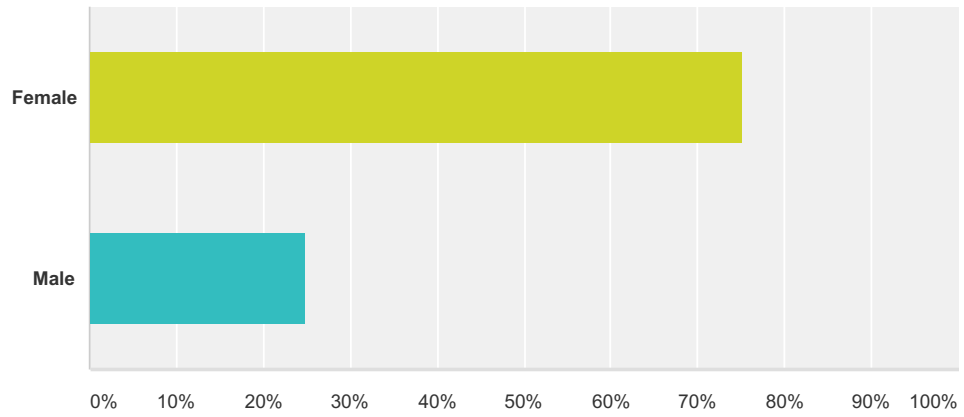


Q1 Gender

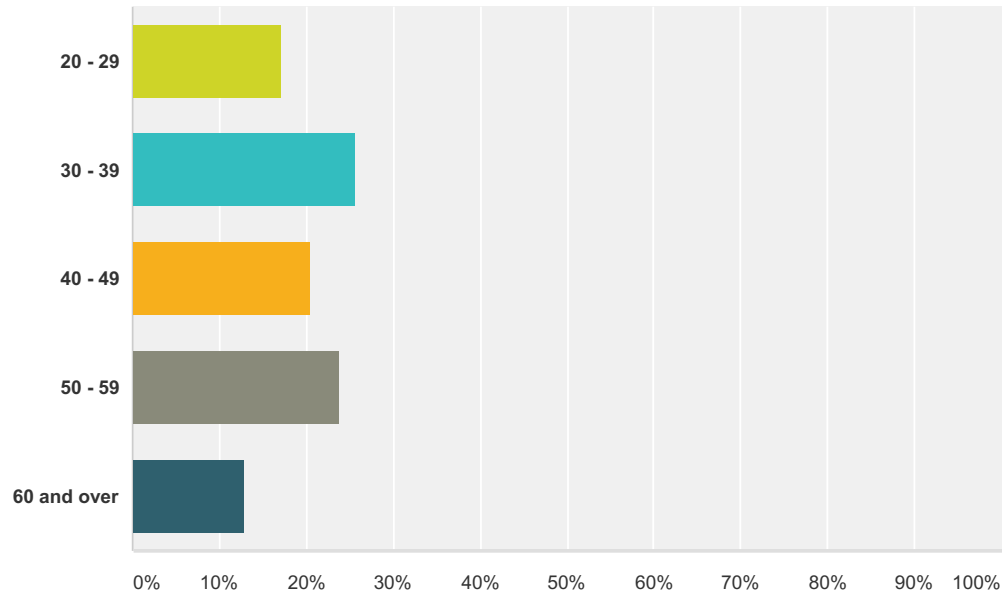
Answered: 430 Skipped: 7



Answer Choices	Responses
Female	75.12% 323
Male	24.88% 107
Total	430

Q2 Age

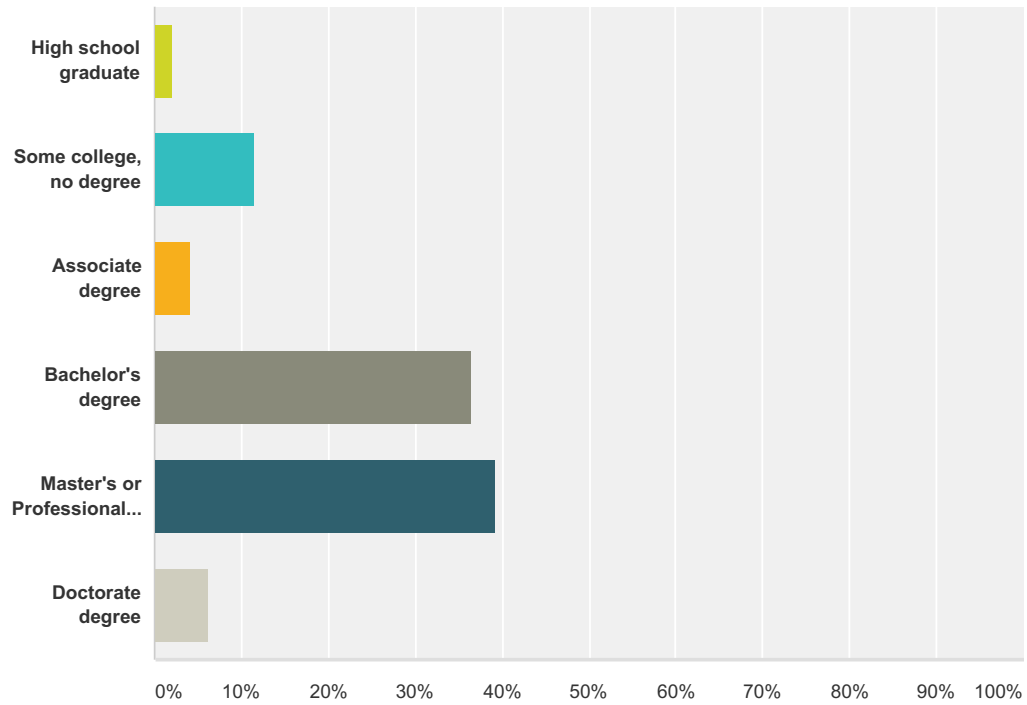
Answered: 433 Skipped: 4



Answer Choices	Responses
20 - 29	17.09% 74
30 - 39	25.64% 111
40 - 49	20.55% 89
50 - 59	23.79% 103
60 and over	12.93% 56
Total	433

Q3 Education

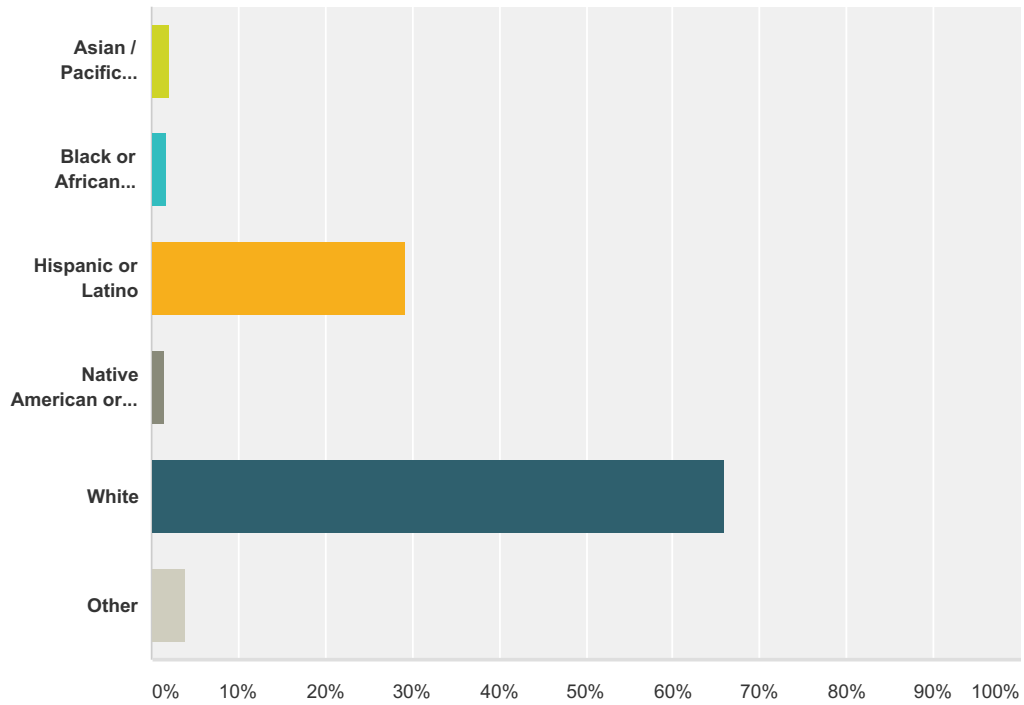
Answered: 432 Skipped: 5



Answer Choices	Responses
High school graduate	2.08% 9
Some college, no degree	11.57% 50
Associate degree	4.17% 18
Bachelor's degree	36.57% 158
Master's or Professional degree	39.35% 170
Doctorate degree	6.25% 27
Total	432

Q4 Ethnicity

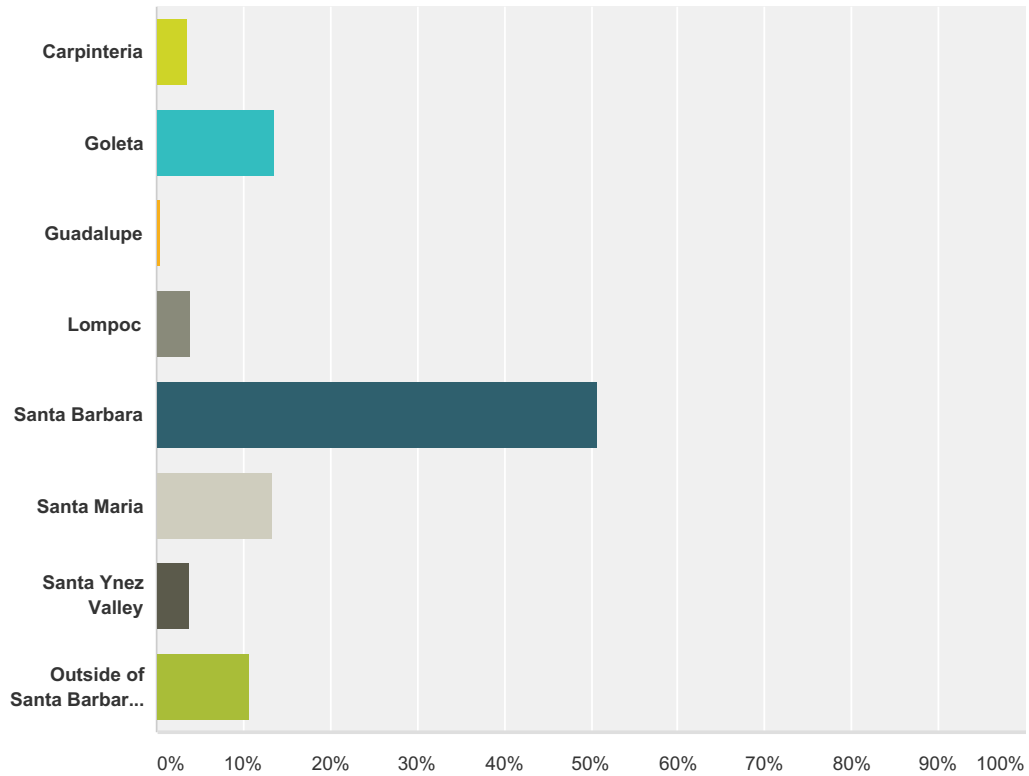
Answered: 432 Skipped: 5



Answer Choices	Responses
Asian / Pacific Islander	2.08% 9
Black or African American	1.62% 7
Hispanic or Latino	29.17% 126
Native American or American Indian	1.39% 6
White	65.97% 285
Other	3.94% 17
Total Respondents: 432	

Q5 Where do you reside?

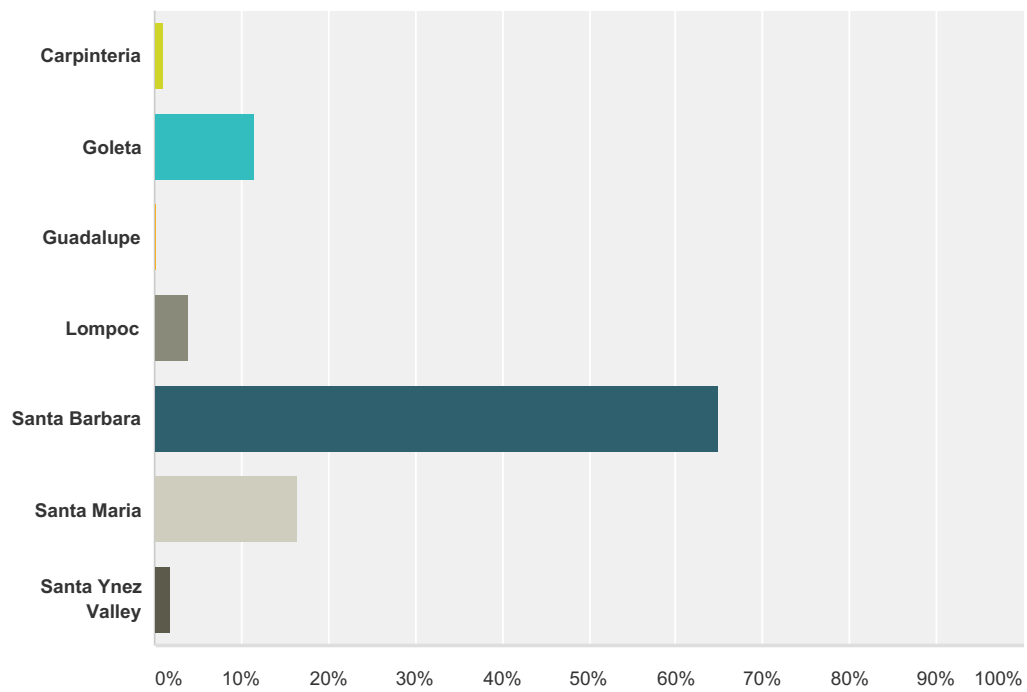
Answered: 429 Skipped: 8



Answer Choices	Responses
Carpinteria	3.50% 15
Goleta	13.52% 58
Guadalupe	0.47% 2
Lompoc	3.96% 17
Santa Barbara	50.82% 218
Santa Maria	13.29% 57
Santa Ynez Valley	3.73% 16
Outside of Santa Barbara County	10.72% 46
Total	429

Q6 Where is your place of employment (i.e. location of your office)?

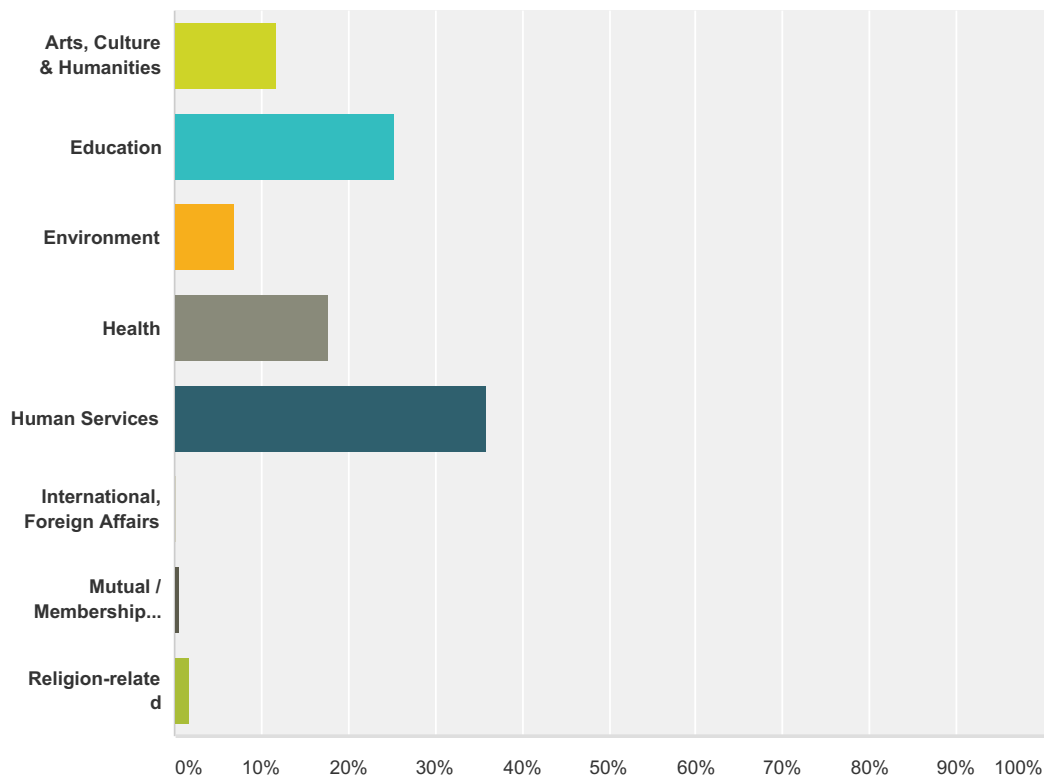
Answered: 420 Skipped: 17



Answer Choices	Responses
Carpinteria	0.95% 4
Goleta	11.43% 48
Guadalupe	0.24% 1
Lompoc	4.05% 17
Santa Barbara	65.00% 273
Santa Maria	16.43% 69
Santa Ynez Valley	1.90% 8
Total	420

Q7 What is the primary focus area of your nonprofit organization?

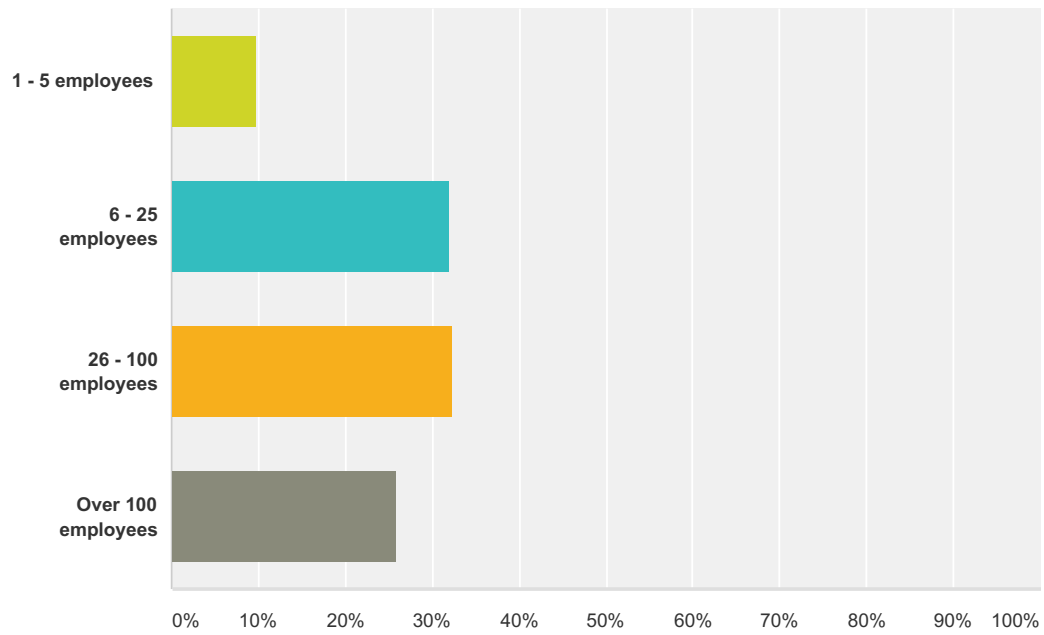
Answered: 365 Skipped: 72



Answer Choices	Responses
Arts, Culture & Humanities	11.78% 43
Education	25.21% 92
Environment	6.85% 25
Health	17.81% 65
Human Services	35.89% 131
International, Foreign Affairs	0.27% 1
Mutual / Membership Benefit	0.55% 2
Religion-related	1.64% 6
Total	365

Q8 Approximately how large is your organization?

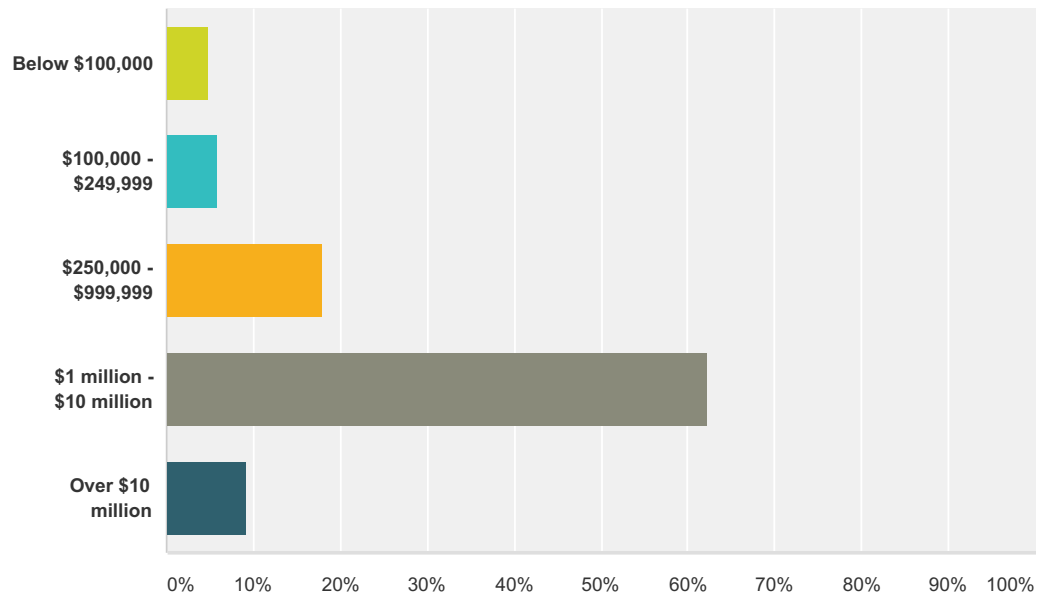
Answered: 409 Skipped: 28



Answer Choices	Responses
1 - 5 employees	9.78% 40
6 - 25 employees	32.03% 131
26 - 100 employees	32.27% 132
Over 100 employees	25.92% 106
Total	409

Q9 What is the (estimated) annual budget of your organization?

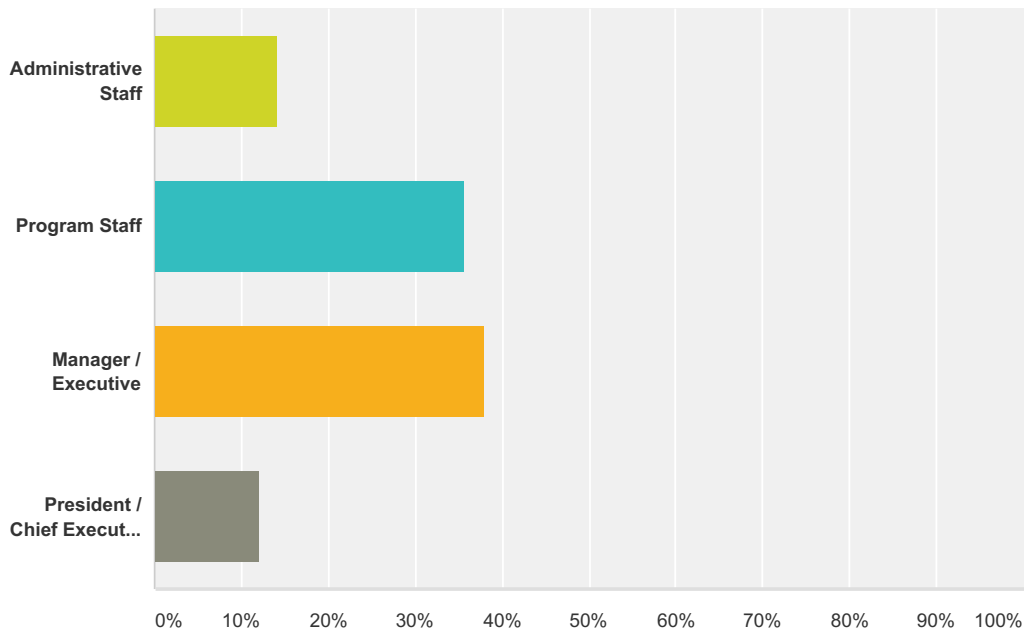
Answered: 394 Skipped: 43



Answer Choices	Responses
Below \$100,000	4.82% 19
\$100,000 - \$249,999	5.84% 23
\$250,000 - \$999,999	18.02% 71
\$1 million - \$10 million	62.18% 245
Over \$10 million	9.14% 36
Total	394

Q10 What is your primary role within the organization?

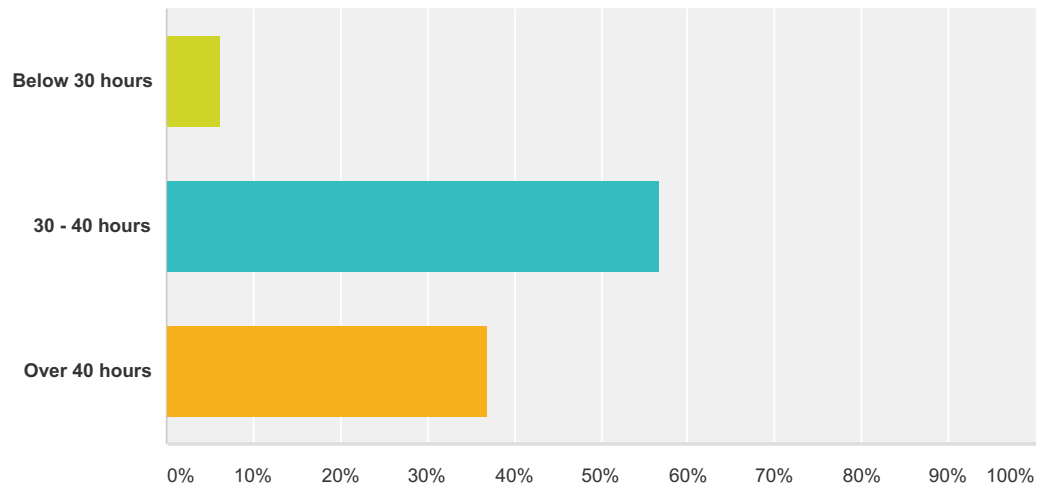
Answered: 395 Skipped: 42



Answer Choices	Responses
Administrative Staff	14.18% 56
Program Staff	35.70% 141
Manager / Executive	37.97% 150
President / Chief Executive Officer	12.15% 48
Total	395

Q11 How many hours are you employed at the organization?

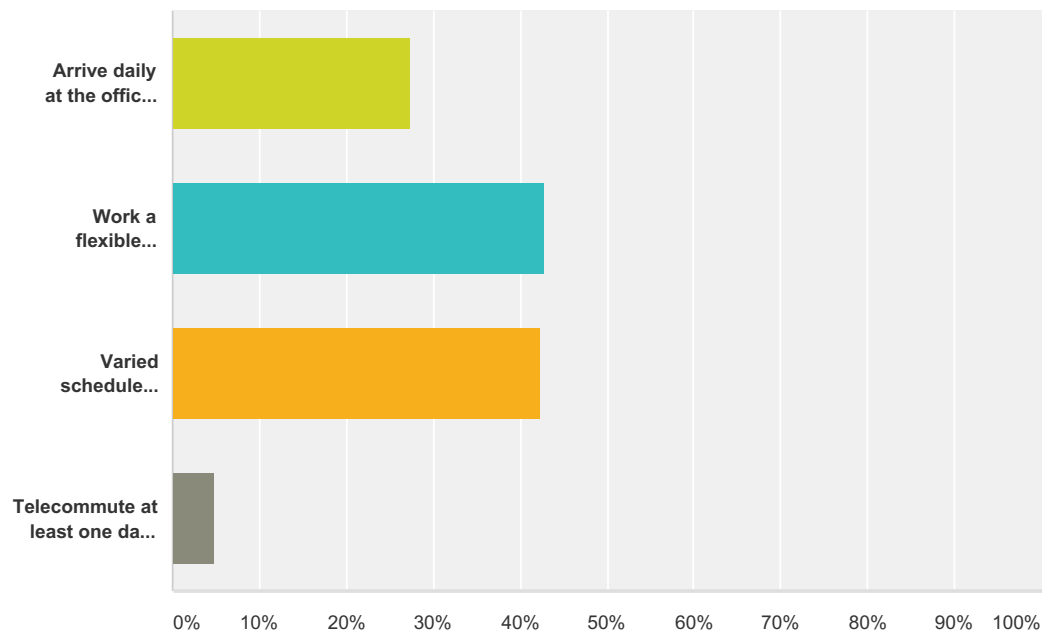
Answered: 400 Skipped: 37



Answer Choices	Responses
Below 30 hours	6.25% 25
30 - 40 hours	56.75% 227
Over 40 hours	37.00% 148
Total	400

Q12 How would you describe your current work pattern?

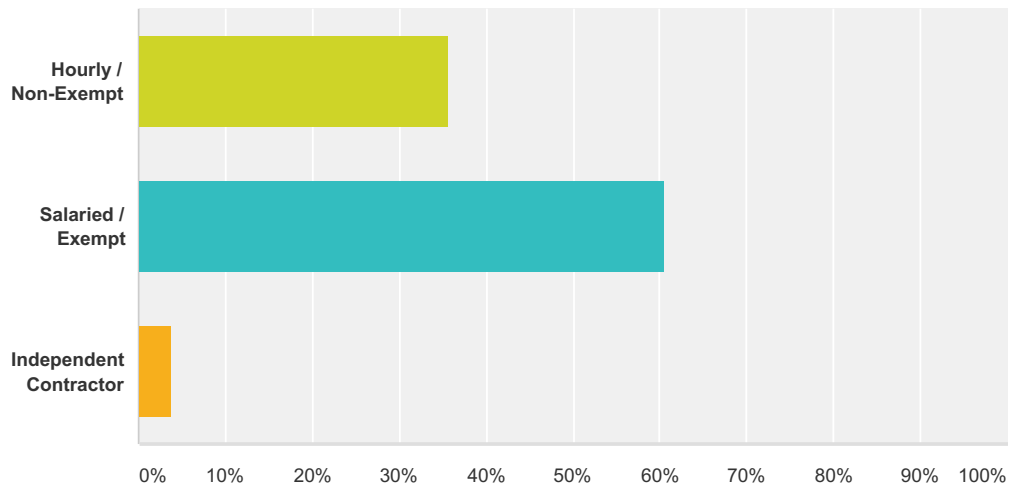
Answered: 359 Skipped: 78



Answer Choices	Responses
Arrive daily at the office at 9am and leave at 5pm	27.30% 98
Work a flexible schedule depending on weekly commitments	42.90% 154
Varied schedule including late evenings and weekends	42.34% 152
Telecommute at least one day a week	4.74% 17
Total Respondents: 359	

Q13 What is your employee classification?

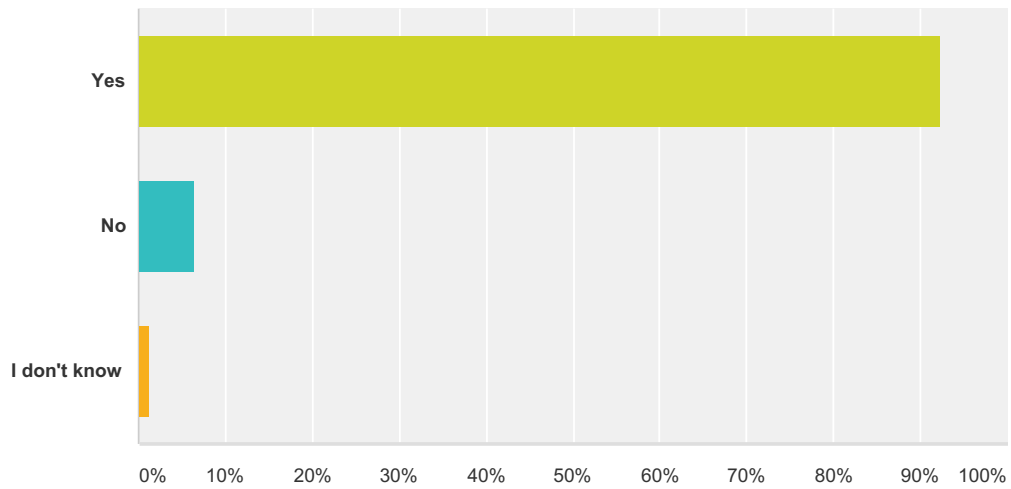
Answered: 397 Skipped: 40



Answer Choices	Responses	Count
Hourly / Non-Exempt	35.77%	142
Salaried / Exempt	60.45%	240
Independent Contractor	3.78%	15
Total		397

Q14 Does your organization provide health insurance to its employees?

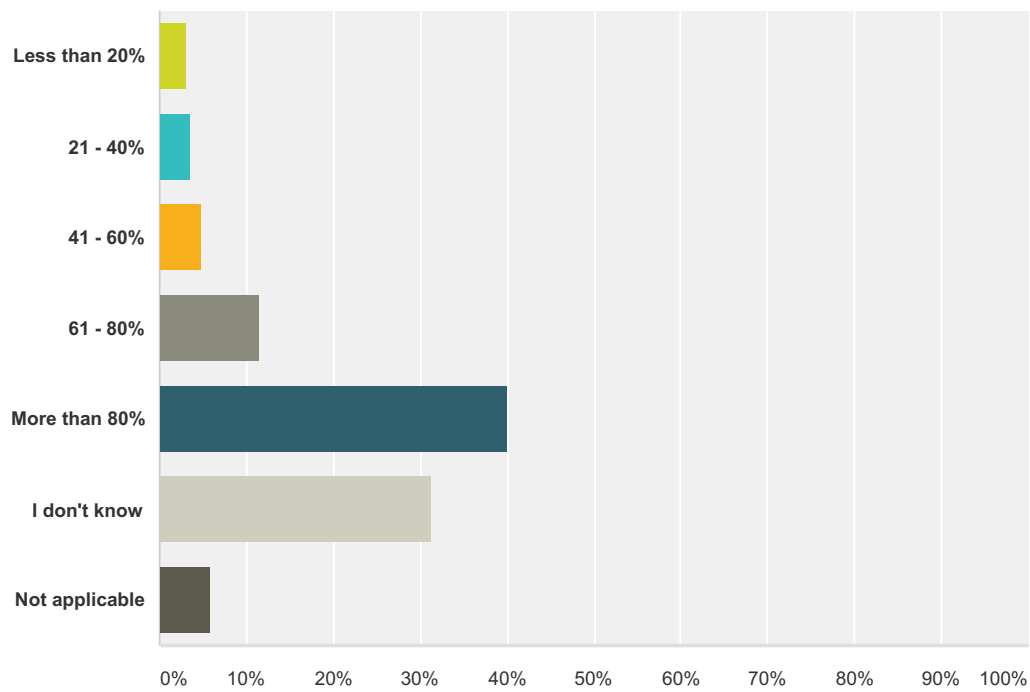
Answered: 402 Skipped: 35



Answer Choices	Responses
Yes	92.29% 371
No	6.47% 26
I don't know	1.24% 5
Total	402

Q15 If so, what (estimated) percentage of the premium does your employer provide?

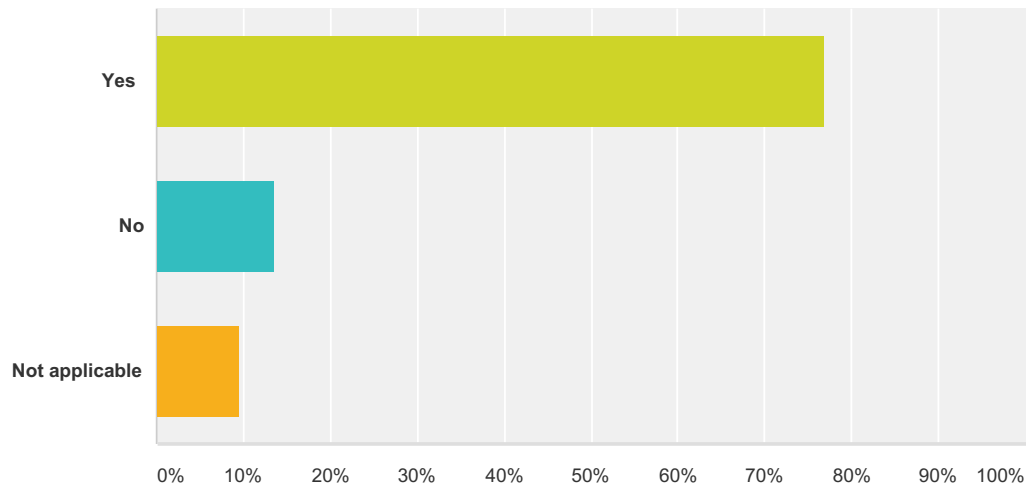
Answered: 395 Skipped: 42



Answer Choices	Responses
Less than 20%	3.04% 12
21 - 40%	3.54% 14
41 - 60%	4.81% 19
61 - 80%	11.39% 45
More than 80%	40.00% 158
I don't know	31.39% 124
Not applicable	5.82% 23
Total	395

Q16 Do you elect to receive health insurance benefits?

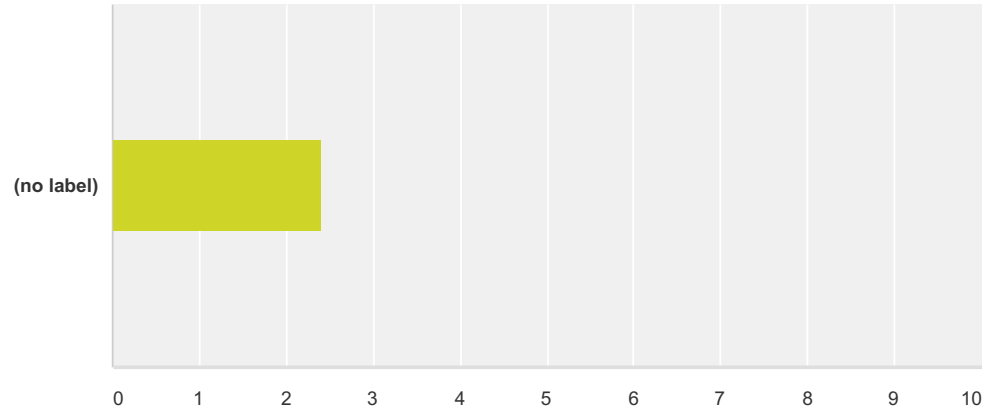
Answered: 397 Skipped: 40



Answer Choices	Responses
Yes	76.83% 305
No	13.60% 54
Not applicable	9.57% 38
Total	397

Q17 What is your level of satisfaction with your compensation and benefits given your job responsibilities?

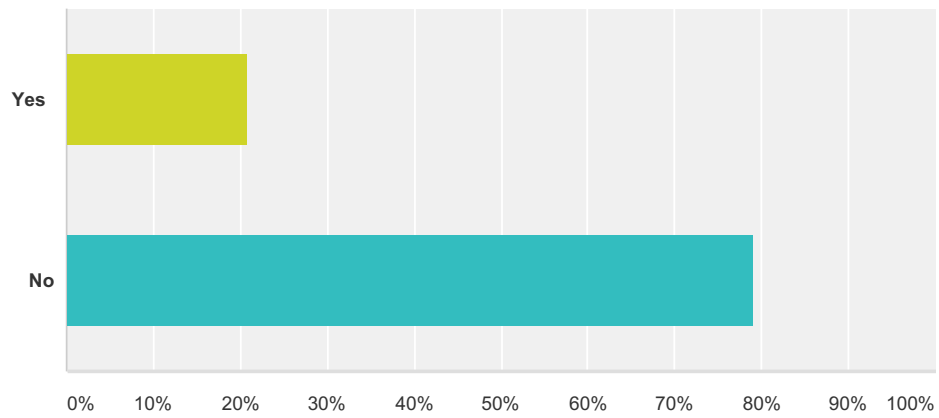
Answered: 396 Skipped: 41



	Very satisfied	Somewhat satisfied	Neutral	Somewhat dissatisfied	Very dissatisfied	Total	Weighted Average
(no label)	29.04% 115	35.61% 141	8.59% 34	20.20% 80	6.57% 26	396	2.40

Q18 Are you employed outside of the organization?

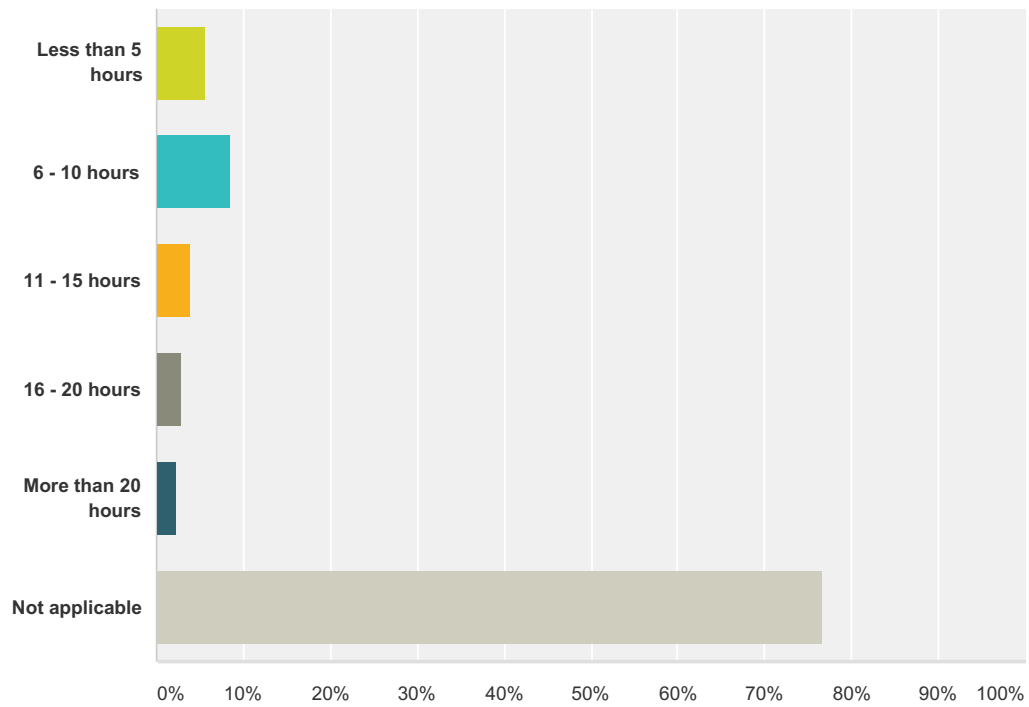
Answered: 399 Skipped: 38



Answer Choices	Responses	
Yes	20.80%	83
No	79.20%	316
Total		399

Q19 If so, how many hours are you employed outside of the organization?

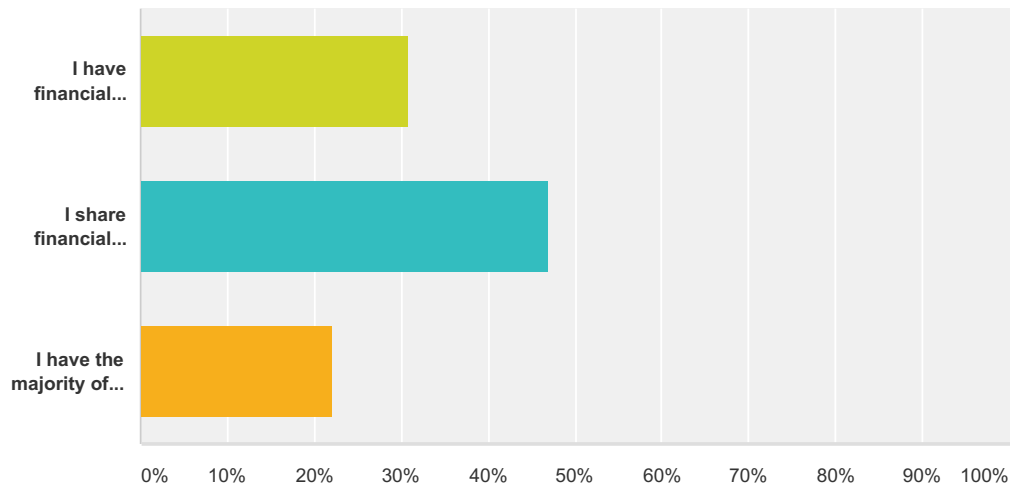
Answered: 350 Skipped: 87



Answer Choices	Responses
Less than 5 hours	5.71% 20
6 - 10 hours	8.57% 30
11 - 15 hours	4.00% 14
16 - 20 hours	2.86% 10
More than 20 hours	2.29% 8
Not applicable	76.57% 268
Total	350

Q20 What is your role within your household / family?

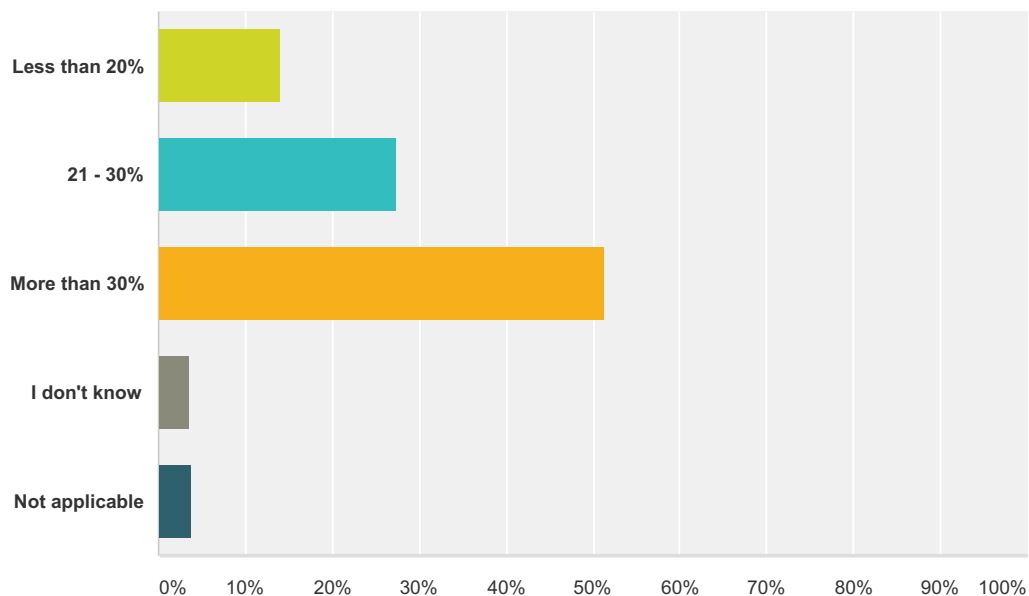
Answered: 394 Skipped: 43



Answer Choices	Responses	
I have financial responsibility primarily for myself	30.96%	122
I share financial responsibility for others (i.e. children, spouse, parents)	46.95%	185
I have the majority of financial responsibility for others (i.e. children, spouse, parents)	22.08%	87
Total		394

Q21 What (estimated) percentage of your individual / family income is dedicated to housing?

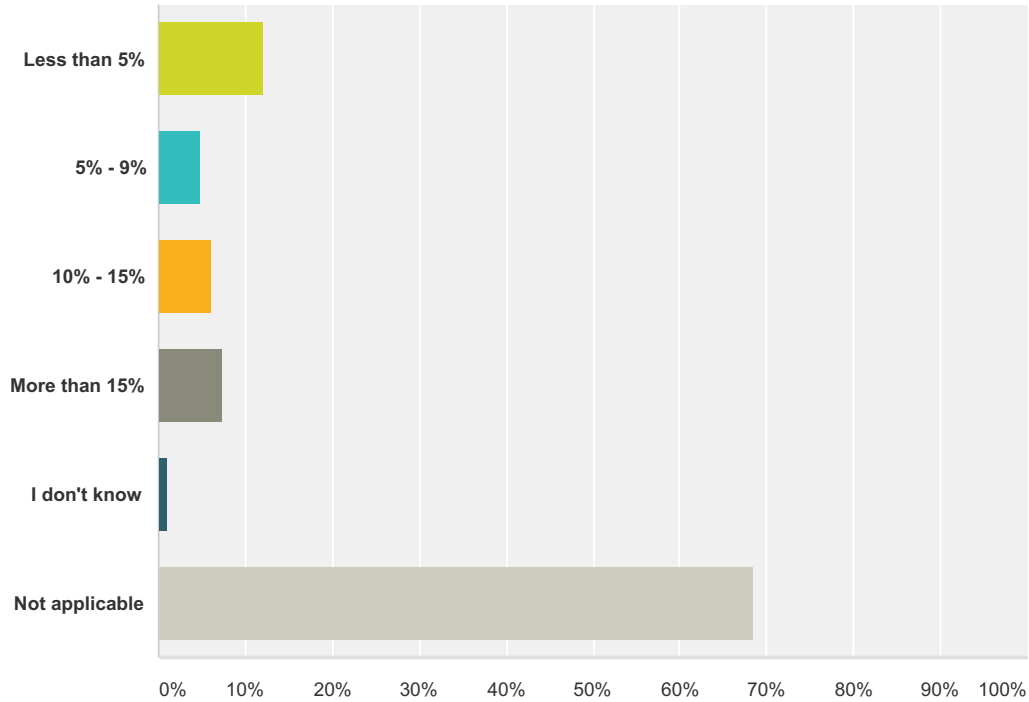
Answered: 394 Skipped: 43



Answer Choices	Responses
Less than 20%	13.96% 55
21 - 30%	27.41% 108
More than 30%	51.27% 202
I don't know	3.55% 14
Not applicable	3.81% 15
Total	394

Q22 What (estimated) percentage of your individual / family income is dedicated to child care?

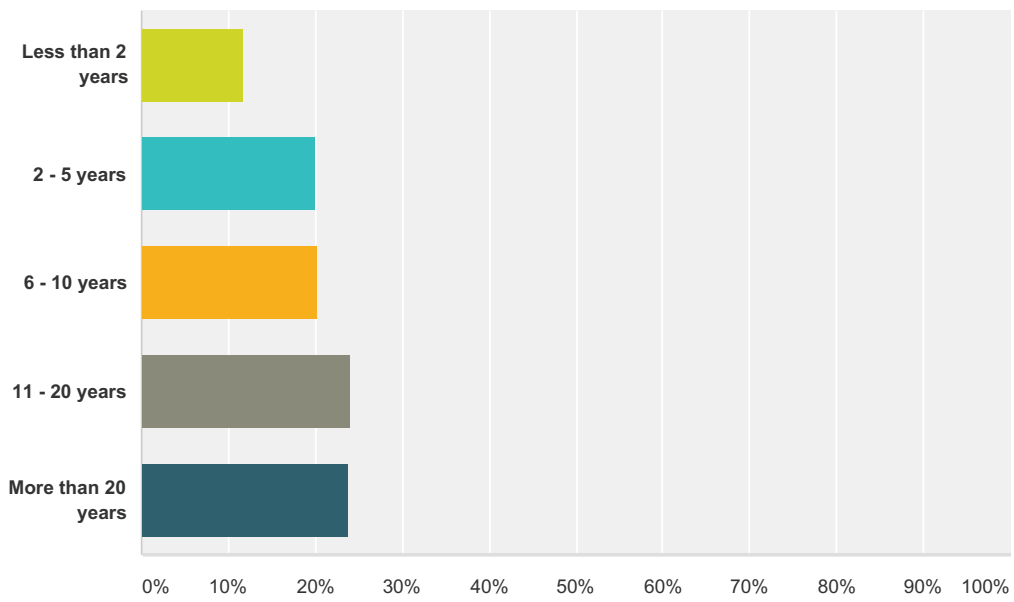
Answered: 394 Skipped: 43



Answer Choices	Responses
Less than 5%	12.18% 48
5% - 9%	4.82% 19
10% - 15%	6.09% 24
More than 15%	7.36% 29
I don't know	1.02% 4
Not applicable	68.53% 270
Total	394

Q23 How many years have you worked in the nonprofit sector?

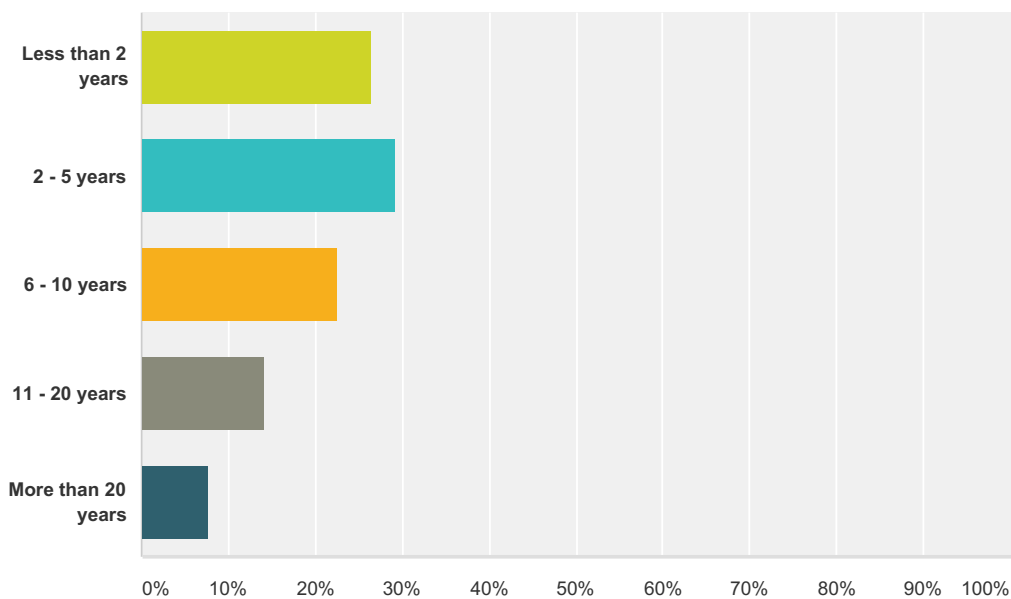
Answered: 390 Skipped: 47



Answer Choices	Responses
Less than 2 years	11.79% 46
2 - 5 years	20.00% 78
6 - 10 years	20.26% 79
11 - 20 years	24.10% 94
More than 20 years	23.85% 93
Total	390

Q24 How many years have you worked with your current organization / employer?

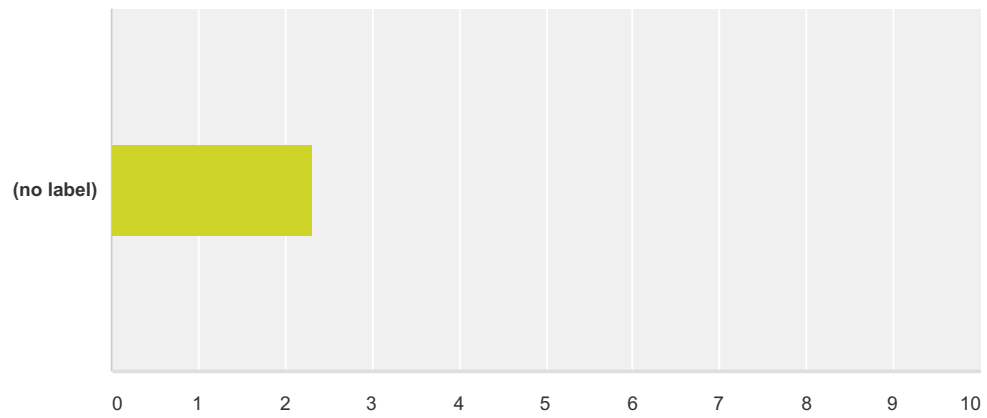
Answered: 390 Skipped: 47



Answer Choices	Responses
Less than 2 years	26.41% 103
2 - 5 years	29.23% 114
6 - 10 years	22.56% 88
11 - 20 years	14.10% 55
More than 20 years	7.69% 30
Total	390

Q25 How likely are you to remain with your current employer for the next two years?

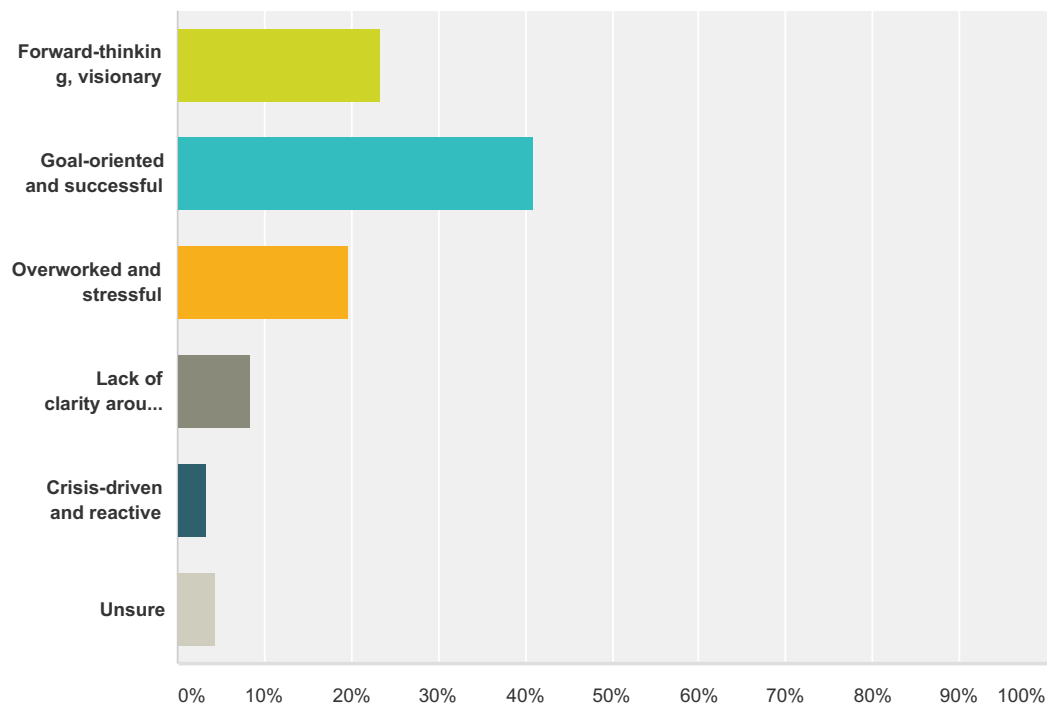
Answered: 389 Skipped: 48



	Very likely	Somewhat likely	Likely	Somewhat unlikely	Very unlikely	No opinion	Total	Weighted Average
(no label)	44.22% 172	15.17% 59	14.65% 57	12.08% 47	11.83% 46	2.06% 8	389	2.31

Q26 Which phrase would best describe your current organization's culture?

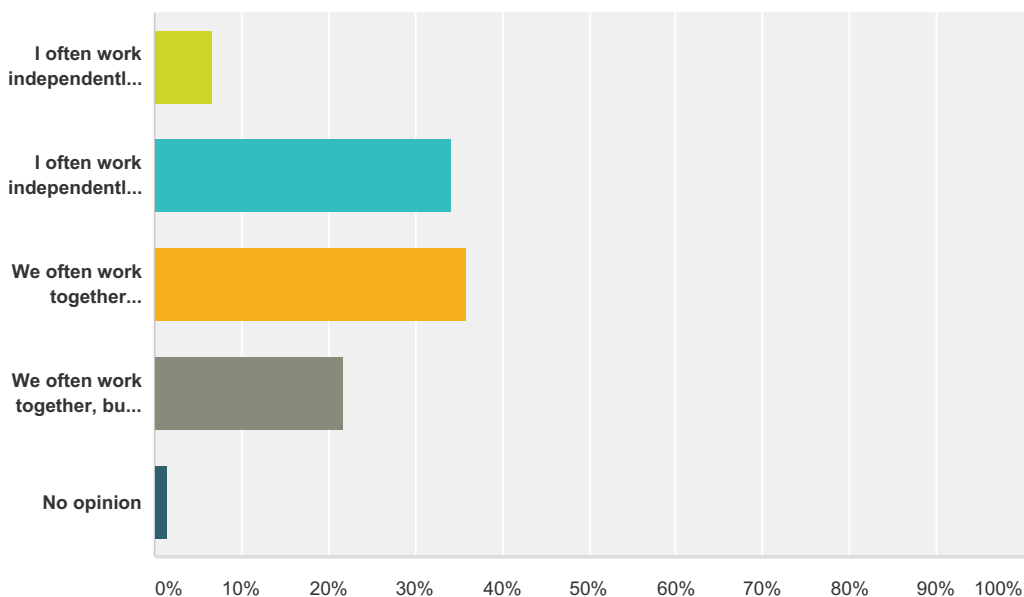
Answered: 392 Skipped: 45



Answer Choices	Responses
Forward-thinking, visionary	23.47% 92
Goal-oriented and successful	40.82% 160
Overworked and stressful	19.64% 77
Lack of clarity around vision and goals	8.42% 33
Crisis-driven and reactive	3.32% 13
Unsure	4.34% 17
Total	392

Q27 Which phrase would best describe your dynamic with your colleagues?

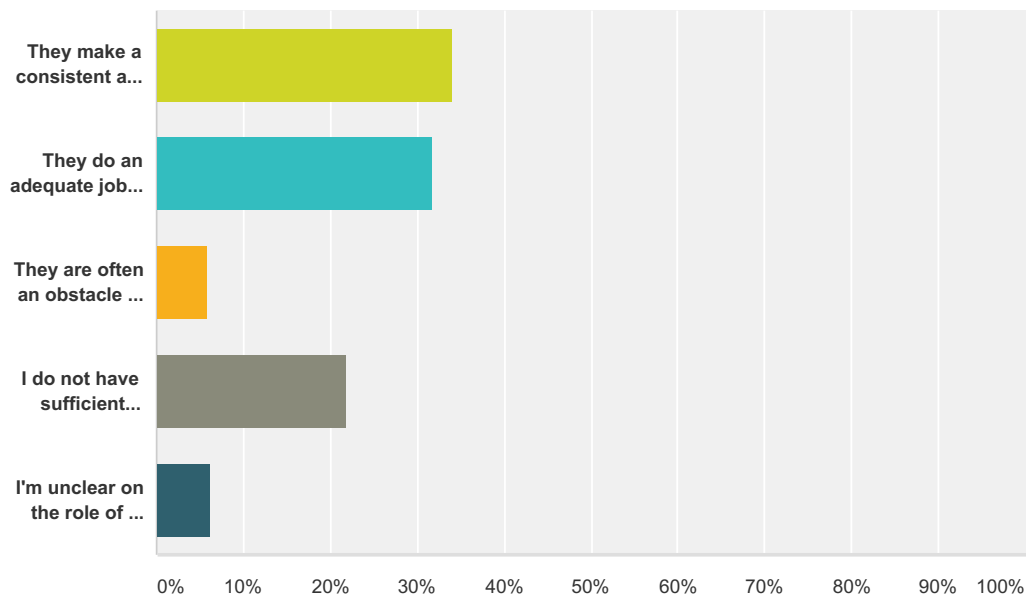
Answered: 391 Skipped: 46



Answer Choices	Responses
I often work independently and have little interaction with my colleagues	6.65% 26
I often work independently, but try to interact with my colleagues as much as possible	34.27% 134
We often work together seamlessly and enjoy each other's company	35.81% 140
We often work together, but there are some challenges with conflicting personalities	21.74% 85
No opinion	1.53% 6
Total	391

Q28 How would you describe the role of your organization's board of directors?

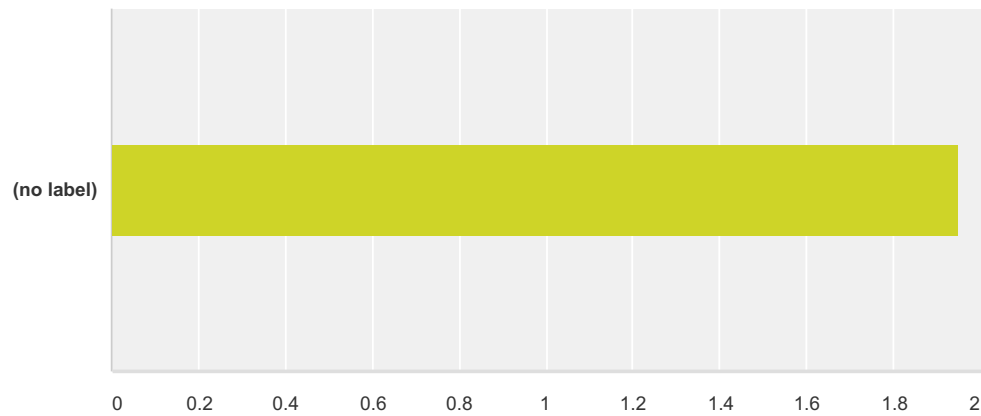
Answered: 387 Skipped: 50



Answer Choices	Responses
They make a consistent and meaningful contribution to our success	34.11% 132
They do an adequate job, but there is room for improvement	31.78% 123
They are often an obstacle to our organization's progress	5.94% 23
I do not have sufficient interaction with them to make a judgment	21.96% 85
I'm unclear on the role of a board of directors	6.20% 24
Total	387

Q29 Do you have the resources available to be successful in your current role?

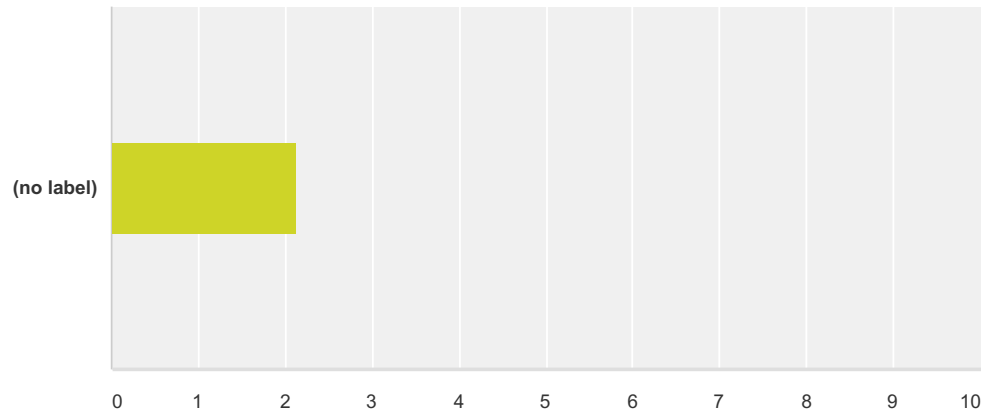
Answered: 387 Skipped: 50



	Definitely	Maybe	Maybe not	Definitely not	No opinion	Total	Weighted Average
(no label)	36.95% 143	43.15% 167	10.59% 41	6.98% 27	2.33% 9	387	1.95

Q30 Do you feel that your talents are being maximized in your current role?

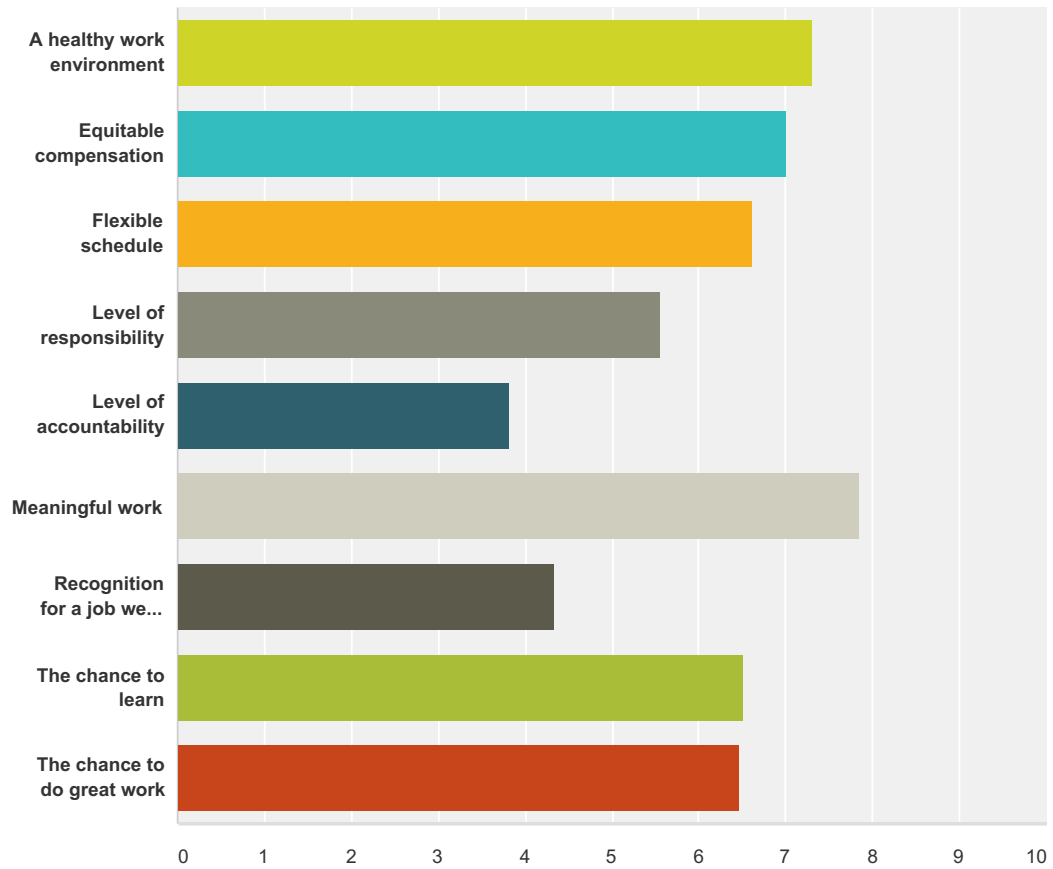
Answered: 365 Skipped: 72



	Definitely	Maybe	Maybe not	Definitely not	No opinion	Total	Weighted Average
(no label)	36.99% 135	30.68% 112	17.53% 64	12.33% 45	2.47% 9	365	2.13

Q31 Please rank the top three most important components to your satisfaction with employment.

Answered: 377 Skipped: 60

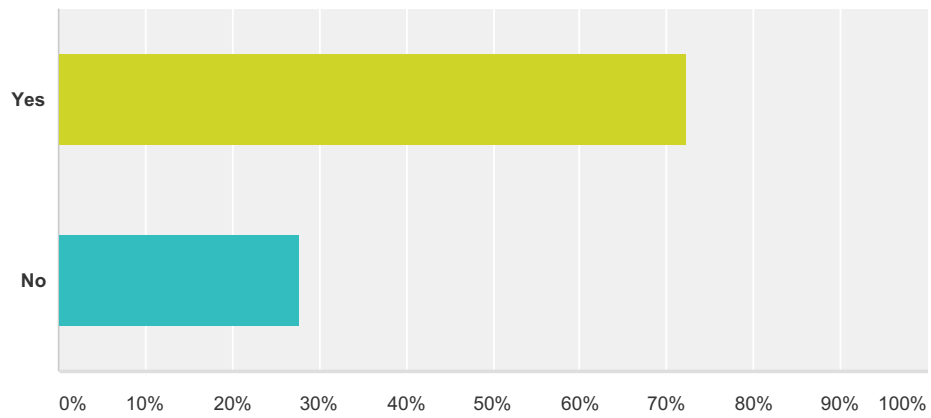


	1	2	3	4	5	6	7	8	9	Total	Score
A healthy work environment	31.02% 67	24.07% 52	27.78% 60	4.17% 9	1.85% 4	2.78% 6	4.17% 9	1.39% 3	2.78% 6	216	7.30
Equitable compensation	21.27% 47	29.86% 66	28.05% 62	4.52% 10	3.62% 8	1.81% 4	4.07% 9	3.62% 8	3.17% 7	221	7.02
Flexible schedule	18.79% 31	22.42% 37	27.88% 46	6.67% 11	7.27% 12	3.64% 6	4.85% 8	3.64% 6	4.85% 8	165	6.61
Level of responsibility	7.02% 8	17.54% 20	21.93% 25	8.77% 10	9.65% 11	13.16% 15	7.02% 8	9.65% 11	5.26% 6	114	5.56
Level of accountability	2.60% 2	6.49% 5	11.69% 9	5.19% 4	9.09% 7	7.79% 6	20.78% 16	19.48% 15	16.88% 13	77	3.83
Meaningful work	53.17% 151	22.54% 64	11.27% 32	2.11% 6	2.46% 7	3.52% 10	1.06% 3	1.76% 5	2.11% 6	284	7.86
Recognition for a job well done	1.85% 2	12.04% 13	22.22% 24	3.70% 4	6.48% 7	3.70% 4	14.81% 16	16.67% 18	18.52% 20	108	4.34
The chance to learn	10.20% 15	29.93% 44	27.21% 40	6.80% 10	7.48% 11	7.48% 11	3.40% 5	4.76% 7	2.72% 4	147	6.52

The chance to do great work	16.32% 31	26.84% 51	26.32% 50	6.84% 13	4.21% 8	4.21% 8	2.63% 5	3.16% 6	9.47% 18	190	6.48
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Q32 Have you received an increase in compensation in the past two years?

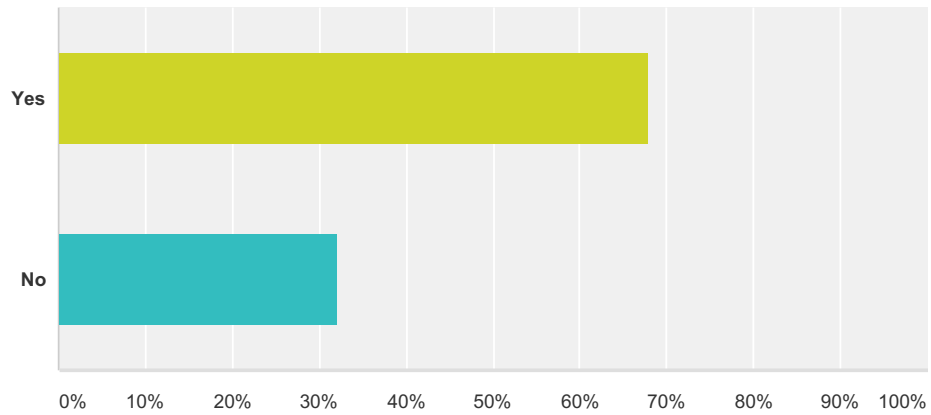
Answered: 378 Skipped: 59



Answer Choices	Responses
Yes	72.22% 273
No	27.78% 105
Total	378

Q33 Have you received a performance review by a manager, supervisor or board in the last 12 months?

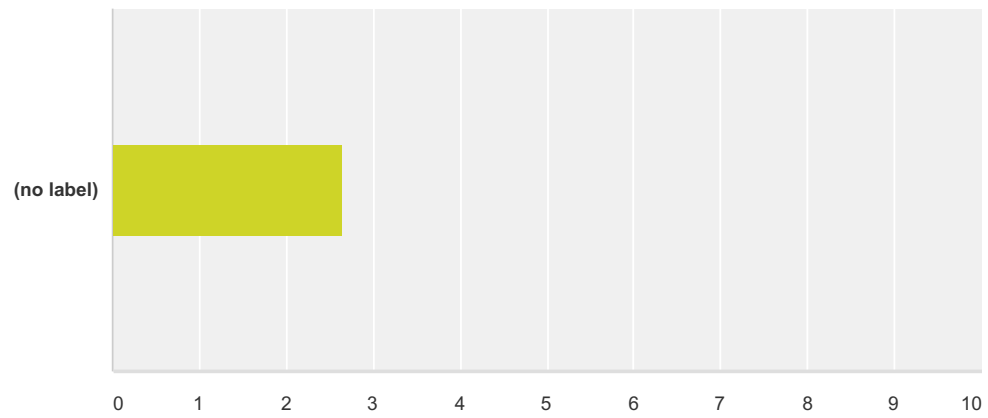
Answered: 379 Skipped: 58



Answer Choices	Responses
Yes	67.81% 257
No	32.19% 122
Total	379

Q34 How supported do you feel by your current employer in advancing your career?

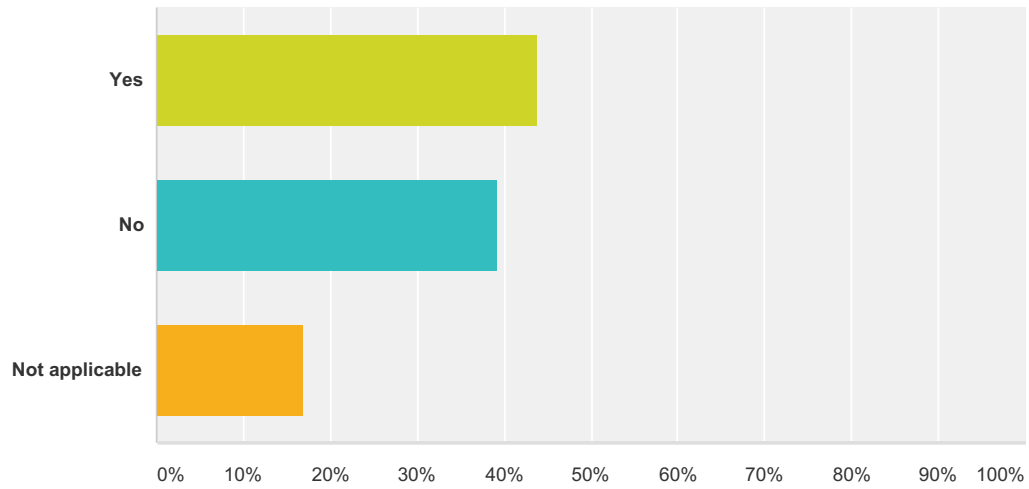
Answered: 380 Skipped: 57



	Very supported	Fairly supported	Supported	Slightly unsupported	Not at all supported	No opinion	Total	Weighted Average
(no label)	29.21% 111	23.68% 90	19.74% 75	12.11% 46	9.47% 36	5.79% 22	380	2.66

Q35 Have you advanced to a higher-level position since being hired by your current employer?

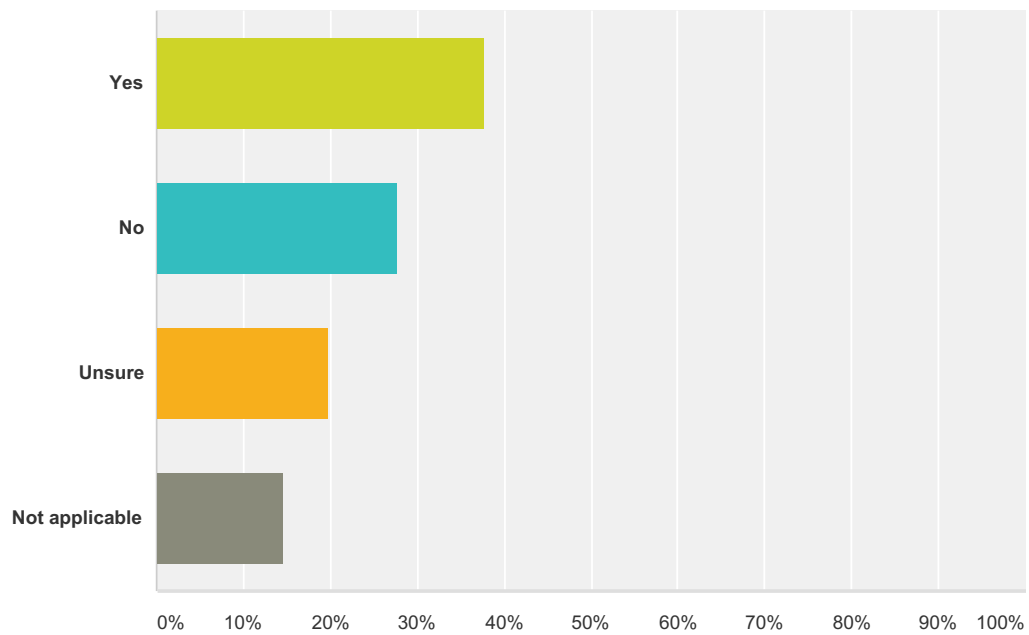
Answered: 379 Skipped: 58



Answer Choices	Responses
Yes	43.80% 166
No	39.31% 149
Not applicable	16.89% 64
Total	379

Q36 Do you aspire to advance to a higher-level position within your organization?

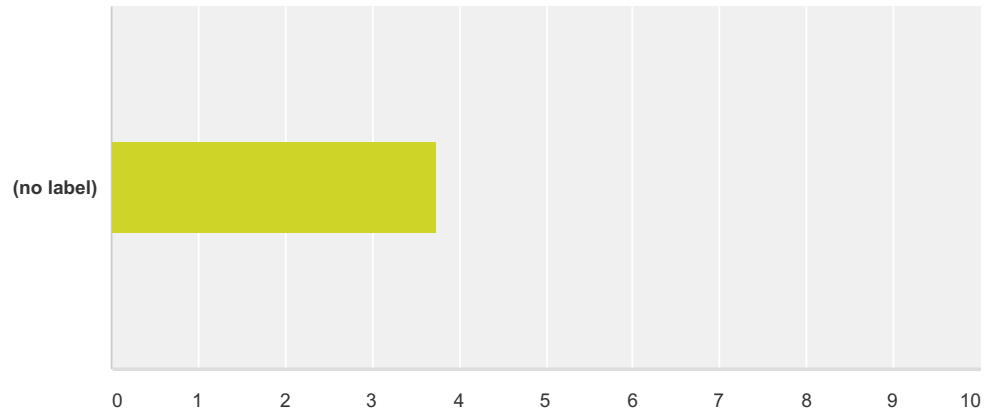
Answered: 378 Skipped: 59



Answer Choices	Responses
Yes	37.83% 143
No	27.78% 105
Unsure	19.84% 75
Not applicable	14.55% 55
Total	378

Q37 In your opinion, how likely is it that there will be higher-level positions available in the next three years within your organization?

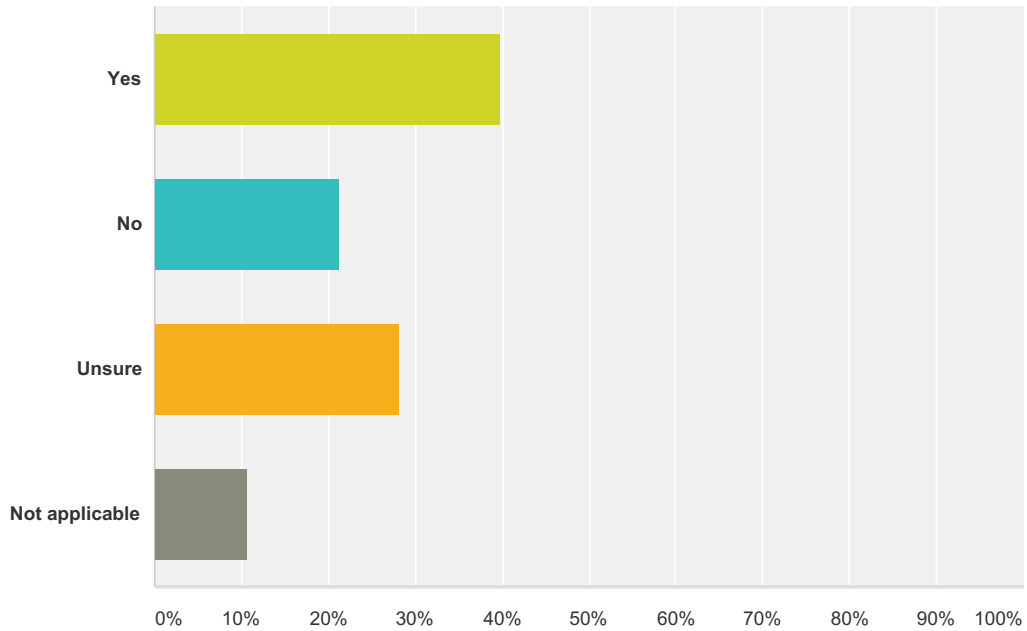
Answered: 376 Skipped: 61



	Very likely	Somewhat likely	Likely	Not very likely	Not at all likely	Unsure	Total	Weighted Average
(no label)	7.98% 30	16.22% 61	13.30% 50	28.99% 109	24.73% 93	8.78% 33	376	3.73

Q38 If you don't see opportunities for growth at your organization, do you intend to advance to a higher-level position by working for another organization?

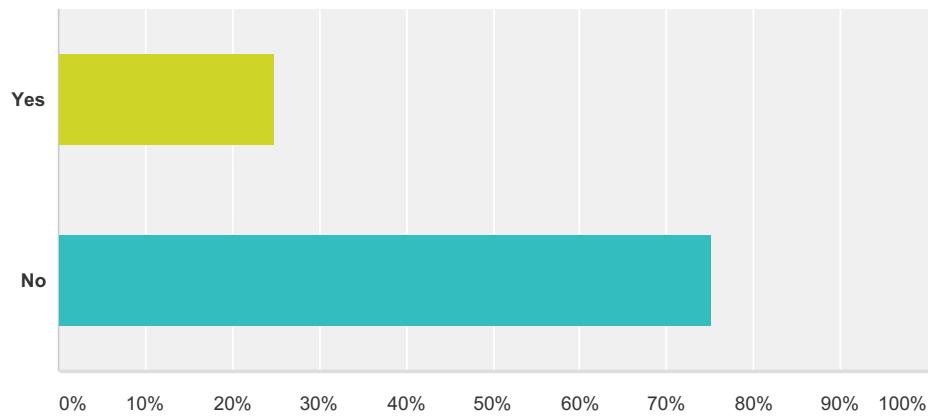
Answered: 379 Skipped: 58



Answer Choices	Responses
Yes	39.84% 151
No	21.37% 81
Unsure	28.23% 107
Not applicable	10.55% 40
Total	379

Q39 Are you currently seeking new employment opportunities?

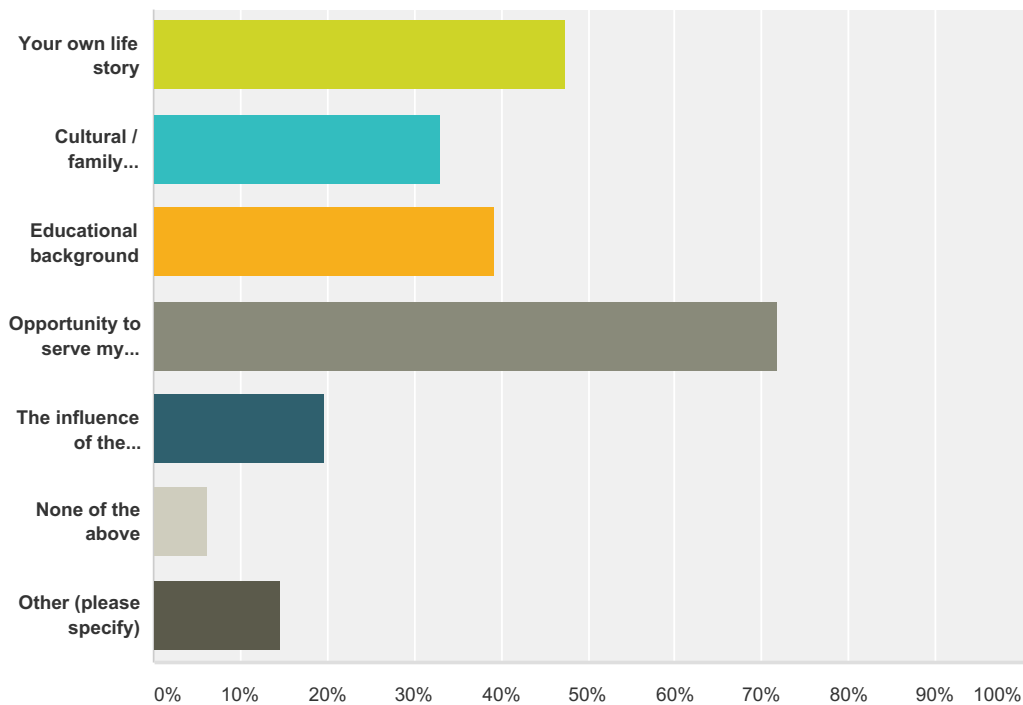
Answered: 378 Skipped: 59



Answer Choices	Responses
Yes	24.87% 94
No	75.13% 284
Total	378

Q40 What considerations guided your decision to pursue a career in the nonprofit sector? Choose all that apply.

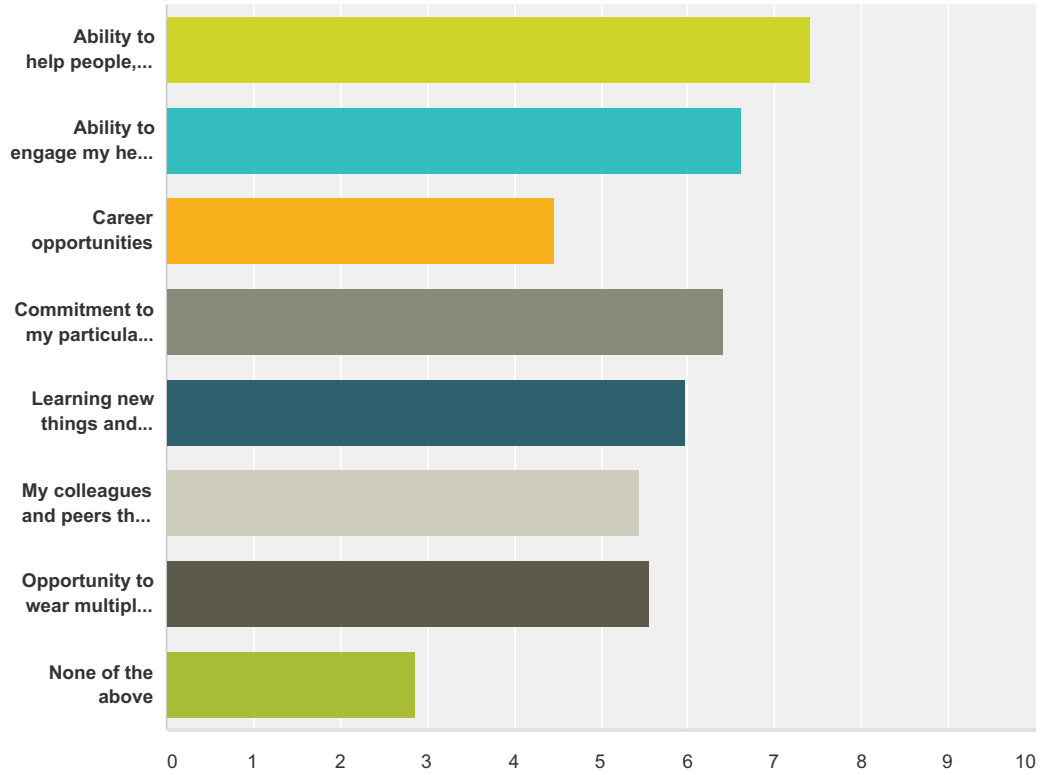
Answered: 379 Skipped: 58



Answer Choices	Responses
Your own life story	47.49% 180
Cultural / family background	32.98% 125
Educational background	39.31% 149
Opportunity to serve my community	71.77% 272
The influence of the nonprofit sector	19.53% 74
None of the above	6.33% 24
Other (please specify)	14.51% 55
Total Respondents: 379	

Q41 Rank the top three characteristics that you appreciate most about working in the nonprofit sector.

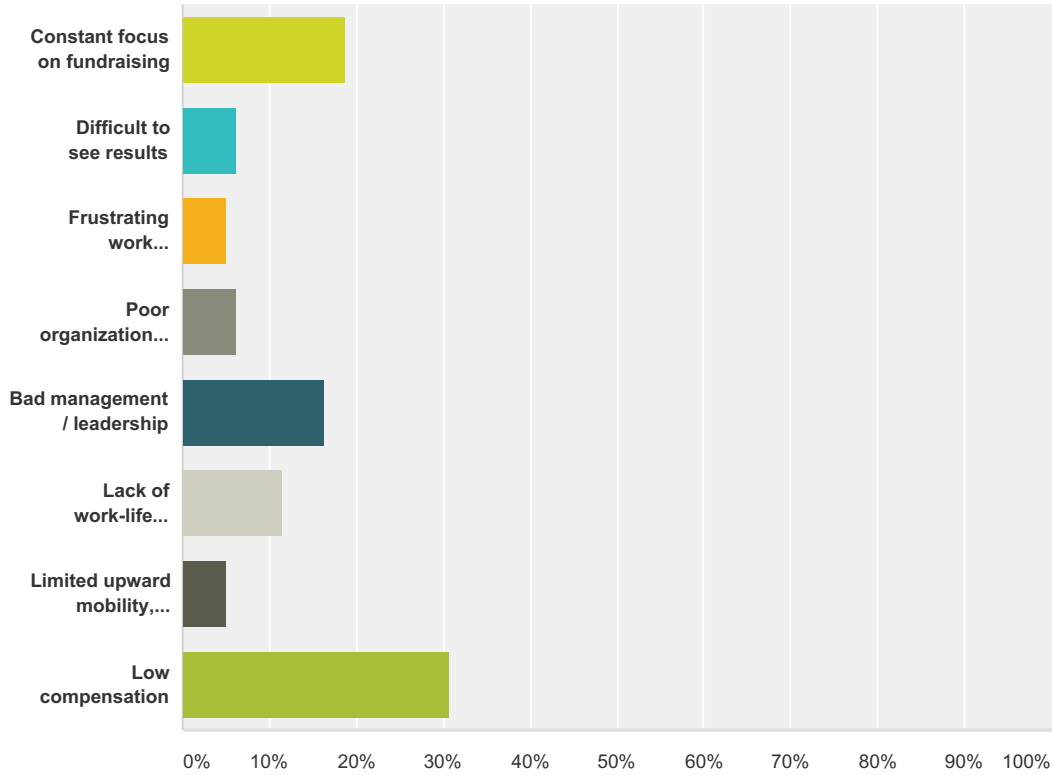
Answered: 372 Skipped: 65



	1	2	3	4	5	6	7	8	Total	Score
Ability to help people, and make a difference	67.22% 203	19.54% 59	9.60% 29	0.33% 1	0.66% 2	0.66% 2	0.99% 3	0.99% 3	302	7.41
Ability to engage my heart as well as my mind	26.16% 62	38.40% 91	25.32% 60	2.95% 7	0.42% 1	2.53% 6	2.95% 7	1.27% 3	237	6.61
Career opportunities	3.85% 3	8.97% 7	30.77% 24	7.69% 6	16.67% 13	6.41% 5	19.23% 15	6.41% 5	78	4.47
Commitment to my particular organization's mission	21.80% 46	35.07% 74	29.86% 63	2.37% 5	2.84% 6	3.79% 8	1.90% 4	2.37% 5	211	6.40
Learning new things and having new experiences	8.59% 14	30.06% 49	38.65% 63	7.36% 12	7.36% 12	5.52% 9	1.23% 2	1.23% 2	163	5.98
My colleagues and peers that work in the sector	9.92% 12	19.83% 24	37.19% 45	4.96% 6	5.79% 7	14.05% 17	5.79% 7	2.48% 3	121	5.45
Opportunity to wear multiple hats (be a generalist)	4.41% 6	27.21% 37	39.71% 54	10.29% 14	2.94% 4	1.47% 2	9.56% 13	4.41% 6	136	5.55
None of the above	16.22% 6	5.41% 2	8.11% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	70.27% 26	37	2.86

Q42 What is the most significant challenge you've experienced working in the nonprofit sector?

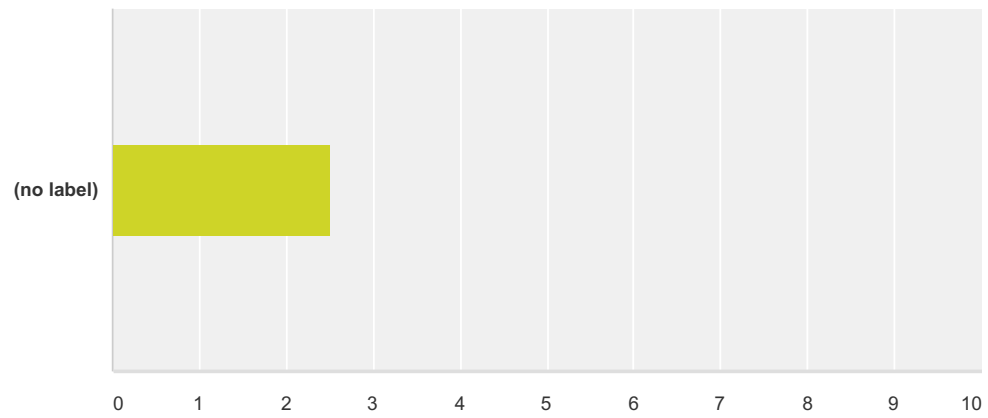
Answered: 355 Skipped: 82



Answer Choices	Responses
Constant focus on fundraising	18.87% 67
Difficult to see results	6.20% 22
Frustrating work environments	5.07% 18
Poor organizational effectiveness	6.20% 22
Bad management / leadership	16.34% 58
Lack of work-life balance	11.55% 41
Limited upward mobility, opportunities for growth	5.07% 18
Low compensation	30.70% 109
Total	355

Q43 How important is it to you to remain in the nonprofit sector?

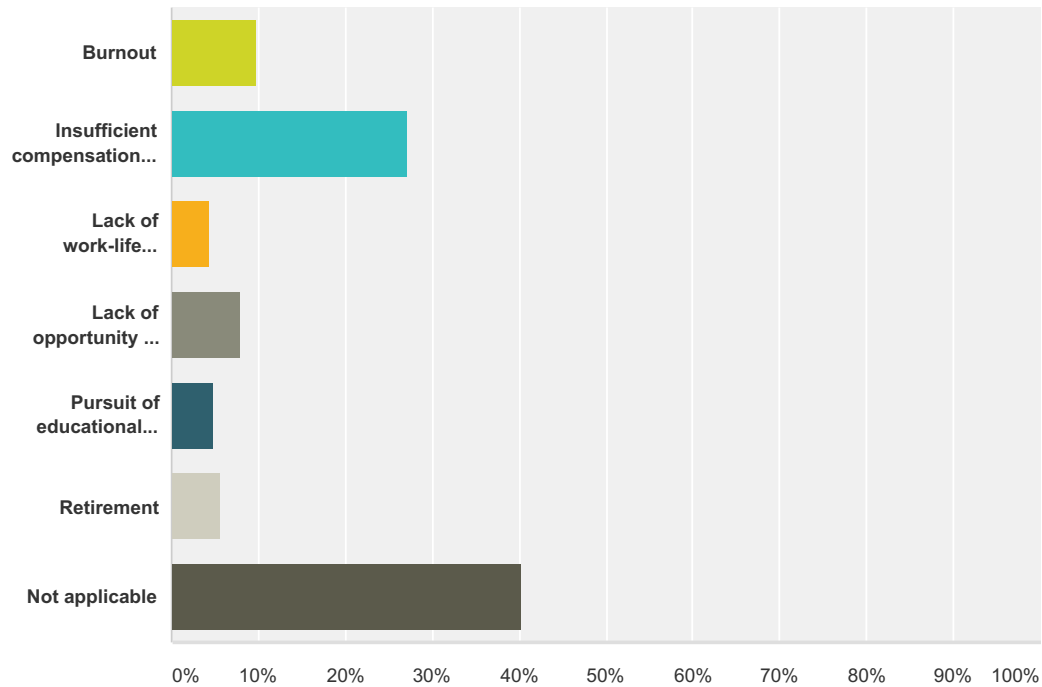
Answered: 350 Skipped: 87



	Very important	Somewhat important	Important	Not very important	Not at all important	No opinion	Total	Weighted Average
(no label)	31.71% 111	24.00% 84	20.86% 73	13.71% 48	5.14% 18	4.57% 16	350	2.50

Q44 If you plan to exit the nonprofit sector within the next two years, please select the primary reason for this decision.

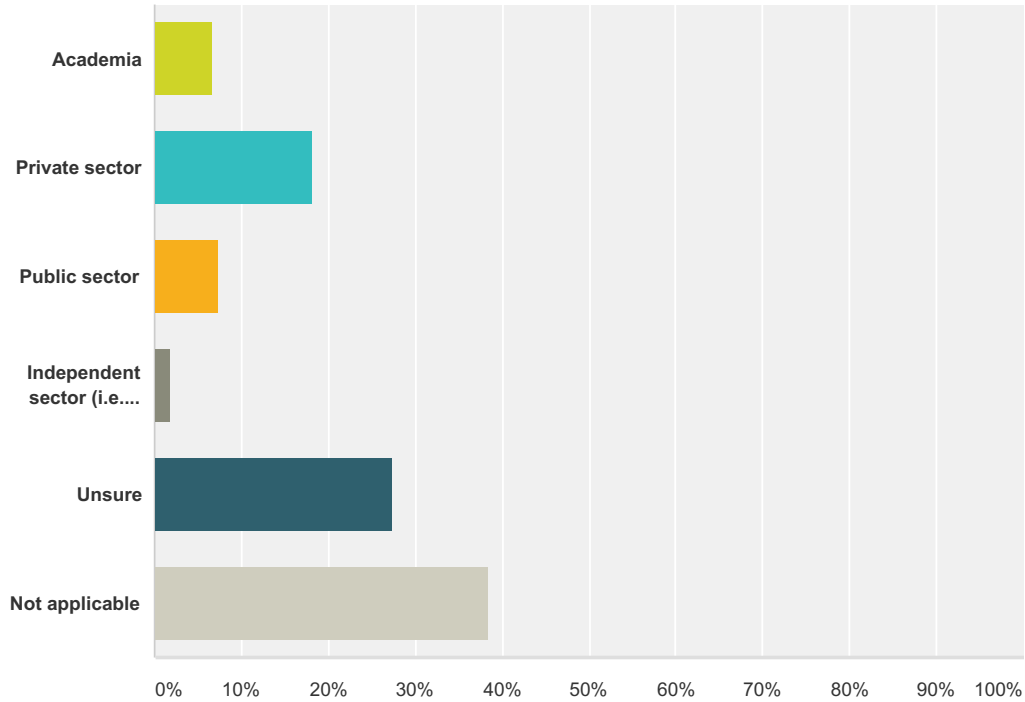
Answered: 350 Skipped: 87



Answer Choices	Responses	
Burnout	9.71%	34
Insufficient compensation and benefits	27.14%	95
Lack of work-life balance	4.29%	15
Lack of opportunity to grow in my profession	8.00%	28
Pursuit of educational opportunities	4.86%	17
Retirement	5.71%	20
Not applicable	40.29%	141
Total		350

Q45 If you plan to exit the nonprofit sector within the next two years, in what sector would you prefer to secure employment?

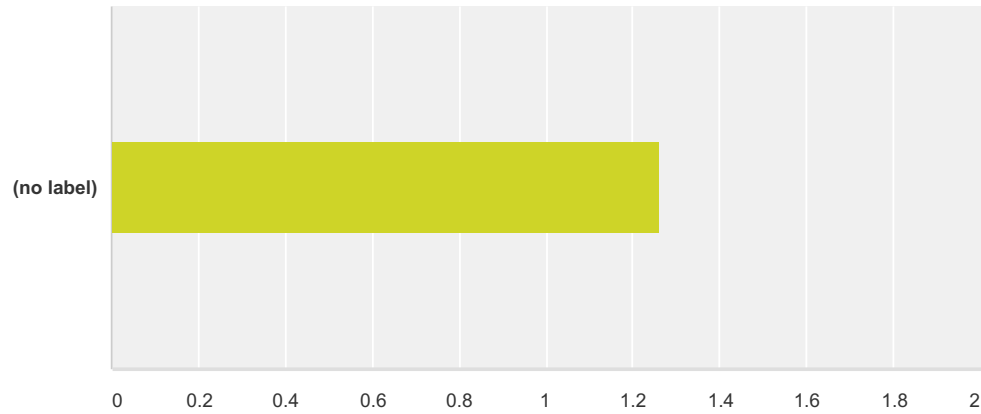
Answered: 369 Skipped: 68



Answer Choices	Responses
Academia	6.78% 25
Private sector	18.16% 67
Public sector	7.32% 27
Independent sector (i.e. philanthropy)	1.90% 7
Unsure	27.37% 101
Not applicable	38.48% 142
Total	369

Q46 Do you feel that investment of time and resources in professional development (e.g. trainings, workshops, and educational seminars) is important to career growth?

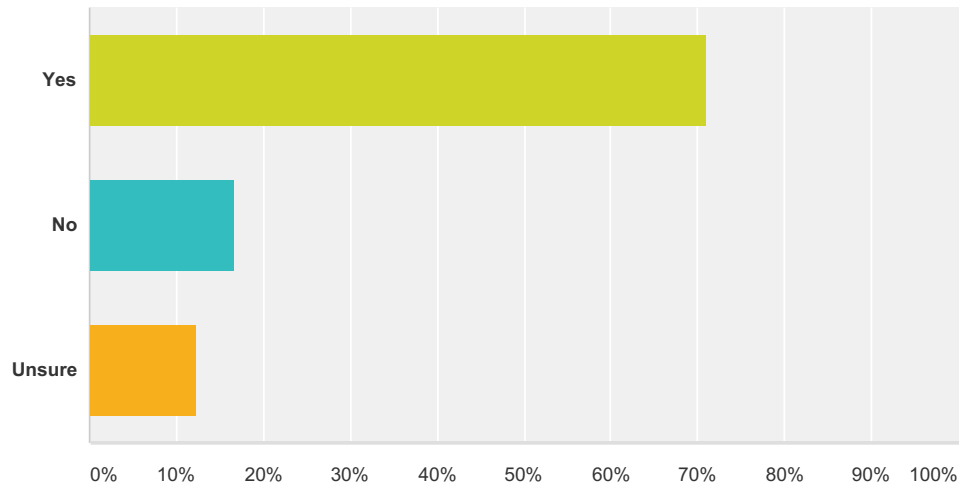
Answered: 376 Skipped: 61



	Definitely	Maybe	Maybe not	Definitely not	No opinion	Total	Weighted Average
(no label)	78.72% 296	17.55% 66	2.66% 10	0.80% 3	0.27% 1	376	1.26

Q47 Does your organization provide funding for you to participate in external trainings or professional development?

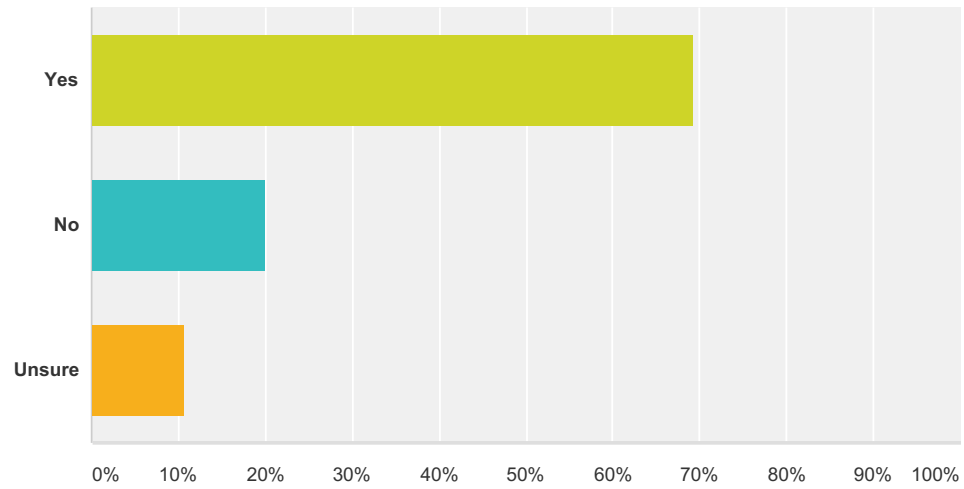
Answered: 376 Skipped: 61



Answer Choices	Responses
Yes	71.01% 267
No	16.76% 63
Unsure	12.23% 46
Total	376

Q48 Do you have the time available to attend external trainings or pursue professional development opportunities?

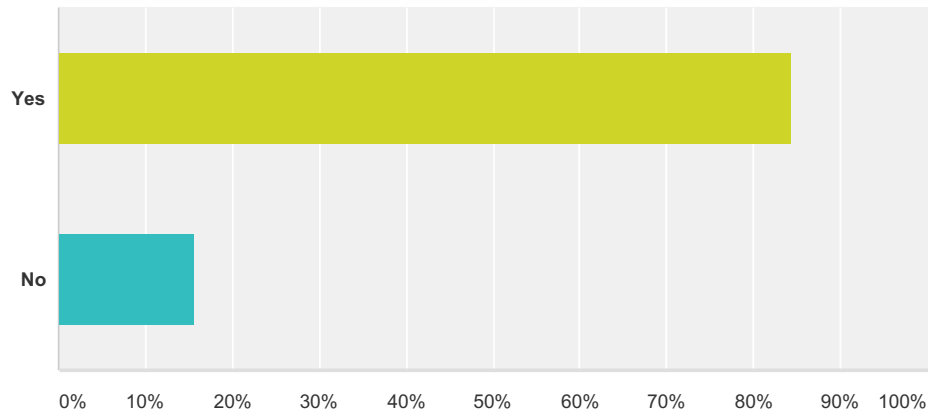
Answered: 375 Skipped: 62



Answer Choices	Responses
Yes	69.33% 260
No	20.00% 75
Unsure	10.67% 40
Total	375

Q49 Have you participated in trainings, workshops and/or educational seminars in the last two years?

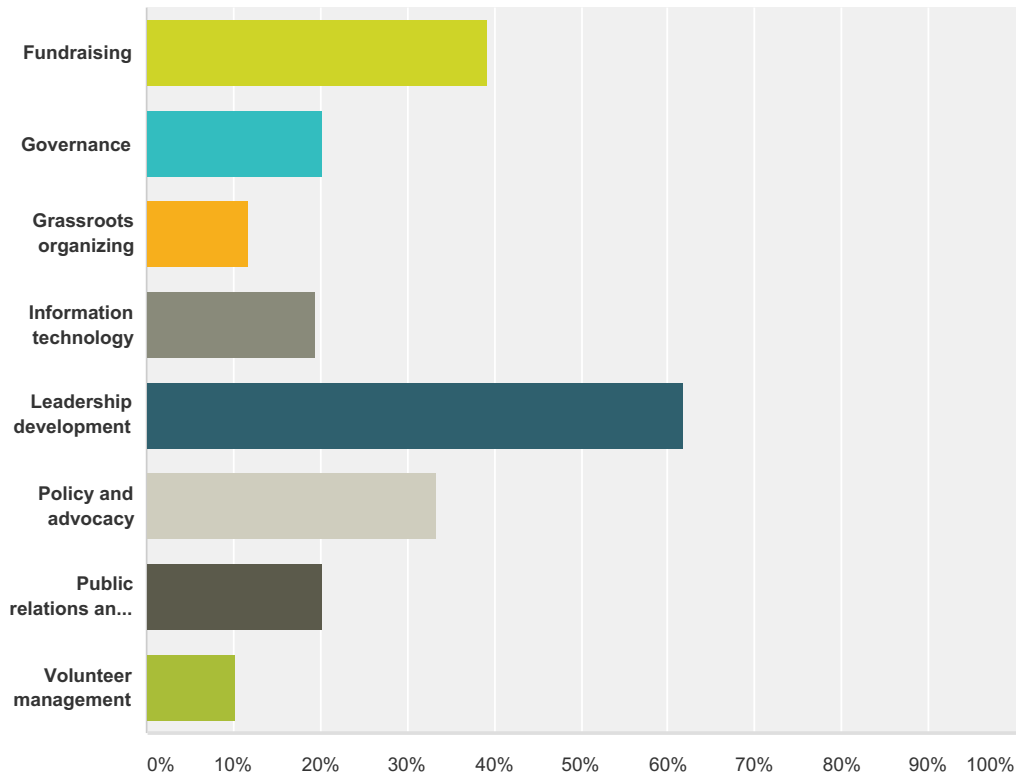
Answered: 372 Skipped: 65



Answer Choices	Responses
Yes	84.41% 314
No	15.59% 58
Total	372

Q50 If so, please select the focus area(s) of these trainings, workshops and/or educational seminars.

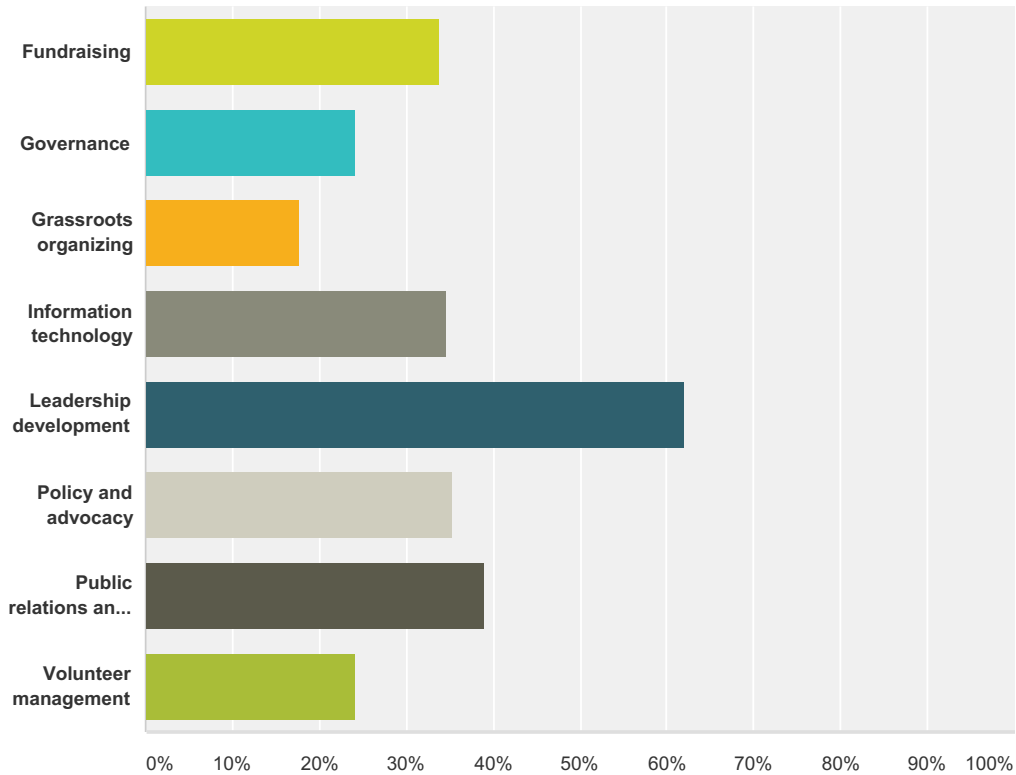
Answered: 272 Skipped: 165



Answer Choices	Responses
Fundraising	39.34% 107
Governance	20.22% 55
Grassroots organizing	11.76% 32
Information technology	19.49% 53
Leadership development	61.76% 168
Policy and advocacy	33.46% 91
Public relations and marketing	20.22% 55
Volunteer management	10.29% 28
Total Respondents: 272	

Q51 Please select the focus area(s) that may interest you in attending a future training, workshop and/or educational seminar.

Answered: 331 Skipped: 106



Answer Choices	Responses
Fundraising	33.84% 112
Governance	24.17% 80
Grassroots organizing	17.82% 59
Information technology	34.74% 115
Leadership development	61.93% 205
Policy and advocacy	35.35% 117
Public relations and marketing	38.97% 129
Volunteer management	24.17% 80
Total Respondents: 331	

Q52 In your opinion, what investments could be made by nonprofit organizations and/or funders to demonstrate commitment to employee professional development, career growth and skill-building?

Answered: 260 Skipped: 177