

2007

**Capacity Assessment of
Kewaunee County
Nonprofit Organizations**

Final Report

Prepared by
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In collaboration with the
Kewaunee Task Force on Civic and Nonprofit Development
**Capacity Assessment of
Kewaunee County Nonprofit Organizations**

June, 2007

Capacity Assessment of Kewaunee County Nonprofit Organizations

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Purpose and Methodology

In March 2007, a two-page survey was mailed to the registered agents of 177 community organizations with addresses in Kewaunee County in order to assess priority issues faced by their organization. The survey was carried out by *University of Wisconsin-Extension* with collaborative input from the *Kewaunee Task Force on Civic and Nonprofit Development (Task Force)*. It was designed to identify needs and guide efforts to strengthen the effectiveness of nonprofit organizations in Kewaunee County.

The survey was designed using models developed for assessing the capacities of nonprofit organizations in Wisconsin, Arizona, and North Carolina. Additionally, input was solicited from members of the *Task Force* and staff from the *Center for Community Economic Development, University of Wisconsin-Extension*.

The list of organizations was selected from publicly available sources, including the *Wisconsin Department of Financial Institutions, Guidestar*, local chambers of commerce, and the *Kewaunee County Promotion and Recreation Department*. This study included all nonprofit and civic organizations known to be actively programming or operating within the County regardless of IRS designation or incorporation status.

Organizations were sent an initial introductory postcard. One week later, they were sent a cover letter and the full survey instrument with instructions to complete and return the survey within one week. If the survey was not returned, a follow-up reminder post-card was sent out. (Postcards and survey documents are in Appendix A.) Out of the 177 organizations, 16 surveys were either returned undeliverable or individuals responded that the organization was defunct, bringing the total population down to 161.

This report has been prepared for the *Task Force* and general public and is based on a data set from 55 responding organizations (34% response rate). Although the responses can provide useful information for local programming purposes, the respondents are self-selected and do not constitute a probability sample. It is therefore not possible to generalize responses to the overall population of nonprofit organizations with any statistical certainty.

Key Findings

In reviewing the detailed survey results, the *Task Force on Civic and Nonprofit Development* made a number of observations that would be pertinent to future organization or leadership development programming for nonprofits serving Kewaunee County.

- Kewaunee County has a highly diverse and active civic and nonprofit community that spans many issue areas and topics.
- The largest self-reported needs for nonprofits fall in the areas of fund development, marketing and public relations, and volunteer recruitment and management.
- Nonprofits operating within Kewaunee County are very small. Most have no paid staff, rely entirely on volunteer commitment, have annual budgets under \$10,000, and primarily serve local constituencies.
- Many nonprofits report to be fairly self-sufficient, responding that they do not need assistance with developing their organization. These nonprofits generally have a focused set of activities around a specific task or community event.
- Kewaunee 501(c)3's with larger annual revenues (more than \$25,000), overall, have greater organizational development needs than their counterparts throughout the State of Wisconsin.

Presentation of Data

This survey was modeled, in part, after the *Assessing Capacity-Building Needs of Wisconsin Nonprofits* survey prepared by UW-Milwaukee Center for Urban Initiatives and Research for the Helen Bader Institute of Nonprofit Management at UW-Milwaukee, in November 2005. The UW-M survey focused on Wisconsin-based 501 (c)3 organizations with revenues over \$25,000. For comparison purposes, where questions overlapped with the Wisconsin statewide survey, data from Kewaunee 501 (c)3's with revenues over \$25,000 are segmented and presented in addition to the full response set.

Description of Respondents

Nonprofit Status

Out of fifty-five returned surveys, fifty organizations responded to a question asking how their organization is registered with the IRS. Of those, twenty-eight (56%) identified as a 501 (c)3 charitable organization, eleven (22%) identified as "other" nonprofit classification, four (8%) stated that they are not incorporated or registered, and seven (14%) didn't know or were not sure of their registration status.

Size of Organization

Nearly half (49%) of fifty-one responding organizations indicated they had less than \$10,000 in annual organizational revenues. 20% had revenues of between \$10,000 - 25,000, 24% had between \$25,000 – 100,000, one organization had revenues between \$500,000 - \$1 million and one had revenues over \$1 million.

Thirteen Kewaunee organizations identified as a 501 (c)3 charitable organization **and** had total organization revenues of over \$25,000 in the most recent fiscal year.

Forty-one organizations indicated that they have no paid staff. Fourteen responding organizations indicated that they have paid staff; out of those, nine have full time staff and the remaining five operate with part-time help.

Organizations were asked to identify the size of their board and the number of actively involved volunteers, other than board members. Board size varied from 4 to 14 with an average of 10 board members. Responding nonprofits also had an average of 24.7 active volunteers each.

Primary Mission

Responding organizations were asked to select one of twelve categories describing their primary mission. There are representatives in each category.

Primary Mission	Response Percent	Response Count
Advocacy	1.92%	1
Arts, culture and recreation	5.77%	3
Civic and societal benefit	13.46%	7
Community development	5.77%	3
Economic development	5.77%	3
Education	17.31%	9
Environment/animal welfare	9.62%	5
Health	3.85%	2
Human/Social Services	5.77%	3
Legal	1.92%	1
Philanthropy	3.85%	2
Religion related, spiritual development	7.69%	4
Other (please specify)	17.31%	9

Perceptions of Issues Affecting Nonprofits

Training or Consultation Needs

Organizations were asked to what extent their organization needs training or consultation in nineteen areas. The top three priorities for all Kewaunee nonprofits were fundraising (with a mean score of 3.09), marketing/public relations (mean score of 2.93), and volunteer management (mean score of 2.64). Kewaunee 501c3 mean scores in most cases were higher than all Kewaunee responding organizations, and in many cases were higher than statewide means. Mean scores were calculated on a scale of one to five, where: not at all=1, a little=2, a fair amount=3, much=4, very much=5.

	All Kewaunee Responding Orgs Mean	Kewaunee 501c3 / +25K Mean	Wisconsin 501c3 / +25K Mean
Fundraising	3.09	3.38	3.21
Marketing/public relations	2.93	3.08	2.94
Volunteer management	2.64	2.92	2.47
Community data	2.50	2.92	2.54
Program development	2.47	2.46	2.28
Legislation affecting nonprofits	2.45	2.85	n/a
Strategic planning	2.29	2.46	2.76
Legal issues	2.26	2.46	2.46
Program evaluation	2.24	2.15	2.48
Liability insurance	2.22	2.46	n/a
Board development	2.19	2.85	2.82
Information technology	2.18	2.31	2.58
Advocacy	2.02	2.23	2.18
Staff development	2.00	2.15	n/a
Fiscal management	1.94	2.62	2.32
Sample policies, bylaws, etc.	1.89	1.92	n/a
Office supplies/equipment	1.84	1.69	n/a
Other	1.63	2.00	n/a
Employee benefits	1.56	2.54	n/a
Health insurance	1.54	2.54	n/a

Capacity Needs

Respondents also were asked to reply to a question asking them to what extent does their organization need help finding specific human or financial resources. Mean scores were calculated on a scale of one to five, where: not at all=1, a little=2, a fair amount=3, much=4, very much=5.

	All Kewaunee Responding Orgs Mean	Kewaunee 501c3 / +25K Mean	Wisconsin 501c3 / +25K Mean
Funding opportunities	3.13	3.38	3.50
Volunteers	2.85	2.92	2.49
Consultants	1.82	1.92	1.88
Board directors	1.73	2.00	2.40
Interns	1.38	1.58	2.00
Employees	1.30	1.69	1.92

Most Pressing Issue

Forty-nine out of fifty-five total respondents answered an open-ended question about the most pressing need or issue for their nonprofit. Responses were separated, as appropriate, and grouped by common themes. The number of responses exceeds forty-nine because some respondents had multiple comments. A table below lists categories, number of responses by category, and representative comments. The complete list of comments, grouped by category is included in Appendix B.

n	Category	Representative Comments
21	fundraising or financial stability	"Discovering funding opportunities for non-profit educational opportunity programs." "Raising funds for our endowment fund, which will allow us to become self-sufficient." "Information on potential funding resources for infrastructure development."
17	volunteers or membership	"We run totally on volunteers so keeping our membership volunteering is always a big need." "Getting adequate volunteers." "We are trying to build membership."
8	public relations or marketing	"Marketing our organization and programs." "To get our name out in the public." "More community exposure/knowledge of our services."
2	Program development	"The dynamics of seniors today is different from seniors of the past. We need to change programs to attract new seniors."
10	Other	"Legality and investment issues concerning protection of endowment funds." "To continue to be relevant."

Organizational Development Assistance

Respondents were asked to identify where their organization goes for assistance when they need training, information, or consultation. A majority of respondents (59%) stated that they go to a state-wide association of similar organizations.

	Number Responding	Response Percent
A state-wide association of similar organizations	30	59%
A national association of similar organizations	20	39%
Other nonprofit leaders in the community	16	31%
Other (please specify)	16	31%
Kewaunee County Extension Office	15	29%
The Web	13	25%
Private consultant	12	24%
Technical college	7	14%
University of Wisconsin campus	3	6%
United Way	0	0%

Respondents were also asked the extent to which they value certain activities related to nonprofits and the nonprofit sector. Mean scores were calculated on a scale of one to five, where: not at all=1, a little=2, a fair amount=3, much=4, very much=5.

	All Kewaunee Responding Orgs Mean	Kewaunee 501c3 / +25K Mean	Wisconsin 501c3 / +25K Mean
Opportunities for collaboration and partnering	2.75	3.62	3.47
Gathering with colleagues to discuss key issues of importance to mission or nonprofit sector	2.75	3.38	3.27
Notification of emerging issues in nonprofit sector	2.64	3.31	3.3
Meeting with local, state, and national elected officials	2.21	2.54	n/a
Annual conferences for nonprofits	2.09	3.00	n/a

APPENDIX A

Cover Letter and Survey Instrument

ADVANCE POSTCARD

Dear Nonprofit Leader,

The *Task Force on Civic and Nonprofit Development* is conducting a survey to determine the challenges and needs of Kewaunee's nonprofit and civic organizations. Your response will help design programs that will strengthen the effectiveness of nonprofits.

The survey will take only a few minutes and will arrive in your mailbox in about a week. We would very much appreciate your participation. Thank you in advance for your help.

Sincerely,

Claire Thompson
Community Development Educator
Kewaunee County UW Cooperative Extension
(920) 388-7136

Task Force on Civic and Nonprofit Development
Capacity Assessment of Kewaunee County Nonprofit Organizations

March 10, 2007

Dear Nonprofit Leader:

We are asking for your expert insight into the challenges and needs of Kewaunee's nonprofit and civic organizations.

The purpose of the enclosed survey is to identify challenges, assess advocacy needs, and clarify the status of nonprofit and civic organizations in Kewaunee County. This effort is led by the *Task Force on Civic and Nonprofit Development (Task Force)*, and is being carried out by UW Cooperative Extension – Kewaunee County. Members of the *Task Force* include: Joan DeGrand, M&I Bank and United Funds of Kewaunee County; Bob Garfinkel, Kewaunee County Board of Supervisors; Michael Glime, Community Improvement of Algoma Main Street Program; Mary Hanrahan, Agricultural and Heritage Resources; Ronald Opicka, East Shore Industries; and, Claire Thompson, UW Cooperative Extension.

The information collected in this survey will be used to help strengthen the effectiveness of nonprofit organizations in our community. Future seminars, workshops, or networking opportunities may result from this research. The survey is being sent to approximately 175 civic and nonprofit organizations with headquarters located in Kewaunee County. Your organization was selected from publicly available information. The survey should take approximately 5-10 minutes to complete.

Your participation in this survey is voluntary and individual responses will be kept confidential. Completing this survey indicates your consent to using the results in aggregate, and to sharing the data with other nonprofit researchers and community leaders; results may be published in local media outlets.

Preliminary results of the survey will be available by the end of April 2007. You may request a copy by contacting Claire Thompson at the address listed above, or by emailing claire.thompson@ces.uwex.edu.

Please complete this survey within five business days and return it in the enclosed postage-paid reply envelope. We ask that you complete the survey, even if you have no interest in participating in educational programming or receiving services, so that your viewpoint is represented.

Thank you in advance for your participation. Your candid responses will help guide efforts to strengthen and support nonprofits in Kewaunee. If you have any questions please do not hesitate to contact me at (920) 388-7136.

Sincerely,

Claire Thompson
Community Development Educator
Kewaunee County UW Cooperative Extension

There are no known risks associated with completing this survey.

If you have any complaints about your experience as a participant, please call or write:
Ray Schultz, UW-Extension Human Subjects Protection Administrator, 501 Extension Building, 432 N.
Lake Street, Madison, WI 53706; Fax: (608) 262-8404; or ray.schultz@uwex.edu.

Capacity Assessment of Kewaunee County Nonprofit Organizations

Your chief staff executive should complete this survey. If you do not have an executive director, the board chair or another key leader should complete it. Feel free to ask other staff for their views and ideas. **Filling out this survey indicates that you are at least eighteen years old and giving informed consent to be a participant in this study.**

What is the name of your organization? _____

1. To what extent does your organization need information, training or consultation in any of the following areas? (Please circle appropriate response.)

	Not at all	A little	A fair amount	Much	Very much
a. Advocacy	1	2	3	4	5
b. Community data	1	2	3	4	5
c. Sample policies, bylaws, etc.	1	2	3	4	5
d. Legislation affecting nonprofits	1	2	3	4	5
e. Office supplies/equipment	1	2	3	4	5
f. Employee benefits	1	2	3	4	5
g. Health insurance	1	2	3	4	5
h. Liability insurance	1	2	3	4	5
i. Board development	1	2	3	4	5
j. Fiscal management	1	2	3	4	5
k. Fundraising	1	2	3	4	5
l. Staff development	1	2	3	4	5
m. Information technology	1	2	3	4	5
n. Legal issues	1	2	3	4	5
o. Marketing/public relations	1	2	3	4	5
p. Program development	1	2	3	4	5
q. Program evaluation	1	2	3	4	5
r. Strategic planning	1	2	3	4	5
s. Volunteer management	1	2	3	4	5
t. Other _____	1	2	3	4	5

2. To what extent does your organization need help finding the following? (Circle appropriate response.)

	Not at all	A little	A fair amount	Much	Very much
a. Board directors	1	2	3	4	5
b. Consultants	1	2	3	4	5
c. Employees	1	2	3	4	5
d. Interns	1	2	3	4	5
e. Volunteers	1	2	3	4	5
f. Funding opportunities	1	2	3	4	5
g. Other: _____	1	2	3	4	5

3. What is the most pressing need or issue for your nonprofit?

4. When your organization needs training, information, or consultation, where do you go for assistance? (Please check all that apply.)

- | | |
|--|---|
| <input type="checkbox"/> A state-wide association of similar organizations | <input type="checkbox"/> University of Wisconsin campus |
| <input type="checkbox"/> A national association of similar organizations | <input type="checkbox"/> Technical college |
| <input type="checkbox"/> Other nonprofit leaders in the community | <input type="checkbox"/> The Web |
| <input type="checkbox"/> Kewaunee County Extension Office | <input type="checkbox"/> Private consultant |
| | <input type="checkbox"/> United Way |
| | <input type="checkbox"/> Other (specify) _____ |

5. To what extent do you value any of the following activities related to nonprofits and the nonprofit sector? (Please circle appropriate responses.)

	Not at all	A little	A fair amount	Much	Very much
a. Opportunities for collaboration and partnering	1	2	3	4	5
b. Gathering with colleagues to discuss key issues of importance to mission or nonprofit sector	1	2	3	4	5
c. Notification of emerging issues in nonprofit sector	1	2	3	4	5
d. Meeting with local, state, and national elected officials	1	2	3	4	5
e. Annual conferences for nonprofits	1	2	3	4	5
f. Other: _____	1	2	3	4	5

6. How is your organization registered with the IRS?

- 501 (c)3 charitable organization
- Other nonprofit classification
- We are not incorporated or registered
- Don't know / not sure

7. Are you the organization's (check one):

- Chief Executive Staff
- Board Chair
- Other _____

8. Total organization revenues in most recent fiscal year (check one):

- Less than \$10,000
- \$10,000-25,000
- \$25,000-50,000
- \$50,000-100,000
- \$100,000-250,000
- \$250,000-500,000
- \$500,000-\$1 M
- Over \$1 million

9. Current number of paid staff:

- full-time _____
- part-time _____

10. Current number of volunteers:

- board members: _____
- other volunteers: _____

11. Please select the ONE category that best describes the primary mission of your nonprofit.

- Advocacy
- Arts, culture and recreation
- Civic and societal benefit
- Community development
- Economic development
- Education
- Environment/animal welfare
- Health
- Human/Social Services
- Legal
- Philanthropy
- Religion related, spiritual development
- Other (specify) _____

12. What is your organization's mission?

13. Please select the category that best describes the geographic scope of your work. (Check one.)

- National
- Multi-state
- State
- Regional (multi-county)
- Kewaunee County
- Local Municipality
- Other (specify): _____

FOLLOW-UP POST CARD

Dear Nonprofit Leader:

Last week, a questionnaire was mailed to you seeking your opinions about the concerns of nonprofit organizations in our county. Your name was selected from a publicly available list of all nonprofit organizations with programs in Kewaunee County.

If you have already completed and returned the questionnaire, thank you very much. If not, please do so today. We appreciate your help because we know how useful your ideas will be in setting direction for the county. If you did not receive a questionnaire, or if it was misplaced, please call us at (920) 388-7136 and we will get another one in the mail to you immediately.

Sincerely,

Claire Thompson
On behalf of the *Task Force on Civic and Nonprofit Development*
UW Extension, Kewaunee County
Cooperative Extension

APPENDIX B – SURVEY RESPONSE DETAIL

Question #1: To what extent does your organization need information, training or consultation in any of the following areas? (Please circle appropriate response.)						
answer options	Not at all	A little	A fair amount	Much	Very much	Response Count
Advocacy	21	15	13	3	1	53
Community data	14	14	14	9	3	54
Sample policies, bylaws, etc.	26	14	8	3	2	53
Legislation affecting nonprofits	15	17	12	5	6	55
Office supplies/equipment	28	16	6	2	3	55
Employee benefits	41	4	3	4	2	54
Health insurance	41	5	3	2	3	54
Liability insurance	24	12	8	5	6	55
Board development	21	13	13	3	4	54
Fiscal management	23	17	10	2	2	54
Fundraising	14	7	9	10	15	55
Staff development	25	15	9	2	4	55
Information technology	18	16	15	5	1	55
Legal issues	17	18	11	4	4	54
Marketing/public relations	13	5	15	15	6	54
Program development	20	8	13	9	5	55
Program evaluation	21	11	14	7	2	55
Strategic planning	20	13	12	6	4	55
Volunteer management	15	9	18	7	6	55
Other ___	5	2	0	1	0	8
answered question						55
skipped question						0

Question #2. To what extent does your organization need help finding the following? (Circle appropriate response.)						
answer options	Not at all	A little	A fair amount	Much	Very much	Response Count
Board directors	32	11	9	1	2	55
Consultants	30	11	10	2	2	55
Employees	44	6	3	0	1	54
Interns	40	7	5	1	0	53
Volunteers	15	8	11	12	9	55
Funding opportunities	15	4	9	11	15	54
Other:	6	1	0	0	1	8
answered question						55
skipped question						0

Question #3: What is the most pressing need or issue for your nonprofit?

Volunteers and Membership

1. We run totally on volunteers so keeping our membership volunteering is always a big need of KHCE.
2. Getting adequate volunteers.
3. New member and worker.
4. Volunteers.
5. Involvement of volunteers.
6. Volunteers to make trails for snowmobiling.
7. Membership.
8. Volunteers.
9. Recruiting new members from a dwindling farm population.
10. Replacing retired and deceased members.
11. members -
12. New members
13. There's a lot of work to do. We have members to our organization, a lot of work in the parks to do. Not a lot of volunteers to do the work. We hire most of the work with fundraising dollars.
14. getting and maintaining volunteers
15. Volunteers
16. We are trying to build membership.
17. More volunteers.

Program Development

1. The dynamics of seniors today is different from seniors of the past. We need to change programs to attract new seniors. This is our major issue. (Other answer: Get seniors to use facility).
2. Committed parents interested in the development of their own children and others.

Public Relations/Marketing

1. Greater public support, from Lakeshore owners especially!
2. Marketing our organization and programs.
3. To get our name out in the public.
4. Promotion
5. Marketing our retail products.
6. more community exposure/knowledge of our services
7. Active participation from the community.
8. Education around the county regarding groundwater.

Finance/Fundraising

1. Fund raising, we would like to keep this organization going forever.
2. Fund raising.
3. Funding.
4. A broader funding base
5. Money
6. Discovering funding opportunities for non-profit educational opportunity programs.
7. Fundraising.
8. Financial.
9. Adequate amount of funding.
10. Finding a "large grant" to establish a good fund base to build on.
11. Funding.
12. Fund raising ideas.
13. Raising funds for our endowment fund, which will allow us to become self-sufficient (in the event federal funds are discontinued).
14. Funding
15. Future funding from the state/county.
16. Securing ample revenue
17. Exposure and money
18. financial sustainability
19. Receive funding.
20. Information on potential funding resources for infrastructure development, a person at the county level who aggressively identifies and pursues grant opportunities
21. Finding a way to fund an Executive Director or site/event coordinator

Other

1. To spread the Gospel.
2. Legality and investment issues concerning protection of endowment funds.
3. Time try to find time for service to the community. We have to share time with our families, employment, other social activities, and the Fire Dept.
4. None - Basically it's "in title" only
5. Staying financial fit.
6. N/A
7. Snow
8. Maintaining full capacity!
9. to continue to be relevant
10. Other answer: Governmental proactivity regarding key environmental issue

Question #4: When your organization needs training, information, or consultation, where do you go for assistance? (Please check all that apply.)		
answer options	Response Percent	Response Count
A state-wide association of similar organizations	58.82%	30
A national association of similar organizations	39.22%	20
Other nonprofit leaders in the community	31.37%	16
Kewaunee County Extension Office	29.41%	15
University of Wisconsin campus	5.88%	3
Technical college	13.73%	7
The Web	25.49%	13
Private consultant	23.53%	12
United Way	0.00%	0
Other (please specify)	31.37%	16
answered question		51
skipped question		4

Other (please specify)
We also receive guidelines from the state organization "WAHCE" which our county is a member of.
Kewaunee County Aging Unit
Boy Scouts of America, Baylake Council 23 Voyageur District
Kewaunee County Parks & Rec Dept
Diocese of Green Bay
Groups active on current legal issues.
Door Community non-profit group
International
Diverse membership
Rotary International
None
NEWREP, New North
John Rogers, Economic Development Director
Kewaunee County Parks Director Mark Kanz
Care Classes
DNR

Question #5: To what extent do you value any of the following activities related to nonprofits and the nonprofit sector? (Please circle appropriate responses).						
answer options	Not at all	A little	A fair amount	Much	Very much	Response Count
Opportunities for collaboration and partnering	10	11	21	4	7	53
Gathering with colleagues to discuss key issues of importance to mission or nonprofit sector	11	11	17	8	6	53
Notification of emerging issues in nonprofit sector	9	15	18	8	3	53
Meeting with local, state, and national elected officials	16	19	12	3	3	53
Annual conferences for nonprofits	20	17	10	3	3	53
Other	5	1	0	1	0	7
<i>answered question</i>						53
<i>skipped question</i>						2

Question #6: How is your organization registered with the IRS?		
answer options	Response Percent	Response Count
501 (c)3 charitable organization	56.00%	28
Other nonprofit classification	22.00%	11
We are not incorporated or registered	8.00%	4
Don't know / not sure	14.00%	7
<i>answered question</i>		50
<i>skipped question</i>		5

Question #7: Are you the organization's (check one):		
answer options	Response Percent	Response Count
Chief Executive Staff	20.37%	11
Board Chair	12.96%	7
Other (please specify)	66.67%	36
<i>answered question</i>		54
<i>skipped question</i>		1

Other (please specify)

President
 Treasurer
 Committee Chair
 Not specified
 Board of Directors Trail Captain
 President
 Started and run group
 Pastor
 President & Board Member
 5 county secretary/treasurer
 Controller of related organization
 Secretary-Treasurer
 Agency Advocate
 Sec/Treas
 State Zone Chair
 Treasurer
 Fire Chief
 Founder
 Sec-treas
 Doesn't say
 Program Coordinator
 Only "paid" member of board as supt. of schools
 President
 President
 Club president
 Director
 Ex officio Former ED
 Treasurer
 Pastor
 Program Asst
 Secretary
 Doesn't specify
 President
 President & Executive Director
 Teacher
 Secretary

Question #8: Total organization revenues in most recent fiscal year (check one):		
answer options	Response Percent	Response Count
Less than \$10,000	49.02%	25
\$10,000-25,000	19.61%	10
\$25,000-50,000	5.88%	3
\$50,000-100,000	17.65%	9
\$100,000-250,000	3.92%	2
\$250,000-500,000	0.00%	0
\$500,000-\$1 M	1.96%	1
Over \$1 million	1.96%	1
answered question		51
skipped question		4

Question #9: 41 out of 55 responding organizations have NO paid staff.

Question #9a: Current number of paid FULL TIME staff:	Number of Organizations
NO paid full-time staff	33
Between 1 and 4	7
Between 5 and 10	0
Between 11 and 20	2
More than 20	0
Question #9b: Current number of paid PART TIME staff:	Number or Organizations
NO paid part-time staff	24
Between 1 and 4	9
Between 5 and 10	2
Between 11 and 20	1
More than 20	0

Question # 10 a. Current number of BOARD MEMBERS:	
answer options	Response Count
<i>answered question</i>	43
<i>skipped question</i>	12
Minimum	4
Maximum	14
Median	7.5
Mean	10

Question #10 b. Current number of OTHER VOLUNTEERS:	
answer options	Response Count
<i>answered question</i>	39
<i>skipped question</i>	16
Range – Low	2
Range - High	76
Median	20
Mean	24.7

Please select the category that best describes the primary mission of your nonprofit.		
answer options	Response Percent	Response Count
Advocacy	1.92%	1
Arts, culture and recreation	5.77%	3
Civic and societal benefit	13.46%	7
Community development	5.77%	3
Economic development	5.77%	3
Education	17.31%	9
Environment/animal welfare	9.62%	5
Health	3.85%	2
Human/Social Services	5.77%	3
Legal	1.92%	1
Philanthropy	3.85%	2
Religion related, spiritual development	7.69%	4
Other (please specify)	17.31%	9
answered question		52
skipped question		3
Other (please specify)		
Youth development		
To provide and maintain trails for the public to use for snowmobiling.		
Snowmobile Club		
Help to sight impaired, hearing disorders, cognitively disabled		
Youth organization		
Rural Heritage Preservation		
No answer		
Natural resources conservation & development		
Shooting sports/hunter ed		

Please select the category that best describes the geographic scope of your work.		
answer options	Response Percent	Response Count
National	1.89%	1
Multi-state	0.00%	0
State	3.77%	2
Regional (multi-county)	20.75%	11
Kewaunee County	45.28%	24
Local Municipality	20.75%	11
Other (please specify)	7.55%	4
answered question		53
skipped question		2
Other (please specify)		
Kewaunee School District		
International.		
Local, but out to the world (we hope)		
International		

List of Responding Organizations

1. Agricultural Heritage and Resources, Inc.
2. Ahnapee River Watershed Alliance Inc.
3. Algoma Area Education Foundation, Inc.
4. Algoma Snowriders Club
5. Algoma United Methodist Church
6. Anonymous
7. Art Beet, Inc.
8. Boy Scout Troop 1127
9. Casco Community Housing
10. City of Algoma Neighborhood Watch
11. Community Congregational Church
12. Community Improvement of Algoma
13. Destination Education
14. East Shore Industries, Inc.
15. Friends of Blahnik Heritage Park
16. Friends of East Shore
17. Glacial Lakes Conservancy
18. Glacierland RC & D
19. Groundwater Guardians
20. Holy Trinity Cem. Assn
21. Kewaunee Area Ambulance Auxilary
22. Kewaunee Area Scholarships
23. Kewaunee County Association of Home and Community
24. Kewaunee County Bar Association
25. Kewaunee County Economic Development Corporation
26. Kewaunee County youth Soccer Association
27. Kewaunee Ducks Unlimited
28. Kewaunee Fire Dept. Aux. Inc.
29. Kewaunee Friends of the Library
30. Kewaunee Optimist Club
31. Kewaunee Rotary Club
32. Kewaunee Senior Center
33. Kewaunee Sunshine Preschool
34. Kewaunee Trap Club
35. Kewaunee Women's Organization, Inc.
36. Lakeshore Networking Association
37. Lions Club of Kewaunee Inc.
38. Literacy Partners of Kewaunee County
39. Luxemburg Lions Club
40. Meadow on the Lake Condo Owners Assoc
41. Moonriders Inc.
42. Muskrat City Sportmen's Club
43. Park Pals Project of Kewaunee County, Inc.
44. Red River Riders Snowmobile Club
45. Rio Creek Aviation Foundation
46. Robert & Rita Krauss Foundation
47. Silver Fuzz Club
48. St. Mary Church, Luxemburg
49. St. Marys Memorial Trust
50. The Living Lake Heritage, Inc. Farm Market Kitchen
51. Thibadeau-Drossart American Legion Post 319 Casco
52. Tri-Lakes Association
53. United Funds of Kewaunee County
54. Violence Intervention Project, Inc.
55. Wisconsin Farmers Union



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Cooperative Extension

Kewaunee County Extension