

The overall impact of COVID-19 on nonprofits, comments offered by NORP members

Overall, what has been the impact of COVID-19 on your organization and how have you been able to respond to the pandemic?

Given the rich information our panel members provided to this question, we decide to share them as they are rather than selecting only few most relevant. Please note that these answers are provided by human services organizations as well as arts and culture nonprofit organizations.

More calls from individuals not able to locate local emergency services hoping we provide shelter and other direct assistance.

All business has been shut down. All bowling centers have been forced to shut down due to the pandemic.

Our doors have been closed, but we are using the time to make necessary facility changes for re-opening.

Yes - we added additional CovidProgram of rent, utility, food, PPE, etc. . . direct assistance to families in need. We started working remotely in mid-March and haven't come back for the most part (except for our property maintenance staff). All meetings were on Zoom; fundraising events had to be cancelled & finally we did a virtual event and raised some funds. We lost tenants who were also non-profits as they moved to smaller quarters or went under.

It has impacted our programs and income from our programs. We had to cancel many of our in-person programs and tried to transition to online programming, however, we have not been successful.

Most of our programs have been Covid-cancelled and pandemic-postponed, along with our annual fund-raisers. Those programs that could continue have been moved to virtual platforms. The board of directors meets virtually, so there is a little less activity from them. Membership renewals and donations have decreased.

We have had to cancel all fundraising programs. We were able to meet (reduced) budget needs (funds promised to those we support) with outreach to former donors.

Due to our program, Arts for Illinois Relief Fund, and our work around bringing resources to the creative sector, our work load has increased. COVID-19 has highlighted the need for advocates in the arts so our work is more crucial than ever. However, due to our membership model our revenue has dropped since many smaller organizations are trying to survive and don't have the ability to support us with membership dues at the moment.

Decrease in local funding. Remote working practices. Trying to minimize risk when face to face is essential.

fundraising events have been cancelled. The normal shelter operation we collaborate in has been replaced by a COVID emergency shelter that has received state funding -- we still provide some supplies and minimal volunteers

Sending past clips of past programs.

Canceled events; restricted seating at events (to 15%); unable to schedule rentals and other outside concerts and events thus reducing income.

Some programmatic work was pushed back. Much work has gone online. Staff work from home now. We have worked to mitigate the impact of COVID-19 on our staff and community.

The primary focus of our response has been to craft hybrid programming solutions for each aspect of our mission: exhibitions, education and outreach. We have been successful in doing so from an execution perspective; what's unknown is whether our donors will continue to support in this new operating model, and, critically, whether we'll be able to attract new donors.

We have had to cancel our season.

Had to cancel annual fundraisers, substitute less lucrative event. Have postponed plans to renovate building. It has forced us to be more resourceful and to be very conservative in pursuing our mission but we expect to be alive and kicking when the pandemic is over.

It has totally shut down our events and the research abilities that we offer the public. We have gone virtually on some of our programs.

Our 4 events cancelled - revenue down

We have lost more than \$4M in fundraised revenues so far, just from cancelled events, and have had a number of private donors have to put their giving on hold as their incomes have been impacted by Covid. At the same time, some funders have given us more money (not nearly enough to compensate for the losses). And, we can't recruit new donors easily because we always do that by giving people tours of our facility or I and my fundraising staff meeting with people. We can't do those things in a time of covid. Also, about 1/3 of our staff are front-line, essential service providers, so they're still working in place. The other 2/3 are working from home. All of this has had a significant impact upon morale. People are scared at work, people who are home want to come back and can't. We presented a deficit budget to the board (the first in my 27 year tenure) this year because we were determined not to layoff staff or cut benefits (we did cut annual raises--they were not given in 2020). We hope not to actually have a deficit by the end of the fiscal year on June 30, 2021, but we had to plan for that. Many of our programs have had to be delivered virtually and for most that is not as good. Fewer people are coming for some services, and greater numbers of people are coming for others. We've had to start new programs necessitated by Covid, e.g., our food pantry (which is providing boxes of food weekly to more than 400 households) and several programs for seniors to help reduce their isolation and make sure their essential needs are getting met as most of them are shut in because of Covid. We've also had to adapt our programs for homeless youth, as they cannot gather in our youth center because of Covid restrictions. We're providing services on the sidewalk and in outdoor locations.

We were down in both revenue and expenses but remained net positive. Our programs changed to virtual actually saving us in expenses but we do not feel we are getting our desired effects for our participants as we would in person.

We've had to pivot and offer more virtual experiences we have lost revenue from special events & rentals we have lost volunteers whose health prohibited their attendance, but they are working from home online

Since our work is directly with parents at schools, everything has been paused. Due to the lack of staff, we haven't been able to expand our work to online/virtual platform. We are planning on having conference and online programs, addressing all type of issue of concern for parents. Parents Step Ahead currently has a parent Curriculum that empowers parents on four major topics. Family Communication, Health and Wellness, Financial Literacy and Education and Technology, but the curriculum was built to be taught in person, at the schools.

It has been devastating. Canceled/postpones 7 of 11 performances from the 19/20 season. Have already postponed 3 of the 20/21 season. We have lost more than \$500,000 in revenue. We continue to work to move forward. Definitely a time for problem solvers.

Changes in the way we delivery some programs. Some positive COVID-19 incidences within our staff as well as a few within Head Start families. We have provided the emergency leave necessary as well as provided deep cleaning in our facilities, as necessary. Staff have really applied themselves beyond the norm to provide services to clients as best we could. Providing support to our staff with regard to mental health matters.

Donations are down due to unemployed donors, supporters. Volunteers' numbers are down due to social distancing and changes in how programs are handled. Number of families experiencing food insecurity has tripled this year.

We have had to shift much of our programming to online and virtual formats but have continued to operate to maintain commitment to artists and audiences. We had to postpone our exhibition schedule while closed to the public from March - August, but extended current exhibition and provided online content. We resumed exhibition schedule, although at a slower pace, in September. We do not rely on significant earned income (ie, admissions, events, rentals, sales) but we do rely on memberships, individual donations and a significant amount of grant funding.

We closed our day programs and moved immediately to virtual programming. We have spent close to \$40,000 on PPE. The state funders are not paying us the promised rates nor for daytime staffing in our homes. Move to telehealth in Early Intervention has meant about a 60% reduction of services.

Reduction of volunteer labor, which is critical to our continued success. Covered with more hours from a limited group of volunteers. Delay of programs and growth efforts until Covid limitations ease.

It has cut traffic through our gallery therefore little sales activity. Art classes have come to a halt. We are unable to offer free public programs because of space restrictions.

Volunteers to complete tasks

We were not able to have the indoor and outdoor family activities, special interest events, entertainment for public to attend, which is where our income is earned to support us. Public interest has changed. We are being questioned about status of future events and activities.

Significant increase in clients. Modified delivery model to a drive-up service with deliveries for those without transportation or those whose health is compromised.

As with many rural not for profits, our organization, has suffered exponential loss of revenue, loss of fundraising (that impacts vendors and small home businesses), loss of community collaborations and loss of ability to retain staff, many of them school students and part time helpers.

we are finding it very challenging to maintain our program and remain financially sound. We have lost over 60% of our enrollment while maintaining 80% of our staffing. We need the staff to maintain ratios and provide services.

Lost all youth jobs; moved programming online; high youth engagement, and slowing creating new jobs; financial stability with no certainty for the future

Almost a complete shutdown. We are doing programs that are able to follow all of the rules and attempting to introduce things like zoom to seniors.

demand for services has dropped significantly during lockdowns, we now allow employees to work remotely and client consultations have been done primarily over the telephone

Change in how we provide services and elimination of direct person to person, community events.

May - July organization shutdown with all but 3 essential personnel temporarily laid off. Fall re-opening of programming with much smaller numbers of participants to ensure social distancing, etc. Employing fewer number of staff because not operating at capacity. Interruption of capital campaign for building renovations. Was not able to hold two major fundraising events - used some virtual and some letter campaign for one and went to a "no-event" event for the other. Utilized CDC and IDPH resources to write and institute health and safety protocols. Made drop off packets for participants to assist them with health and safety issues including supporting our participants who speak languages other than English. Developed many new ways to provide programming such as Zoom, home delivery of items, individual bags of activities so children don't share toys, crafts, etc.

We moved from on site to teletherapy and now are 50% teletherapy, 50% in person. We also increased our outreach beyond our local community to serve those in need.

As a homeless shelter, we have been front and center. Demands for shelter keep increasing, but one funder wants us to limit assistance to 30 days with flu season and winter upon us. We have provided both bi-monthly COVID tests and flu shots on the premises for both staff and guests. In the beginning, it was difficult to convince staff that working in a shelter was safe. We still struggle to maintain staffing and as an admin office of 3, I am snowed under with grant writing and grant reports. Shelter managers and admin are easily working 10-12 hours every day to just keep up with the volume of work. We have told staff not to come to work sick, so often one of us is a last minute substitute for an illness call off. Despite this, we have had no COVID outbreaks in the shelters and have confined COVID to those discharged to us and sent to the motel. There has been no spread at the motel. We have also managed to discharge about 52% of shelter guests to permanent housing, despite difficulty in getting state IDs, social security cards and housing agencies working remotely.

It has caused us to shut down at times which kept us from serving the people who needed our ministry. It has caused us to lose employees due to fear of the sickness. It has caused us to lose shoppers and donors for our Thrift Store.

We've been able to help more people, but our staff are stressed and people tired of working from home.

We have canceled a full year of programming. We are unable to use the auditorium in our local high school for performances due to COVID-19.

Closed doors to the public. No volunteers working. Increase staff due to grants we received to assist homeless or persons behind on rent and utilities.

Early on, our donations went up a significant amount. Once the financial stimulus aid and higher unemployment kicked in, our client numbers went down. Because of the large amount of money coming into Feeding America,

our food from Second Harvest is subsidized more than usual. We sent many of our elderly volunteers' home early in the spring to keep them safe. We had to cancel our two huge fundraisers, one of which usually brings in \$15,000 and the other that usually brings in \$120,000! Because of this, our income is lower than usual, but we've been able to get a few grants through the CARES ACT that have helped. Thankfully, we do have reserves and are keeping up with the demand. We expect the client numbers to increase, if no unemployment boost or stimulus money happens soon.

Senior residential population is tired and frustrated with the isolation and the missing contact with family members. We removed all the lobby furniture which was cloth and would hold virus and encourage social gathering. Rather than asking and persisting on seniors to social distancing Posada removed the lounging furniture.

Social Distancing from Families participating in social educational programs. Families in need not allowed in building.

All are working from home. Meeting is virtual.

This was to be our 79th year. We only postponed back in the 1940's due to the war. Our board as tried to plan events and fundraisers as the rules of the pandemic as allowed. But its hard! We are in hopes that 2021 will bring good health for everyone so we can enjoy the festival that everyone missed last year.

We pivoted, we now are offering year-round on-line workshops and some small in person workshops. Our donors really stepped up this year. We closed all programs in March, we re-opened in June with on-line workshops, and in person only outside workshops in June. In October we offered our Artist Residency Program.

We use zoom to help the kids with their homework. We are continuing to work on our plays.

Collapse in audience totals, significant drop in membership revenue, and more challenging fundraising.

Currently have lost nearly 35% of membership base this year and numbers continue to decline. Program enrollment numbers across the board have decreased as well. In response, several virtual classes and programs have been developed in addition, our Y will be offering 24/7 access to our Fitness Center by the end of this year.

Since the majority of at-risk youth, we serve in this program come to our facility with their school we have seen a drop of 80% of the youth we serve in groups. With the extra staff time we have expanded our fresh food distribution program and also offered our respite services to medical COVID responders and teachers.

It forced us to re-invent our two major fundraising events from a gala-type event to a virtual event. Strangely, they raised a good amount of funds. We were not able to continue in-person gallery exhibits and switch that to virtual galleries, which hurt gallery sales (and funding to artists).

We're a movie theater and arts organization. Movie audiences are 10% of a normal year. We can't host live performances at all. In our local economy we are not able to monetize our virtual performances, though we have received some sponsorships to cover costs. Teachers are too overwhelmed with hybrid online/in-person classes to engage with teaching artists or arts education opportunities, which means arts ed grants are on hold. The overall effect is that we can't do most of what we normally do, our income streams are all but dried up, and we have expenses that are still 75-80% of full operation. THANK GOODNESS for Cares Act grants and the Mellon Foundation's offer to release previously restricted funds for general operating costs. Together these will allow our organization to survive until next summer. However, we are concerned about losing audience. Financial concerns make us focus too much on what WE need to survive, and not enough on what our community needs from the arts right now.

Overall, we have kept afloat, but we expect 2021 to be difficult because COVID funding will go away and the results of cancelled events will decrease grant fund availability.

Had to change how we operate over night to be able to continue to deliver meals safely. Are still providing additional food to those we serve and are still serving the additional people who enrolled early on in the pandemic. This has created issues with cold storage which has increased additional cost, both capital and operating expenses.

We closed for over 6 months and have lost over 80% of revenues

Critical and we are thinking out of the box daily to get beyond it

Limiting to one person at a time coming into the foodbank to get food, due to COVID.

Increased demand for services.

It has been devastating, and we have responded where possible with revised programming but we do not feel that it is safe to fully serve our clients at this time.

We are taking one day at a time. Looking for funding

The transportation infrastructure has been interrupted. Clients are isolated and can't engage in community integration activities. Staffing levels for our org are stable but it is challenging to find new staffing. In California many long time employees are moving out of the bay area as the cost of living is extremely high and the state recession is taking hold.

YWCA Hanover has continued to operate programs with the exception of 7 weeks of closure of childcare following Pennsylvania government guidelines. We have operated 2 fundraisers virtually and quite successfully. Most other programs are continuing via Zoom. Our donors have been exceptionally supportive. Staffing has been a challenge at times with employees contracting COVID and being unable to work for weeks but we have not had to close any programs or services. Overall, we are holding our own.

Tremendous Increase in cost to do business. Rent Leases food utilities, transportation Advertising.IT issues staffing needs of the community. Decrease in funding

Increased cost of doing business, increased need for our services in the form of financial assistance and food, loss of revenue from our Thrift Shop. We have remained solvent due to a large operating reserve and a very philanthropic community.

It has affected our ability to raise monies through our 3 major annual events. Virtual events are difficult at best and have strict limitations regarding on line raffles/auctions making it nearly impossible to replicate the dollars raised at in person events

We are a residential care agency for foster youth and the impact of COVID has reduced the amount of staff needed to serve our population. The pandemic has caused fear for employees required to work during an outbreak in our facilities. Regulations for staff numbers are stringent and we have had to temporarily close two facilities due to lack of qualified staffing as well as staff taking entitlements. We have lost around \$3m in revenue since March.

We have altered program service delivery and temporarily closed two programs (one reopened in July and the other in September).

Our outreach has focused on free public events typically of 100-300+people. They were all cancelled. We focusing our outreach on online/podcasts/other. Most of our funding in the past has been from event sponsors. Since no "events" there is no new funding in 2020. Grants we typically get were not offered as funding went to those organizations in most need to address the pandemic.

It has impacted our revenue stream due to temporary closure of our thrift store and recent cuts to Medicaid funding. Providing services is more costly with the need for PPE and one-on-one rather than group services. However, so far it has not impacted community support for our mission or grant funding. We are fortunate to still be in a financially sustainable situation, thanks for the PPP funding we received which kept us from having to spend more of our reserves.

Our staff rallied and learned how to do zoom, prepared our offices with masks, shields and hand sanitizers. For volunteers and two staff members who do come to our general office during the week, they wear masks and do social distancing. We meet every day by zoom or phone to be accountable for our work. It has made all volunteers and staff more efficient due to help with accountability for paperwork, phone calls to clients etc. We have received more referrals from our website and track those referrals and set appointments daily.

fairly devastating financially...existential threat

We offer several programs and some have needed to greatly alter instruction. Additionally, because we are not allowed in the school when we once were, youth are not signing up for the programming because the classroom instruction is not held during the day and/or the youth are not engaged in the online platform. Hiring is more difficult. Qualified candidates are rare/not applying.

We have had to adapt to ever-changing situations. We have eliminated our typical 8-show season structure and we are instead just going show by show. We have learned how to live stream shows, and some of our

performances have been live stream only and some have incorporated very limited live audiences. Because our ticket sale income has been considerably lower this year, we have relied heavily on grants and donations to help us survive this difficult time.

We had to suspend programs and shut down the organization in the spring. We are seeing an increase in material donations and an increase in need.

Increase in need for grief support, moving programs onto a virtual platform.

40% increase in demand for food - have increased programs and spending to meet demand

Our ReStore and Offices were shut down from March 20 through May 29, 2020 but our Construction staff stayed working on regular schedule because construction is essential in Indiana and we build through the USDA Self-Help Housing Program. We also had to shut down for one full week in September due to a staff member testing positive in the Office/ReStore area for testing/sanitizing of the store. It has cost us time and money in cleaning and sanitizing, and the time to do the PPP loan.

We have seen declining revenues across many of our internal funding sources, in areas like programming, admissions, membership, and general donations. We have been fortunate to find concomitant raises, however, in community support, from governmental sources and private foundations. We have had to cancel most of the programming that we intended to hold in 2020, but have substituted virtual programming where possible and retained as many in our audience as possible. This virtual programming does not bring in the same revenue as in-person programming, but we do feel there is a benefit for our organization in building up the infrastructure and capacity to create this type of programming. Overall, it has been a tense and tough year, but one in which we have been grateful for the support our community offers for our organization.

Virtual events

We have been dark for 6 months. There is nothing we really can do. We are considering a new zoom play, but that may not be affordable due to our contract with Actors' Equity

It has completely changed our current programming away from inside performances. All performances have been digital or outside. Most of our venue rentals were cancelled, and more may be cancelled through the spring. Because of grants received, we were able to purchase supplies to make inside performances and events more feasible, but currently we are focused on our outside performances and digital offerings.

We will be smaller, employ fewer artists, no longer employ artists full time with benefits

The only reason we will survive this is that we furloughed staff, some of whom remained as volunteers, for 5 months, giving us time to pivot to online events. It is still unclear if online events can sustain the organization, or if there will be a return to in-person events in the same way as before. The future of the organization is unclear.

We cannot sing or perform without drastic changes. We are down to 67 from our normal 80 singers, have cancelled our primer choir of 50 singers, and only rehearse once a week in small groups fully masked and socially distanced. We were chosen as one of 24 choirs to perform for the National Acda Convention Dallas in March. The convention is now Virtual but we are struggling to find the resources to do a virtual recording so will probably just send in an old video from years past. No concerts this year which means no concert income.

With theaters closed and people not able to gather in large groups The House Foundation has lost about 50% of its earned income with all in person programs canceled. We have been able to move some programs online however online programs do not bring in the same amount of income as events in person. And with reduced in person events we are expecting reduced individual contributions as we are not having contact with new donors on as much of a regular basis.

Some volunteers have not returned due to fear of catching the virus. Our volunteers are mostly retirees. We are very attentive to our building being cleaned and sanitized and reminding volunteers and clients about masks, social distancing and hand washing

We have faired pretty well because we are a music school that has taught online classes for the past 10 years. Switching to only online classes was not a struggle for us, and our students have adapted well to the change. We have lost income from private donors, and all live concert income. With the PPP loan and EIDL grant, we expect to see a break even this year. Next year is another story.

Decrease in revenues; had to cancel and completely rethink programs; opened, but for limited hours

Our team has responded magnificently to the pandemic; Adjusting instruction, delivery, facilities and physical awareness. The impact has been frustrating and frightening because we depend on the public to participate in Arts Education experiences. Interestingly, we have 41% new students during this time from some new zip codes because of an intensive marketing plan with professional help.

We are a live theater, so we are closed until further notice. We have offered audio plays online to try to stay relevant.

We changed to timed tours and limited the number of guests in each tour. We have lost about half of our volunteers due to health concerns so it is more difficult to operate. We have the expense of sanitizing supplies and the difficulty of finding them.

We had to cancel our large event that is paid for by sponsors. Sponsor support decreased 75%. We were only able to provide a small venue for artists in the fall. We put our cancelled event online as best as we were able, but if we do that again we will need substantially more funds to do it right and make it more accessible. We will also need more funding to market is appropriately.

Extremely limited audiences (4- 20 a performance) compared to 100 - 150 social distanced and masked on demand video streaming of shows. Classes limited to 5 students masked and social distanced and for 60 minutes for 9 weeks only.

Needed to pivot work, cut costs, redouble fundraising efforts

We have applied for the limited grants available etc...it appears that donations will be down. year to date. Giving Tuesday is down so far.. Annual appeal no final data yet.

Emmanuel Music has pivoted to a virtual presence - planned concerts are recorded then streamed. The one live ongoing programming, Sunday Bach cantatas presented at Emmanuel Church have followed all local, state, and Episcopal Diocese guidelines.

Inability to move forward with planned programming and events. Scaling back programs for 2021 because of uncertainty.

Our County funding was decreased by 21%, so our allocations to each of our 7 member arts organizations were also decreased.

Our organization is holding on now, however if shutdowns continue to happen due to Covid, our organization will be hurt. We will survive perhaps a year, but it will take a lot to get back to having the reserves our bylaws require if we do survive.

COVID has forced us to go online and live-stream our concerts. This has presented several unexpected challenges in regard to programming (music) since we can't accommodate more than 30 musicians on stage and had to avoid winds and brass instruments.

We've had to pivot all of our programs to on paper and through a possibly-contaminated keyhole to offer art lessons to people in prisons. Fortunately, after a couple of months waiting for approval of our alternative programming, we've been able to keep our teaching artists working. Thank goodness our contract was already in place for the 20/21 fiscal year.

We had to cancel our previous April concert and the entire 2020-21 season of in person concerts. Since then, we have held one virtual event (free to viewers, no donations came from this event), and our "Meet the Instruments" program with the Boston Children's Museum has been moved online.

Programs, revenue, fundraising has stopped.

We have lost 30% of revenue and membership We're adjusting to local guidelines to operate with several restrictions

Negative impact on staff moral, programs, funding, and client #. We've switched to virtual apt to accommodate peoples needs and have had to close twice due to covid related exposures/mandates.

This was going to be a year to build up a surplus after planned deficits to a big year of programming. No surplus this year, we might break event, but we had deficits the past two years, so break even isn't good enough. We are contracting back to our size in 2016.

Pandemic has been devastating to our organization. We are a museum operating in a tourism-dependent area. 50% of operating budget is from admissions and admissions-related revenue. Currently our visitation is 44% of prior year. Moreover, due to the lower numbers of visitors to the area, accommodations tax grant funding from local municipality has been cut drastically. Our institution will receive only 1/2 of grant for 2020 and they recently

announced that no grants will be awarded in 2021. We are down 4 full-time staff positions - 2 layoffs and 2 positions that were not filled.

We haven't been able to put on any of our events for this year, (Scottish Games) which is a big event for us as far as raising money to keep us going from year to year. Have not been able to have general membership meetings or social events. Everything has been put on hold for this year.

We are a sports sanctioning league. We have cancelled all In person events for the time being, and have begun hosting virtual events. Many of our member clubs are unable to host practices at this time.

We were shut down for 2.5 months, we ask all that enter our building to wear masks and we sanitize high touch areas every 2 hours, we have had some infected and exposed to Covid-19, and some quarantined because of exposure and sickness, we have utilized more online presence.

We closed regular childcare and stayed open for pandemic - essential parents only. We now provide for any parents, but are still using pandemic ratios for our classrooms.

We restructured to accommodate the change !

We shut down in March and had no business until September 2020. We do temperature checks and sanitizing on our vans, playground equipment, inside our buildings and restrooms. All areas involving food service are cleaned and sanitized every day twice. All staff are checked daily for temperature and where they have been, as well

Not able to run fund raising events.

All of our services were in person and in groups, usually larger than 16. Since the pandemic we have switched to offering events online.

Surprisingly, though we lost revenue by having to cancel our 27th Annual Festival in March, due to two COVID funding sources, we are actually having a better year than ever!

We have seen a decrease in donations, and we have had some underwriters (local businesses) who have had to stop underwriting programming. We've also seen the impact on our all-volunteer staff. We have fewer new volunteers. A few long-term volunteers weren't able to volunteer with us for about 3-5 months due to family situations related to COVID-19. Additionally, our Management Team and Board of Directors have been meeting virtually, since we are not meeting in person. We also had to cancel two concerts (which would have been fundraisers) because music venues have been closed. We moved one concert online, but only raised about 1/4 of the donations we would have if the concert were in-person. We also cancelled an open house event with our local chamber of commerce to celebrate our 25th anniversary.

We are a theater organization. Our programs have been severely impacted. We have switched to online classes, camps and productions. The run at about 25% capacity.

Reduced revenue; sustained programming

Our organization provides financial aid, a food pantry, and services for the performing arts community of NYC. Our applications for assistance and food have dramatically increased.

The loss of volunteers has impacted workload on staff. The non-renewal of annual memberships has negatively impacted our operating fund. The restrictions on gatherings (dinners, lectures, etc.) has further depressed our income numbers. We have redesigned our website, increasing interactive opportunities for visitors, but decided against a paywall...this is no time to charge for educational offerings.

we had to close our museums for the 2020 season

It's changed how we deliver our programs and canceled trips and weekend gatherings

We have had most of our work cancelled, although we've been able to do some outdoor and virtual shows and even a handful of indoor shows for small groups. Our bookings are down about 75%. We have been creative with new offerings but have not had much luck getting interest in them.

We have had to shutter our studio, and have lost all of our contracts. We are just starting to receive virtual contracts, but they are slow to develop, and often get cancelled before delivery due to the volatile nature of programming at libraries and schools.

We closed for 3 and a half months. During that time we worked to keep our audience engaged through social media, blog posts, tutorials and a virtual art gallery. We re-opened our gallery in July but have noticed an intense decrease in attendance since then. We continue our virtual art gallery and many of our social media engagement

methods that began when the gallery was closed, but we're also seeing a decrease in engagement there since people have returned to work and school. Our hope that virtual engagements would convert to donations has not been realized. Corporations have stepped up in support of our mission this year and their support has been a saving grace since individual support has decreased so greatly. One of our three major fundraisers had to be canceled, another has to be moved to June. Our program offerings have also changed. We are unable to hold some of our regular programming due to restrictions. We work to offer regular programming with social distancing, but it can be difficult. In lieu of canceled programming, we have added additional opportunities that are safe for everyone. One example is our Pop Galleries, on display in the windows of vacant storefronts in high-foot-traffic areas of the community. This allows for citizens to safely engage in the arts in a place that is convenient for them and brings awareness to the work of local artists.

We closed 3/16/2020 to in-person appointments and our team worked from home until mid-June 2020 serving individual clients virtually via phone and internet appointments. Our team used their own equipment to continue serving clients. Our normal in-person workshops were changed to a virtual format so that we can continue to serve. We've had to cancel our in-person fundraising events and move to a virtual format which has raised less money. Our team is now back in the office but due to the continued rise in COVID #'s we continue to serve clients virtually. We responded to the pandemic by applying for grants which would allow us to provide direct financial assistance to our clients with rent & utilities. We provide job/career support to those who are seeking employment as well as budget counseling. We have provided virtual hiring events coordinated with area employers so that they could speak directly to groups of job seekers about their opportunities.

It has had effect but we have maintained services at the needed level. We lost volunteers for over two months and had additional staff costs while compensating for that switch.

We cancelled our entire 2020 season. Until we can return to actors on stage in a conventional manner, with full capacity audiences, we can't re-open. Non-profit professional theatres typically earn only about 50% of their revenue from ticket income (the other 50% is donated revenue, grants, etc). Reducing capacity due to social distancing would mean that our ticket income would drop to less than 20% of our overall budget, forcing us to raise 80% of the income needed to survive. That's simply not sustainable. We have to be able to average 80% capacity - that's the only way we can survive.

We have had to cancel public events: concerts, workshops, public appearances and music gatherings. Use of outdoor facilities to initiate music gatherings. Concerts postponed. Use of Zoom for workshops

Our major source of earned income, live performance, has been eliminated.

Decrease in number of volunteers. Staff working from home.

We are trying to produce virtual, streaming theatrical presentations. Had limited success with a drive-in theater model during the better weather months.

Our programs have run at about 15% capacity since last March

We have kept ourselves present with alternative programs, but no money at all has been raised to replace our usual income.

Reduction in ability to provide services to clients, as we pivoted from groups to individual service delivery.

Our organization pivoted from in-person education programming to virtual programs. We have had to cancel public performances at many prestigious venues but no fees were lost.

Overall, it has changed how we interact with the youth and as a performing company, eliminated our ability to generate revenue through performances. Since we are unable to rehearse in person, we can no longer prepare sufficiently to produce presentations at a performance quality level so we can generate revenue via streaming performances.

Our organization lost the ability to meet older adults face-to-face due to the transmission concerns of COVID-19 and the 37% reduction in overall funding which would have supported those activities.

Like everyone else, it has shifted all of our programming virtual. It has caused us to pause our membership renewals, understanding our constituents aren't in a position to prioritize their membership dues. We have shifted performances virtual and offered a sliding scale pay what you can model for ticketing, including a free option. We have convened our community on a weekly basis to check in, answer questions, and share resources.

We transformed our annual health day to a wellness series, providing webinars on health topics and mindfulness practices.

We lost about 20% of our volunteer roster when COVID-19 struck as many of those folks were between the ages of 60-90 so that created a hole, then our number of clients we served has grown exceedingly fast as many are left without family members to care for them. We also had to change the way we make deliveries as we want to protect both volunteers and clients and still provide our daily check on them. Volunteers work with mask, gloves and do everything they can to make the delivery at the door instead of entering the home as we did with many in the past. We are also wiping down the vans and the trays daily to help protect everyone.

It has taken a toll on the community aspect of the organization.

We have been fortunate this FY - our primary fundraiser took place in early February, so was not impacted by COVID. Our membership and Annual Fund drives have met goal. Shortfall in the other earned income categories (smaller fundraising efforts, retail, rentals) were covered by our PPP loan and another windfall donation (that preceded COVID). This year will be fine, and even result in a surplus. NEXT fiscal year, however, is problematic - the fundraiser cannot happen in its usual form, so needs to be rethought and probably broken up into smaller events and there is no gov't stimulus on the horizon. I expect donations to remain steady (the advantage of small org with face-to-face relationships!), but other forms of earned income are doubtful for at least the first 2 quarters, if not longer. We are looking at ways to cut the non-salary budget as well. In dire emergencies, we have a strong endowment that we can draw on, so we are not in danger of closing; we draw half of the annual income from it on an annual basis, but could vote to draw more if there were no other options.

Cancelled programming and not having the ability to help people connect in person has affected our community and decreased our available funds greatly.

We have changed our programming to occur outside or virtually. We have been providing at home learning kits for over 400 children.

Besides going 100% remote work, restricting employee travel and deferring our planned annual conference with another association until 2021, we've operated pretty much as normal.

Disrupted everything. Accelerated dependence on technology for better or worse.

Negative in being allowed to generate income from performance and outreach projects

We were lucky to be able to quickly turn to working from home and doing most of our work virtually. I credit our staff who are extremely committed to our mission to help figure out what needed to be done to continue our work. We also have joined several committees/initiatives to mitigate COVIDs impact on children and families in our community. We had staff that put in many extra hours to make sure we had funding to respond to the crisis. artists we support had events postponed/cancelled/changed. takes longer to work remotely thus increase in staff time.

Tremendous increase in our Hunger and Nutrition Program, Loss of Volunteers, Hired additional staff, expanded housing program to include eviction prevention

We lost revenue and some of our client base has not returned to receive services

Moving to working from home and online services, we have been able to respond, but trying on mental health.

We have lost funding for a major revenue generating line of programs. We have expanded our programs to now include digital events.

Our meal preparation/meal delivery has increased over 67% since March and that number continues to grow weekly. We have had to buy new kitchen equipment to keep up with the demand. We do not have a waiting list for meals. We operated a food pantry. Our distribution process changed and we are now giving out over 100 food boxes per week. We have had to increase our volunteer base. We are implementing new programs via our website and our technology had to evolve.

We have lost earned revenue related to group music making activities such as group classes, performance based ensembles and summer camps. This represents approximately 10% of our overall budget (\$100K) We have also seen a reduction in earned revenue related to private lessons. This loss will represent a potential further 10% of our overall budget (\$100K)

COVID-19 has shortened our season, required quarantine of those who had secondary contact and has been disruptive to our soccer program. We had a minimal amount of people that did not register due to COVID concerns as well as those that waited too long to register and we no longer had a spot for them. Fortunately, no one contracted the virus participating in our soccer program a testament to all participants who followed our reopening plan.

We are an Adult Day Care Center, we have been closed for clients since March 13, 2020; We are contacting clients by phone, email and mail

had to move to telehealth, could not enter the prisons and jails, people not out in order to do outreach, we are trying everything we can think of online. Donors are harder to reach - online event

extra food to families, we went from 33 families a week to 107 our highest is 125 families in one day, at our Wednesday food distributions

The Francisco Fort History Museum has been closed for the season. This has allowed a lot of structural and repair work to take place. Many things are on hold. There is more of a push to do things virtually. A decision won't be made until next year about opening the Museum so for now we are on pause. Staffing the facility will end on November 30th.

Reduced referrals, increased costs to operate, cutting some professional expenses.

Complete shut down of all programs and activities -- limited facility and infrastructure upkeep and maintenance.

We had to cancel our 2.5 day annual conference. Any additional training activity has been accomplished utilizing streaming capability.

It's so sad- our clients need us and we cannot serve them safely at this time, we are doing other projects while we sit on the sidelines.

Transferred programs and coaching sessions online. Amped up cooperative marketing support to promote digital and virtual and pandemic-safe products of our members and community.

We have had to cancel all performances for 2020 and will likely see program cancellation into 2021.

As musicians, our members have been hit economically. Also, they are out of work, meaning they do not get to gather with other musicians to perform. This is very debilitating for musicians' mental health.

Loss of event/program revenue

Limited staff time in the office. Handling counseling via Zoom & Telephone calls.

Working remotely and virtually. Instead of in-person, we are offering lifelong learning program virtually and transportation services on a very limited basis. All provided by volunteers. CDC protocol in place.

We've cancelled nearly an entire year's worth of programming and classes.

COVID-19 has caused a 50% decrease in earned revenue streams

We lost revenue from local, national, and international performances. We did an emergency fundraiser in the spring which was very successful. This year, we are hosting a virtual-only concert season but the technical expenses are extremely high. We are totally dependent on ticket sales and fundraising to get through the season. Right now, we are running at a deficit, so the spring concerts may not happen.

We had to cancel all planned programming for 2020: three full productions. We pivoted to create a socially distant travelling theater project in response to the pandemic and did receive some funding for that project.

The Women's Community Y is licensed by KDHE for 59 children, 2 ½ years (potty trained) to 11 years. In February 2020, we had 54 children from 38 families enrolled in the center. In October 2020, we have 29 children from 21 families enrolled. In compliance with KDHE guidelines our class size has decreased to 10 children per staff, they are kept in small groups for everyone's safety and the groups do not intermingle. We facilitated remote learning for the school aged children that attend USD 453 when they were on the 2 day in school and 3 days out of school model. We also facilitate remote learning for students that attend USD 469 since they are in a 4 day in school and 1-day remote learning schedule through December 2020. We have dedicated a classroom to remote learning and will leave it available if remote learning is required during the 2020-2021 school year. Our enrollment is down approximately 45% and many of our families are either teleworking. Seventy-six percent of

the children currently enrolled have parents who are essential workers. For the parents/guardians to go to work they need a nurturing and safe childcare for their child(ren) to attend.

We don't know for how long our organization can survive. We expect we might go bankrupt if the pandemic doesn't get under control by the end of June 2021.

less program participation and about a 50% drop in program revenue

not normal, impacted everything, from recruitment, to retention, to donors, to volunteers. Not a facet that hasn't been impacted.

Major cut in revenue from special events. Increased frequency of online programming, though with much less associated revenue Board has voted to continue operations as usual, despite drop in revenue. Staff working from home, with associated technical and logistical challenges.

The ToolBank had to reposition itself core programming of lending tools to other nonprofits for their mission work. We viewed the pandemic like we do with our response to natural disasters. ToolBanks became collection and distribution centers for PPE and then started providing tools for pop up testing sites, food collection sites, and school supply distributions. Normally we would collect a nominal fee from our users, but during disasters, we waive all fees. And in this case we did so as well. In addition, we added items to our inventories such as touchless thermometers, plexiglass dividers, and other items to support our users for their COVID responses.

We are a not for profit small business lender, so we quickly pivoted to provide emergency express loans in our area which doubled the number of loans in our portfolio within a matter of weeks. Our "regular" lending is down by about a third due to extreme caution on the part of business owners. We have replaced that lending revenue with contract work for government entities to help them distribute funds. So our revenues aren't down, but there has been a significant change in the source of those revenues.

The pandemic has eliminated our after-school programming; has turned our monthly community sing into a virtual event that isn't particularly successful; it has created a challenge since the communities we work with are both not online and now don't come out figuring out what people need and if and how we can fulfill that need

We are a community education program. Participation is down significantly since we have been all remote. Instructors are also reluctant to teach in a remote format. Participation is down probably 60 % and revenue as well.

All events and services have been cancelled in compliance with CDC mandates

We moved our parent/caregiver education workshops and outreach online. We moved all other meetings online as well and staff is working remotely. Our work has continued in all areas with these changes. We moved our May fundraising event to a virtual one in October, but raised about what we had anticipated with the original event. But it is not yet clear if the fall date will impact our year-end fundraising.

Decreased operating hours for the museum. Decreased volunteers to do work at the museum. Decreased guests visiting the museum and library.

as a recipient of direct CARES funding, we have not been impacted financially.

In the beginning, loss of revenue due to loss of clientele w/parents working from home and keeping children home. We have not reached full capacity yet as of Nov. We also had to close for 14 days when we were hit with staff testing positive, another loss of revenue, but were able to pay staff thanks to PPP. The cost of cleaning supplies, if you can find them, have tripled in prices.

we remained open and provided services virtually by phone and email until mid-April when clients began coming back into the office.

We were open to visitors, but not for programs. There are enough donations and grants to cover expenses.

Forced cancellation of two subscription concerts. We moved to free park concerts and one ticketed outdoor concert. Current season is non-existent. In spring/summer we will present 3 or 4 ticketed outdoor concerts, possible one free park concert. We did form two new partnerships in summer 2020.

Season was cancelled.

Closed for our whole season. Donations/memberships down. Staff limited on hours. No volunteers. Bills still keep coming in!

Little to no effect.

We had to give up one of two venues, close the second and have switched to virtual programming that attracts a small percentage of our former audience.

Demand for services has more than doubled; Revenue & donations reduced more than 60 percent.

We are now \$25,000 in the red.

We quickly re-organized to provide virtual theatre education. Our summer camps were very successful, and we now have twice as many students this fall than normal years. But....we fear that the appetite for virtual learning will wain in the very near future, potentially before it is safe to be in person. We also fear that there will be limited support for the arts/nonprofits in 2021. So, although we weathered the 2020 COVID storm well, we are concerned about our ability to get through 2021.

Increased number of clients in need of service both within the service district and out of district. We have supplied additional food and financial assistance.

COVID-19 has reduced our capacity to 15 children from the 35 that normally attended due to OCFS regulations and the schools ability to provide use of only one room so the school can social distance. We have had to quarantine 2 weeks due to a positive exposure and now our school has shut down again not reopening till Nov 30. It been a very negative effect.

Normally, we provide shelter for families experiencing homelessness through a network of 15 area churches who provide overnight shelter and meals for one week every quarter. One impact of COVID-19 is we've had to stop the weekly rotation and instead shelter the three families we serve at our Day Center. This has required establishing a protocol for volunteers to deliver supper with minimal contact between staff and volunteers as well as a staff person working overtime 7 days a week to supervise supper to insure the wearing of PPE and appropriate physical distancing when parents serve their families the meal. We've had to hire a second staff person to cover some overnights when there aren't volunteers to spend the night. We've had to purchase food for breakfast and lunch that is typically purchased by the weekly host congregation. We've taken on the added cost of paying for AC-heat at the church where our Day Center is located because the wing of the church where guests are staying wouldn't otherwise be cooled/heated if we weren't using it 24/7.

Part of our 2019-2020 activities and all of our 2020-2021 activities were postponed. Attempts are being made to reschedule them for 2021-2022. If we are successful in doing that, we then will try to persuade our customers to buy the delayed concerts.

We host public cultural arts events in underserved communities and we are planning to host some events virtually.

It has been very stressful on our families we serve and my staff, the distance learning has impacted adversely the special needs community, my staff has had to become therapists and do not have adequate training to do so, we do our best. Many more families have reached out for help and we just don't have the staff or money to help all those in need. Our one large donor has told us they will not be able to donate as the money that they donate to us comes from a Thrift shop they run that had to close down. We also sent out our usual donor request letter in October, and did not get the response we usually get, we got some letters back stating they lost jobs and were sorry they couldn't donate this year and others said they gave all their money to politics this year due specifically to the pandemic.

Our organization has to decrease the number of hours open; decrease the number of youths to staff ratio for safety purposes; limit the number of individuals in our facility; increase the amount of funds spent on cleaning supplies, safety supplies and equipment for cleaning. Our office had to shut down for 14 days due to one staff tested positive for the Covid-19 virus, one staff had the flu and the remaining staff had to quarantine per CDC guidelines. As a director, who had guidelines in place, I threw them in the trashcan and started from scratch. Until one actually "walks the walk," everything on the CDC website changed or was updated when I first wrote our guidelines and was outdated. I hope to never experience having my entire team out sick/quarantined at the same time again.

Many of our staff have been working from home since March, all of our staff have experienced a reduction in work hours/pay, regular income streams from admissions and gift shop sales have been hit hard - less than 1/3 of income from last year at this time, our two biggest fundraisers/friend raisers of the year were not able to be held, school field trips are not going to happen for at least another 10 months - HUGE hit on revenue and program

delivery. We are surviving because of the reduction in staff hours/pay, the PPP loan and the support of local funding foundations.

Our retail and food and drink businesses are hurting for the most part. We have done extra advertising to let our neighbors know how businesses are serving their customers.

We closed for about 7 months, reopened and did three streaming shows with 30 ppl in attendance, but decided to suspend the operation as cases increased.

Many events have been cancelled or limited; however individual visitation to the park has greatly increased due to the increase in desire for outdoor safe social distancing activities.

We usually do quarterly visits with our consumers. We have suspended all but emergency face-to-face meetings. On our Home and Community Based Services program, our numbers have declined due to the attendants not being able to work due to either COVID isolation and/or quarantine. Or the consumer themselves are in this position and cannot find an attendant (even if we provide PPE to the consumer for their attendant) who wants to go into an individual's home and provide the ADL as authorized by the Department of Health and Senior Services.

Our earned revenue is down 40% and 20% of that goes to using salaries/overhead so those dollars are fixed and have to come from somewhere so we had to furlough staff to 75%.which was demoralizing but staff were glad to have a job. Also, we have a 3-year lease and no one is using the office (except me because it's safe because no one is here) which is a total waste. IT costs are up to get everyone working from home where broadband can be wonky. We had to buy 2 new computers as 2 computers didn't survive moving them home. We did get 3 laptops donated and after our event, we'll have staff stop using their own as it's not a good cybersecurity policy. I notice that staff have stayed productive and task-oriented but we're starting to lose our creativity and thinking outside the box which doesn't bode well for the future. Although there is productivity, staff have started to gossip and be more negative than I think they would if we were all in the office as there's a certain amount of professionalism that goes on when you work together. I'm working on making sure we have projects that are bigger thinking to make sure staff do get out of their silos and benefit our whole organization. I've also noticed that staff are hyperaware of hours/minutes they work instead of being salaried. There's also been a new tendency to have everything documented that is expected than a looser concept of "other duties as assigned". So In summary the work is getting done, but the culture inside has changed and I hope industrial psychologists are studying the impact of COVID19 on the workplace and our relationships, etc.

CoHo is isolated from the community. Our services are diminished and our large occupancy expenditures are not being put to use.

The impact has been large. We have had to revamp entirely the way we serve our clients. The lack of volunteers because they don't want to get the Covid-19 has been a detriment. We just try to do the best we can do.

Continuously pivoting to meet changing needs and funding initiatives

The pandemic forced us to change procedures to be able to serve clients safely for both volunteers, staff, and clients. We also had 2 key people who were paid for by another organization forced to do their jobs from home which wasn't possible. Fortunately, we hired one of them taking on the added expense, but it kept our doors open. Note, we were a designated essential business by the Governor throughout this period and so were never forced to close. We have however had to follow state guidelines for PPE etc.

Our museums were closed 3/15 - 6/15. Once reopened our box office revenue has been, at best, only 30% of pre-COVID levels.

Daily operations were halted, and as a hands-on interactive site we are less able to serve our constituents (families, children birth-12, adults). We did continue fulfilling granted and contractual obligations for programs and exhibit design and fabrication, which has kept about 4 people employed. Our now limited, all part-time staff meet virtually, and produce socially distanced programming, and fundraising activity.

We cancelled all of the in person classes which we charged \$50 per person or \$75 per couple. Now all the training is done on line for \$100. We no longer handle foot traffic. We have moved our operations home and most think we are out of business because they cannot take care of their business in person. Rumors of our closing has encouraged people to think twice about paying their loans and rent. HUD will not help us down loan our grants that were approved for last three years.

It has slowed us down but we are still working. Limiting our projects to exteriors of the homes we work on.

We originally saw increases in the need for emergency food. That has stabilized since July. We are limited in how many children can use our center-based childcare program due to state safety restrictions. Financially we were fine through August, but are now running deficits of about \$25,000 to \$30,000 per month.

Everything is just deferred. We have no employees. Work with contractors.

We have made the transition to 98% Zoom activities, but participation is low. We are assisting a local nonprofit with in person services assisting homeless children with a safe place to access online schooling.

Decrease in training; move to online training; and cancellation of our major in-person training conference in April. We plan to hold a socially distanced training conference in-person in April, 2021.

All programming went into online virtual. Most of earned revenue dried up. Depending on contributed revenue now.

This has been all consuming with COVID-19, but I would be remiss to not talk about the other crises that we have had to deal with in addition to COVID-19- in Oregon we had massive wildfires that kept people in their homes for nearly 2 weeks, with the worst air conditions in the world. We also had massive racial justice protests, federal agents occupying our city, police brutality-tear gas filling our residential areas, and large political unrest, all in a presidential election year which historically is negatively impacting financially to our organization. So dealing with COVID-19 has been one crisis, it has been all consuming to reimagine all of our programs, to work remotely and to keep our programs and staff going.

We are feeding as many seniors as we can and providing essential services to as many seniors as needed. Our Memory Care Center serving seniors with dementia has been closed since March and it has been a financial nightmare. We can only provide Zoom activities and we have many seniors who do not like Zoom. Our transportation services are on hold till we can market for Volunteer Drivers but with all senior centers closed we are unable to at this time We have been gravely impacted in being able to conduct business as usual

We are tired. We've been able to respond well but just when we think of relaxing some of our protocols, we have small outbreaks at some of our sites. We have suffered financially with having to hire extra staff and purchasing PPE's.

The people we serve are under tremendous stress do to lost income and housing insecurity.

Had to close to offices, a loss of revenue to \$50,000 a month

Fatigue and mental health are huge issues. We work primarily in health care, so as new hotspots emerge, our national office support staff don't get down time. We deeply wish there was a coordinated national response.

Being restricted from doing face-to-face meetings with students in after school clubs, mentoring appointments, etc. has decreased our visibility and therefore the attractiveness of our ministries. We continue to do what we can through Zoom virtual meetings and food deliveries, but its a struggle.

We charge participants what we need to, and since meeting on Zoom is inexpensive, we have not had to respond except by changing how we meet. Our org still asks for dues, so we may increase our bank account since there is a reduced need to spend.

we had to upgrade all technology and provide tablets to all our parents and flip to distance learning

The Life Center Foundation provides annual Grant Awards to non profits providing essential services to children living in low-income and poverty-level households (about 50% of NM families in 2020). Our Grant Awards combat an essential and challenging need in NM especially during Corona virus.

We had to close temporarily. We have opened on a very limited basis but due to community support expect to increase our hours, but not to the same level as before Covid.

Less volunteers willing to work. The volunteers who can come in have worked longer hours.

We have halted all performances in schools and about 95% of the community performances. Because most of our revenue comes from fee for service, our organization has basically stopped providing programs. We are slowly bringing some virtual programming on-line, but it is not as dynamic or sought after. We are having our first major fundraising solicitation. We don't have a venue or brick building and our employees are independent sub-contractors so lots of the relief just wasn't available to us. Our artists took the first round of unemployment.

Lower enrollment in our schools, lower enrollment in MH programming, increased expenditures for PPE and technology; supported by ability to use technology where accepted to continue services.

We have had to pivot to on-line programs for the majority of work. All in-person work is delivered with PPE and other safety precautions in place and only on a one-on-one basis. No in-person group activities. Care Bag deliveries have been used to serve clients without access to online tools.

The shelter-in-place affected our direct services. We provide direct services to victims of crime and not responding in person was difficult

it more difficult to operate with a variety of opinions on how serious masking and distancing protocols are

Our operations have been dramatically curtailed

financial needs have impacted our organization, because we work with the family law courts this has completely come to a stand still

Reduced participation, shifted timing in to the summer. Reduced postseason opportunities.

Part-time staff continue to be extraordinary dedicated to continuing the mission of the Laramie Soup Kitchen, however, the prevalence of the virus, especially in the University population, has resulted in multiple quarantines due to close-contact exposure. The organization made the commitment to the part-time staff at the beginning of the pandemic by making PTO available any time a staff person was quarantined due to generally no fault of their own. With a small staff that is unable to divide into separate shifts, a full-closure will likely become a reality at some point during the pandemic. Plans have been developed to operate with less than half the staff (~3 people) if key personnel are cleared to return to work. From the perspective of the person who comes to the Laramie Soup Kitchen for a meal, very little has changed. They still have access to hot, nutritious food with multiple choices of salad, fruit, sides, snacks, desserts, fresh produce, and often leftovers. While they now receive their food at the door and aren't able to gather for conversation, their basic needs are being met and many are grateful for that.

The Covid-19 pandemic has been devastating to our organization...We did open again on August 26, but basically lost the entire tourist season.

We have had temporary program closures and later reopened for services in 2 of our 22 programs. Residential services have had to remain open. Almost all COVID-19 diagnoses have been for staff and everyone with a diagnosis (approximately 15) have fully recovered.

Ordinary processes were slowed down drastically, however we do offer more services online and are responding with more services offered online from home.

Our regular visitors have dramatically shrunk by at least 75%. Plus, we normally expect over 1,000 school children each year, mainly in April/May but as of 11/10/20 there have been ZERO. Note: this is a history museum.

The cancellation of the Jazz & Heritage Festival in April eliminated any revenue that we use for this year's programming so we are using rainy day funds. Our Heritage School of Music is now all virtual and there is a slight drop in enrollment..

The biggest impact, how to work with youth virtually only. Working with less youth overall and the depth of connection with each individual is less.

We have been working overtime, related to significant increase in demand for services. We have had to curtail several in person group programs while adding others to our organization to meet changing demands while ensuring safety of our staff, clients and volunteers

It was difficult to change very quickly how we offered our services. We moved to telehealth for 95% of our clients. We then had empty buildings we were still paying rent on. We put protocols in place so everyone were trained on how to utilize telehealth following all legal and ethical guidelines. Social media is helping clients feel comfortable with engaging with telehealth and now are calling for services more.

Families choosing to keep their children home which decreases our enrollment/income. CARES act money has kept us financially stable as well as we chose to operate a Pandemic Child Care program. The Pandemic center generated money.

The challenge is having the workforce to operate with. We have high school and college students in our employ.

vastly reduced programs

We have reduced participation numbers compared to last year, but have retained staff and a solid foundation of participants that is growing due to our successful implementation of protocols. The protocols have been

challenging but have paid off. We have had only 2 positive cases on campus with thousands of kids served through camps, preschool, and sports and no additional transmissions caused by contacts on campus.

We have had a significant loss of revenue due to decreased enrollment/need for child care in our area. We are still squeaking by with watching how we spend every penny. Pricing out everything to ensure we are getting the best deal, staffing carefully, and only purchasing what we need to operate - not spending money on any extras like we maybe would have during non-covid times (i.e. repairing bookshelf instead of buying new). Finding qualified staff to work has also been extremely challenging!

We saw over a 50% reduction in visitors. And a larger decrease in income. To date, we have been able to maintain thanks to Payroll Protection and Cares Act grant funds. 2021 is looking to be more difficult.

Despite not being able to perform in person, our audience has been very generous. We have tried to keep our audience aware of our efforts through mailings, e-mails and Facebook. The singers have been good at recording themselves performing which we have shared with our audience as a way to keep in touch. Our board, artistic director and business manager continue to brainstorm ideas to keep the organization healthy and vibrant.

It has brought the whole operation, fundraising etc., since these involve group activities, to a complete halt

COVID-19 has made us take a close look at how we could continue to serve the families in our Community. It required us to alter our operation from a choice pantry to a Semi Choice. Previously two families were able to enter main pantry room and fill their cart with foods they needed & would use requiring close contact for them & our Volunteers.. We altered our service to have only one family person enter our building, masks required, Check in at 8ft. distance. One volunteer, masked, takes & fills their needs. This protects our family contact & our Volunteers. No one except staff & volunteers are in our Service & supply room. We are operating on a skeleton crew to protect all.

For a while reduce clients to receive groceries. Our clothing closet has been closed, sometimes we will put out clothes outside depending on weather. Reduced Volunteers. We are basically dependent on volunteers, so we have been running on a Skelton crew.

Lack of access to clients and their providers, slowing of court cases and access to court hearings. There has also been no movement on funding from NYS which jeopardizes our financial stability. Our volunteers are a an older population and some are not returning to the work which then affects the relationship with these vulnerable children and their families and increases the costs of replacing that volunteer.

We are a small organization with a staff that wear and share many hats to keep the mission moving forward. While generally a challenge in 'normal' times, it has allowed us to pivot and adapt as we navigate the pandemic.

always pivoting to serve our membership

Some government reimbursements were immediately reduced by 23% when services transitioned to all telehealth/phone services; the same contract eliminated staff training and closed intake for services resulting in fewer families being served and less revenue earned.

The situation has caused a great deal of the unknown. We have try to increase program to help the most vulnerable families.

Lower donations, lower volunteering, higher demand for services, cancelled fundraisers

Fewer children (who are already delayed or behind in school) are attending the program. We need additional space to serve children and meet the social distancing guidelines. Rural community and families do not have Internet access.

We have continued with our immediate responsibilities, but expansion , further outreach & interactions have become less possible.

We have responded by increasing the frequency of newsletters and including a color center two pages with pictures. Our ride program for seniors is operating at 20% capacity because many of our volunteer drivers are seniors or have families with individuals with medical conditions that make them vulnerable to covid. We have created a priority list for services and restricted the number of rides per month. Other services, like the foot clinics, now have a nurse going to seniors homes rather than providing services in local churches and senior communities. We work from home, as our office is located in a senior community. Other activities have been suspended. We are currently working to provide some new services that can connect seniors to fun and

encouraging activities at a distance, because the winter is an especially lonely time, when seniors stay in more and they are looking for connections and to have somethings to laugh or chuckle about.

The pandemic is definitely difficult primarily due to the changing regulations and warnings. We have had to cancel 7 months of events which are attached to our fundraising efforts. We have not had any breaks from the state or Fed Government. on basic utilities like gas & electric, which has been a difficult hardship for us. We have offered many no charge virtual items, however, our primary draw is the in-person visits and our sharing history with all, using our 5 incredible buildings. Our school tours have dropped off totally which a large part of the 4th and 5th grade curriculum.

Total suspension of programs and loss of operational funding.

We produce free outdoor concerts in the summer - we had to cancel the 2020 season but are looking at revised options for programming to ensure we resume in 2021.

We have invested heavily in time and resources to pivot our operations to online.

No facility available for rent, no performance venues open

Shut down.

We tried Zoom Meetings with our youth. This worked for a while, but the youth are done with learning on the computers and want to do activities.

COVID has affected our funding in a number of programs. One program was forced to close due to staffing issues as well as closure of the campus. Child development remained open during all days of the pandemic to serve first responder families and essential worker families but census in those programs dropped dramatically. Additionally census in residential dropped as well due to other programs having COVID and not being able to move students to our site. Additionally, foster parents refused to take in children leaving many children without a safe placement.

We now know we are nimble and can pivot when needed. We have created new programs and services. Engaged more people to volunteer. It's been a challenge but we've been energized by the experience.

It has forced us to provide many services remotely and increased demand for all our services. It has also led to isolation and disconnectedness among staff. There has been higher than normal turnover, and it is very difficult to hire qualified candidates.

We have been shut down except for digital programs. We depend on donations and selling some concerts online.

We're an artist resource and service organization. We were deemed an essential service by the city of San Francisco so we could continue to operate. We managed several funds for emergency grants to artists.

All we have done is cancel all events. All our state funding has stopped.

The pandemic has crippled our ability to fulfill our mission effectively. We have very committed community support and have made it this far because of their generosity.

We have responded nimbly and with no additional personnel in anticipation of it being short term. We took on an additional \$1.4 mm in direct client assistance and prevention with high risk BIPOC populations.

All events cancelled which took out about 60% of income. Volunteers (retirees) not ready to come back. Expenses were lean to start with so not much to cut.

Traditionally we provide in-person tours and events. All canceled. We have struggled to shift to online programming due to small staff. We are busy with local historic preservation challenges that we are addressing. The loss of programming may hurt the fiscal budget. PPP funding helped replace some.

We never closed our doors, or slowed down. Veterans who live in poverty had no where else to turn when other agencies closed. We kept going. The demand on our food bank alone more than doubled. So, our expenses increased, but donations fell dramatically, so we had to dig deep into our financial reserves.

Changed the nature of the way we do services. We kept talking to people we serve/their families and our direct support staff to create a bubble around each person so that COVID would not spread each time someone got it. That has worked so far. We taught people we serve and direct support staff how to use virtual mediums so that we could continue to support people very actively. We paid direct support staff for 12 weeks their typical hours if they were afraid to work and while we were teaching them to do remote services. We paid almost two times the regular direct support staff hourly wage for staff working in person.

very little impact

Lower number of player registrations

It has had a negative impact on our census and the ability to provide hands on hospice care to our patients living in long term care or assisted living facilities

Did all virtual programming for a period of time Currently, opening our Clubs to in-person participation slowly with safety protocols in place

We operate several childcare facilities and we were not able to access the ones located on school district campuses. This caused a loss of funding for our YMCA.

COVID-19 has required our organization to close its doors until further notice. We anticipate losing one entire year of business (minimum). We are creating virtual programs wherever possible, but they do not make up for the loss of ticket income from live performances. This has been devastating.

Heavy impact on staffing. Lost staff and unable to replace due to the extra funds being given for unemployment, it has been challenging to gain staff members. Staff to Club member ratio down from 20 to 1 down to 7 to 1, decreasing our ability to respond to the needs of youth. We are working with what we have as long as we have it.

Loss of Members and just offering anything we can to community

We have had to adjust the way we approach our mission but have been able to continue to provide our support although on a slower pace than we would have without Covid impacts.

It has been hard on all employees and patrons, but the core function of retaining the institution has not been threatened. Individuals are suffering in a big way.

We lost 80% of our 2020 operational funding due to mandatory closures and had to scramble to refocus our fundraising efforts as well as pivot our membership program and reformat our community educational programming.

The impact of COVID has been on the following: 1. Programming is now mostly online, email communication. In person meetings are done so safely, but they are done only once a week should there be large issues that need more direct response. The importance of following the safety guidelines is imperative with our populations served. They are in the high risk categories. 2. Team Dynamics- most of the interactions are via videoconferencing, which can be exhausting and not provide that natural connection one receives when bumping into one another at the proverbial water cooler. 3. Communications externally and internally increased as a way to remained connected to our team members, community members and stake holders.

We were closed from March 17 to June 5, moving classes online for that period. Major production cancelled in June. Summer programs cancelled. Loss from those is estimated at \$20k. Reduced class sizes due to physical distancing put into place for new season beginning in August. COVID safety protocols enacted - screenings, marking of space to keep 10' distance between students, adding classes when possible to make up for reduced class sizes, masks worn by students and instructors. Nutcracker production reimagined using some video from last year and recording new video for parts of it, and shown at a drive in theater. Still, ticket sale revenue will be reduced by about \$20k. Spring production will have to be reimagined as well, resulting in an estimated reduction of revenue of about \$5k. We employ two full time staff and five contract instructors; contract instructors are not being used except in the instance of substitutes, in order to reduce staff expenses by about \$6k. Guest artists will not be hired (usually hire 3-4 for major productions, plus guest teachers) this season, saving approx \$10-12k. Corp sponsorships are down by about 60%. Letters sent to donors asking for donations has netted about \$10k so far. We are open for in person and online classes; wide angle lens cameras and mics purchased to enhance the online class experience. We continue to search for creative ways to continue to serve our community through reimagined productions and class structure, as well as partnerships with other arts organizations. We also have tried to give other artists some income with our reimagined Nutcracker recording - paying a videographer, rent to a local theater, and fees to a sound engineering company. While it's not a great deal of revenue for them, it is something. Photographers also shot the recording and will have an opportunity to sell their photographs to performers. We hope to be able to make up our projected budget shortfall (about \$35k) through donations and sponsorships, and any revenue we can collect from tuition and ticket sales. We are grateful to be able to do anything at all, as many organizations are not.

Client Increase, covered by Donations and Grants

We kept our homeless patients longer to protect them from the pandemic (almost all have conditions that put them at risk). We saw a decrease in referral from local hospitals. This is due to the homeless not going to the hospital for care in fear of contracting COVID. Those who do go to the hospital are experiencing far worse conditions than normal. Even those who do go to the hospital are not wanting to go to any facility because they fear getting COVID, and prefer living in tents.

We have been closed since March, we are trying to do online performances but it has been a struggle working out how it is done.

We have increased cleaning and safety measures. We lost about 50% of our enrollment and are working to regain it.

we cancelled all our Spring programs and re-purposed our Summer programs. Fall programs were active but small

We moved to virtual work solely at the beginning and now are able to do some in-person services but perhaps 85-90% of our work is still virtual. We have purchased computers/laptops, office chairs, home printers, etc. to facilitate our staff working from home. We have been able to shift some of our funding to these purchases. Getting the PPP loan was very helpful but also entails a great deal of administration to ensure we aren't covering the same cost with both PPP funding and grant funding. It did help us keep all of our staff employed so the administration time has been worth it.

COVID-19 has forced In vertigo to cancel all of it's live programming and pivot to online programs, it has forced all staff to work remotely and hold Board meetings remotely, it has led to staff burn out, exhaustion, and uncertainty for the company's dancers and teaching artists.

The Covid-19 Health situation has made it almost impossible to conduct our real estate development and financing businesses, but we have consolidated our 3 legally separate non-profit entities into a single entity - SALT (Suburban Alternatives Land Trust) which will focus on managing affordable residential properties that we developed in prior years and decades.

We are not allowed to rehearse or perform - all programming is halted. We did some virtual classes early on, but now the rest of the country is back on the ice and they are not interested in off-ice classes. We are dead till we are allowed back on the ice. We are not even allowed to go in and film an on-ice class. All our performers are doing other things (including teaching, which they always do to supplement their pick-up wages with us) to survive.

loss of clients and revenue reducing services and laying staff off

Individual members usually renew memberships during conferences and meetings and all of those in-person meetings were canceled. This effective membership revenue.

Has majorly impacted the way we fundraise, cutting into vital funds to run programs.

Almost 500 positive cases between people served and staff/ independent contractors with 16 deaths (14 people served and 2 employees). Significant impact on the lives of people served due to limited activities outside of the home. People with I/DD are 3-5 times more likely to die of COVID due to underlying health conditions so we've been very cautious. Economically the impact has been \$15 million (PPE., increased wages and lost revenue) with about \$11 million in additional funding received to offset some of these costs. People are TIRED!

Revenue down by at least 1/3, furloughed staff, reduced hours of services, only providing tele-therapy to children, no face-to-face contact, most employees working from home, enhance safety and health procedures for staff on site, closures of child care rooms due to COVID exposures.

Our spring concerts were cancelled, as well as our entire 2020-2021 season. We're hoping to have a 2021-2022 season, but that will depend on the virus.

we've been much more active with regular virtual meetups with our members

COVID has increased the need for nutritious food in our community increasing our federal food program - At-Risk Meals and Summer Food Program. We increase our reach by over 300%, partnering with child serving agencies to make sure kids had access to meals everyday while schools are (were) closed.

We remain working remotely, and all of our program is done virtually. This was a big change for us. We were working within three public schools-- after school, summer camp and weekend programming. We left all spaces when schools needed to reclaim their classrooms. We quickly had to figure out how to reach our families and ascertain their needs. We got our after-school program up and running within two weeks, then all other programs followed. We learned a lot and continue to learn what works and what doesn't work virtually. I'm also very proud

of the organization for creating and updating information for families, and pulling together to get supplies needed for children to continue their programs. We took a change in diving head first into virtual programming, and found we quite enjoy this delivery method. We are able to reach more people, and it appeals to some of our constituents (teens w/autism, for example, and parents who are too busy to attend a support group in person). We look forward to further developing a robust gaming program, and continue to offer certain programs online even when we are able to provide in-person programming once again.

Fundraising has been very difficult, but we continue to adapt as needed. We moved an Open House to a Virtual Cocktail party on Zoom. All board meetings are on Zoom. We modified a program, the Mobile Closet, to adapt from welcoming students at local schools to "shop" through clothes in the Mobile Closet, to providing pre-packed bags to students via teachers.

We are a municipally-owned museum with two nonprofit friends-of groups which raise additional funding. With City support, the museum continues to function with two partial furloughs. We will likely reopen to the public in January. In the meantime we have been creating virtual programs to share with the public.

We have been very fortunate that we aren't reliant on events or grants to operate. We have been able to work remotely and still fulfill our mission.

Admissions are down 60% and memberships are down 35%. We have discovered that we rely too heavily on those forms of income. Our priority now is to retain our staff and keep our doors open. When this crisis is over, we will begin planning for how we can survive a situation like this better than we have for COVID-19.

We lost a significant amount of revenue due to loss of fundraising events. As a housing provider, we see a greater need for housing in our community.

It has caused a 66% drop in revenue. In response we have cut all operating expenses.

Reduced demand for printed publications due to restrictions on group meetings (educational events)

We provide a service to teach the community's youth baseball and softball skills. The pandemic has impacted our ability to provide this service. Operations are balanced to respond to the situation.

It has been devastating, forcing us to cease operations since March 2020. We currently plan to re-open in October 2021 if there is a widely available vaccine by the summer.

CHI provides long term care homes for adults with disabilities. Covid has required us to obtain PPE, create and implement policies and procedures to keep our residents healthy. Our residents have been unable to continue in their community jobs and recreation programs. CHI has created new programs to help maintain their mental well being during this stressful time. Our live-in caregivers are experiencing anxiety and being called upon to learn about medical care as a result of the pandemic.

as we are a 100% volunteer operation most of the volunteers have left as the university's closed and they all went home so there is just more to do for the ones still volunteering But the animals all still need our care

In a typical year, CCC's programs directly impact 5,000+ children and families in need through 11-15 annual programs in partnership with over 50 agencies, homeless shelters, foster care systems, and Title 1 schools throughout metro Atlanta. Our programs have traditionally been structured so that participants interact directly with our teen volunteers, creating opportunities for relationship-building, learning and support. However, like so many throughout our community, CCC has been forced to reimagine and restructure our community-building outreach programs. After consulting with our partner agencies to determine how to best meet the current needs of the community we serve while fulfilling our mission to engage our teen volunteers in quality, meaningful service projects, our Summer Smile Bag Initiative was born. Over the summer, nearly 300 teens and their families packaged over 6,000 care packages with activities, books, personal care products and school supplies. CCC delivered them to 26 of our partner agencies and 4 Title 1 schools. In addition, over 150 teens from our leadership development program and adult liaisons are working to implement an individualized program for over 1,100 children and their families to be delivered directly to 16 of the homeless shelters and agencies in our network. This program will replace our traditional Amy's Holiday Party. From a financial standpoint, our programs have traditionally been heavily funded with in-kind donations through both individual donors and vendors. As COVID has had significant impact on our vendors especially, our monetary expenses have risen significantly. We will need to bring in new income to satisfy these expenses or cut expenses in other areas.

We have canceled in person events that bring in funds for our organization. We continue to keep our website up to date as a source of information and we are working on developing on-line videos in place of our in-person events.

We are blessed. We have had a record year in the number of families served and our donations have increased.

The greatest impact has been our inability to interface with clients one-to-one. While many of our services can still be delivered, it takes longer to do it by phone and is not as efficient resulting in simple tasks taking much longer.

It forced us to cancel fundraising events and initiatives, and to cut back on the programs we offer, as well as reduce staff and cut salaries to continue to operate at a drastically reduced level

COVID-19 has been a stressor on our system and organization. Through various sources of CARES Act funding for homelessness, we have expanded services, with the expectation that demand will increase significantly. Like most, we have gone to remote working with staggered schedules in the office.

The pandemic has crippled our operations. It has especially hurt our fundraising efforts and general donations.

The impact has been to the staff we employ and individuals that we serve. Capacity to provide ongoing support and communication both in-person and remotely has sustained the organization. Emergency planning and the strong financial position of the agency pre-COVID along with financial assistance from our state partners have enabled us to weather the initial storm and laid the foundation for the protocols that remain in place today. Committed staff and the capacity to keep the workforce whole is keeping us going.

Our primary function and source of revenue is holding the Woman Within Weekend, a 3-day experiential workshop for women. We have had to cancel all of these events since March 2020. This has been a tremendous loss of income. We have also had to cancel all of our "Woman Within Level 2" workshops (5-day experiential workshop) for 2020. We have modified two of our workshops to be able to present them online, and are actively trying to develop online content. Our community has been greatly impacted by the inability to connect in person.

Decreased attendance, limits on capacity for programming have decreased anticipated plans. We have been able to serve meals for youth 18 under during April/May/June aside from that we have not been able to respond to the pandemic.

Fear of staff and/or residents testing positive. We have totally locked down our building and are doing every precaution possible

Our season ended up being cancelled for this year. We will try again next season;

We have had to halt our programs and our donations have been impacted. We have been doing work to be ready for when we can start our programs once again. We have retooled our website, updated our database and serviced all our gear. We participated in our communities weekly farmers market to gain local exposure and raise funding to cover some monthly costs.

Because we could not afford to pay staff to remain open 24hrs a day and because 90% of our operating staff were of the at-risk population we had to furlough employees and temporarily close the shelter. We still have not been able to reopen, but are working to determine the feasibility of reopening with limited occupancy.

It has had a major impact on how we provide services. We have reduced capacity in some areas of service but increased capacity in other areas. We are providing more remote services and have dramatically changed our safety and operating procedures. We have many staff working remotely and changed our safety procedures dramatically. We limited visitors to our campus and are not allowing volunteers on campus.

Besides losing 2 1/2 months of income we have lost 40% of our volunteers. Consequently, we have had to cut our operating hours, which in turn cuts into income. Fortunately, our main source of income is a thrift store we operate, so we are not quite as dependent on financial donations as most non-profits. After closing for a week and a half in March, we opened back up with just our case manager and another employee to help her. We were able to continue to help families with food as the crisis continued to grow. We are now getting more new clients and I know the number will continue to grow as we get closer to the holidays. We have grant money set aside to be able to help families with Thanksgiving and Christmas. We are expecting to help many more than the last few years.

COVID has forced my organization to reconsider its priorities, and how it connects with its constituencies. In many ways, COVID has forced us to think in a more resourceful manner in order for us to shape how we will proceed in the future.

Staff works harder to compensate for lack of office resources available from home. Change in delivery of social network to one on one outreach and Zoom and teleconferencing. Increase vigilance on every day needs being met

(grocery shopping) and mental health status. Decrease volunteers and board availability. Proud of the way we have pivoted and remain relevant and show value but exhausting operation.

We have had to severely cut expenses to keep our doors open as many of the individuals we serve are scared to return, due to the rising numbers in our state. We are struggling. Only serving about 50% of our normal caseload due to the pandemic. Virtual online giving campaigns are down as donors are giving less as many have been laid off or furloughed. We have been forced to create a online service delivery for many of our clients, however, since many are disabled the online vehicle is many times too much stimulus and is unsuccessful.

Increased demand for our services; increased staffing capacity to assist with demand. Moved operations remotely. DMV closure hampered our ability to award vehicles to approved clients; current appointment-only format significantly delaying many of our client's transactions.

Since March 2020, we have paused all operations. This has created a huge financial burden, and we have created additional fundraising campaigns to offset the minimal expenses needed to exist.

We are a community theater. The facility we perform in (resident company) is owned by the town (Maplewood, NJ) and has been shuttered since March 2020. We have moved our productions online and now do shorter-form "rehearsed reading" productions via Zoom. In the past, we produced four main-stage shows per year plus special events and fundraisers now and then. Since the season began in September, we've been doing one Zoom show per month, donations gratefully accepted but not required. We have tried to embrace the situation and do shows via Zoom that we would never put on our actual stage (short-form variety programs with multiple casts, original short plays by local playwrights, small-cast published plays, etc). We are also making our Zoom shows 'rehearsed readings' rather than memorized to encourage our seniors to participate, most of whom cite memorization and lack of appropriate parts as the main reasons for lack of active participation. Some expenses have greatly decreased, but fixed costs have not. The Strollers, for example, must maintain insurance policies that are moot right now but which the insurance companies will not allow us to suspend (cancelling then re-buying would mean a significant increase in our rates). We also have a storage unit for set construction pieces, props, and furniture, which is a continued monthly expense. Based on membership dues and donations to date, we have not actually lost money, but we fully anticipate having to tap our reserves at some point. We have not demanded a donation from audience members as yet and have no plans to employ that model. So far, about 10% of show attendees donate, in lieu of buying a ticket to a stage show, but Strollers members, who have already paid annual dues, needn't feel obliged to donate per show also. Members make up about half our attendees to date.

The pandemic has forced us to close our business and move to all virtual programs, which we've had to develop. The pandemic has reduced the size of our budget by two-thirds. If we can't re-open by late spring we may be forced to close the organization.

The impact on our organization has been fairly minimal with the exception of the loss of state funding for one program. As with most, we just made some adjustments to take into account the use of PPE and local guidelines.

Our memory Care Center has been closed since March and that is a big financial hit. The PPP loan has been a great help, and private foundation support. Our UnBirthday party (replacing our big gala) was an unbelievable success netting \$60,000. We have shrunk our office space to save rent and continue to keep expenses at a minimum.

Keeping everyone safe has been a top priority so everyone has worked from home. Two key leaders of the organization live in states far from where the organization is located so it has made it difficult to participate in pandemic response in the state the organization is based. All programs were immediately made virtual and that has helped cut the budget and also keep supporters involved.

Closed for the remainder of 2020 (since March 14th). Lost 90% of fundraising and earned income since March.

Re-imagine every single part of our program, create new initiatives

Volunteer - some want to, others do not, we have adjusted hours to accommodate the number of volunteers. Events and regular special programs have had to be cancelled. Honoring veterans on our website more. Lack of regular grant programs, donations & contributions has caused us to cut back on programs we had in the works. Our building is owned by another non-profit who is not charging us rent. This is a big boost & helps keeps us open. We are the only museum currently open. Our small size helps us do so as we can sanitize and keep everyone safe.

Change the way we distributed help

Shut down all operations. Now offering some Zoom functions

Day care centers are in a particular kind of jeopardy. We are necessary in that folks need day care to work but people are afraid to send their kids. So they sign up and then beg for a dispensation at the start of each month. Our staff are college students for whom the UI has developed at least 2 succinct and different plans. For now, they have 8 weeks off starting Thanksgiving week. That leaves my co-director and perhaps 2 or 3 core staff. At the 6:1 ratio we have to maintain, technically we could enroll 24 kids but we'd be out of ratio if one of us cooked lunch, and the kids nap on two levels for space reasons so we'd be stretched very thin with only 4 adults. And that's assuming they all showed up for their shifts.

We no longer have live educational programs but are doing more virtual programs.

I run a family shelter and we were forced to move our families from churches, where they stayed in the evening and overnight, to a local motel.

We are operating some of our programs at only 25% capacity. However, in our residential programs our staffing needs have been exacerbated by the pandemic as we are not recruiting or retaining staff. Fortunately, our COVID-positive cases have been small, but we are seeing them increase and the infection rates increase in Indiana. We expect worse times ahead.

Short term, we can weather the COVID storm. We will lose the support of our members and our core volunteer base if COVID restrictions continue long term.

Lower financial support. No program or event income.

We have called all of our 1600 members on the phone to wish them well, encourage them, and ask what their needs might be. We have provided referrals to useful sources for delivery of groceries and prescriptions, etc. We have done some activities on Zoom, like meditation and Tai Chi, and an interactive social time with word scrambles, quizzes, etc., called "Mike's Happy Hour". We have continued to publish our monthly newsletter and have put helpful info about coping, etc., in there.

We had to provide only contactless services for our seniors. Our Friendly Caller Program has been the most helpful to our clients, alleviating fears, disseminating information, and providing comfort to seniors, many who have been SIP alone since March.

We had to close our doors as all of our participants, and most of the staff, were either at High-risk or lived with someone who was. I have been calling all of our Caretakers and Participants every day, M-F, to make sure they are OK and to help them with any concerns, resources, etc. Have also been in touch with all laid off staff for same. I also take care of billing, facility, reimbursements, grants, etc.

Significant reduction in donations and fee for service revenues offset by CARES act funds current year. Major concern about next year without the CARES act funds Several months for workforce and clients to adjust to new way of delivering services. Significant administrative time required to plan and implement constantly changing health precautions.

Napa Valley Support Services has had to reinvent a majority of the services we provide to people with developmental disabilities. We have provided tablets (broadband enabled when necessary) to encourage the people we support to receive services via Zoom classes, etc. This has had a huge impact on the work load of all staff including training the people we support to use these services. One of our major funding sources (Napa Valley College) is only able to fund services provided (which is a per hour service) previously we provided services 6 hours daily for 5 days a week. In some cases we are now providing an hour of service monthly which has severely cut this funding.

Working from home (4 mos), office closed to the public (9 mos), rigorous health and safety protocols, prepared to work from home again.

Difficulty hiring enough workers resulting in overtime expenses not otherwise experienced. CARES Act funds have helped offset overtime expenses.

We have experienced an increase in hours of operation and demands for services while experiencing major funding cuts from the Salvation Army as well as our private donors. We also had to cancel two of our annual major fundraising events do to state restrictions. We have stopped our building expansion initiative which would have allowed us to care for the increased service demands in order to divert funds into daily operations. We are going into this winter season of serving the homeless which may be our final season due to funding shortfalls. We are the only Ecclesiastical homeless shelter in our county.

By now we would of held 2 concerts and an educational outreach program. We hope to reschedule these in the spring of 2021, but are doubtful we'll be able to hold any concerts for the 2020-21 season. This is the biggest impact. On the fund raising side many of the businesses that have supported us in the past have had to close their doors and hope to reopen and others have gone out of business. The loss of financial support from local businesses will have a long-term impact on our ability to provide the same level of service and concerts.

At least double if not triple the number of recipients needing food due to loss of jobs

30% of workforce works from home. 70% are considered essential workers, and they require significant investments in PPE, training, and testing. One employee contracted COVID-19 outside of work and died. No other cases reported among workers. Access to most clients restricted due to pandemic. Most contact has been virtual. staff salaries frozen -- even 2019 raises due to be distribute in March were held back MUCH new work delivering services on-line

We have had to cancel fundraisers, all spring, summer, fall events

Staff raises were put on hold. Has effected the moral to some degree.

We have not been able to perform

We canceled all of the fundraising events. We are still operating the school. We rely on the State-supported funds to fully fund the school rather than rely on private funding.

We have seen a drop in student participation. During shutdown, only 50% or less of students could access technology and maintain consistent attendance. Zoom instruction is doable, but not as effective. Also, MUCH more costs related to distance.

All fundraisers have been postponed. After reopening in May, we have continued to increase the number of riders we serve. That has helped with funds and we continue to actively seek out grants and donations.

We are still not back to our office even though there are just 2 of us. We have been able to offer a couple of virtual/on-line performances by musicians, a virtual master class and monthly "conversations with the conductor." One outdoor event was presented earlier in October 2020 with masked and distanced performers and audience. Well attended. Hoped to offer a filmed holiday event with no audience but CT restrictions have just been moved back to Phase 2 so not sure if that will happen. No performances planned for the spring so far.

increase in demand and decrease in donations

We have had to adjust the way we serve food, in person services are now done strictly over the phone, fax, email, etc

loss of revenues do to reduction in services - we have regained some of that ground but expect to have reduced services for the next 6-9 months anyway

Our primary funder (a private foundation) stopped their granting process for few months during COVID. They have since dispersed funds but have changed our grant award to 1 year instead of 2. Our organization provides in-person education classes, workshops, and support services. We have transitioned our staff and as many of our activities as is feasible to a distance/online format. However, much of our clientele does not have adequate access to technology and/or internet. We have scaled back our in-person offerings to very small groups that utilize physical distancing, face coverings and enhanced cleaning procedures.

Impact has mainly been on our clients, seniors with many underlying conditions - social isolation, lack of programs/services/activities. We have increased volunteers to help deliver food. Staff are working longer/harder than prior to the pandemic

We have to reorganize how we operate and to serve our limited membership means our cost is up 60%

The overall impact to our organization has been significant. Our volunteers with their dogs visit people in nursing homes. Because of the lockdown of senior homes due to Covid-19 we have not been able to fulfill our mission except through limited online meetings.

We have largely shut down. We are trying to operate a youth art contest mostly online but not getting much response. Our theater is closed for at least several more months.

It has presented major challenges and significant opportunities. Pivoting to an online program was in the short-term rewarding and energizing and gave our organization new arrows in its quiver and a significant marketing and

public relations boost. But the challenges are daunting - major streams of income have evaporated overnight (e.g., live concerts and other activities) and could permanently alter - if not destroy - our operation.

2 month facility closure, after reopening we had 50% reduction in income producing use of the facility

Staff stress! Finances have (so far) been adequate, but the burden on Case Managers and other direct service staff has been extreme.

Transitioned education programming online and cancelled all in person performances

It has affected our staff costs, supply costs & operations for clients.

Applications for jobs and program services have increased dramatically. Stress for clients and staff is extremely high. Sales have been elevated.

Major impact- senior center still closed for in-person services, created 100 weekly remote classes; youth services still closed for in-person after school program, created virtual program; only 25% of staff reporting to three office/program sites; in home, in-person services restarted in July 2020 but partially closes in areas whenever there is a hot spot; cancelled all fundraising events to be held in person at loss of about \$200,000 net income; only raised \$20,000 through virtual events. Very stressful on administrative and executive team. We were able to provide bonuses for staff that went above and beyond their job descriptions and kept services going since March virtually from March to June and partially restarted in person in July 2020. Our approved budget for fiscal year 2021 beginning on October 1, 2020 is decreased from the previous year and still required use of reserve/rainy day funds to be balanced.

Have discontinued normal bimonthly dinner meetings until further notice.

Devastating for all employees

We are a not-for-profit chorus, so we have had to suspend all rehearsals and performances until it is safe to resume them. We are doing some activities online, but they are sorely lacking when it comes to our mission.

As a minority's cancer patient education organization we have done a great deal in educate about Navigating The CORONA Zone as we learn about getting screened, treatment options and making important decisions about our health conditions

It has crushed our fundraisers and has cut our profit line. We are in survival mode -- keeping expenses low and aiming to break even on programs. We generally can hire more people when fundraisers are activated -- but without fundraisers, we have to run on a bare bones staff.

We are an environmental stewardship organization. As a result of COVID-19, many more people are doing outside. As a consequence of this increased use, our stewardship services are in more demand.

We are flush with federal and state money, but problem is people are concerned about returning to work or pursuing another job.

The largest impact of COVID-19 on our organization is being unable to gather our patrons together in person. Live music and music education are central to our mission, and without being able to meet in person our programs have taken a severe decline. We have been able to respond to the pandemic with virtual concerts and education programming, but they do not seem to have the same appeal as in-person events.

Covid- 19 has impacted the organization greatly. As of March 13th, 2020 the State mandated closure to all Oregon Certified Adult Day Centers. Beginning September 1, 2020 the State has allowed Adult Day to reopen with alternative services (telehealth) and limited to 2 clients in the building at a time for services. The demand for our services is overwhelming and with the restraints set by the State we are unable to meet the demand because of the limitations set on our services.

Extremely drastic. Survival has been on a month-to-month basis.

We have had to curtail services, limit visitors and had to ask staff to work in a potentially hazardous environment by taking care of COVID positive residents. We have used PPP loan proceeds to compensate staff for the hazardous work they are performing and tried to come up with other rewards to let them know they are appreciated and valued.

We have offered Zoom classes for both adults and children. We have done this to offer people a relief from daily trials of living and to have a safe way to communicate with others.

Revenues down 41% per today's financials - we provide art & theater classes, exhibits, events and spaces. Rental spaces and youth theater are all greatly restricted. In person youth art classes and essential group meetings with <10 persons are the only thing we can facilitate here.

Reduced medical patients due to televisits and cancellation of elective surgeries, but have never closed - just reduced guests.

thankfully, we have not had to lay anyone off. Our food distribution program has increase significantly, due to many people losing their jobs. We've been able to increase our volunteer base.

Revenue has decreased about 40%. We've cut expenses, limited people in the building by offering services virtually.

Business as usual...taking the necessary precautions and cleaning more often. Did virtual fundraiser and was very successful.

No more concerts, anticipate having to go online with concerts rather than canceling the season.

Our group homes impacted the greatest--need for increased staff, assisting in schooling whether online or hybrid, some staff left due to frontline work and it is difficult to find high quality applicants. Costs related to children at home all day, more staff, PPE

Closed. Suspended all exhibition spending and implemented hiring freeze.

Some revenues are down. Services are virtual and demand for some is up and for some is down.

We've made many program adjustments and moved several programming components into the virtual world. We've moved as much programming outside as feasible. Three long-time staff members moved away due to COVID related family job losses. We've re-hired for one of those positions, will re-hire for a second position in January, and will wait to see what 2021 brings before filling the third vacancy. Our two major fundraising events were cancelled in 2020, with an estimated income loss of \$126,000. While our office maintains regular operating hours, we're rotating staff schedules to limit the number of people in the office at the same time and working from home when not scheduled in the office. Because we work with a vulnerable population of children, youth and families, we've created support bubbles and are limiting contact outside of that.

It has been a challenge. We have seen a reduction in volunteers but an increased demand for services.

Similar to other orgs, we saw disruptions to funding and programs.

Loss of revenue. Staff turnover and shortages Increased hiring expense Increased facility modification expense Significant PPE expense

COVID has had a devastating impact to our organization financially. While PPP helped us bring the gap from spring to summer. Without additional PPP or greater support, we will not be able to make it through the winter when our families need us most.

We have a reduce consumer base of bout 60 % of previous norm, consolidate into one location for program and shut down some rental locations

A major impact of COVID is that local foundation funding has been diverted even more than usual to direct service/ basic needs organizations. Fundraisers have been cancelled. Major conference which is a community service on critical community issues, not a fund raiser, saw large decrease in sponsorships, particularly from nonprofit partners, who are also struggling. major corporate sponsor of many years did not endorse the focus on inequities made more evident by COVID, and did not fund this year. City Council sponsorship sponsorships of training/ advocacy events for childcare/ early childhood teachers supported in person events--food etc so could remain at no cost. events have moved to virtual which has been great, but sponsorships down. Our Board wants to charge even a minimal amount, which would be difficult for the childcare providers this training is targeting.

- We have had to redesign all of our programming to provide virtual vs. in-person programming.
- Online rehearsals are substantially shorter than in person rehearsals
- We have lost 1/2 - 2/3 of our members who are unable or unwilling to transition to online programming. Many have plans to return once we are able to provide in-person programs.
- We continue to communicate with all. Regardless of whether they have returned or not.
- New foundation and individual funders are hard to find.

pivoted to virtual programming

Pre Covid about 95% of our work was in live training, education and skill development. We continue to PIVOT where we can into on Virtual (On Line) educational opportunities but most of our work has been cancelled or postponed due to COVID

Increased demand for services and impact on at risk age vokuhtrrrs led to increased staffing and recruitment of volunteers from furloughed work force

We are working longer hours, working harder for the same pay. Instead of working the normal 40 hour work week, we work 50-55 on salary not per hour pay

Most staff are working from home and contacting our clients by zoom, facetime, etc. We were not able to license new foster homes because the fire departments were not conducting required fire inspections and sheriff departments were not offering the required fingerprinting.

We've been able to avoid an outbreak in our six senior housing sites including an affordable assisted living. All Hearth residents were homeless or at risk of homelessness prior to housing and had extensive underlying conditions so our experience pre-Covid19 was already employing preventive measures (mask, handwashing, social distancing) for flu, etc.

Fundraising and special events have been seriously impacted; we have also spent increased funds on PPP equipment, etc. We have been fortunate that none of our residential clients have contracted the virus, but several of our staff have, which has left us short staffed. We have some staff working from home and some staff in the offices, which has presented some issues with communication.

We have never closed our doors or reduced staff. We have changed operations in an effort to keep guests safe using new protocols and PPE measures.

Have tried to offer online experiences but audiences dissatisfied, artists not being funded, although plenty of money going for tech services and equipment.

We are currently struggling with staff morale, Zoom burnout, etc.

Our program was closed from March 11-October 1. With masks, social distancing, hand sanitizer, and limiting of persons on property we have been able to open serving approximately 12 athletes with disabilities a weekend instead of the normal 25-30

Decrease in groups/organizations using facility. Reduced programing. Planning to get through at least July of 2021/

1) Purchase of new equipment and tech assistance for staff to work remotely 2) Stress of staff coping with remote work (including technology issues) along with new home schooling and child care responsibilities 3) Anticipated loss of income from local government sources due to their loss of tax money 4) Poorer quality of services for clients due to inability to meet in person

Federal emergency funding expanded services and staffing to manage them.

We immediately went to virtual / Zoom mediation sessions. Once the Courts reopened, we started mediating some cases in person using face shields and 8' outside picnic table to make sure everyone was safe. Because we were able to get the COVID grants and PPP Loan, we were able to hire full time an AmeriCorps member whose service was about over. We also took on a short term feeding project which doubled our expenses and our budget, increased our exposure to potential volunteers and service users, and increased publicity.

We were able to do scholarship awards last year (2019) with reserve funds. If we are not able to operate the league this summer raise money, the awards will either be reduced or not happen.

Tennis emerged as a low risk activity and we are seeing a lot of people on the courts. However, we were in the first part of our spring league season (leagues are our main revenue source) and we had to restart that program so we did not do our summer programs. We expect a loss of 40% of our annual revenue to do the league impact and cancellation of tournaments and other programs.

COVID-19 has changed everything for us. From losing 95% of our volunteers (elderly, vulnerable adults) to changing how we provide services to our clients. Our main focus has been and always will be, ensuring that our customers get the services from us that will help to keep them healthy.

It has smacked us straight between the eyes. double in demand for services, stressed our capacity, upended and changed our systems and disrupted our supply chain.

need to change and be flexible Lots of unknowns, virtual events cancellations of workshops change in program services

Cost of supplies and food have gone up, availability of food has gone down - food is on back order for weeks,

We went from teaching ESL, Citizenship prep. and computer classes face to face to providing these classes using Zoom and other platforms.

We have been fortunate in 2020 to receive federal money in the PPP and EEID loan. However, I am very concerned about 2021.

Learning how to deliver most services virtually. Funding has been stable luckily

We see an increase of new needs from our participant families and a decrease in available dedicated volunteer hours - but, we have been able to maintain programs with a flexible model while nearby agencies have suspended increasing our engagement.

This has been a difficult season for the center. Business has been slower than a typical year because many families have started working from home, so income is down. Expenses have increased due to new regulations/recommendations and additional cleaning. We had just started a construction project that is now on hold indefinitely.

The venue in which held monthly events closed, so we've done online programs - rather than 1 a month, sometimes 4, free of charge for those who would like to participate. We anticipate very little loss when we invoice for membership dues in December. We held 16 events this year.

Our major activity is a Conference that takes place in Idaho in June. We were not able to transport artists and staff to Idaho this year. All activities were moved on line to a Zoom format. We were still able to perform most activities in this format.

Some of our 24x7 residential programs for people with disabilities must go on. There has been an increased need for youth services and virtual services. Others just get isolated at home in order to avoid contracting the virus.

Client count has been down. Income has been negatively impacted. Donations have decreased and our local United Way funding has decreased significantly.

It has been tough. We have had to cancel or postpone dozens of shows, rentals, etc. Entertainment was the first business to shutdown and will be the last to return at full capacity. We have started a streaming series with extremely limited attendance. 30 ppl out of a capacity of 740. We won't be able to make very much money, but we feel the need to stay relevant as opposed to shutting down.

Increase in request for support and services beyond previous program participants. Workforce development program inundated with requests for assistance with unemployment benefits, seeking alternative employment, additional assistance for rent/food/basics. We conducted food and essentials porch/front door drop offs for single parents and families unable to get to distribution sites due to lack of transportation or inability to leave household for various reasons. Virtual programming for other support/education services.

Since we were open from March 18th and continue to be open, we have increased our hours of operations from 4 hours a day to 11 hours a day ensuring youth have the opportunity to have a safe place that is providing academic assistance. The number of youth attending has decreased but the hours of operations increased and the requirements of COVID for PPE's has increased. The impact has been wide and vast for our organization.

High stress for staff and clients (include wildfires!)... Use of PPE isolating and expensive. Adapting to new modes of ops. Staggered office use and home office/ no org server w HPAI compliance and many paper files. Large (325 sq. mi.) rural service area. Transportation issues. Technology issues and use for senior population limits alternatives for virtual outreach. Some pivots/ creative alternatives and improvements to program delivery will remain post-Covid - eg virtual meetings can be an advantage in large service area... more virtual contact hours with clients than with physical visits (f2f still a critical element)

Because we serve a large population of individuals who lack permanent housing the demand for our services has increased significantly - we have been engaged with our City in cleaning, maintaining, standing up temporary housing shelters throughout our City beginning in April. This included a temporary shelter housing 900 individuals along with staffing the cleaning/maintenance of 7 temporary hotels in the City.

Loss of revenue from our usual fund-raisers have jeopardized (or postponed) completion of special projects/improvements that were underway.

Working from home mostly. Virtual meetings No travel or meeting expenses cut down on promotions, especially face to face activities Main issue is people we help have cut back on their activities so lessened our service needs

We were closed for 6 months. We are open now with class sizes reduced 60%. Through high class registrations, donations, careful spending and the PPP loan we are financially in a good spot. We are hopeful not to have another closure which could change the financial story but at the moment we are doing ok and are able to hire a position that had been frozen since March.

Our programs work with refugees overseas. With travel suspended and lockdown in these areas, our programs stopped. However, we are now working on implementing virtual programming through our local partners until we are able to travel again.

delivery of services have been a challenge. Many of our clients don't have internet, smart phones.

All services are currently offered via Zoom rather than in person. Far less demand for services. Most employees are working from home.

Lost volunteers, increased food needs by our 55 agencies. Overworked staff.

We have responded quickly due to strategic planning that put us in a good position to do so as well as a track record of positively responding to crisis.

We were closed completely for almost 3 months. We have lost all field trip revenue for the end of 19/20 school year and probably all of 20/21 school year. This is our biggest source of income. We went to the public with an ask and have raised enough funds to support us through the end of 2020.

We have seen a 45% increase in the number of families referred to us for help - we are committed to, and have the necessary resources to serve all who come to us in need.

We reduced expenses through careful cuts and layoffs to become stable as operating now at reduced revenue levels. Programs and operations are restricted or curtailed until revenue improves.

Our organization halted bookings in Jan. so we have been fortunate enough to emerge relatively unscathed. I attribute this to being a rural venue with less activity and a small staff that can make decisions quickly.

We've had to adapt to provided services online

It has stop us from having graduation ceremonies, and group events

Working from home; addressing staff mental health needs and social isolation

Working remotely but aiming to continue delivering services.

Our budget has been reduced by 25-30% for the next year. We have a hiring freeze in place and have not filled two vacant positions (current staffing level is less than 3 FTE). Our revenue sources like program fees and sales have slowed down significantly and several major grants are in question for the future. We have solid reserves and expect to weather the crisis, but it is tough on remaining staff to keep up with program and administrative demands.

Operations cut by 50%, ridership reduced by 45%

We're weathering the storm but are concerned about impacts in 2021 on County government funding and partners (from whom we generate revenue) staying closed.

We had to design all new operating standards to adhere to the reopening guidelines for child care which we did so we went from operating emergency care to the new normal for child care only closing for one day to make the shift.

Reconfiguring processes and facilities

Q17 - Before you go, please share if you have any comments about the impact of COVID-19 on the nonprofit sector in general.

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Generally, it has taxes every org by increasing demand for services, complexities of working from home, difficulty obtaining needed equipment to operate virtually, lessened donations and more.....

Worried about COVID giving fatigue from our foundation donors, event income, office rentals - i.e. income worries. Also, our Campus has always been a gathering place for our entire neighborhood, which hasn't been possible during COVID. The entire non-profit world, while learning that some work can be done effectively remotely, also relies on personal contact with our clients, funders, partner agencies, community groups, and local government. We want to get back to being able to do that!

Non-profits are hurting, just like most businesses.

So many nonprofits count on in-person fundraisers to garner donations and visibility. Many donors are unemployed (or supporting unemployed family members). It has been a very difficult year for nonprofit groups.

Volunteers and local fundraising are nearly impossible, at least at the levels being raised previously.

It has frankly disastrous for non-profit organization in performing arts. As we are at a "standing-still" situation.

For the entertainment sector, this has been devastating to our livelihood. The theatrical arts is a healthy outlet for children and adults alike. Fortunately, we were able to successfully produce one older youth show this fall (between outbreaks), but all other events have been cancelled due to COVID restrictions limiting the audience to 15%, thus making it economically prohibitive. Luckily we have a very supportive base of contributors who have kept us financially solvent, but not sure how much longer we can exist without other sources of revenue. For the non-profit sector in general, the effects of the shutdowns and restrictions may be devastating and force these organizations to dissolve. That would be a great travesty since many of them provide vital services for the public.

It's been devastating.

It has been devastating, even terminal for some but it tests your commitment. A little hibernation and reassessment can lead to better things in the future.

It is devastating and many might not survive. However, it has made us learn to be creative and agile.

Hopefully the poorly run organizations that people create to pay their bills or are similar to others go away.

This is a huge disaster already, with the dip in privately raised dollars (particularly from events). And, once the economic impact really hits governments at all levels, I anticipate another wave of damage when government funding of vital services gets cut. And, it has been horrible on staff morale. People fear for their jobs, they fear for their clients.

I think that nonprofit organization that don't offer tangible services, have been impacted tremendously. Specially those serving underserved communities.

From my perspective the only way to move forward is to collaborate and to share the pain. As we move forward, we have worked with agents and dance companies to reduce fees so we can restart the touring engine. We continue to work with the venues to align protocols for safety.

Non-profits have been affected at different levels---some received additional funding through the CARES act; some have experienced substantial decrease in revenues due to cancellation of fundraising events, presentations, et al. Some received assistance from outside sources, such as PPP loans and direct donations from various companies and individuals.

COVID-19 has impacted our organization both positively and negatively. It will take time to increase our donor base, but as people get back to work or receive federal assistance we are optimistic that they will resume their monthly donations. We are short staffed, but we are meeting the need in the community and that motivates us to continue pushing through.

Emergency funding has been a savior to many of us with government funding and additional funds from private foundations. However, the funds will not necessarily be available beginning this next calendar year, and how to sustain for the long-term is a worry.

DEVASTATING!!!!

We can not visit or receive potential donors.

Small non-profit organizations have not been able to have fund raising events which are attended by people in the local and surrounding communities.

The pandemic has forced all not for profits to review what services we promote and how we can best protect all who support those services. currently, we are providing essential services for local elementary students and have limited senior programs. The need of socializing is imperative for many seniors. The need for kids to continue cognitive building with hands on programming, such as our robotics program and art. We have learned that virtual programs allow our services to continue, providing a virtual connection for kids, but, are limited, due to rural internet services and preparation needed, especially for kids programs to be successful. To see kids struggle inappropriately, due to lack of skills, has been difficult And a real eye opener.

we need help many of us will not be around to take part in your next survey without intervention from the State and Federal governments. It is time to stop calling us "essential" without any real help to keep our essential services going during this challenging time.

Many of our staff are serving the communities most affected, and come from those same communities -- so many staff have had family members get COVID, suffer from mental health concerns, attempt and commit suicide. It has been hard to continue on with business as normal while the effects of the pandemic hit our communities and staff so centrally.

We have 22 months left of cash and if things don't improve we will go out of business. We are providing the poor with rent, mortgage, utility, food, and medical assistance. If NGOs like us go out of business the poor will suffer even more. More financial support from the government is needed for front-line NGOs like us. Our peers agencies are also struggling to survive.

We are all struggling and I suspect some in our community won't make it. Many, like us, have done an amazing job of thinking of new ways to interact, engage, support and serve participants.

I think COVID 19 exposed the holes in service delivery to income insecure and vulnerable populations. Without agencies like mine, there was a significant risk of super spreading among those living rough which posed a risk to the individual and the community. COVID 19 also exposed how woefully underfunded agencies working with individuals experiencing homeless are. Our normal funding only covers 54% of the cost of shelter (which is bare bones) and the rest comes from fundraising. But many of our supporters are having their own financial crisis which causes an impact to our fundraising. The PPP and the extra foundation and county assistance helped us through the crisis, but long term, we are not sure how long it will take to get food donations and volunteers regularly scheduled again and donations at pre-pandemic levels.

If things don't change soon to which people are not afraid of catching or spreading the virus, the people who shop and donate to our Thrift Store will diminish to a point that we will have to start cutting services.

Donations are down, hope we break even this year.

Some non profits who provide food, rent, other assistance are thriving while others that depend on sales are suffering.

Our funding is down about 15%. The post office is delayed in getting our holiday appeal letter out.

Extra cleaning, worry for residential out breaks and caring for staff who walk into apartments for make repairs to staff masked, with gloves and stay safe.

Very challenging, especially the disconnect with families with special need children. Virtual on line and zoom meetings are ok, but many families still challenged with virtual connection. We continue to offer trainings on how to connect using zoom and other social media virtual connections. We are not allowed face to face meetings and no home visits to conduct intakes.

The Arts & the Cultural sector have been hit particularly hard. Visual Artists, Musicians.....and the non profit community took on a lot and it's been an extremely difficult year. Especially in planning for the future.

Well we have no way of fundraising at the moment. We're working on selling or renting our plays on the Internet as a fundraiser.

I believe nonprofits have been severely impacted more so than most other sectors, especially if you are membership based and also rely heavily on gifts and contributions as part of your revenue. Many do not think of us as essential businesses, especially when you have governmental entities making decisions like lumping YMCA's into the general category of being just a gym. The reality is, we are so much more. Families rely on us for Child Care, Older Adults who suffer with Parkinson's need our Delay the Disease Class, Cancer Survivors need our LiveStrong at the Y Program, kids need a safe place they can play and participate in a myriad of programs, and the list goes on.

The greatest impact is financial since many non-profits revenue comes from fund-raising events.

Belonging to a nonprofit ED group, I hear stories about canceled contracts, social service organizations scrambling to provide service to clients and the safety issues.

Political leadership (state and federal) grossly underestimate the importance of nonprofits in general to the health and well-being of our communities large and small. We've discovered that most political leaders think of nonprofits as "charities" (i.e., a luxury) rather than the glue that fills in between the services that private enterprise and government do not fill. In our commercial society, that's most of what keeps families together and communities thriving.

In general, this pandemic has required creativity to increase, inspired communities to value their NFP partners and caused the weak to struggle. Many people have expanded their giving and been extremely generous.

It is hard for the nonprofit sector to stay afloat without funds.

Often times small or medium size non profits are left out of stimulus support due to the small nature of our operating budgets. But, non profits are never left out of the regulatory requirements that impact our sector. This incongruent relationship is not consistent with supporting nonprofits whose mission is to care for those under-served or not-served communities.

The impact of Covid-19 has been devastating on Agencies like ours! however, We can't quit or give up now. Our client's depends on us to be there for them no matter what!

COVID-19 has presented some great opportunities for collaboration and highlighted a lot of the mission concerns we address everyday like a lack of affordable housing, transportation issues, a need for affordable childcare, and life long learning strategies.

Although we are blessed to live in an incredibly philanthropic county COVID has nearly crippled the ability for non profits to raise money via fundraisers and events.

Financial help is needed for all non profits serving elderly, homeless, or children in California.

It depends on the non-profit. Non-profits in human services/housing are likely still receiving funding, though need has increased as well. Museums are certainly hurting.

We offer indirect benefits during the pandemic such as information, resources and opportunities for people to reconnect with nature, get outside, etc. However, we received no funding in 2020 because sponsored events were cancelled.

It appears that many nonprofits are struggling and may be forced to close. At the same time, there are many great resources available and innovative ideas emerging.

Our LA office is most impacted, as clients are unwilling to come in person and some do not want to use zoom. We are increasing our outreach to LA area. A few months ago we were getting referrals from all over CA. We try now to keep our services within the greater LA area, since, when we are able to return to in person counseling, we want our clients to be able to access nearby therapists. We have tried to keep our networking going and research as many grants and funding to keep our doors open as we make it through these tough times.

we need more \$\$ help!

It is such a mixed bag. Everything is in flux in this sector, too. Sustained funding is so questionable when we can't offer our programming to enough youth (who need it now more than ever). In other words, when we go to apply for grants next grant cycle, will they look at our reduced class size and eliminate or reduce what it would otherwise take to sustain work.

I think that some of the programs have helped some of the non-profits, but the restrictions put in place for safety reasons have hurt many non-profits and small businesses, but safety has to come first. I really don't know any other way to help us without compromising safety- and I would never want to do anything that would harm any of our staff or customers.

Many of the nonprofits that I've talked with have weathered COVID-19 so far in the same way we have - relying more on grant support and trying to pivot programming as much as possible. We are all breathing sighs of relief at seeing the end of 2020, but there are major concerns going into 2021. End of year appeals are difficult to write, and I'm feeling uncertain about what they'll bring in. Creating a budget that anticipates all the twists and turns of the coming year feels impossible. The unclear messaging at the federal level makes me concerned about whether or not support will be there, if needed, a concern that I hear echoed by our local funders, also. Getting through this year has required a patchwork of different strategies; it remains to be seen if that patchwork process will work to get us through 2021.

It varies. We have followed every protocol from the beginning and have suffered. Meanwhile many private music schools and public music programs continue to go on with few changes, resulting in parents and donors questioning our decisions.

Thank you for reaching out to me! For performing arts nonprofits in particular who rely on the gathering of people to present work the pandemic has been detrimental. However, it has encouraged us to shift our focus to online programming and adjust how we work!

Although we have lost about 25% of our volunteers who have decided to not come back or to wait and see, those who faithfully do come in have grown closer and in some ways are kinder to each other.

I can only respond to the arts sector, which I think we all know has been devastated by the pandemic. Live concerts, and arts in general, that rely on audiences have been extremely hard hit, and those of us who hire artists have watched them have to rethink their job choices.

The impact has been devastating, but at least some of us are open. I fear for the non-profit and profit businesses alike that are not open or having to close. we are very cautious.

For many of our state's non-profit theatres, COVID-19 has been a death sentence. We are fortunate enough to have operating funds to open again when the pandemic is over, but our friends at other theatres who do not own their building or have substantial debt have either closed already or are facing the possibility soon.

We know we can survive if we can hold our event next June. We know several non-profits that can survive a little longer, but all of the nonprofits that we are connected with are having a lot of challenges. Funding is spotty and there is a lot of competition for limited dollars.

I am very worried about non-profit community in general, especially the museum community.

We fear that many of our colleague organizations will cease to exist, or be forced to drastically cut back on operations.

Local organizations that provide help for those with various needs have responded generously and creatively.

In general it has been really hard for the music field. Several orchestras have canceled their season completely since earned income (ticket sales) and corporate sponsorships have declined dramatically, almost to zero. Some orchestras have been quick to adapt and present live concerts with no audience in the concert hall. The Annapolis Symphony Orchestra developed its own digital platform using Vimeo OTT technology, in which patrons from all over the world can watch live concerts, or Re-Play past performances.

The silver lining for our field - correctional arts programs - has been to take us out of our teaching silos and into zoom for sharing support, ideas, lessons, information. It feels a lot more like a network than before where we would connect every couple of years at a conference. This feels much more engaged as cultural workers.

We have less options to generate revenue and more obstacles to remain operational

We need to work on herd immunity and stop shutting things down.

I would argue that the pandemic has been harder on a visitation based non-profit such as ours than one which provides services and is donation-based. Giving among those not affected by the pandemic has increased this year. Our donations have increased but not enough to offset other revenue loss.

We as many nonprofits rely on events, sponsors, and the public, to help us with our programs, and raise money so we can function from year to year. The feeling is the economic impact will be that they can't afford to participate, or financially contribute to us as a sponsor. Also, restrictions going forward might make it difficult to operate.

Many in the arts have been closed since the onset of the pandemic, and have not been able to reopen.

We were able to survive because of grants and PPP loan. Many others closed and will not re-open.

Changed meetings and staffing/operations to accommodate new rules and procedures !

Covid -19 has been hard on everyone. We have seen a lot of businesses that may not survive but it is not for a lack of trying.

Most nonprofits that are dependent on banquets for fundraising are really having a rough time. One nonprofit rescheduled their dinner 5 times before they cancelled it altogether. We had our dinner in Jan 2020., but we have no idea what state our country will be in by Jan. 2021, so what are we going to do. This fundraising dinner has traditionally been our major source of funding each year.

I believe it has a huge impact on fund raising events.

It has been devastating for many.

In some ways, we're lucky because we do not have any paid staff. If we had staff to pay, I'm sure we would've had to lay off some folks if we couldn't get some financial assistance to make payroll. We're already an almost bare-bones operation (community radio station), so we're used to having to make use with very little resources. It's been a very difficult year for us, and so I'm sure those nonprofits who have paid staffs are really hurting.

I think that in the artistic community, people are only able to make it through this crisis because of the important work of non-profits.

The performing arts have been hit very hard; watching video is not the same as a live show, and when we do have a live show, the small audiences sizes make it difficult to bring in much income. It's also harder for performers to work together to create work.

Our communities are in survival mode. The nonprofit sector is hurting as it tries to assist the most vulnerable. Social inequities that have always been present are now highlighted more dramatically. As described in Maslow's Hierarchy of Need, people are struggling at the bottom of the pyramid for food, clothing, and shelter, trying to keep the lights and heat on as winter approaches and people continue to get sick. Nonprofits are also struggling for the resources to continue operating in order to serve their clients. Our agency normally serves women facing challenging life transitions, our work is compounded by the fact that many have lost jobs or have a reduced income because their children have been forced into a home school situation. Families are struggling to keep everything going. Nonprofits cannot begin to work on the social inequities until basic needs are met

No industry in the country has been hit harder than the professional, non-profit theatre community. Basically we're all shut down. Every union theatre actor, designer and director is essentially unemployed. A few of us have been lucky because our theatre company's had enough revenue on hand (or a PPP loan) to keep us on staff up to now. But that's ending all over the country. The few "streaming" productions out there are simply not an economic or artistic solution for a 2,000+ years old industry founded on gathering people into a theatre and presenting a play specifically for that audience.

We understand that social service organizations have received increased contributions as a result of the Covid emergency, which is appropriate since the need is so great. However, the arts sector, which was sorely unfunded before the emergency, is struggling terribly. We expect to lose a number of iconic American arts institutions unless additional government support is forthcoming.

The impact of a decrease in funding will likely be felt in 2021

Performing arts are in deep, deep trouble.

We are in the nonprofit arts sector and it has been devastating. Some organizations have closed their doors. Even with our programming going online we are getting extremely low response.

This has been devastating to us and undone all the work we have sacrificed for years. Worse may be coming.

Increase in unemployment costs; reduction in revenues due to change in service delivery from groups to 1:1

I live and work in the non-profit capital of America and I foresee a veritable decimation of the cultural landscape as many non-profit cultural organizations shutter their facilities.

The requests for assistance is showing a marked increase but not to the level it would increase if more older adults were aware of elder abuse recognition, reporting and prevention. Given isolation is the foremost symptom of elder abuse and COVID-19 is causing an urgency to remain isolated, there are no doubt significantly more victims of elder abuse now than any organization is made aware of or even able to assist.

COVID-19 has had a tremendous negative impact on the non-profit sector. Many of the volunteers who assisted with programs are elderly people who are retired. They are also a vulnerable population to the virus and can not be utilized to their full capacity during this time.

In our sector, smaller orgs have done better overall than larger, because we have that face-to-face relationship with our members, and our costs and fees are not high. We are also not as dependent upon visitorship for our revenue. This area is also financially stable. I think we also benefit from that sense within the community that we are a 'valued asset' that needs to keep going. However, if the COVID economic situation continues for too much longer, and especially if the economy for mid-level professionals becomes tight or if local retail collapses (so far, it's OK), then our situation will worsen rapidly because we are dependent upon this community support.

Most money went to essential services which we understand was needed but it left other nonprofit organizations without the ability to do their fundraisers and programs which left them with funds and limited ways to keep their staff paid and their community's needs met.

Very dark time. Businesses have less money to give as do local foundations. All available funds are going to healthcare, which is understandable. It is hard for non-healthcare related orgs to survive

It's causing hardship to us and the community we serve.

For associations wholly or primarily dependent on conference income for their continued functioning and careless about maintaining a robust IT infrastructure, COVID-19 has been devastating. We had recently transitioned to a new IT provider, diversified our income sources and completed a Business Continuity & Disaster Recovery plan, so we were exceptionally well-prepared to survive COVID-19.

New priorities will harm some nonprofits and be a boon to others. Will force consolidation and massive closures.

Devastating for most!

If not for the nonprofit sector I would be worried about the impact on children and families. Many organizations jumped in to help as needed. The impact to the early care and education field has been devastating and will continue to impact families returning to the workforce as programs close temporarily and permanently. Families with school agers are particularly struggling as even if they are using child care do not typically budget for this expense as there children are usually in school.

Overall, I think many nonprofits were not ready for this and it will be difficult if possible to recover for some.

The sector has responded in an amazing way. Donors are supportive. Organizations are working together and sharing information.

I believe the one common denominator all nonprofits share would be the donations of funds. COVID has hit the nonprofit sector really hard. Private donors are not as generous now because there is so much uncertainty for families. Businesses are not donating as much because they are experiencing their our own COVID dilemmas.

It has been devastating.

No grants available, no income from services because in person services are not provided, staff reductions or lay offs

mental health, im so stressed out from all this, i actually would like

Overall I don't believe there has been enough funding to support nonprofit workers and the staffing and administrative needs of the agencies. A lot of money is being thrown at basic needs without thought about distribution and long term sustainability of programs.

Arts and culture seem to be at risk. Recommend an FDR style program to hire poets, writers, actors, dancers, musicians, crafts-persons, docents, etc., and support talent, to be available to interested nonprofits.

It has been devastating. Those especially hard hit will be agencies providing Mental Health and Behavioral Health services.

Not enough have reserves, or rainy day funds as you call it. Several years ago we compared the price of renting versus owning our own building- offices, warehouse, etc. A donor helped with a 0% loan and we have owned it free and clear for 8 years. This saves us every year over 18,000.00 per year and has been a major reason we can sit on the sideline with a small staff and wait this out. The demand is actually higher in many sectors that the non profit sector serves, resources are less and strained. I also see the strain on other CEO's in a networking group that I do zoom meetings with.

It's very hard on the performing arts world - both independent artists and presenting organizations that are the cornerstone of many downtowns in our rural communities. With this new spike and with surveyed audiences saying they'd be unlikely to take the vaccine until significant others in the population have, we're looking at a long time before this community service can be provided again. I think it is up to arts organizations to reimagine their missions digitally and in open public spaces in partnership with parks departments and conservation land-holders. Connection is so vital to maintaining and rebuilding communities and the arts provide that in spades.

Since health is our first priority and we are still breathing, we must appreciate that.

Fund raising has been impacted. In addition, we needed to cancel/postpone our Annual Golf Outing, which has been our greatest fund raiser.

Impacting funds and volunteer recruitment.

It's killing us. Many groups will not survive.

It has made us prioritize what is important and figure out how to creatively solve our problems.

For the arts and culture sector, it's been devastating. Hundreds of thousands of musicians and artists have lost major income and many are not eligible for unemployment as they are contract-based. Many do not have reliable health insurance and are at very high risk. Organizations have either closed or are teetering on the edge. We have no idea from one day to the next if we will survive this season let alone be able to produce a new season.

Donors and supports seem much more aware of what they value and what it takes to support those institutions. Once we recover from the current uncertainty it's possible their support will be much stronger than in the past.

We serve vulnerable populations, so if we cannot stay afloat, the negative impact on the mental health of these populations will be important.

It has been difficult. Many funders have re-directed giving to those nonprofit entities that are directly involved in COVID relief. It's like all of the other needs served by nonprofits just disappeared.

Since we are not first responders, we were not able to get access to a lot of funding for COVID response. In addition, some of our normal and regular funding was directed to COVID and Social Justice responses. We are a 100% for this, but it also reduced our funding considerably. We have had to become resourceful in keeping operations going, knowing that when this is over, ToolBank will still be needed, and how do we keep our heads above water until then. We talk a lot to our regular funders to encourage them to keep giving-at least something to us so that we can at least maintain our current level. I do think funders need to be mindful of the effect or their giving can have on nonprofits that are relevant and will still need to be relevant, but aren't direct links to COVID response so they don't lose them going forward.

Ultimately it will have a positive impact if philanthropy takes the moment to seriously consider the attitude of distrust and disrespect that underlies its relationship with grassroots, community-led organizations. Already, collectives and collaboratives are finding ways to move beyond dependence on foundation funding to support each other and create sustainability.

We don't usually do direct service, so our advocacy, education and work to increase the safety of children's products has been able to continue. But many organizations are much more directly impacted.

As a nonprofit child care center, this COVID has impacted our business significantly with loss of revenue, increased expenses, Local gov. agencies setting limited classroom occupancy and other restrictions that cause us to have a higher payroll. The mental and physical toll on Staff has been ENORMOUS! As a director its very stressfull and at

times consuming all that i have to give. We do not have backers, or a board to help support us. we watch every penny come in and go out .

We are on the Canadian Border and the border has been closed for 9 months. Half of our audience is from Canada. We were open and got donations. This was a great year for getting grants that we applied fore before COVID. We are using the time to do restoration work on out National Register building.

COVID-19 impact has been devastating. Cash reserves and lean structure are essential for survival. Organizations may survive, but artists/arts workers are the real losers. Zero paycheck won't pay the rent.

Very very uncertain as to whether we will be able to open for our next season. We barely make it on good years-not sure of our future!!!

No idea on how others are dealing with it. We here in Nevada have a corrupt Governor and Secretary of State so the impact of their actions tolled heavily on many business. The economy is hurt by their inappropriate actions, not the Chinese virus

People are flexible and creative and continue to try and connect with an audience.

It is wiping us out. I know of several nonprofits that have failed. The population we serve tends to be older and poor. They are frightened because at a time when they are looking for help, nonprofits are closing their doors or turning people away.

I do not believe the government has offered enough help for non-profits during the Covid Pandemic.

The impact on nonprofits has bern very detrimental. People that generally support organizations do not have the funds during this time period.

I think the impact varies based on the nature of the nonprofit. Nonprofits who are providing front line services seem to be getting by while seeing increases in certain expenses. Other nonprofits such as the theater whose mission is driven by activities that can't occur due to having to wear masks and physically distance are being/will be forced to close if a vaccine isn't found soon because they can't deliver their product.

This is not only difficult for us and our customers for community concerts, but even more for the artists who were prepared to perform for us. They have lost their income.

We rely on small donations from many people, and because of COVID-19 people's discretionary funds are limited to a higher priority, essential items. Furthermore, our events usually draw additional opportunities for donations, but because we're not able to gather that is also impacted too.

Last week alone there were 2 Non profit directors sending out letters of resignation, there is too much stress , financial and otherwise and not enough relief.

Most non-profits have small staffs but make a huge impact in their community. Having our team out for two weeks and our office closed, impacted our youth that have court ordered community service/restitution to complete by certain times. I personally learned how much I depend on my team for so much from the stats I need for grants to "family time" at lunch when we eat together and to answer the phone. I missed the team but I missed the youth and families just as much. The impact of Covid-19 has taken a toll on so many that seeing so many are depressed and short-tempered. We try so hard to find something good/positive everyday and write it down somewhere on our desks. My greatest ending to my day is seeing the youth smile and hearing them say "hi, Mrs. Tammy." The only comment I can share with the nonprofit sector is regardless how big or small your organization may be and you may be pulled in every direction possible, remember why you are there and find one positive and good thing in your day everyday, then smile about it.

I think many non-profits are hurting in their ability to serve their members and/or clients. We need to remind and remind again that it is VERY important for our community members to shop locally rather than online with national businesses that do not filter funds back into our local businesses.

It has crushed us. No significant revenue & furloughed some people including 2 single Moms

Obviously, the economy has been hit hard. The travel and tourism industry as been hard. Each of these have and will continue to have a huge impact on the park and Friends of Warriors' Path State Park.

We were able to immediately pivot and provide services. However we already see resources shifting from food insecurity to rent assistance.

With our authorized units of HCBS services being reduced and the minimum wage increase. I believe there is a good chance we will have to reduce staff and also start using any reserve funds we have.

It seems like COVID19 is showing us who people really are. Our board hasn't been as involved as I thought they would - especially since time isn't the problem. The excuse always was I'm traveling, etc. for not being engaged. I'm really going to have to think that through. Also our donors now have more discretionary funding as they aren't traveling and eating out, and there hasn't been a groundswell of support which has surprised me. Covid19 combined with the murder of George Floyd has really been devastating and caused a lot of trauma in our community and donors and board members haven't responded (even with a board of 50% BIPOC). I don't know what to think. I'm just glad the election is over, so we can move into a more positive societal space. I just keep thinking the needs in the community are getting bigger and bigger and more and more complex. Our sector doesn't have the national recognition to move the needle that other sectors have of our national size. We need more lobbyists and more activists for the nonprofit sector. Who's advocating for the people we are here to serve. The oil companies and drug companies are well taken care of by the politicians - sorry to sound like a Debby Downer today. We'll pull out of this but it's going to take years and I don't know how many of us will survive as organizations or as nonprofit professionals.

We serve as fiscal sponsor to other organizations. Funding is directed at selected initiatives.

It is very uneven. Food pantries like ours have been supported extremely generously. Fellow non-profits in the arts and other sectors are suffering greatly. I personally have increased my donations to some organizations that I truly hope can survive this, but have real concerns they can. I do hope many of our new donors will stay for the long haul.

As usual, social service nonprofits are first of mind, while cultural nonprofits are not. This is not to say that social services are not critical at this challenging time, but very likely our country will have 33% less museums at this time next year.

I'm receiving positive input from tourist/chamber of commerce community about our importance to bringing back a vibrant downtown. We're not receiving funding resources from them, but we hope we will as they recover.

The nonprofit community is affected by the shut downs because our clients get sick, staff and customers must quarantine. People are more concerned about their health and shelter than about whether we are paid our reimbursement fees from the city and none of the foundations have approved any of our grants for affordable housing over the last three years. People need more single family housing now more than ever before, its safer because you can control your interactions with people and your environment. Sharing hallways and elevators is a super spreader. The big developers are not affected by this at all as their capital is still good and remains in the bank. Most of the funds target early childhood education, after school programs and food banks for the unemployed. Its a sad state of affairs that we cannot figure this out and follow the guidelines of the scientists and support those that need help.

It has presented challenges especially in the fund raising area. It has required that we limit our services to clients. It has also brought unexpected gifts to our organization and allowed us to catch up on things that we were just too busy, pre-COVID, to do.

We serve and fill in the gaps that our federal, state and city governments don't have the funding or capacity to handle. We have been able to step up and support the most impacted communities in our country. Our nonprofit sector can no longer be taken for granted that we will always be here to fill in the work. We will need true partnerships with government agencies to support the work moving forward in a post-pandemic world. There needs to be a collaboration or many of these organizations will no longer exist.

It has hurt the nonprofit severely.

Government oversight has become increasingly more difficult to work with

We do know that some donors have responded to pleas for donations to help us through this time and we are actually very financially stable for now. We don't know however of money that would have come in if donors would not have been affected by job loss, layoffs or whatever.

The impact is mostly social. We would like to get together, but do not. We like to harmonize when we sing, but this is not possible on Zoom, so while we are able to continue our events, they are less satisfying.

We have been forced to provide all group education and individual services remotely under a modified schedule.

created the need to upgrade tech, flip programming to online, figure out how to safely get kids back to school, train to teach on line.

The need is greater than ever since the life center foundation's inception in 1982. The rate of poverty and, consequently, children at high-risk is rising with an alarming increase. The LFC's Grant Awards have become more essential to the survival of non profits on the front line serving underserved and vulnerable NM children.

Local media has been helpful with publicizing small local non profits.

Harder to get donations due to virtual events and economic uncertainty.

Repeating! We don't have a venue or brick building and our employees are independent sub-contractors so lots of the relief just wasn't available to us.

Devastating. The inability to fundraise in traditional ways coupled with large scale unemployment has negatively affected us. More people need mental health services than ever before but not all are able to receive it, or want to participate in in-person services.

There is a huge issue with regards to long term funding. Especially for agencies that serve vulnerable individuals with significant risk of severe disease outcomes, in-person activities will be suspended for an extended period of time. As many go "back to normal" these types of agencies may lose the ability to continue to get emergency dollars and may end up having to close.

Grateful for our grants! They were very helpful in keeping our staff paid.

I think that is has been truly devastating to the Arts sector

This has devastated the nonprofit sector with fundraising, grants, etc.

Many nonprofits are struggling to maintain their programs (either due to financial deficits or outbreaks of the virus) and staff turnover has been very high among area nonprofits, even ones that haven't experienced a reduction in services. Often donations are down (both financial and in-kind i.e. food) and expenses are up, a lot. So far the community has responded to help cover these extra expenses, but the long-term financial picture is very uncertain. Meanwhile, the nonprofit sector has shown its ability to make major operational changes overnight and problem solve to ensure many clients are still able to access the services that are most needed.

Cash flow to maintain basic bills is very difficult ex. Insurance; storage, leases, and of course staffing

I think smaller organizations have been most significantly effected, especially when they have lacked a diversification of services. Many are very fragile from a financial perspective.

COVID 19 has forced organizations to reconsider pandemics, future technology and offering more online services from home. Funding outside of health agencies is definitely an issue.

The greatest impacts has been on musicians and performing artists. Elimination of live performances has been devastating to artists. While we are advancing in our knowledge of how to best stream performances, they result in little income for the artists. But this knowledge will be valuable when we return to normal.

Funding opportunities seem to be the hardest to navigate. Knowing how to come back to work keeping everyone safe.

The cycle is scary. The non profits that raise money for other nonprofits and service organizations are seeing a decline in funding and the ability to hold events

This may be a gross generalization but the Nonprofit sector worker is a caring, resilient, problem-solving worker who wants to fill the gaps left by for-profit and governmental entities. The organizations that are not reopening tend to be held back by boards who fear the unknown. Support your staff, put in scientifically proven prevention protocols and let your staff get back to work.

Economically, people are suffering and many service organizations are strapped for financial support as the demand for their services increase. In the arts community, it is a struggle to stay active when it is impossible to perform in person.

It has been devastating for the performing arts in particular that require live performance venues.

Covid has made us all take a close look at how we can continue to serve our families in need to the best of our abilities and finances available. It has been challenging. Our Community donors have made a huge impact on our financial viability. We are still open because of their generosity..

The nonprofit sector is the glue which binds the public. We perform countless tasks to pick up after government and business and support life.

We will survive!

Children and youth are not in schools/child care due to county/statewide mandates, and we know this isolation is causing lowered reports of child abuse, but we also know that this isolation helps perpetuate child abuse, and we are very concerned about children and youth who are unable to tell someone about what is happening. We anticipate a significant influx of children and families at some point when the pandemic allows schools/child care centers to open for in-person services.

It has caused us to change our operating strategy, approach to fundraising and working remotely.

We have been applying for every grant we find that we qualify for. Trends of grantors is to have more accountability in areas of applying and reporting that make it an administrative burden on non-profits- (over-the-top requirements in my experience of over 25 years as a CEO) that would be tough in good times but almost impossible in Covid-19 times. Need to say, Have mercy on us and relax the examination of non-profits that makes us feel like we have to justify each and every paperclip and tie it to a goal and objective- this is truly becoming ridiculous!

As with all levels of society Covid-19 has affected the non-profit sector, having diversity in ones mission is helpful in being able to continue operating .

The impact has been widely varied, some non-profits have increased their budgets by large amounts (30%) and put in place many new services. Other non-profits have suspended all services.

Historic Palmyra is a seasoned organization lasting over 100 years, growing slowly, with additional buildings, collections, and events. Our staff began with 1 paid person who has experienced and learned all of the in's and out's of museum marketing, and the local interests which bring visitors from all over the state, country, and internationally. Our current Executive Director is experienced in all areas of corporate success, museum dynamics, and uses the interests that brings visitors and draws attention to our museums on a regular basis. Our line of attraction is always changing and bringing those with current interests to see the unique and original artifacts, unique events for children and adults, with a keen eye on education in all areas of history, local exceptionalism, preservation, and focus on the American dream and the choices that have been brought to all by the U. S. Constitution. Our motto and focus is that if you can think it you can do it, and you have no limits in your success. In the time of Covid as with any hardships; flexibility, inventiveness, and unique new ideas will create success. We feel that all are equal and only limited by their thoughts. In our history we offer examples of this and the experiences that others have had.

I'm concerned that many nonprofit programs will not recover from the Pandemic or at minimum be deeply impacted.

CARES funding has been vital to our operations and we believe we will continue to need it through the next 12 months. Without it, many nonprofits will perish over the next 2-5 years.

In general, it seems that educational enrichment & mental health services deemed nonessential, actually may be more essential than the authorities judge & in hindsight should have been supported more

Many grassroots organizations don't have the office/management/manpower to run a non-profit program that is able to secure 100,000 dollar grants and scholarships. Many of the organizations who are able to secure these large funds don't support the youth who desperately need the programming and support (Organizations cost and programming cost). Many grassroots organizations need funders to trust them to meet the youth where they are with integrity to do the job for youth that needs to be done.

Our Development department has taken the biggest hit. Donations are down, corporate sponsorships are down, one large fundraising event had to be cancelled, another one at the start of the pandemic in March had limited attendance. Lastly our largest fund raiser was cut in half due to the requirements of the state and local officials as it relates to how many people can be at an event. This was a corn maze and activities on 10.5 acres and we were limited to a max of 500 people per day. Weekdays were cancelled due to school out of session and on home school. We typically had upwards of 15k people at this event, this year we had a total of approximately 4000 people. This was a significant drop in fundraising due to COVID.

As with any sector, there will be winners and losers. Creativity is key, but without financial resources or the ability to raise funds, there are going to be many agencies that close. Ultimately, it's the folks that need our services that lose.

I expect those nonprofits that provide tangible benefits to their communities and already have strong reputations will see an increase in donations, while others experience more financial hardship. I also think staffing difficulties are impacting all of us. People who have secure positions do not seem to be looking for work, leaving a less qualified pool of applicants who are insecure in their positions or already unemployed or under-employed.

It has devastated the arts community in general.

Its initial impact has been devastating for the arts with lost revenues for performances that translate to lost revenue for artists. We're noticing a drop of around 23% in income during the 1st quarter as compared to last year.

Some non-profits are having a great year...especially the ones with government contracts. They applied for and got PPP money which they didn't really need so have an excess. In general though, most are struggling due to event cancellations and the public is getting tired of virtual events.

Any organization that relies on in-person events for operating income is in trouble. Non-profit fundraisers have warned for years that if you live by fundraising events - you will die by fundraising events. Diversify funding sources and build an endowment. The current pandemic may have done some good. Many meetings are more productive via zoom. We needed to shift to more digital engagement anyway. However small orgs with two staff have a hard time purchasing and learning new platforms while keeping the ship afloat.

I believe we are witnessing a shakeout in the nonprofit sector. Smaller nonprofits or those that have minor reserves are likely to close. Nonprofits that are more sophisticated in terms of fundraising or have built relationships with potential donors will be in a stronger position to survive. I have had nonprofits approach me and ask if I would be interested in assuming control of them - I think a lot more of that will happen. That may not be a bad thing because we may see more efficient nonprofit services as a result.

I think we have had to be creative. I think those of us who were thinking electronically before this did better.

Organizations that rely on events will have been forced to find alternative ways of raising funds

This pandemic will likely affect our inability to grow our organization for the next 2 years.

It just confirmed our commitment to not carrying any kind of debt. It also confirmed that cash is king in these kinds of circumstances. And having cash on hand to carry us through these pandemic times was key to our survival. It helps us to keep our services going and still serve as many of our children and families as possible. We have strong relationships with the communities we serve and that was a big help during these trying times too.

There are so many non profits doing the same fundraisers, people are not able to help everyone. Income is decreasing with little end in sight ~ the expenses remain the same with the income and daily attendance decreasing substantially.

The uncertainty of when this might relent leaves many questioning if they can hold on until we can return. It will be interesting to see who is left when the crisis lifts. It feels a bit like a rerun of the initial AIDS crisis when so many artists were lost to the future. That may well happen again, not through death as much as attrition.

We, as most nonprofits, expect to be negatively financially impacted well into 2022.

Our nonprofit sector - The Community Benefit Organizations of our nation, have been asked to innovate and serve in ways that they have not had to do so in the past. In true creative spirit, the sector has stood up, found creative ways to run their businesses while serving people in need of more resources than ever. It has been a time of true innovation and collaboration. Yet, it has also been a time of illuminating the disparities that exist in our country and the racial injustice that so many organizations know, live and understand. Perhaps, this illumination is exactly what was needed to address the systemic racism in our country. Yet, such illuminations brings the grief right to the surface and our nonprofit leaders and staff are exhausted and I know we are resilient. So, as always, the nonprofit sector steps in where government and private industry does not and fills the gaps. It is in our DNA and we will strive each day to rise up and serve - our future generations are depending on us.

Obviously, the nonprofit arts sector has seen devastating impacts from COVID-19. With so many theaters unable to open, and major productions cancelled, so many artists are out of work. The arts are so vital to everyone, and

it's important that we do everything we can to help as many artists and arts organizations as possible, partnering wherever possible and supporting however we can. Other nonprofits have also suffered, I realize. Nonprofits that exist to help underprivileged and children, and health related nonprofits, will likely receive financial assistance from foundations far more than arts nonprofits. I know this has all been said before; just thought I'd reiterate it. Thank you for including us in this survey.

None at this time.

COVID has been hard on most nonprofits because of the changes necessary to protect those seeking help. Social distancing is difficult and the cost of PPE and disinfectants adds to the burden. Many nonprofits have severely curtailed their activities. Tent cities have sprung up all around Charlotte and the homeless are living there to keep away from others. This is working out currently, but when winter comes, this may make all our jobs much more difficult.

this pandemic, is in my opinion going to change how the performing arts will operate in the future I do not believe that you will ever see full houses again, and I think mid to small size company's are going to end up doing better than the large corporations style companies.

I fear for nonprofit health long-term as a result of COVID-19. For those working in primary needs areas - food, shelter, employment - there are funds being diverted so they can do this work which is wonderful. We just can't let nonprofits die who will be needed down the road. For example, as a child abuse treatment agency, I worry about children who are not being seen by mandated reporters and who are living in abusive environments. Those kids will need our services down the road - and discovery of who those children are as quickly as possible. We know domestic violence rose due to the pandemic and women living in abusive homes. Many of those women have kids in those homes as well. We have to brace for this and strengthen the agencies/organizations who will have to work with these kids and families in the near future.

COVID-19 has revealed the structural inequities, unsustainability and exploitative practices of the nonprofit sector. The entire sector must be dismantled, reimaged and restructured to provide sustainable jobs for its employees, more moral and equitable policies, procedures and practices, and more efficient and relevant ways to deliver services to its communities.

I will be turning 77 in December and I will become un-employed on January 1, 2021 for the first time in 42 years. I have been a volunteer Board Member of SALT since I was the founding incorporator back in July 1998, when we created SALT to become a Support Organization of a sister organization (of which I was the incorporator back in September 1978). I was a volunteer Board President of the sister organization for over 2 years, then became 1/2-time paid ED.

The performing arts and particularly dance are dying in this pandemic. We need to dance together and we need a live audience. We need to do performances per the (very limited) government funding we receive. Also, all our outreach programming is canceled, so we cannot fulfill the mandate of the support for that type of programming.

In our area tremendous impact. Many organizations really struggling. I have heard some may not be able to continue. May cancelled their major fundraising events

As a professional organization, the main revenue is membership dues. In-person conferences and meetings are where individuals renewed membership or new members were recruited. Despite our best efforts with social media to encourage membership, our members did not renew.

Prior to the pandemic we had been positioning ourselves as a healthcare organization focused on serving the whole person. This was new for us - we had publicly focused on our status as a faith based nonprofit. For those of us who provide direct services will we reframe our public story while remaining true to our mission, vision and values??

Fear of returning to work and exposure to COVID, teachers fearful of catching COVID from children who are carrying the virus, pregnant staff fearful, staff anxiety levels are extreme, parents having to teach their children from home and work from home-balancing act.

It's been incredibly difficult for concert artists, who have lost all their opportunities to tour and to perform.

it SUCKS

I fear the sector will take a big hit and many very important services will cease to exist. I also fear that the need for services has not even gotten great. That in the next 3-6 months there will be more homeless individuals and

families. That our independent youth attending school will have to drop out to work or move to a more stable environment. Food will be something that families cannot purchase while they lose their jobs and focus on paying utilities and rent. USDA food boxes are scarce and being distributed in limited locations, not having the impact that was apparent in April/May...

A really tough year on everyone. What I will say is that it forced us to try something we always wanted to try but never felt we had the time or the funds to launch. We've really enjoyed diving into virtual programming and will continue to include this as part of our program offerings, even when we get back to delivering programming in-person. It has also forced us to evaluate our work flow processes and technologies. We will end this year incredibly tired and in need of a vacation (sigh) but stronger for it.

Payroll donations, through CFC and other sources have reduced dramatically.

I'll only speak to museums. California has been much more restrictive about allowing museums to open. Without earned revenue, many museums have laid off staff. I believe California may begin loosening those restrictions within the next few months.

I think COVID's economic impact on donor's willingness to contribute remains to be seen...

We have only laid off 4 PT people -- they are planetarium presenters who only work 6-10 hours a month. The planetarium has been closed. It reopened on a very limited basis, but our planetarium director is doing the shows because her staff is older and not ready to return.

It has created a lot of uncertainty as NPs learn new ways to operate with limited staff and resources.

Would be lovely if another round of PPP funds were available.

For our entirely volunteer and non profit corporation, we have been unable to fulfill our constitutional goal of teaching the skills of baseball and softball.

The non profit sector provides critical services that are not otherwise addressed by our communities. Always operating on a shoestring, requirements for administration and operations have increased dramatically, while funding has decreased on many fronts. The combined stress of survival of vulnerable individuals and economic survival of the organizations that support them is not sustainable.

This has effected most non-profits in many ways depending on there mission and needs. This has effected animals related rescues with more people not able to care for there animals

My sense is that COVID has had a negative impact on the sector for those organizations that did not already have policies, procedures and financial plans in place. Also, it is still unclear what the future will hold and it is possible that those organizations that have not been negatively impacted could be.

I believe it has impacted the non-profit sector as a whole very negatively.

COVID-19 has effected all nonprofits. Thousands of people have been furloughed or let go because businesses were shut down. Our organization has been assisting those affected but we are not receiving compensation for the effort. General donations and funds from events have totally dried up so we are applying for more grants.

We feel for the nonprofits that are new and still trying to build their brand and for those that do not have the reserves the we do to survive until the passing of COVID-19. Many donors are rightly focused on the nonprofits that offer support for people directly effected by the pandemic but once it is mostly over our communities will once again need the nonprofits like our which enhance lives and give people purpose.

As always non profits have stepped up and found solutions to help people. Even when the entire landscape of our work has changed we still figure out a way to help people. That is what we do. That is why we are here, if we were not here to help, who would be? There is always someone willing to find a solution.

Covid-19 has caused much stress on everyone around the world, but it has become especially stressful for Non-Profits. Non-profit budgets are dependent on the generosity of those who have been blessed with funds to help organizations that are helping low income areas/families. It has been a challenging 8 months for everyone, but I pray daily for guidance/wisdom and the resources to help those who walk through our doors in need.

In general, COVID-19 has really damaged the nonprofit sector; however, this may allow for nonprofits to really focus on what is important to each organization and will likely bore new, innovative ways to continue to positively impact constituencies.

Can't separate the pandemic from other inequities: health care disparities, Black Lives matter. Some np are excusing themselves from the whole discussion while others are grappling with ways we participate in the inequities. We are taking a look at our Board and people we serve and evaluating if we have representation and are challenging ourselves to remedy the lack of representation. Good to evaluate and we'll be better off in the long run.

Everyone is being rescued expect for the nonprofit sector. Out of site out of mind. More people are staying in there homes and foregoing services that they used to reach out to weekly if not daily. When this over there will be a disparate number of individuals in crisis as many of us will cease to be there when they need us. They need us now, but they don't realize it as they are focused on surviving this at the moment.

All theater groups are trying mightily to adapt to life online, which means we are still competing for participants and audience. There is a limit to how much time people are willing to spend on Zoom etc., so this could affect general audience numbers at some point.

Covid-19 has had a dire effect on the non-profit sector, particularly small organizations that don't focus on health and human services. If the federal government does not provide additional support many small non-profits will close.

As an arts organization, COVID-19 has had a large effect on the sector since support for frontline services is so critical. This is understandable but will have a lasting, significant impact on the entire sector.

It has forced a moment of pause and reflection - every single element of what we do is questioned, re-thought, and re-imagined. This is a massive hardship for many, but a vital and ultimately healthy process to go through. The idea of going back to how it was is totally futile - we need to re-build and re-frame our work going forward. Nothing will be the same.

Volunteers not available donations & contributions down 75-80% of normal

don't know

I think it has shined a very bright light on how vulnerable we are. I estimated we had 2 months of down time in the bank and now that's gone. The variability of COVID - where and who it hits and how hard - is impossible to plan for. I can't hire 8 people but send 2 of 3 of them home, without pay, everyday. We are encouraged to tell our sick employees to stay home but no one offers us the money to pay them to do that. Adn we're old - I've been there for 31 years and I'm now soon to be 68. I have COPD as well so I have to work from home, which definitely provokes our staffing situation. But we had to buy private disability insurance, I couldn't use it if I wanted to because it's only available IF the employer is still paying the monthly premiums!

We have an organizations that thrives on networking with each other and now that is not possible.

Devastating

We are very fortunate to have more than adequate reserves for this pandemic. We are glad we are not having to do desperate appeals for funds this year, but imagine it must be very tough on other nonprofits that are scrambling to stay afloat.

Many of us have had to remain closed until it is safe to reopen. Now that UE is running out and no Stimulus Package seems anywhere near being approved, our staff is running out of options. We stand to lose many, if not all of them, to other jobs in the for-profit world. They have to pay their bills. This will mean hiring new staff, training costs, etc. when we can reopen.

Grave concerns about long term reductions in donor dollars.

Even though agencies like Napa Valley Support Services received PPP funds there is a threat to our service system that this money may not be forgiven due to the fact that the State receives funding through the Federal Government. Many non-profit agencies like ours could lose this vital funding or have to "pay back" an equal amount to our funding source depending on the final decisions for the PPP forgiveness.

My fellow Executive Directors also report experiencing decline in funding.

Many people have chosen to apply for unemployment rather than be a part of regular workforce. We've had staff resign because they could receive more money drawing unemployment than working.

The understandable and appreciated shutdown and limits to gathering size that has prevented us from holding concerts has had a general negative impact on our communities mental health. We've had many people tell us how much they miss the concerts and miss the positive feelings the concerts give them.

People turn to the nonprofit sector during a crisis, as they should. That is what we are here for - to help people in their time of need. We at the Grenada Food Pantry in Grenada, MS are blessed to be able to serve. God has been good to us!

We are much more concerned right now about 2021, unless there is another round of PPP funds

Covid-19 has stopped our organization from operating our programs.

The effect on staff/ volunteers. We are very volunteer dependent, so it has slowed us down on our home builds. Also the moral of the organization with respect to how everyone has a different level of acceptance/tolerance or fear of Covid. Unfortunately mask wearing became a political issue which has not only divided our country but many inside our walls. We have manage to get past it but lost some volunteers along the way.

It has been devastating

It is a struggle. We need more to serve less and our students have huge barriers.

Due to the fact that we cannot hold public fundraisers, it has hurt us and reduced our income on that level. Funds needed for other things have been used to purchase hand sanitizer, cleaning supplies, masks and other supplies needed for COVID.

Arts organizations normally anticipate support from advertisers (other non-profits and corporations) for performance programs but those businesses are struggling as well after being closed for months so no support there. Serious ripple effect.

It has been a struggle to retain staff fully employed and continue to provide full wages and benefits throughout. Given the overly generous unemployment benefit offered by the feds/state, many staff would have preferred to be laid off. Our services are built on developing and maintaining close relationships between our clients and staff and we were not willing to risk losing some of those staff as we reopened our services gradually and needed experienced staff to resume their support of our clients.

It does seem that funding and donations are primarily and logically going to frontline health causes and aid to uphold basic human needs. Organizations like ours (education organization that serves at-risk indigenous adults) that are not necessarily critical in the COVID 19 environment, but are still addressing (possibly increasing) community needs may have a challenging road ahead as attention and resources flow elsewhere.

We will not be out of the woods until June 2021.

The case for "rainy day funds" has never been greater. That role that we play in the national ecosystem is perhaps getting more understood given the catastrophic effect this has had on artists.

In the rural area we serve, the community has been very supportive, but continuing uncertainty is taking a heavy toll on local nonprofits

Finding silver linings of opportunities we would not have explored without the challenge of pivoting quickly.

The disruption caused to all systems will force our sector to be creative, nimble and cooperative with one another to adapt and survive.

Managing all the new federal, state and city government mandates and compliance including state safety plans, federal, state and city sick leave policies, etc. has been hugely challenging. The state mandates (PPE, cleaning protocols, temperature checks) with no state contract reimbursement for increased costs has been challenging since we hold an outcome funded state contract not a line item budget. Onboarding new staff and new Board members during the pandemic is challenging. finding enough supplies at an affordable price is challenging (talking thermometers for our blind clients and staff).

Devastating for all nonprofits, especially because Mayor Kenney defunded arts & culture

Rushing for many, especially those who have not been able to transition to a virtual platform.

So many have struggled. We have been fortunate to have been able to operate as strongly as we have. We feel we have support from the nonprofit community and appreciate everyone's help.

COVID-19 has impacted the nonprofit sector in all the ways it has impacted the for-profit sector, but many nonprofits were not financially stable enough to continue operating for such a sustained financial hardship. It is a difficult time for all, and I hope safety through a vaccine is on the horizon.

Airlines, bars, restaurants, and more have received the focus of government support. Nonprofits seem to have been forgotten.

Staffing has been incredibly difficult as people have contracted the virus and can't work. It already puts additional stress on an already stressful environment of working short many times.

The arts, in particular, theater and music. When people are worried about day to day living the arts are not high on the list.

Performing and Fine Arts organizations are suffering greatly here in SE Michigan

Higher demand for services and more work for our staff.

We've noticed safety being cut from organizations first thing when companies experience financial hardships.

We are an all-volunteer nonprofit, so salaries, wages, are not relevant to us. All our volunteer work programs were suspended in April and do not expect to resume until early 2021 at the soonest.

Exposing overleveraged institutions too reliant on earned income or having grown beyond the sustainability of their budgets.

The Unemployment issue from the CARES act could be very detrimental to our work!

We are hanging in there, like everyone else.

Those organizations formerly dependent on program revenue that don't have alternative funding sources are really struggling.

Unfortunately, the NPO sector is always left to carry the bag for government and we are not sufficiently funded to meet the growing needs. It happened during 9/11 and Sandy, however, this one is too big for us to survive on contributions alone. The government worries about airlines, automobiles, farming, oil, etc.; when will our relief come in a meaningful fashion. The logic that tax-exempt status is enough of a bailout is short-sighted and false.

For my organizations and our many partners, we have been amazingly resilient in adapting to a different way of doing things. Direct service to families is not happening mostly, which is very worrisome, but everyone in this sector that I know is stepping up to continue with their missions. It's impressive. Huge issue is funding. Even direct service organizations providing for basic needs such as food, though local philanthropic resources have been diverted to help them, are overwhelmed by the need. For the childcare sector that my organization is committed to--including focusing child abuse prevention, domestic violence, trauma informed work on those who care for the youngest children--has been devastated. Trauma work in the community with a large consortium of over 300 organizations, has been slowed by the need of participating organizations to address the immediate needs of their own organizations and constituents.

The impact to radKIDS INc has been stunning but we look forward to our continued pivot to diversity in programming and believe when the fear moves to determination our services will be in high demand and so we prepare to serve at that time

It has strengthened us in some ways and weakened us in others. The impact on our income and stress levels has been the most felt.

Cancelled events honoring our foster families. Decrease in needed donations (monetary and in-kind). Cancelled fund raising event.

The first round of stimulus made a huge difference; the Republican indifference to the suffering of the poorest of our community after that point is stretching the resources of the nonprofit sector to the breaking point. I have never pointed to a single individual to blame for an international public health emergency as a cause, but there is no question in my mind that Donald Trump's utter indifference to suffering, willful (and even thoughtful) willingness to ignore expert medical advice made this pandemic at least 100% worse for ALL Americans, including for his supporters, who rail against the clear requirements of what it takes to control the pandemic's growth. So we stare at a relentlessly climbing death rate and still, some go to the polls or mail in votes for the most corrupt, incompetent, racist and evil administration in my experience.

Some nonprofits have not been able to weather the COVID storm and I am sure there will be others who are not able to survive. There is much Zoom and virtual exhaustion among nonprofit staff and board members. Personally, I am missing the interaction with nonprofit peers to network and discuss best practices, etc.

We have taken a hit because donations are down as people and businesses are unsure of their futures and how long COVID will be around. Many organizations have focused on food insecurity and medical clinics (justifiably so) however, this has left the shelters struggling to continue to serve those living in hotels or in cars outside.

The classical music industry is literally dying. We need help to survive.

Other than not being able to provide program, the ability to raise funds for 2021 operations and for our own current construction needs (we were in the middle of a capital project when covid hit) is in crisis mode at this time. We are face to face and person to person people lacking in virtual fundraising knowledge and capability. However with our drive and determination we will pull through. Flexibility is a super key for everyone at this time.

Lack of and / or poorer quality of services Drop of income from lack of fundraisers and donors

We have been able to increase services with emergency funding and have been able to adapt though less rigid federal and state requirements for service delivery and accountability.

I am very concerned about continued operations next fiscal cycle since so much of our funding comes from the State and County governments.

We are a very small operation compared to other nonprofits and only operate in the early summer. Not being able to play in the summer of 2019 has had a very negative impact on our funding mechanism. All sports are in Phase 4 in our state, so the outlook of playing in 2020 is looking good.

We expect that 2021 will continue to be a problem with lower revenues. However, as long as NC stays in at least Phase 2 of opening we expect to run our programs at about 75% of normal.

funding is drying up due to unemployment and grants being harder to get

We will likely need more help depending on how this pandemic continues.

Many non-profit organizations struggle to get by even when things are good. The pandemic has created uncertainty about how to make it through and how to plan for the future. It's hard to guess when business will be back to normal or if it ever will be how it used to be. We can't change our business to virtual so our only option is to just wait it out and hope we don't go broke in the meantime.

In our community, we have an incredible number of donors who are continuing to help the nonprofits that they are close to. Yes, some are experiencing set backs, but we see the light at the end of the tunnel.

The pandemic exacerbates how underfunded the nonprofit sector has been. It, again, shows how the population focusses on an already overpriced healthcare system as opposed to looking for ways to keep people healthy and out of hospitals. The current medical system will come out of this richer and more expensive than before. Home and Community-based services will be further ignored.

There has generally been an increased need for services and goods. Food pantries seem to be doing well, however affordable housing is almost non-existent in our area. Area assistance agencies closed for months leaving little to no help available.

I can speak from the entertainment perspective. Luckily we had a reserve to help us get through this, but we have gone from roughly \$100k a month revenue to almost \$0. We have no idea when we can get back open to full capacity. My capacity at 6' of social distancing is 120 tops. We can't make money at that number so we have to think alternative ways to stay open. We freely admit we don't know how we are going to do this, but we are trying our best to make it work.

No real way to "scenerio plan" for the impact of COVID-19. Did not only hit non profits, however, the exponential impact on the community left everyone in a tailspin. All employers are challenged with staffing due to employees who have school-aged children. Flexibility and creativity have been stretched to the max.

Many non-profits have closed. Our local United Way decreased our allotment by 25% of what they usually give us. Some United Way's cut agencies completely. The Impact of COVID is nationwide throughout Boys & Girls Clubs.

The obvious thing is the difficulty in having face to face contact with staff and many of the clientele we serve. Getting adjusted to the use of technology as a major communication device has been a challenge also.

Funds have all but dried up.

We rescue food so our community has been very responsive to the need.

It is taking a toll on the morale of staff, board members and clients. Working remotely is functional but, again, taking a toll and I expect compassion fatigue to kick in for donors and staff alike.

Fundraising has been seriously impacted because of event cancellations. Most people are holding onto their money because we don't know what is going to happen or how long this is going to last.

It will force the underfunded non profits to cease operations, merge and/or go out of business. If you were not a strong organization entering the pandemic you will be suffering because of it.

Very difficult to weather but glad we have agility.

preparing for the post-pandemic impact on vulnerable children and families

COVID is a major challenge. I expect many organizations will make significant, permanent changes to their operations going forward. Cutting programs and services, revisiting mission and vision, etc.

The overall impact related to fundraising and grants is substantial because of our inability to hold special events as well as to operate programs that were grant funded.