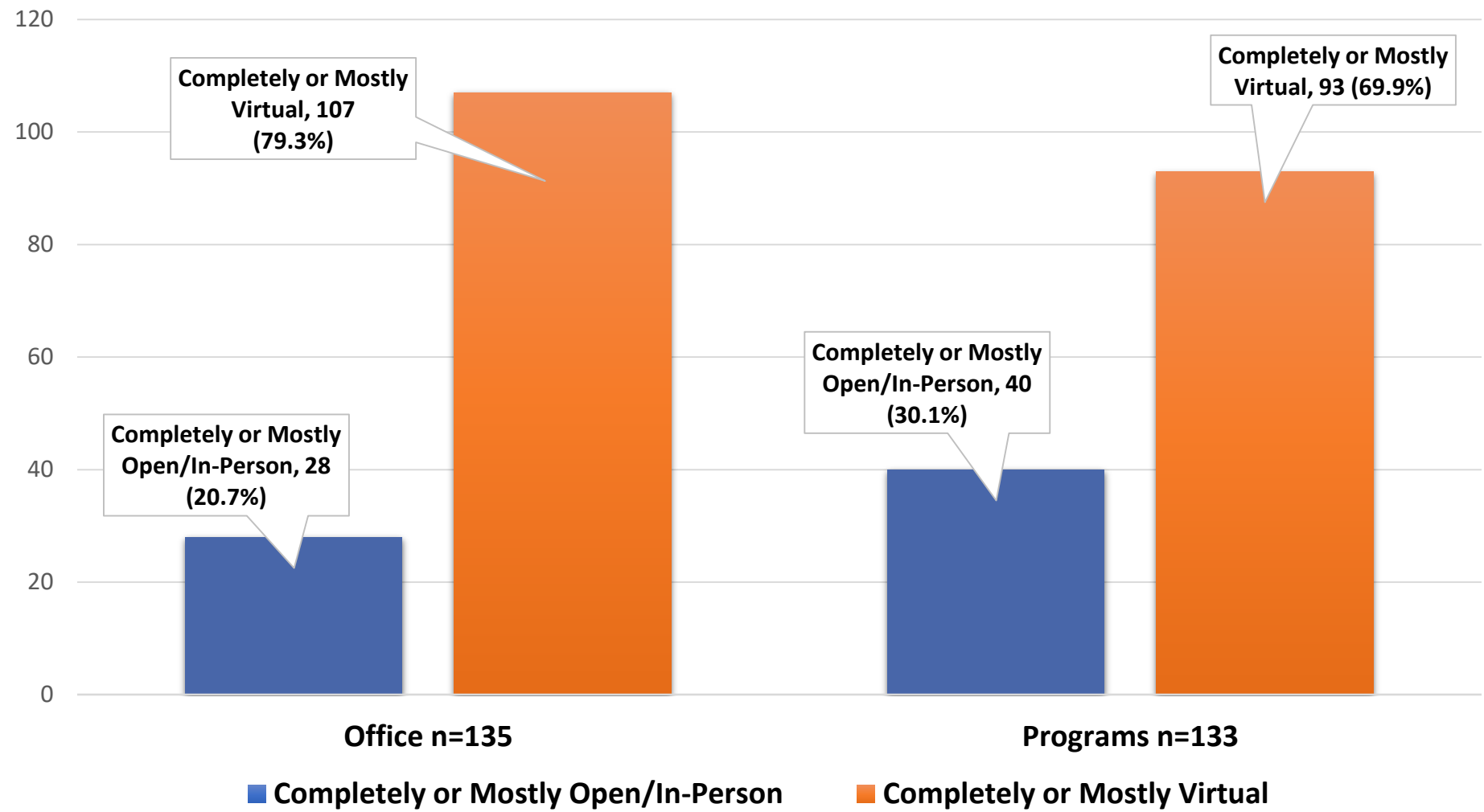


The **Education** and **Arts** sectors have the most organizations indicating a **significant decrease** in their programming.



Organization's Current Operating Status

Office vs Program Operations



Revenue Prior to the COVID-19 Timeframe

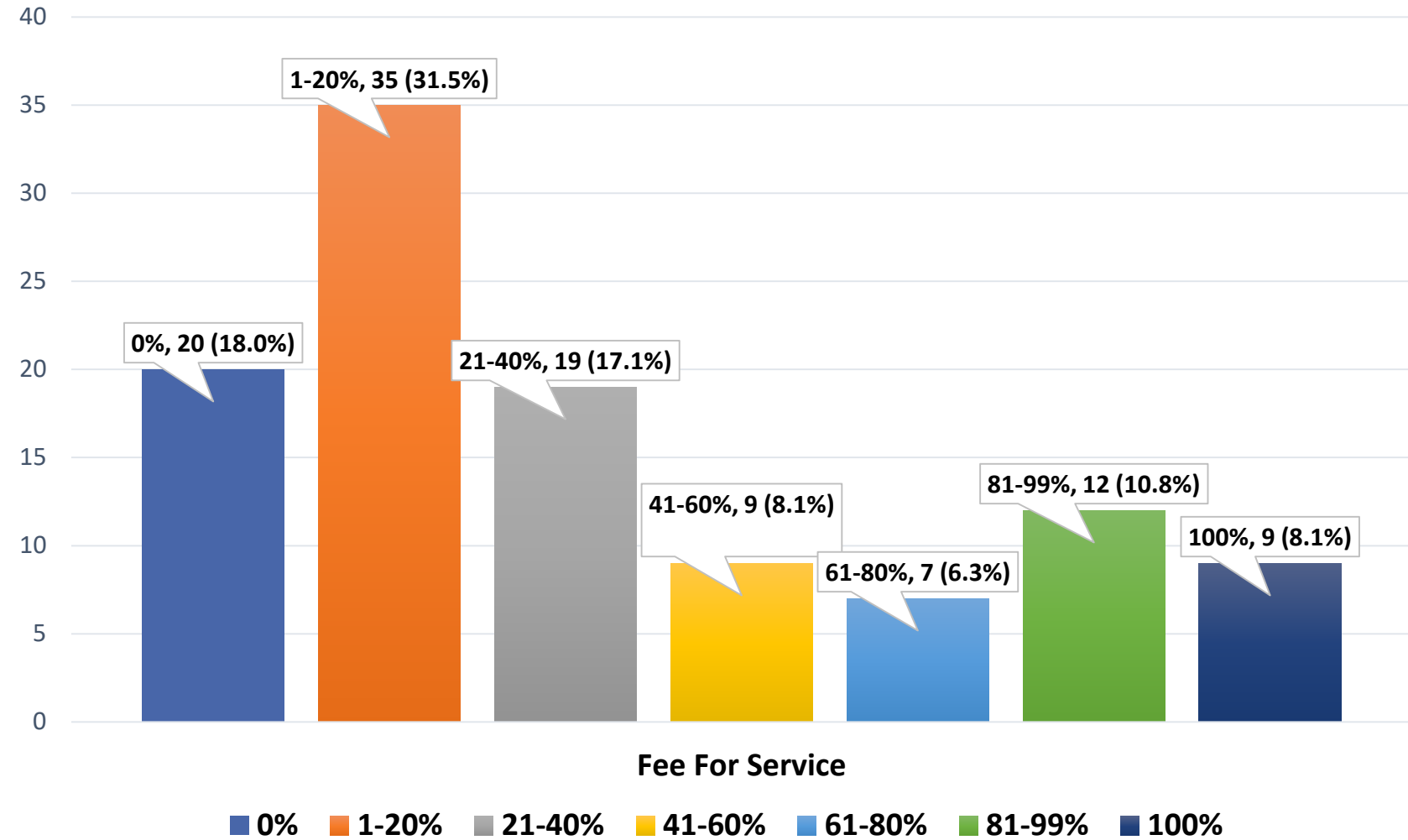
Sources of Nonprofit Revenue

47.5%	Fee for Service
32.5%	Government Grants/Contracts
9.6%	Individual Giving
4.8%	Investments
2.0%	Foundations
1.9%	Other
1.0%	Bequests
.7%	Corporate Giving

Source: National Center for Charitable Statistics, 2015; Giving USA, 2014

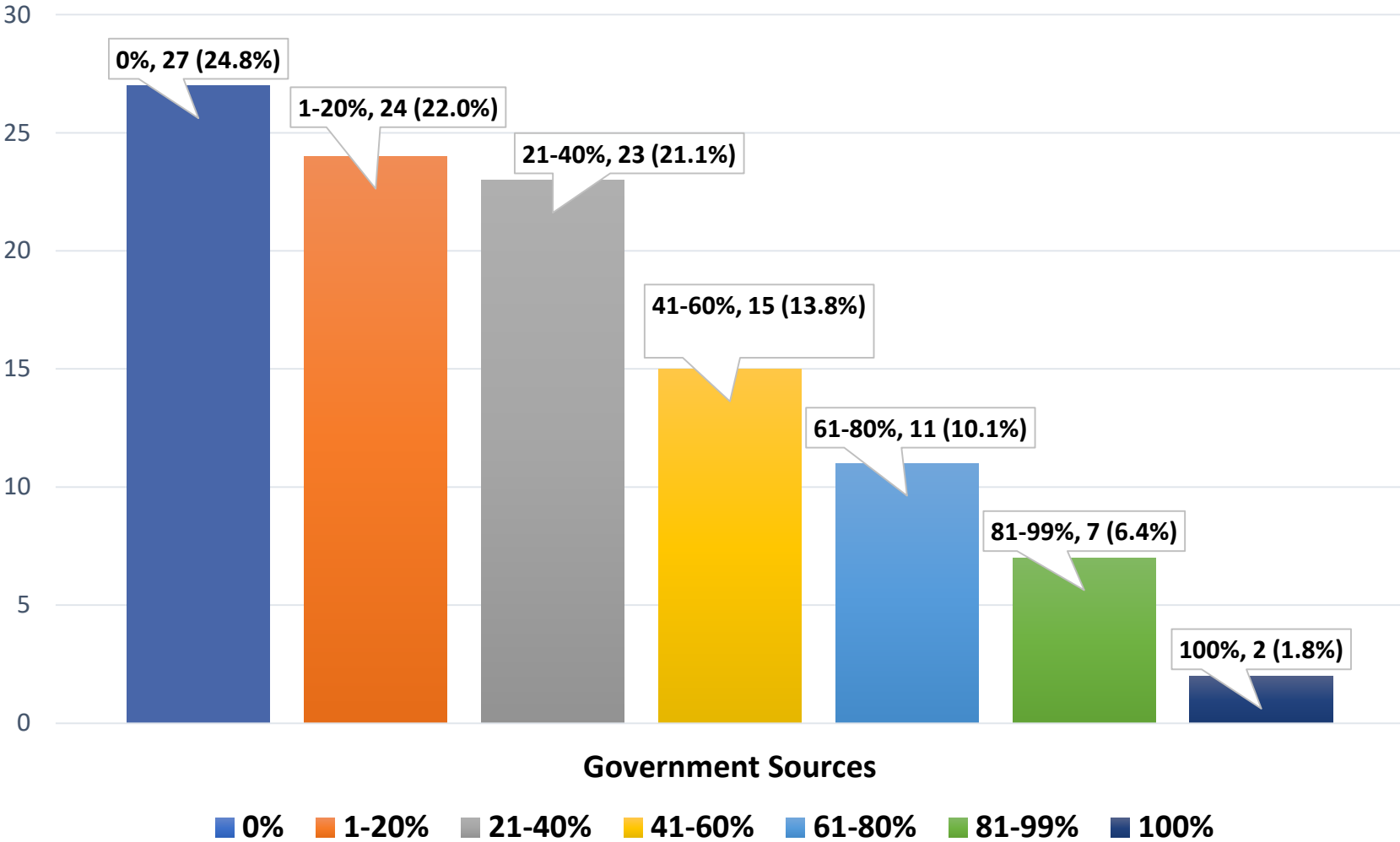
Pre-COVID Sources of Revenue

Fee for Service n=111



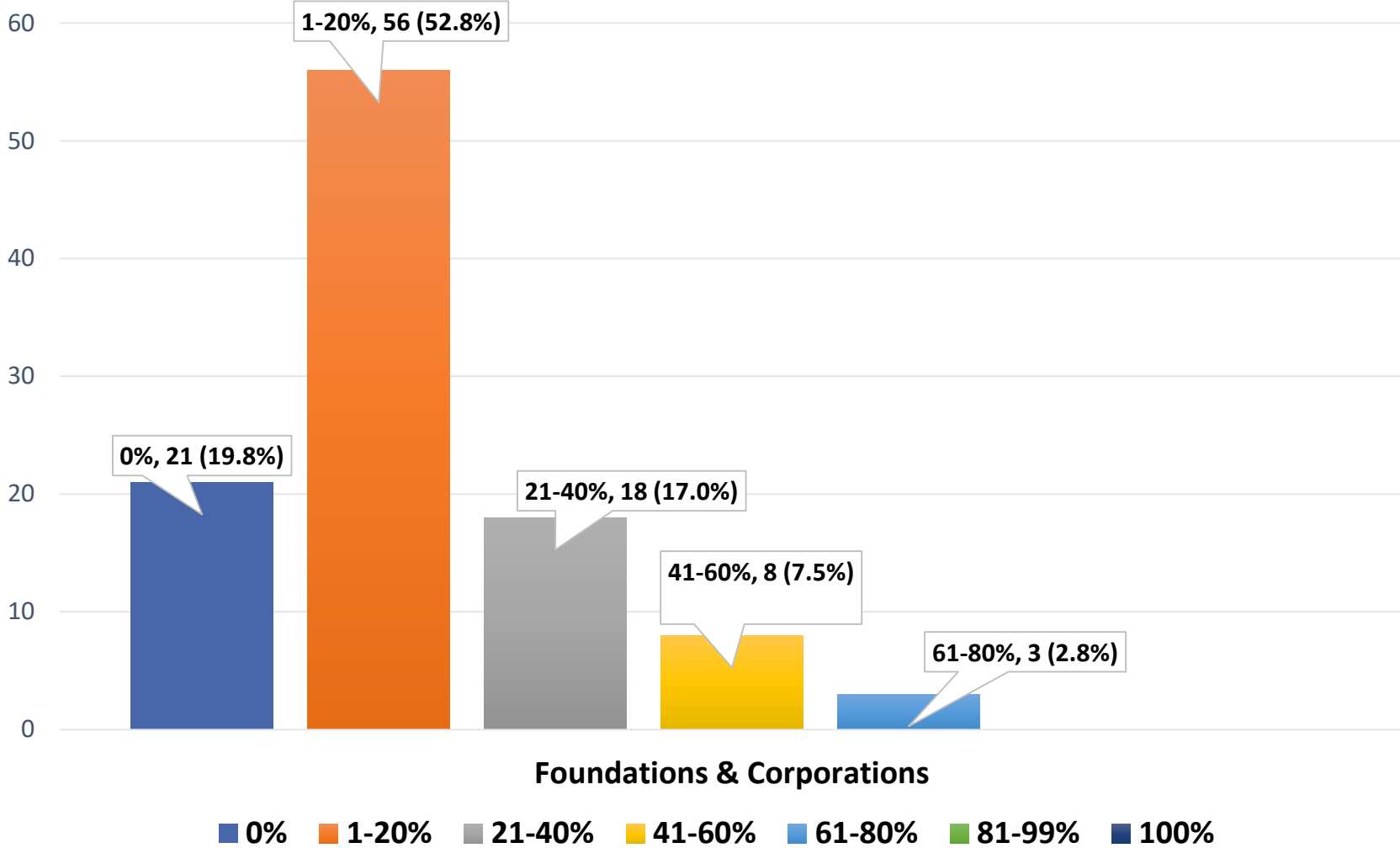
Pre-COVID Sources of Revenue

Government Sources n=109



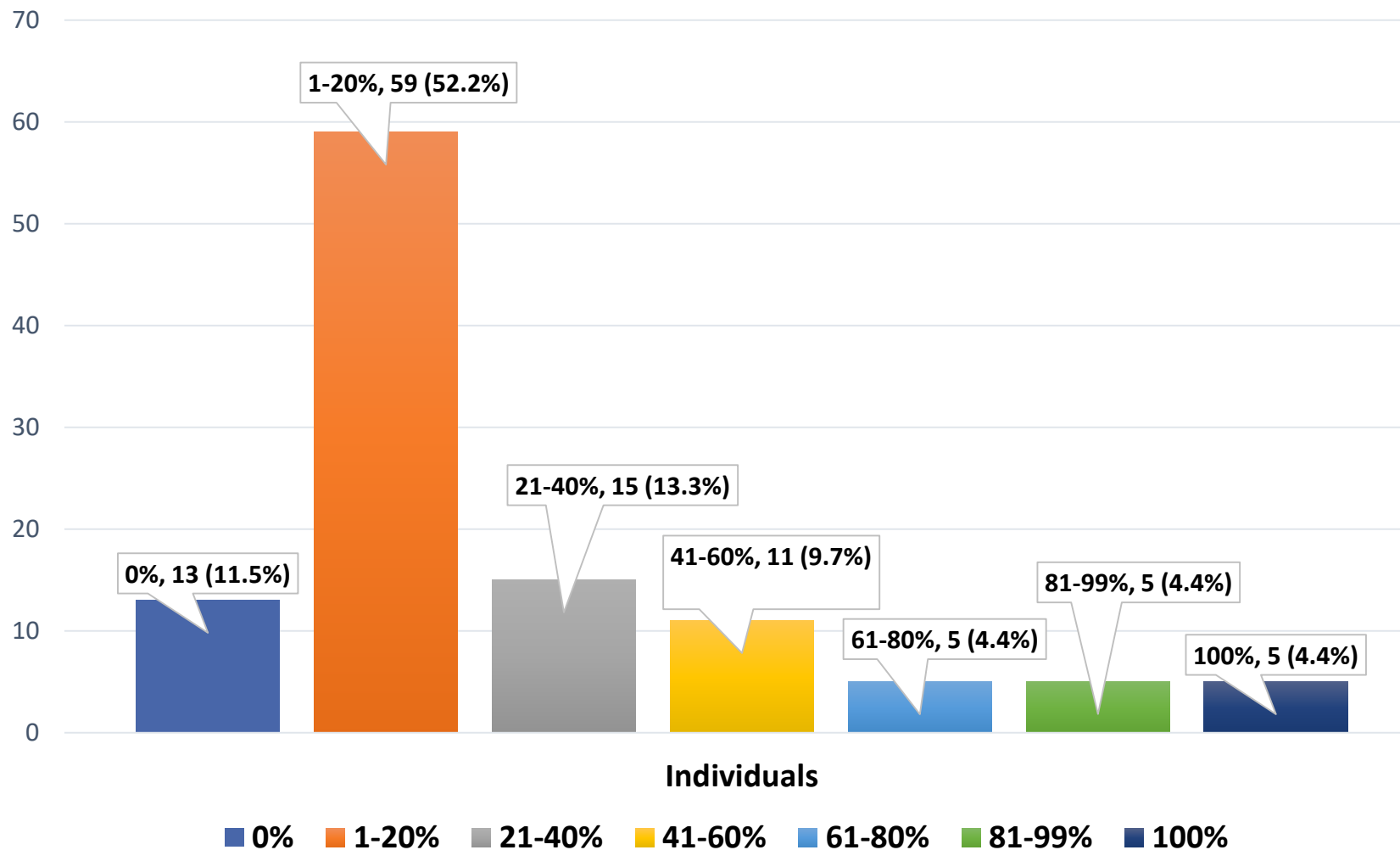
Pre-COVID Sources of Revenue

Foundations & Corporations n=106



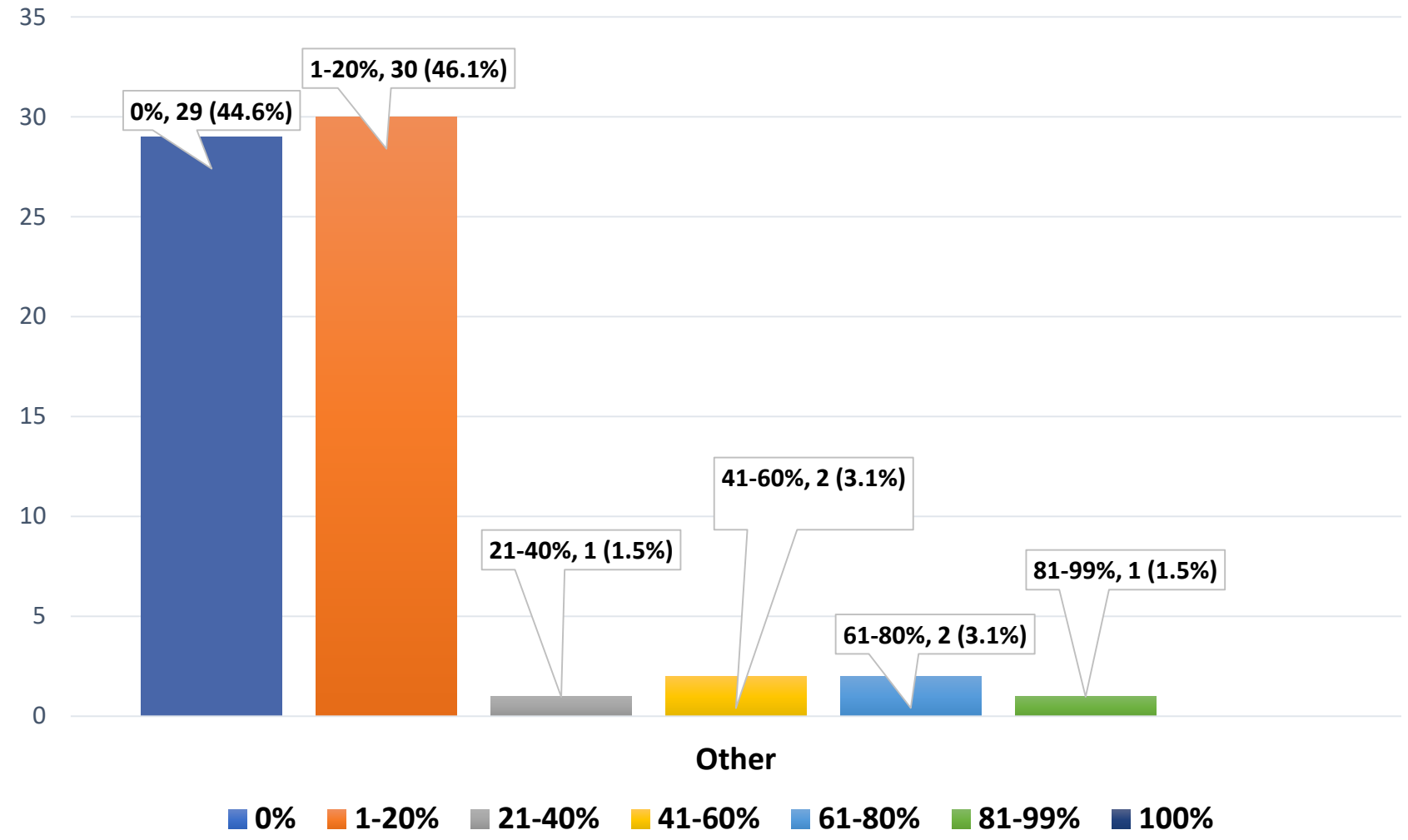
Pre-COVID Sources of Revenue

Individuals n=113



Pre-COVID Sources of Revenue

Other (i.e. interests, investments) n=65



Effect on Revenue Since March 1, 2020 *Check all that apply*

- Revenue is Down**
- Fee for Service
75 out of 120 (62.5%)
 - Gov't Sources
17 out of 119 (14.3%)
 - Foundations & Corps
35 out of 121 (28.9%)
 - Individuals
46 out of 123 (37.4%)



- Revenue is Up**
- Fee for Service
2 out of 120 (1.7%)
 - Gov't Sources
23 out of 119 (19.3%)
 - Foundations
21 out of 121 (17.3%)
 - Individuals
27 out of 123 (21.9%)



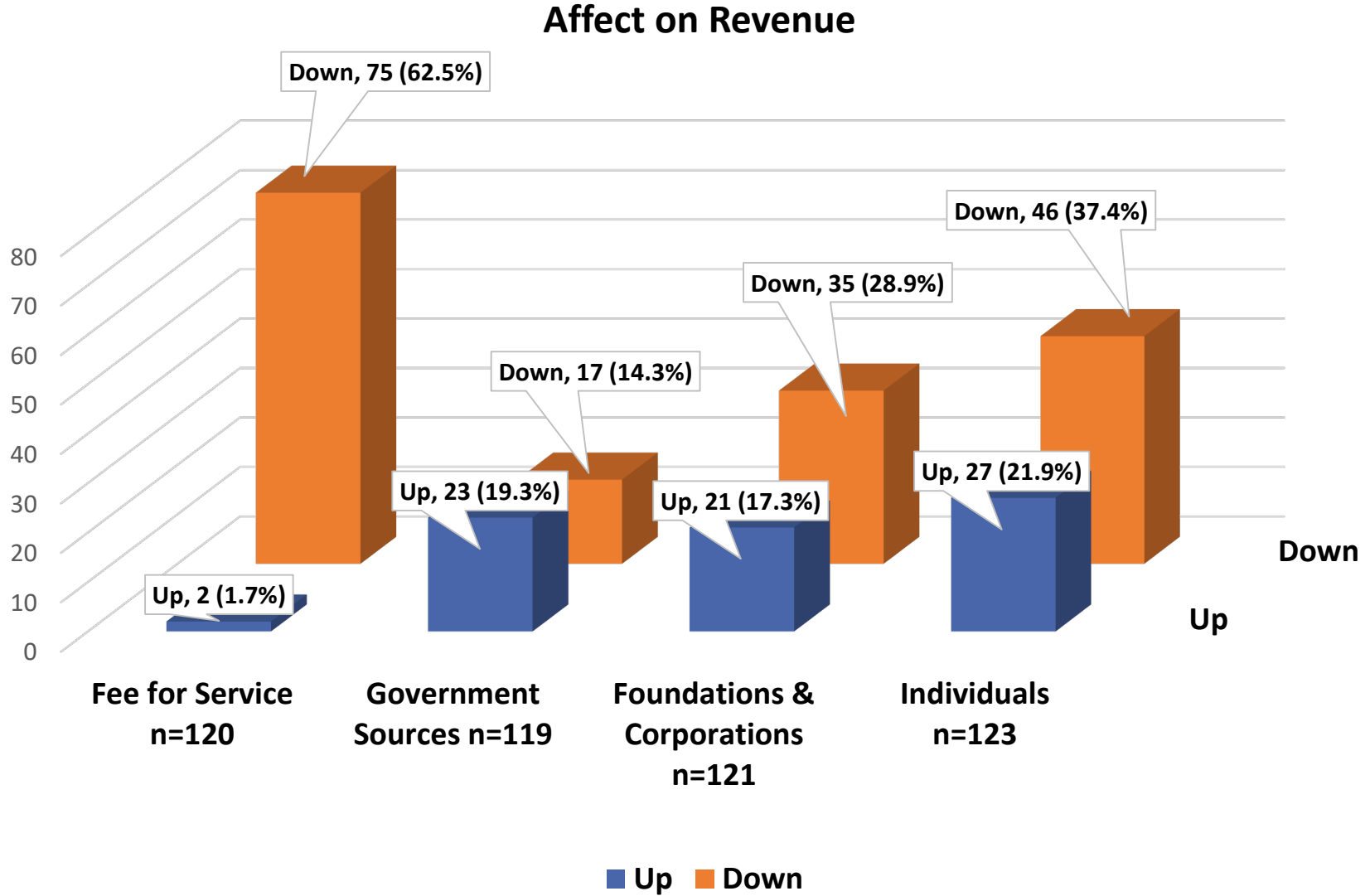
Source of Revenue Since March 1, 2020	N/A n %	Within +/- 10% of expected/ budgeted	Down by 10-25%	Down by 25-50%	Down by more than 50%	Up by 10-25%	Up by 25-50%	Up by more than 50%
Fee for Service n=120	33 (27.5%)	10 (8.3%)	18 (15.0%)	17 (14.2%)	40 (33.3%)	0	2 (1.7%)	0
Government Sources n=119	34 (28.6%)	45 (37.9%)	9 (7.6%)	4 (3.4%)	4 (3.4%)	16 (13.4%)	5 (4.2%)	2 (1.7%)
Foundations & Corporations n=121	35 (28.9%)	30 (24.8%)	19 (15.7%)	4 (3.3%)	12 (9.9%)	15 (12.4%)	5 (4.1%)	1 (0.8%)
Individuals n=123	20 (16.3%)	30 (24.4%)	12 (9.7%)	14 (11.4%)	20 (16.3%)	16 (13.0%)	4 (3.2%)	7 (5.7%)
Other (i.e. interests, investments n=108	67 (62.0%)	23 (21.3%)	5 (4.6%)	3 (2.8%)	8 (7.4%)	2 (1.8%)	0	0

Effect on Revenue Since March 1, 2020

Check all that apply

- Revenue is Down**
- Fee for Service
75 out of 120 (62.5%)
 - Gov't Sources
17 out of 119 (14.3%)
 - Foundations & Corps
35 out of 121 (28.9%)
 - Individuals
46 out of 123 (37.4%)

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- Fee for Service
2 out of 120 (1.7%)
 - Gov't Sources
23 out of 119 (19.3%)
 - Foundations
21 out of 121 (17.3%)
 - Individuals
27 out of 123 (21.9%)



Top Sectors with Revenue Down Since March 1, 2020

Fee for Service

n = 74

- **EDUCATION (20%)**
- 15 organizations

Government

n = 17

- **EDUCATION (18%), HUMAN SERVICES (18%), YOUTH DEVELOPMENT (18%)**
- 3 organizations each

Foundations & Corporations

n = 35

- **ARTS (14%), HEALTH & WELLNESS (14%), HUMAN SERVICES (14%)**
- 5 organizations each

Individuals

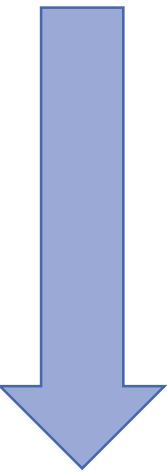
n = 46

- **ARTS (22%)**
- 10 organizations

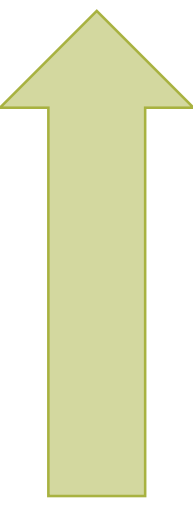
Other (interest, investments)

n = 16

- **ARTS (19%), HUMAN SERVICES (19%)**
- 3 organizations each



Top Sectors with Revenue Up Since March 1, 2020



Fee for Service
n = 0

- No sectors reported increased revenue from this source

Government
n = 22

- **HUMAN SERVICES (27%)**
- 6 organizations

Foundations & Corporations
n = 20

- **FOOD (30%)**
- 6 organizations

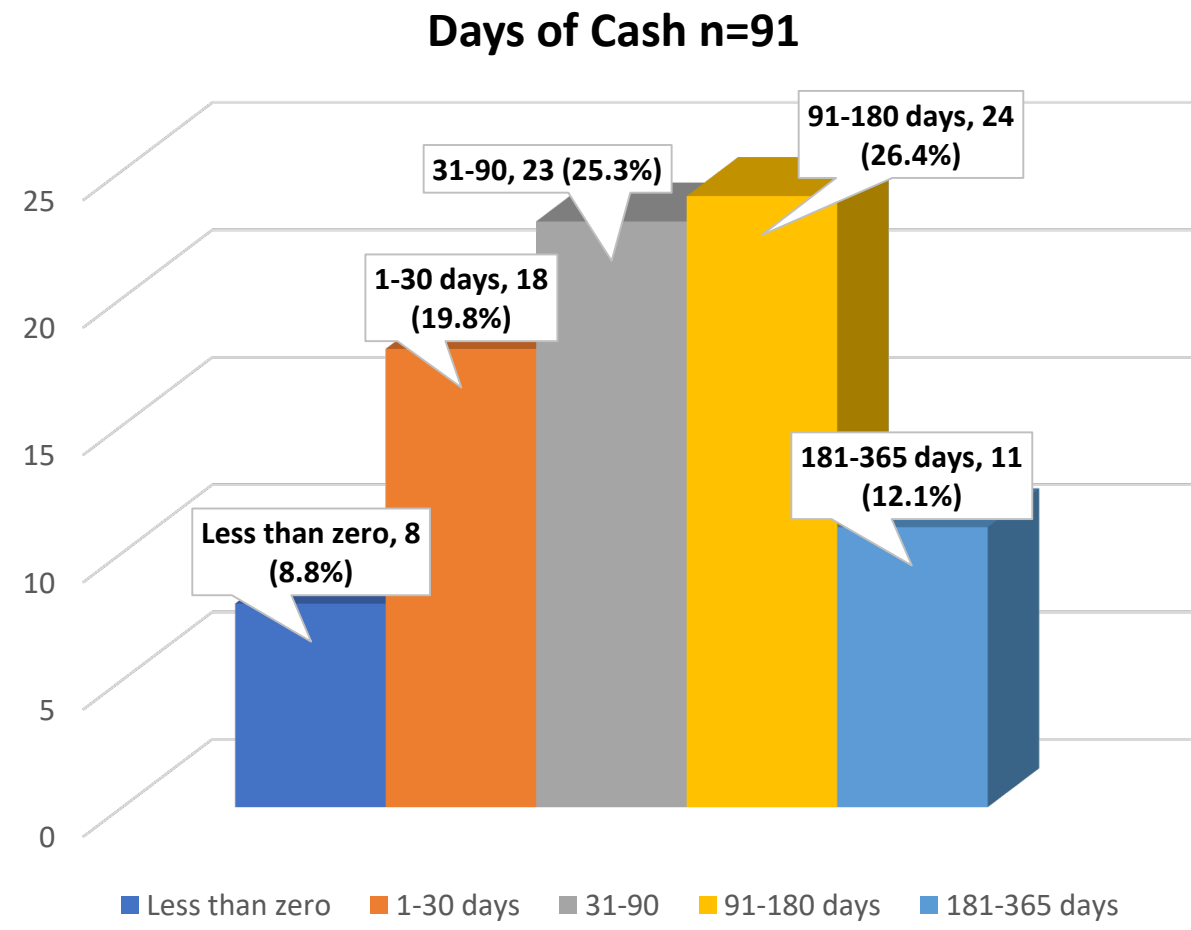
Individuals
n = 27

- **FOOD (33%)**
- 9 organizations

Other (interest, investments)
n = 2

- **FAITH BASED (50%), NONPROFIT CAPACITY BUILDING (50%)**
- 1 organization each

Days of Cash at the End of the Last Pre-COVID FISCAL Year



Days of Cash	Frequency	n (%)
Less than zero days (debt)	5	5.5%
0 days	3	3.3%
1 - 15 days	12	13.2%
16 - 30 days	6	6.6%
31 - 60 days	9	9.9%
61 - 90 days	14	15.4%
91 - 120 days	14	15.4%
121 - 180 days	10	11.0%
181 - 240 days	7	7.7%
241 - 365 days	4	4.4%
More than 365 days	7	7.7%

Top 3 Sectors with Fewest Days of Cash

Less than Zero (Debt) n=5 Organizations

- Arts
2 (40.0%)
- Faith-Based
1 (20.0%)
- Nonprofit Capacity
1 (20.0%)

0 to 30 Days Cash n=20 Organizations

- Arts
4 (50.0%)
- Health & Wellness
3 (15.0%)
- Housing & Shelter 2(10.0%)
Human Services 2 (10.0%)
Recreation & Sports 2 (10.0%)

Status of COVID-19 Relief Funds

Status of Federal COVID-19 Relief Funds

Check all that apply

Federal COVID-19 Relief Funds	Received	Declined	Did Not Apply ▪ Internal Decision	Did Not Apply ▪ Not Eligible or N/A ▪ Not Aware
Paycheck Protection Program	77	3	23	25
Economic Injury Disaster Loan (EIDL)	21	3	41	48
Federal Tax Credits for Employee	1	0	43	73
COVID-19 Sick Time or Family Leave	15	0	41	63
CARES Act Employee Retention Credit	5	1	42	69

The **Environment and Housing & Shelter** sectors received the ***most federal*** COVID-19 relief funds

Status of State & Local Government COVID-19 Relief Funds

Check all that apply

The **Food** and **Health & Wellness** sectors received the *most state & local government* COVID-19 relief funds

State & Local COVID-19 Relief Funds	Received	Declined	Did Not Apply ▪ Internal Decision	Did Not Apply ▪ Not Eligible or N/A ▪ Not Aware
Maryland Dept of Commerce Small Business COVID-19 Emergency Relief Fund	28	6	30	50
Montgomery County Public Health Emergency Grant	26	21	31	41
Nonprofit Recovery Initiative (NORI) MD Dept of Housing & Community Dev	2	1	70	36

Status of Regional Philanthropy Collaborative COVID-19 Relief Funds

Check all that apply

The **Disabilities, Food, Health & Wellness, Housing & Shelter, Human Services, Mental Health & Crisis Intervention, and Nonprofit Capacity Building** sectors all received the ***most regional*** COVID-19 relief funds

Regional Philanthropy COVID-19 Relief Funds	Received	Declined	Did Not Apply ▪ Internal Decision	Did Not Apply ▪ Not Eligible or N/A ▪ Not Aware
Baltimore COVID-19 Response Funding Collaborative	0	3	27	93
Greater Washington Community Foundation COVID-19 Emergency Response Fund	17	26	22	51
Other local COVID-19 Emergency Response Fund	20	4	26	65

Reported Outcomes of Replaced Fundraisers & Conferences

Participation & Revenue From In-Person Fundraisers & Conferences Replaced with a Virtual One Compared to Last One

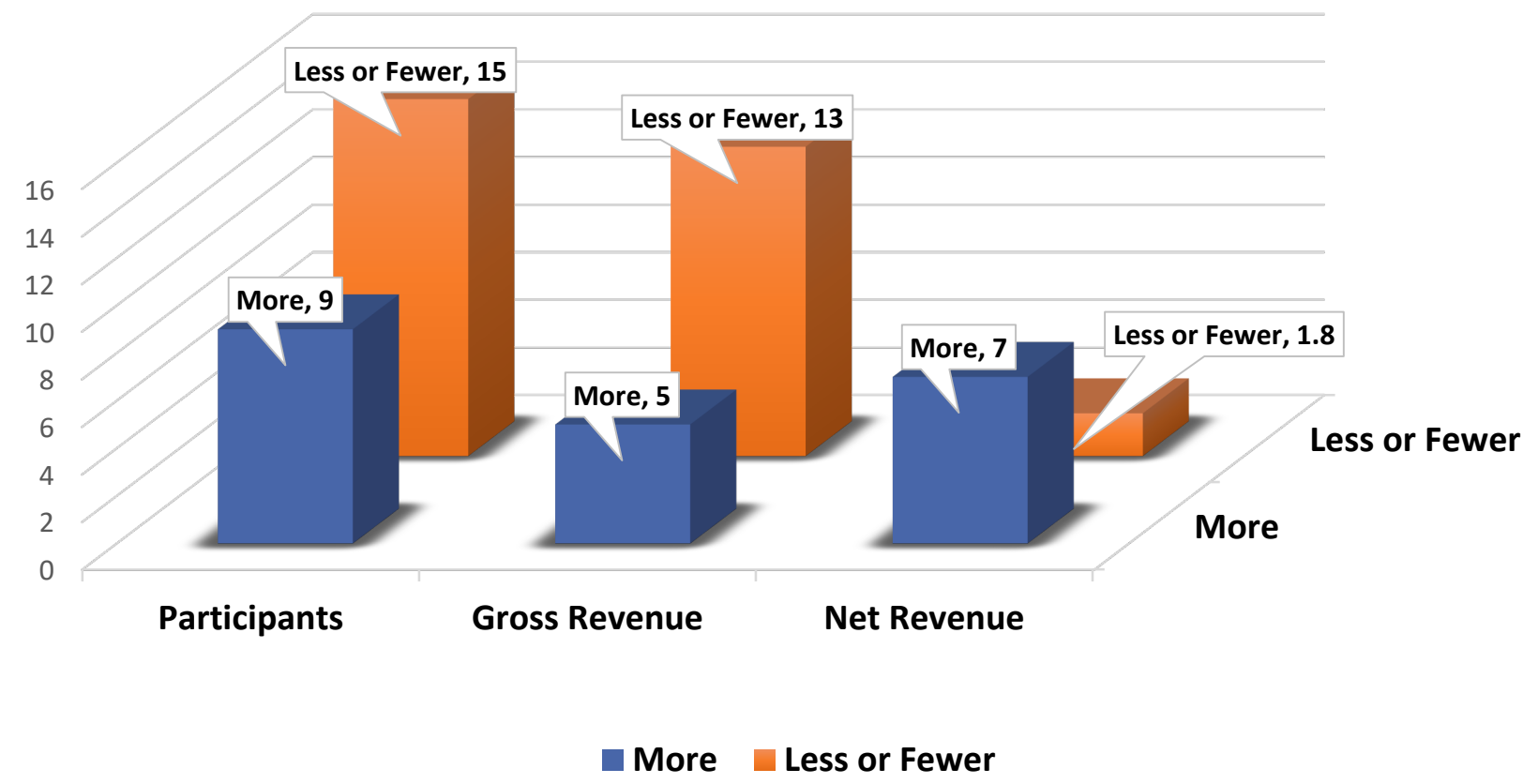
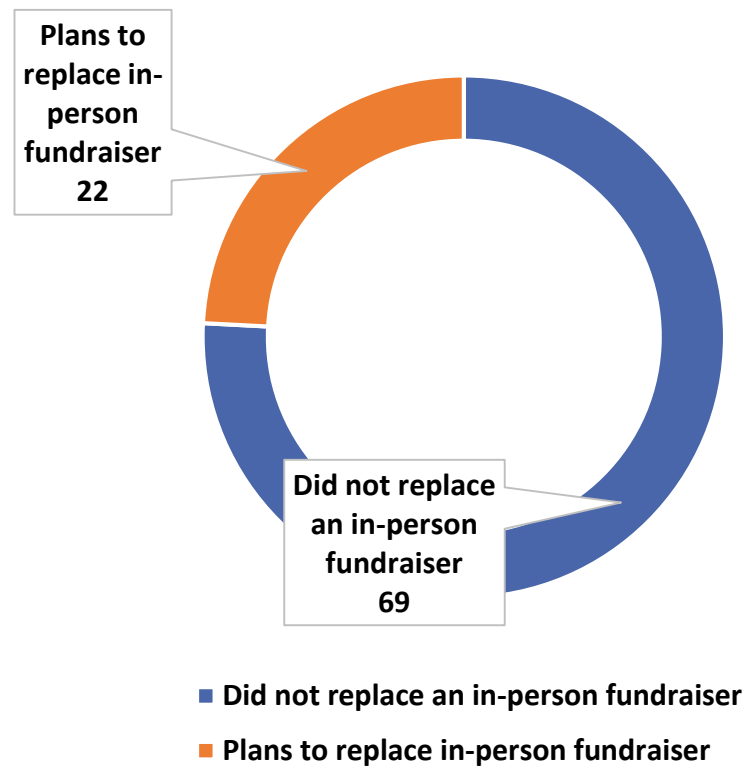
Check all that apply

Fundraisers & Conference Outcomes

n = 113

Fundraiser Planning Status

n = 113

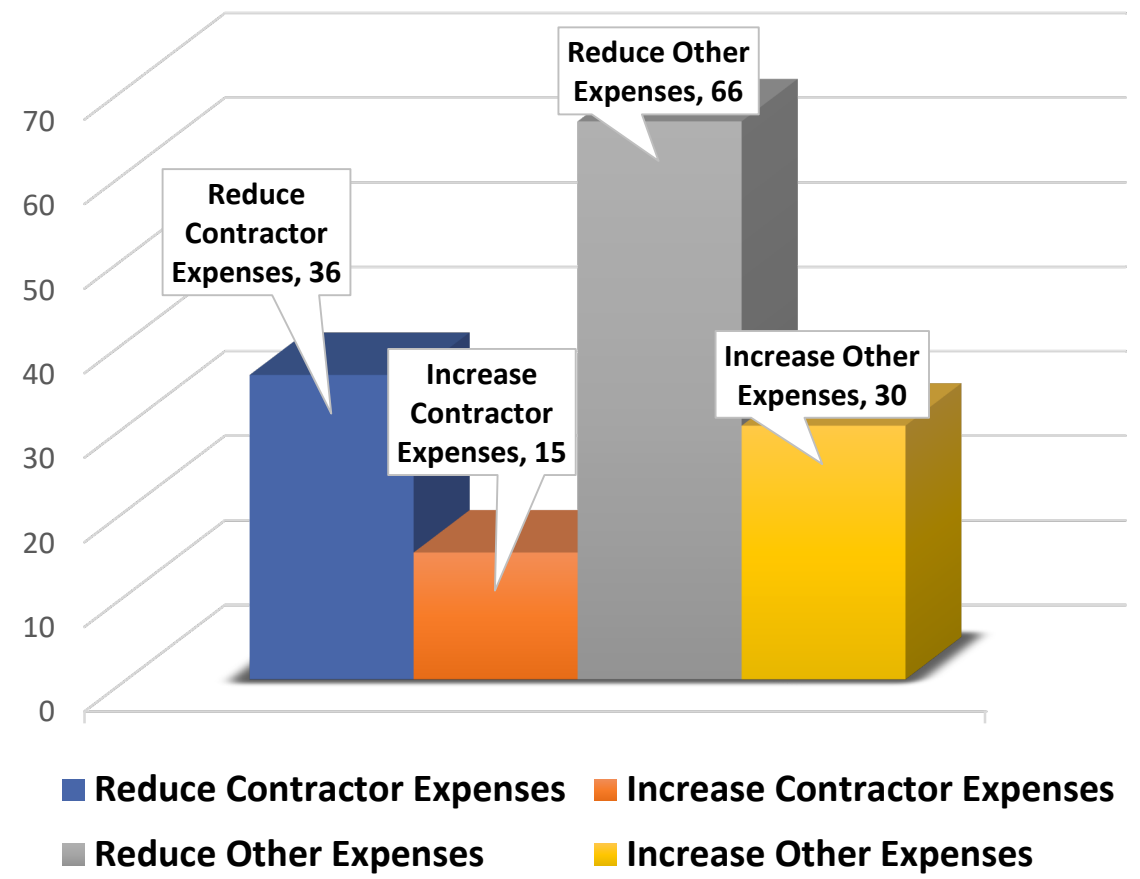


Financial Status & Actions Taken

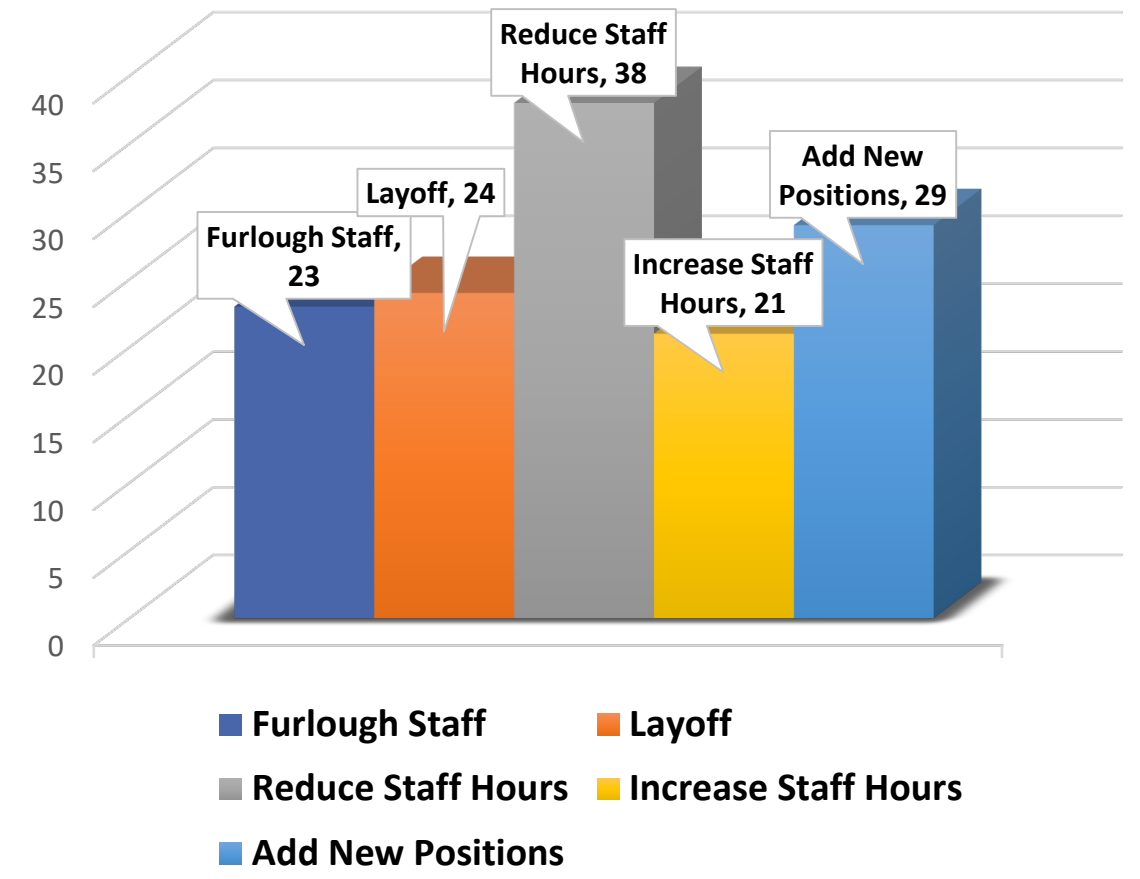
Staffing- & Expense-Related Actions Taken in 2020

Check all that apply

Expense Actions Taken in 2020



Staffing Actions in 2020



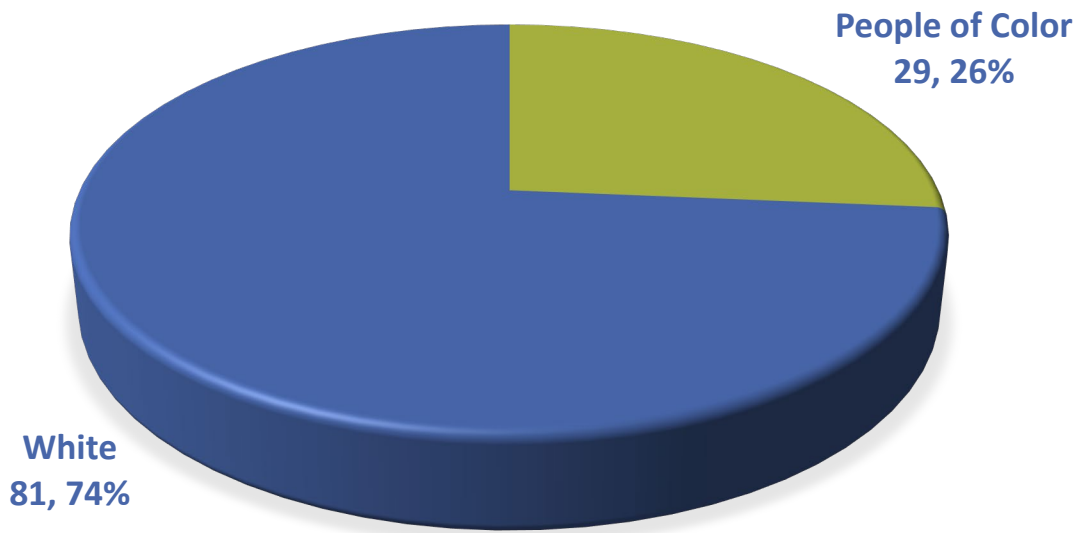
Racial Equity, Diversity & Inclusiveness

Race & Ethnicity of Leadership

Check all that apply (Includes multi-racial/ethnic responses)

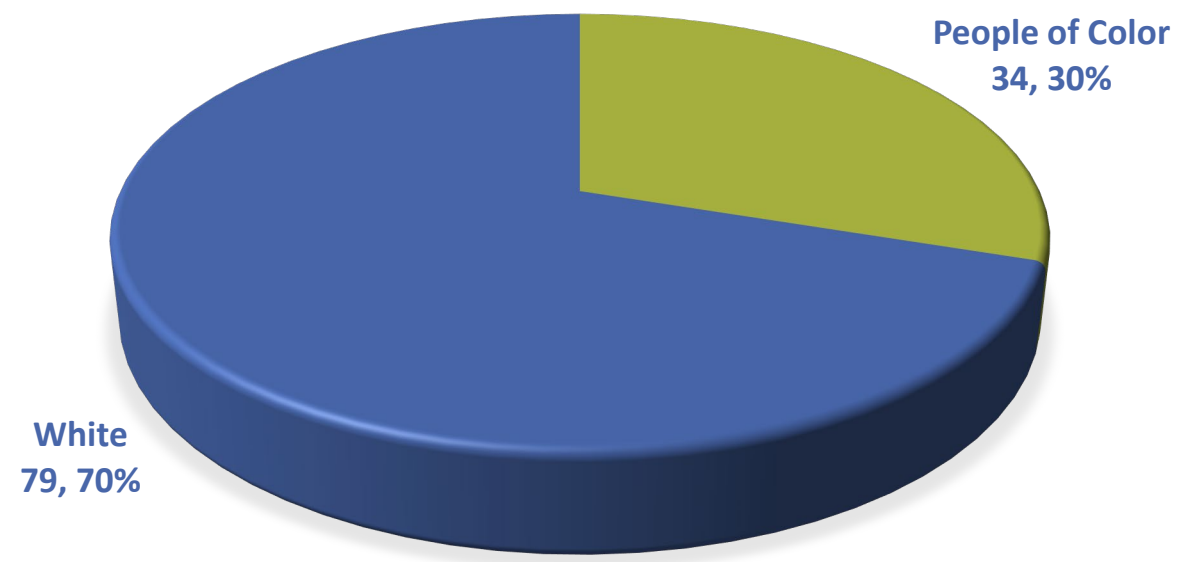
Race/Ethnicity of Executive Director

n = 110



Race/Ethnicity of Board Chair

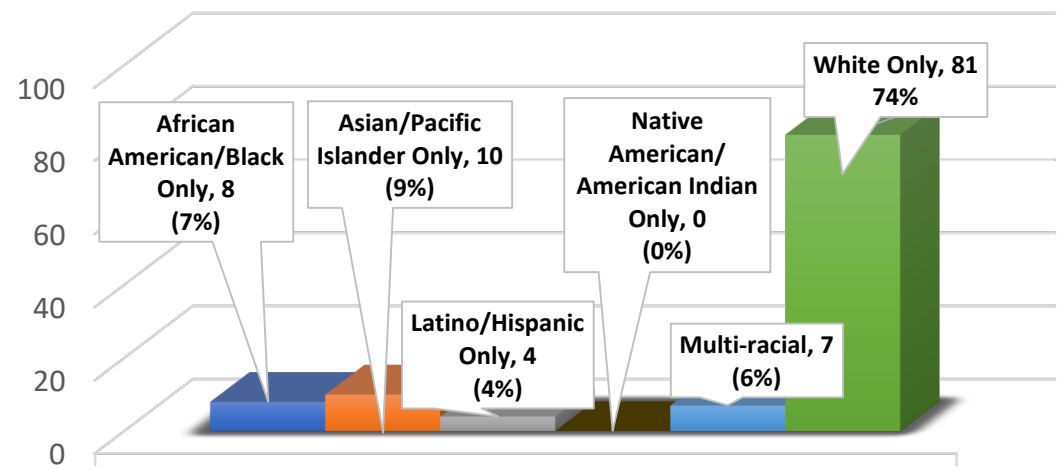
n = 113



Race & Ethnicity of Leadership

Check all that apply (Includes multi-racial/ethnic responses)

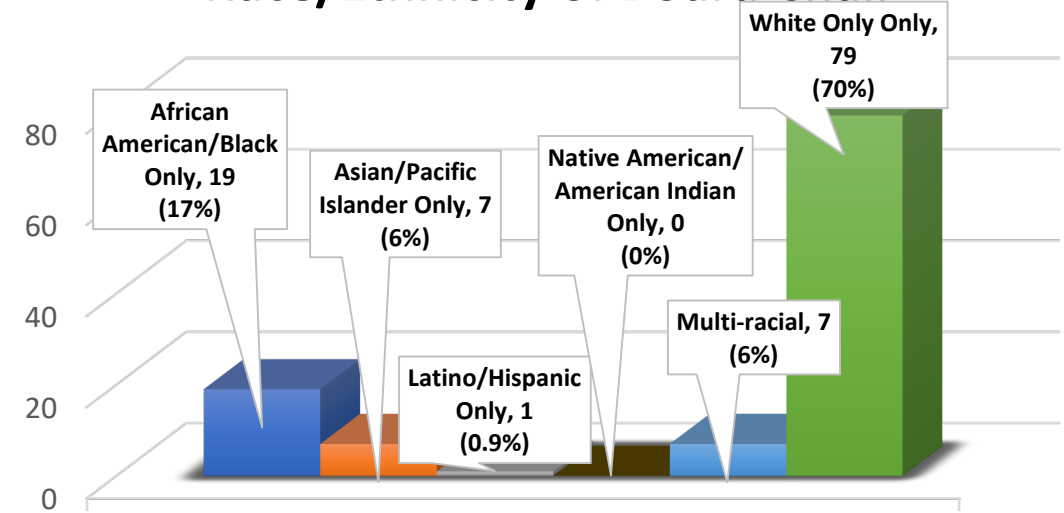
Race/Ethnicity of Executive Director



- African American/Black Only
 - Asian/Pacific Islander Only
 - Latino/Hispanic Only
 - Native American/ American Indian Only
 - Multi-racial
 - White
- Tribal Affiliation**

 - Seminole

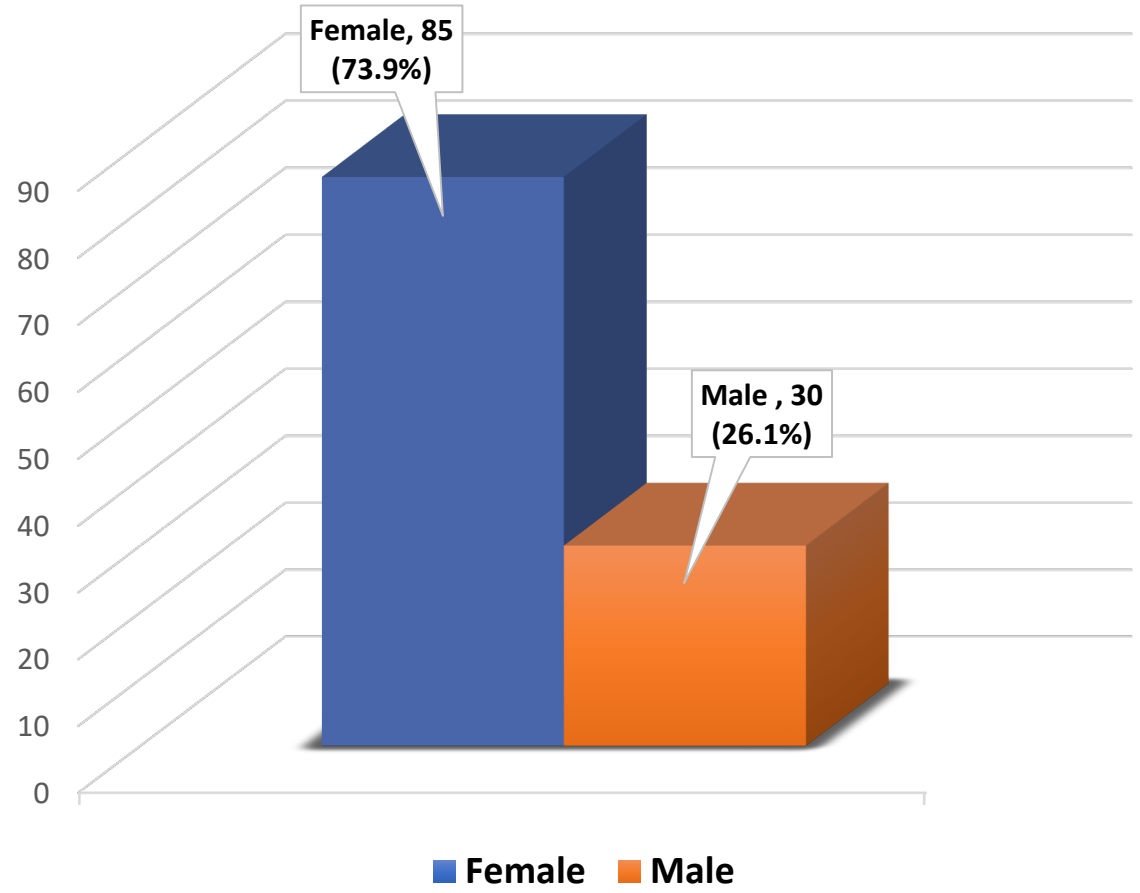
Race/Ethnicity of Board Chair



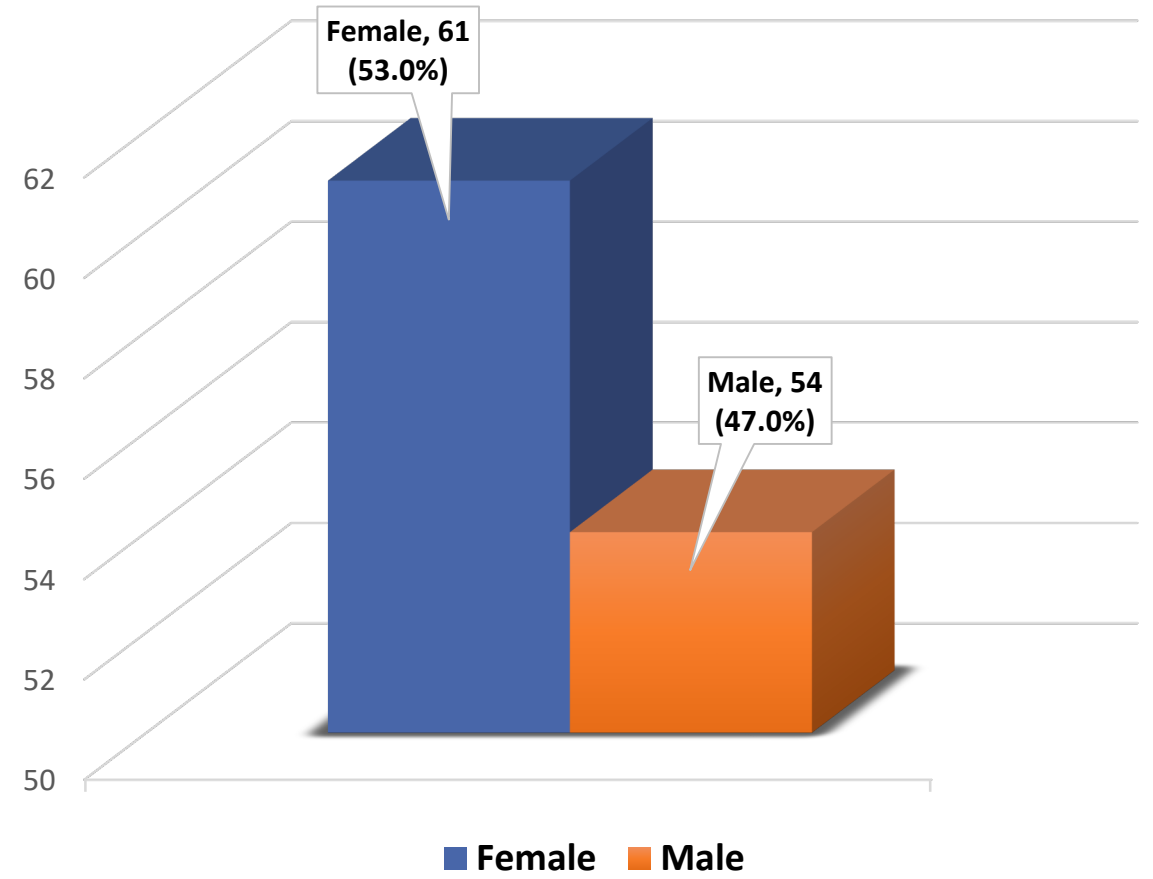
- African American/Black Only
- Asian/Pacific Islander Only
- Latino/Hispanic Only
- Native American/ American Indian Only
- Multi-racial
- White Only

Gender of Leadership

Gender of Executive Director n=115

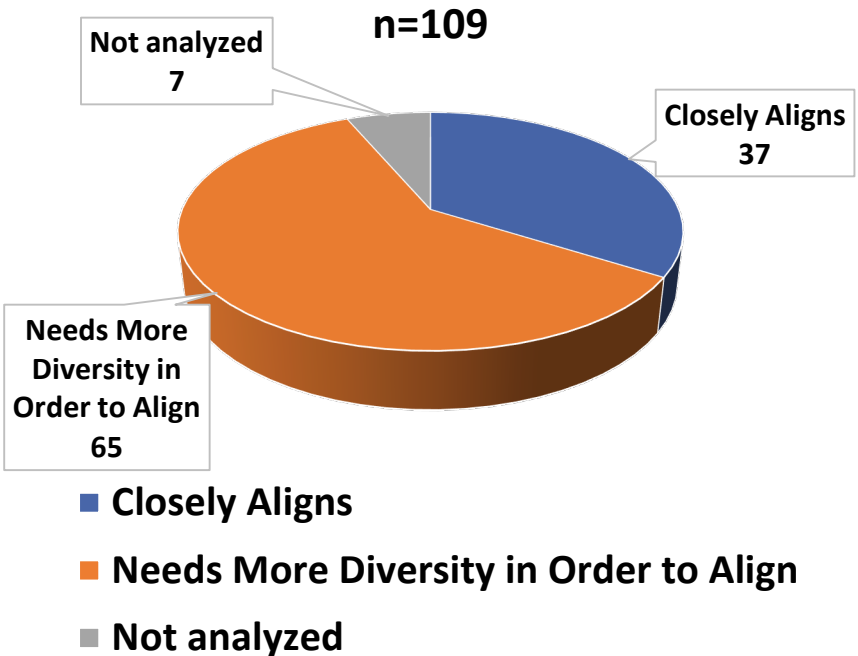


Gender of Board Chair n=115

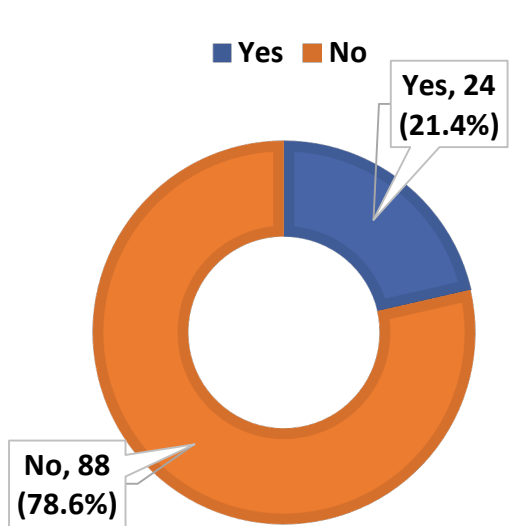


Board Composition & Perceived Impact on Service and Funding

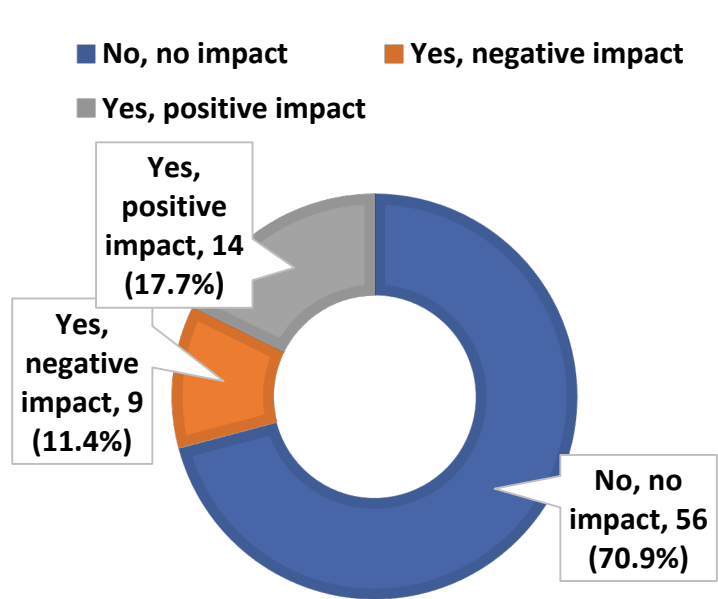
Alignment of Racial Composition of the Board with People/Communities Served



Board More than 50% People of Color

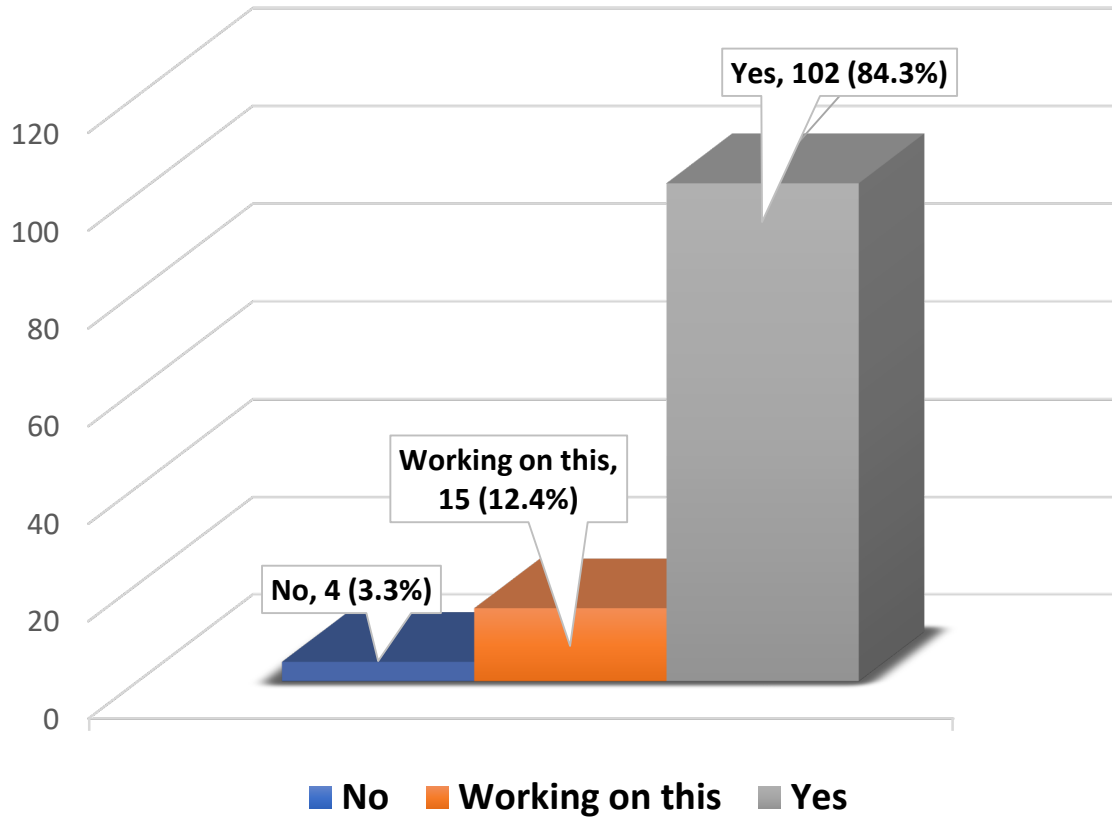


Racial Make-Up of Board/Staff Impacts Ability to Get Funding

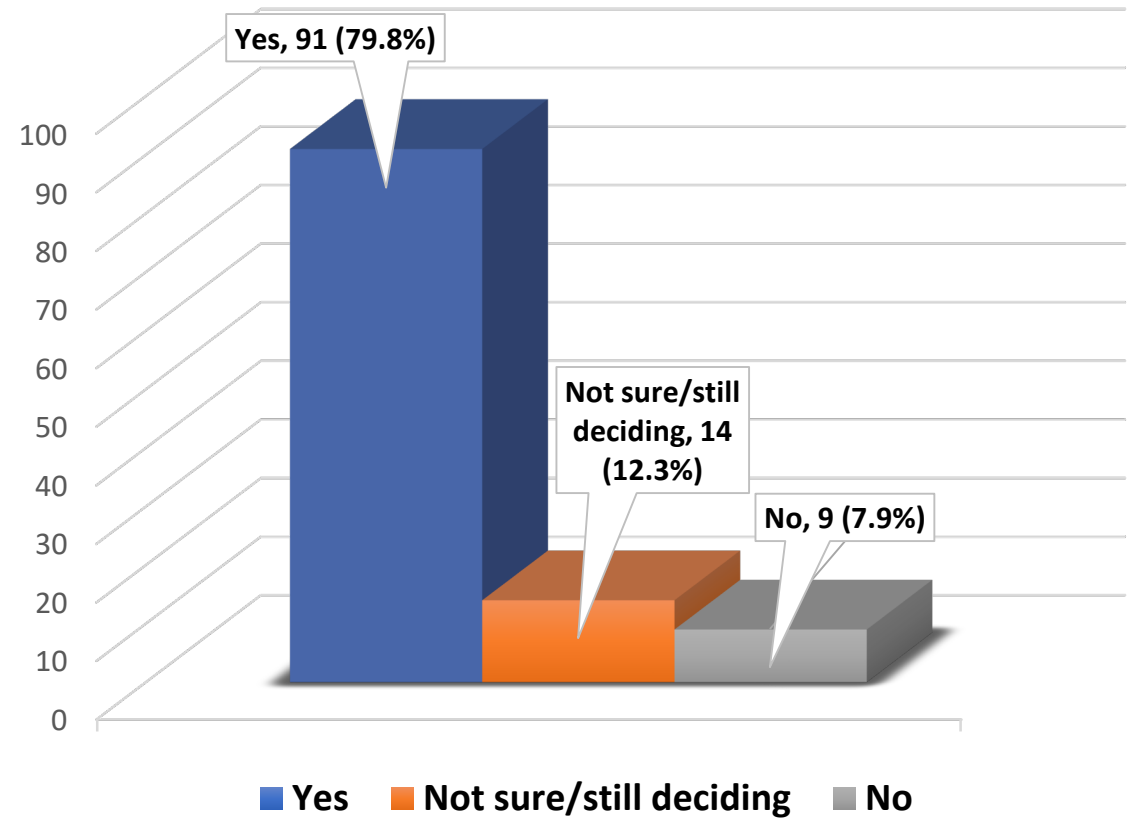


Commitment to Diversity, Equity & Inclusion

Commitment in Mission, Vision, Values & Goals n=121

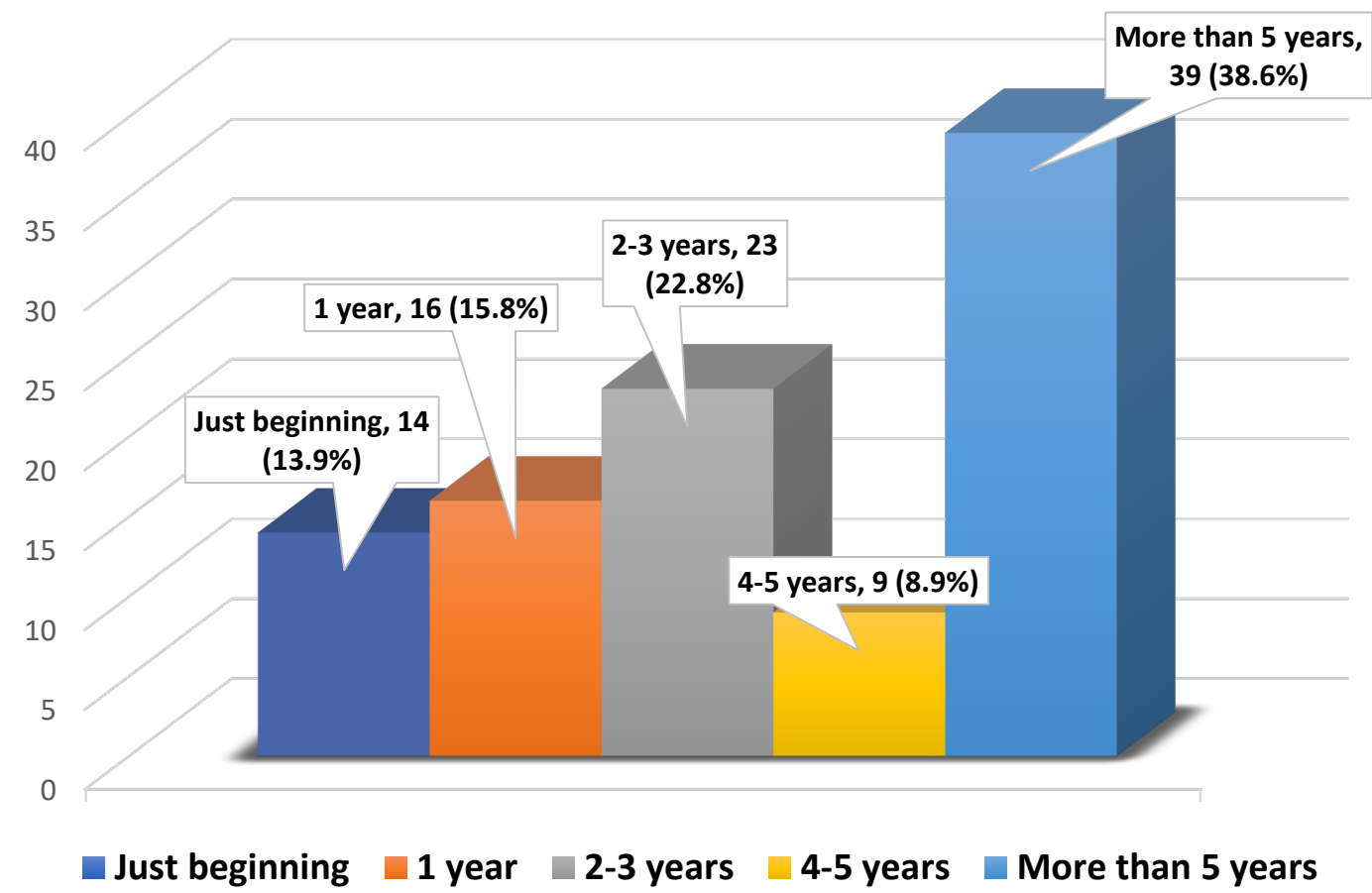


Planning on Significant Work to Strengthen Racial Equity Work in the Coming Year n=114



Commitment to Diversity, Equity & Inclusion

Length of Time Working on Racial Equity or Other Aspects of Diversity, Equity & Inclusion n=101





COVID-19 Pandemic & Racial Equity Survey

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