
F.M. Kirby Foundation 2022 Grantee Perception Report

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The online version of this report can be accessed at cep.surveymresults.org

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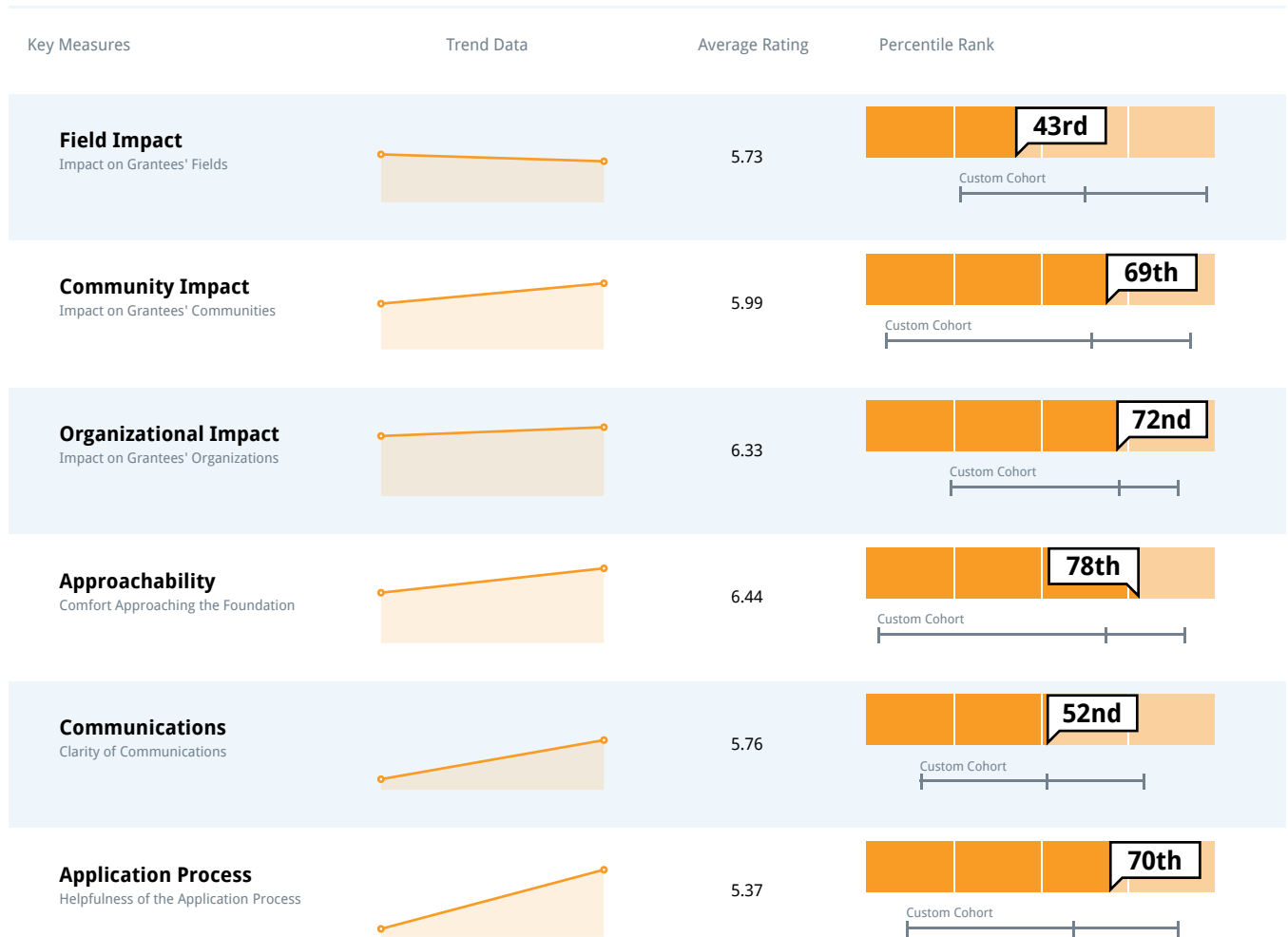
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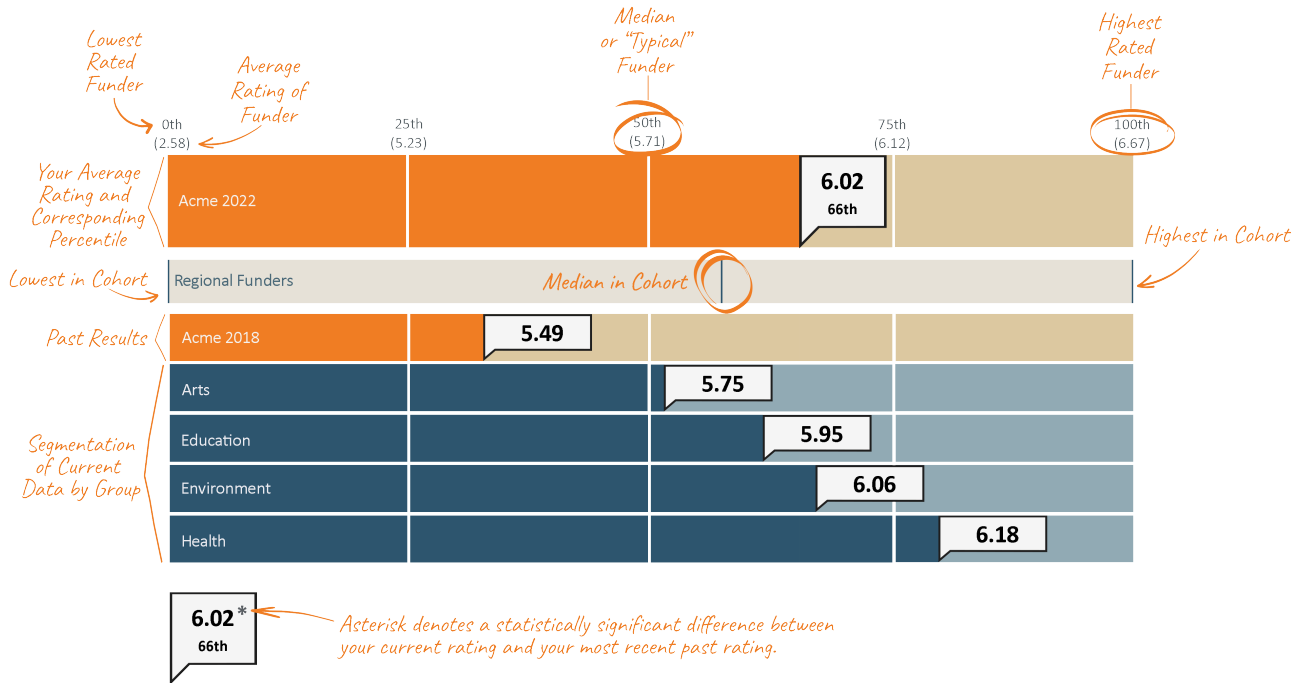
Key Ratings Summary

The following chart highlights a selection of your key results. Each of these data points corresponds to an individual survey measure that is displayed with additional detail in the subsequent pages of this report.



Interpreting Your Charts

Many of the charts in this report are shown in this format. See below for an explanation of the chart elements.



Missing data: Selected grantee ratings are not displayed in this report due to changes in the survey instrument, or when a question received fewer than ten responses.

Survey Population

Survey	Survey Fielded	Survey Population	Number of Responses Received	Survey Response Rate
Kirby 2022	February and March 2022	259	213	82%
Kirby 2012	May and June 2012	333	258	77%

Survey Year	Year of Active Grants
Kirby 2022	2020 - 2021
Kirby 2012	2010 - 2011

Throughout this report, F. M. Kirby Foundation's survey results are compared to CEP's broader dataset of more than 40,000 grantees built up over more than a decade of grantee surveys of more than 350 funders. The full list of participating funders can be found at <https://cep.org/gpr-participants/>.

In order to protect the confidentiality of respondents results are not shown when CEP received fewer than ten responses to a specific question.

Subgroups

In addition to showing the Foundation's overall ratings, this report shows ratings segmented by Program Area. The online version of this report also shows ratings segmented by Geographical Area Served.

Program Area	Number of Responses
Arts, Culture, Humanities	32
Education	37
Environment / Animals	33
Health	24
Human Services	64
Public Affairs / Society Benefit	23

Geographical Area Served	Number of Responses
Mid-Atlantic	15
New Jersey - Morris County	62
New Jersey - Other Areas	34
New York - NYC / LI / Westchester Co.	26
New York - Other Areas	16
North Carolina	33
Pennsylvania	18
Other	9

Subgroup Methodology and Differences

Subgroup Methodology

Program Area: Using the grantee list provided by the Foundation, CEP tagged grantees by program area.

- There were not enough grantee respondents (N<10) who were tagged in the Foundation's list as Mutual Membership Benefit or Religion to show these ratings in a separate breakout category. As a result and per the guidance of the Foundation, Mutual Membership Benefit grantees have been added to the Public Affairs/Society Benefit category, and Religion grantees have been added to the Human Services category.

Geographical Area Served: Using the grantee list provided by the Foundation, CEP tagged grantees by geographical area served.

- Per the guidance of the Foundation and to protect grantee confidentiality in cases where there are too few respondents from a specific category (N<10), the following groups were combined:
 - Grantees tagged in the Foundation's list with Maryland, Washington DC, Virginia - Washington DC Area, and Virginia - Other Areas were combined to create the Mid-Atlantic category.
 - Grantees tagged in the Foundation's list with North Carolina - Durham / Raleigh Area and North Carolina - Other Areas were combined to create the North Carolina category.
 - Grantees tagged in the Foundation's list with Pennsylvania - Mountaintop/Wyoming and Pennsylvania - Other Areas were combined to create the Pennsylvania category.
 - The Other category (N=9) includes grantees that were tagged in the Foundation's list with geographic areas that could not be meaningfully combined into a group larger than 10. This category is not displayed in the online report and is not included as a standalone group for statistical analysis.

Subgroup Differences

Program Area:

- Ratings from Health grantees are significantly *higher* than ratings from other grantees for many measures across the report, including impact on grantees' fields and organizations, aspects of understanding, aspects of the application process, and perceptions of the Foundation's website and site visits.
- Ratings from Public Affairs/Society Benefit grantees are significantly *lower* than ratings from other grantees for many measures in the report, including impact on grantees' fields, communities, and organizations, aspects of understanding, clarity and consistency of communications, and aspects of the application process. Additionally, a significantly *lower* proportion of Public Affairs/Society Benefit grantees have received a staff visit in person when compared to other grantees.

Geographical Area Served:

- Ratings from New Jersey - Morris County grantees are significantly *higher* than ratings from other grantees for most measures, including impact on grantees' fields, communities, and organizations, aspects of understanding, aspects of relationships, and perceptions of the Foundation's website. Additionally, a significantly *higher* proportion of New Jersey - Morris County grantees have received unrestricted funding, have received a staff visit in person, and have organizational budgets less than \$1M when compared to other grantees.
- Ratings from New York - Other Areas grantees are significantly *higher* than ratings from other grantees for many measures in the report, including impact on grantees' fields and organizations, agreement that the Foundation has clearly communicated and demonstrated an explicit commitment to diversity, equity, and inclusion, and perceptions of the Foundation's site visits and application and reporting processes.
- Ratings from Mid-Atlantic grantees are significantly *lower* than ratings from other grantees for many measures across the report, including awareness of grantees' challenges, transparency, and aspects of relationships.

Comparative Cohorts

Customized Cohort

The F.M. Kirby Foundation selected a set of 10 funders to create a smaller comparison group that more closely resembles the Foundation in scale and scope.

Custom Cohort

Blandin Foundation
Claude Worthington Benedum Foundation
F. M. Kirby Foundation, Inc.
Geraldine R. Dodge Foundation
Northwest Area Foundation
The George Gund Foundation
The John A. Hartford Foundation, Inc.
The Nathan Cummings Foundation
Walter and Elise Haas Fund
Z. Smith Reynolds Foundation

Standard Cohorts

CEP also included 19 standard cohorts to allow for comparisons to a variety of different types of funders.

Strategy Cohorts

Cohort Name	Count	Description
Small Grant Providers	37	Funders with median grant size of \$20K or less
Large Grant Providers	99	Funders with median grant size of \$200K or more
High Touch Funders	38	Funders for which a majority of grantees report having contact with their primary contact monthly or more often
Intensive Non-Monetary Assistance Providers	36	Funders that provide at least 30% of grantees with comprehensive or field-focused assistance as defined by CEP
Proactive Grantmakers	103	Funders that make at least 90% of grants by invitation only
Responsive Grantmakers	99	Funders that make at most 10% of grants by invitation only
Intermediary Funders	36	Funders that primarily regrant philanthropic dollars
International Funders	62	Funders that fund outside of their own country
European Funders	28	Funders that are headquartered in Europe

Annual Giving Cohorts

Cohort Name	Count	Description
Funders Giving Less Than \$5 Million	61	Funders with annual giving of less than \$5 million
Funders Giving \$50 Million or More	83	Funders with annual giving of \$50 million or more

Foundation Type Cohorts

Cohort Name	Count	Description
Private Foundations	163	All private foundations in the GPR dataset
Family Foundations	78	All family foundations in the GPR dataset

Community Foundations	41	All community foundations in the GPR dataset
Health Conversion Foundations	31	All health conversation foundations in the GPR dataset
Corporate Foundations	23	All corporate foundations in the GPR dataset

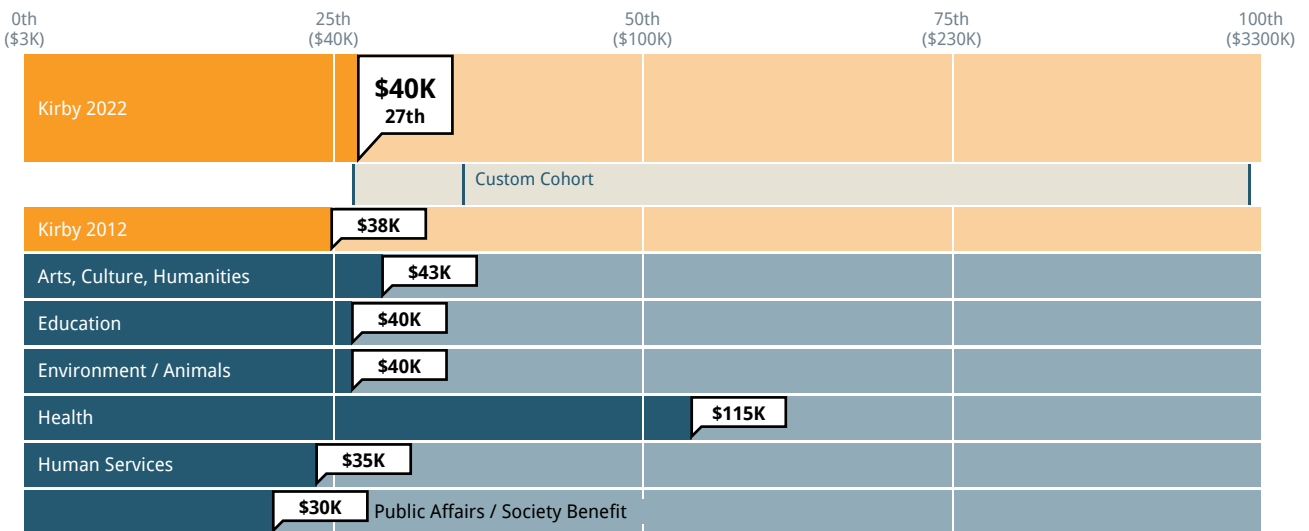
Other Cohorts

Cohort Name	Count	Description
Funders Outside the United States	45	Funders that are primarily based outside the United States
Recently Established Foundations	24	Funders that were established in 2000 or later
Funders Surveyed During COVID-19	98	Funders who surveyed grantees during COVID-19 (GPR only)

Grantmaking Characteristics

Foundations make different choices about the ways they organize themselves, structure their grants, and the types of grantees they support. The following charts and tables show some of these important characteristics. The information is based on self-reported data from funders and grantees, and further detail is available in the Contextual Data section of this report.

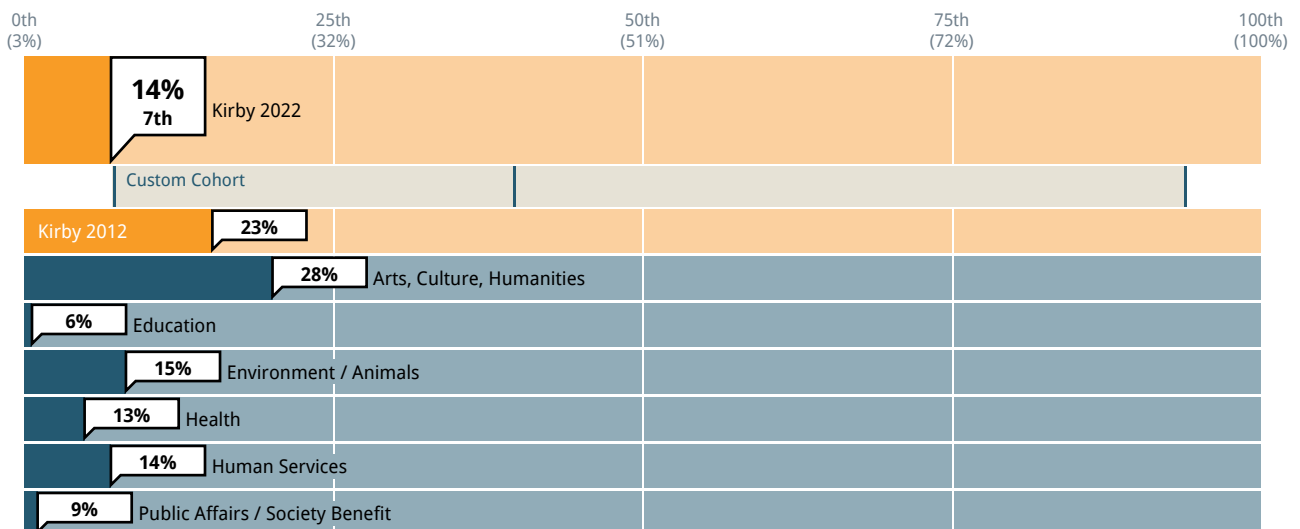
Median Grant Size



Cohort: Custom Cohort Past results: on Subgroup: Program Area

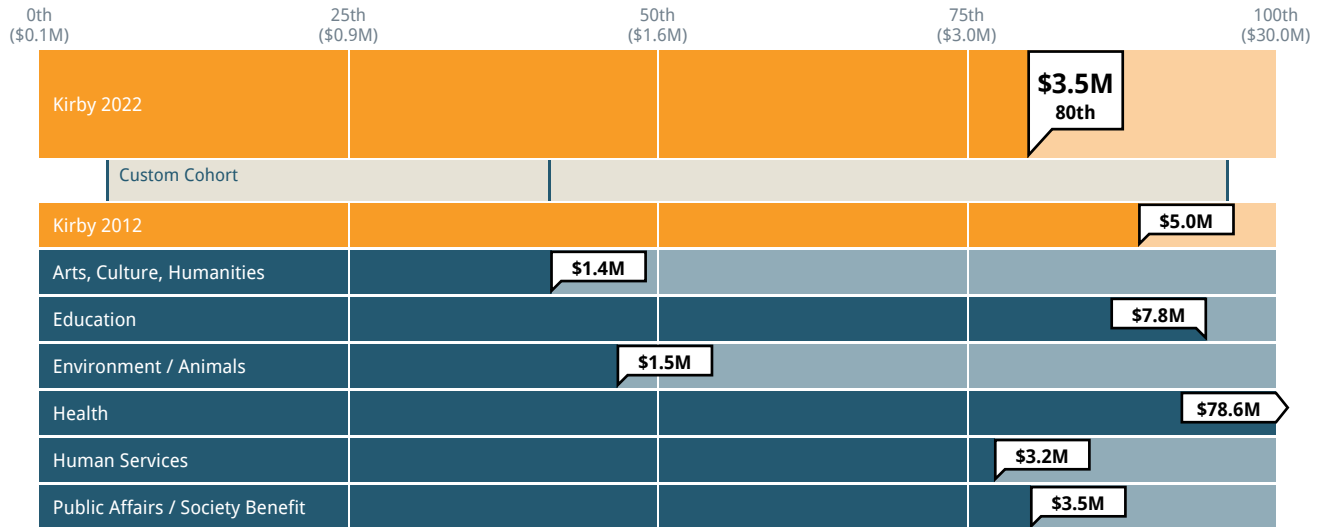
Proportion of Multi-year Grants

Proportion of grantees that report receiving grants for two years or longer



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Median Organizational Budget



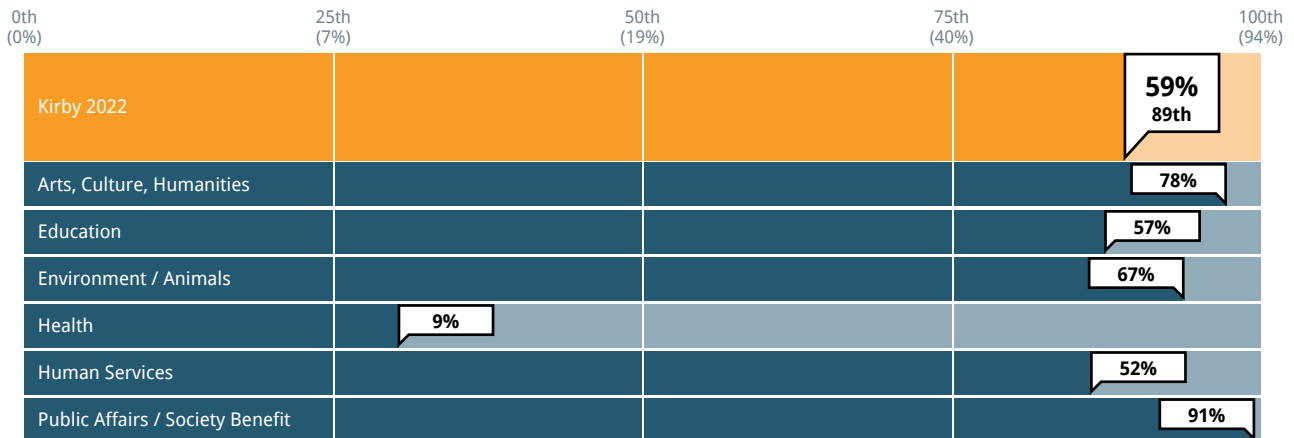
Cohort: Custom Cohort Past results: on Subgroup: Program Area

Selected Cohort: Custom Cohort				
Grant History	Kirby 2022	Kirby 2012	Average Funder	Custom Cohort
Percentage of first-time grants	7%	5%	29%	19%

Selected Cohort: Custom Cohort				
Program Staff Load	Kirby 2022	Kirby 2012	Median Funder	Custom Cohort
Dollars awarded per program full-time employee	\$5.5M	\$40.1M	\$2.7M	\$2.6M
Applications per program full-time employee	99	640	26	50
Active grants per program full-time employee	99	586	32	58

Proportion of Unrestricted Funding

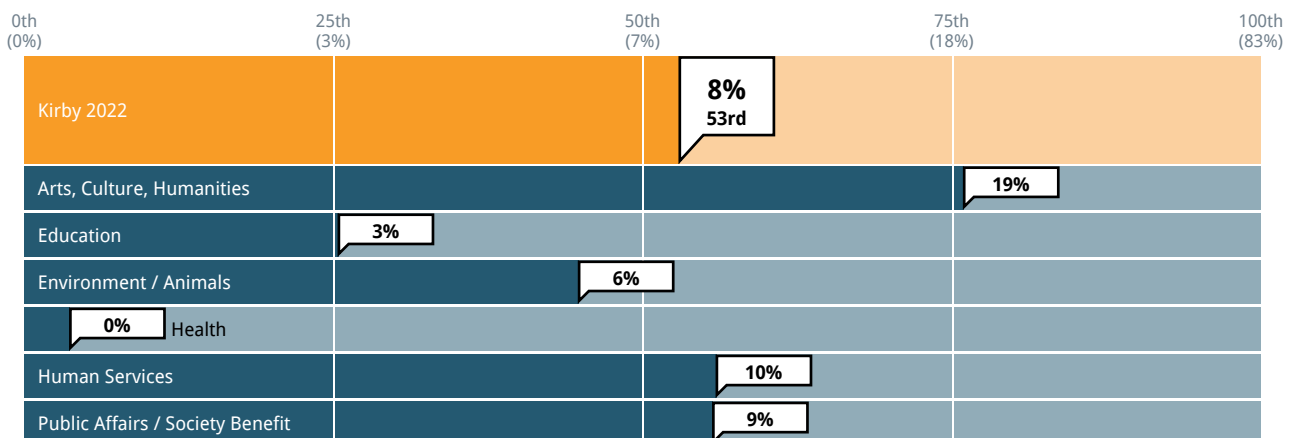
Proportion of grantees responding 'No, this funding was not restricted to a specific use (e.g. general operating, core support)'



Cohort: None Past results: on Subgroup: Program Area

Proportion of grantees receiving multi-year unrestricted grants

Proportion of grantees that report receiving grants for two years or longer and who report receiving general operating support funding that was not restricted to a specific use.

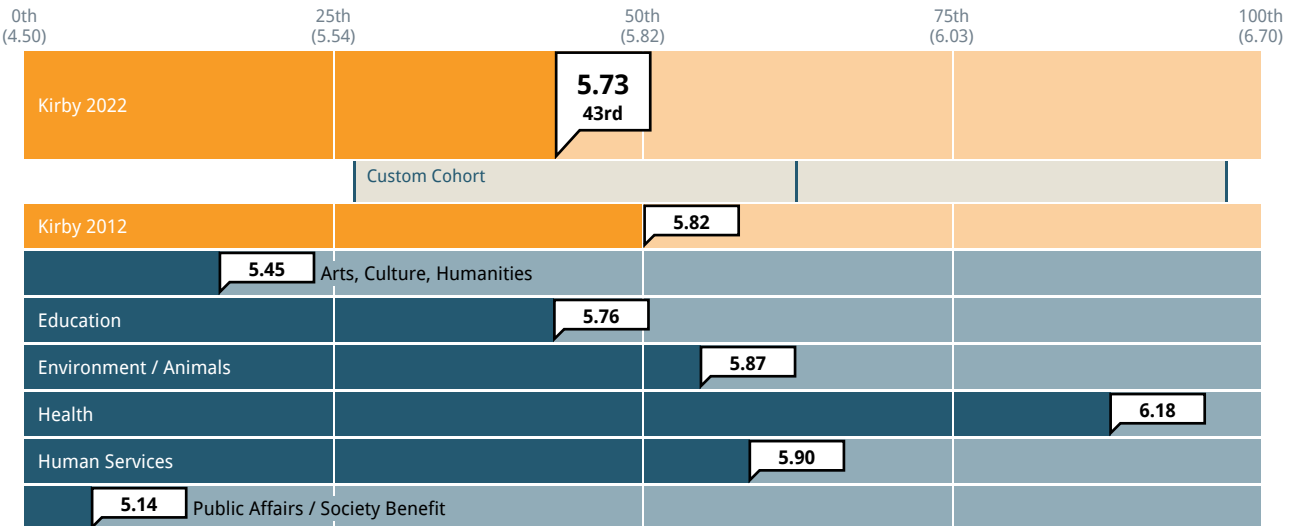


Cohort: None Past results: on Subgroup: Program Area

Impact on and Understanding of Grantees' Fields

Overall, how would you rate the Foundation's impact on your field?

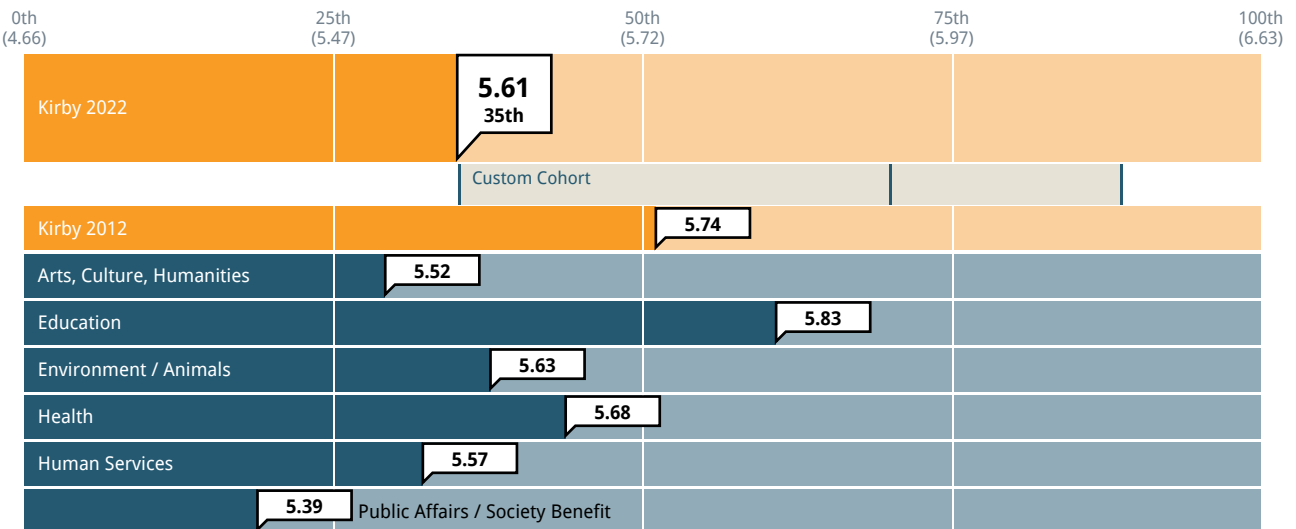
1 = No impact 7 = Significant positive impact



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How well does the Foundation understand the field in which you work?

1 = Limited understanding of the field 7 = Regarded as an expert in the field

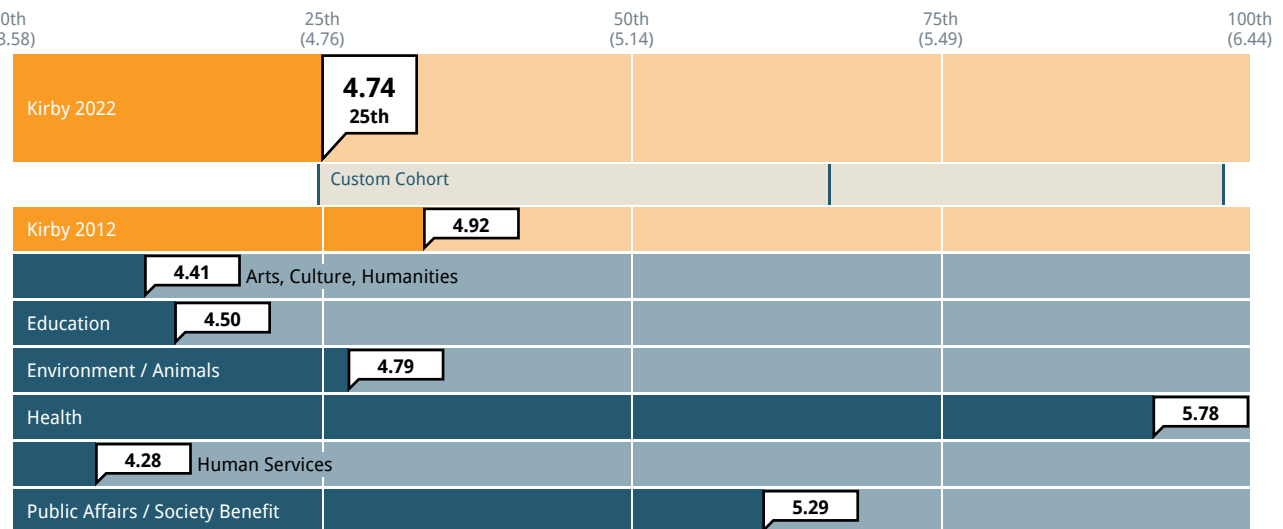


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Advancing Knowledge and Public Policy

To what extent has the Foundation advanced the state of knowledge in your field?

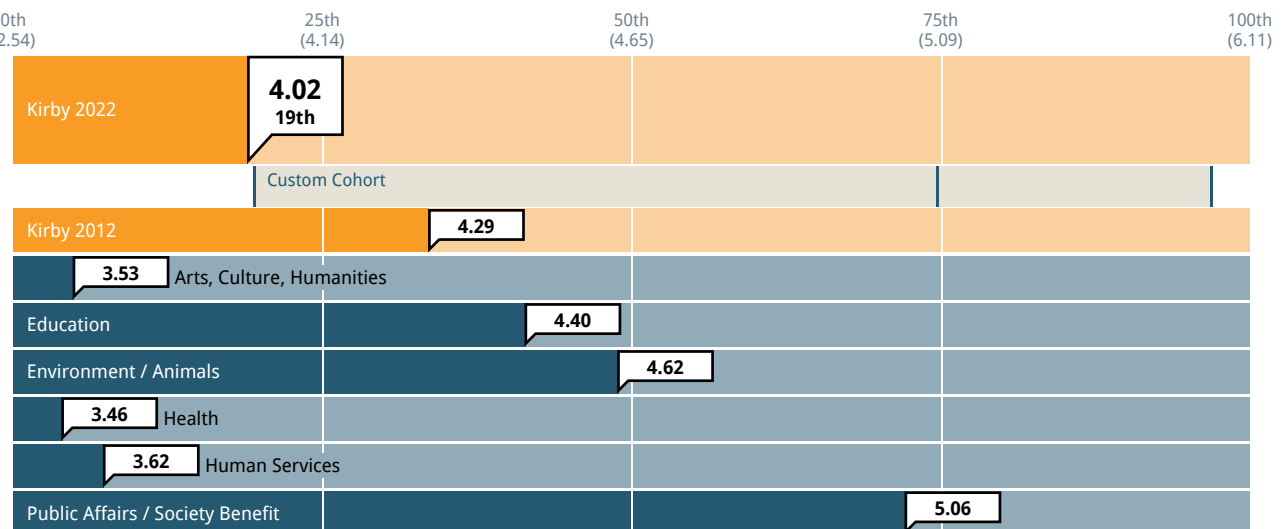
1 = Not at all 7 = Leads the field to new thinking and practice



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent has the Foundation affected public policy in your field?

1 = Not at all 7 = Major influence on shaping public policy

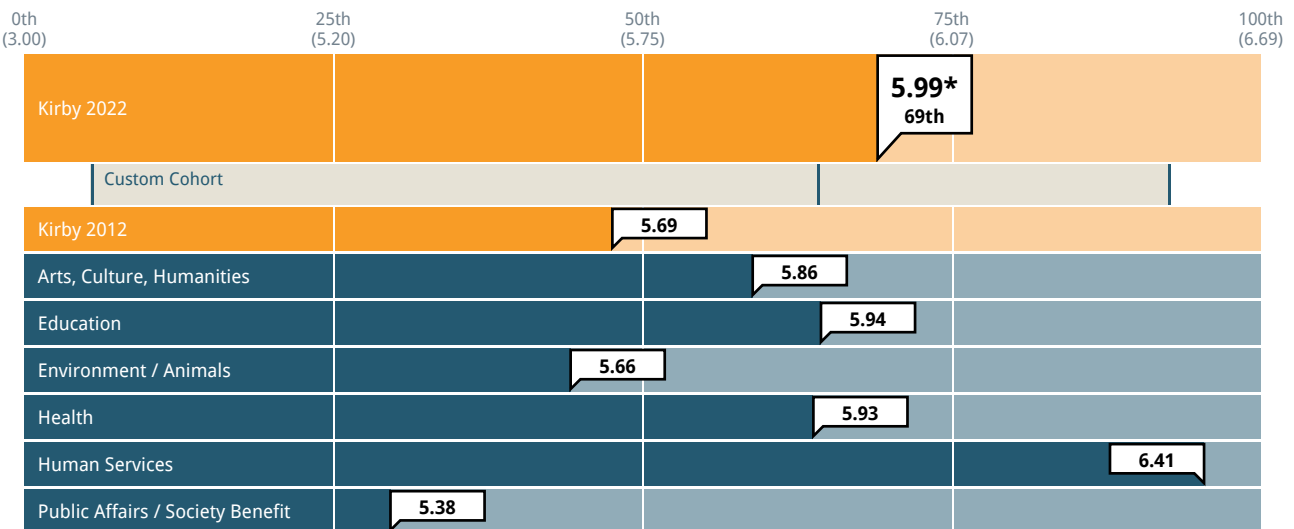


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Impact on and Understanding of Grantees' Local Communities

Overall, how would you rate the Foundation's impact on your local community?

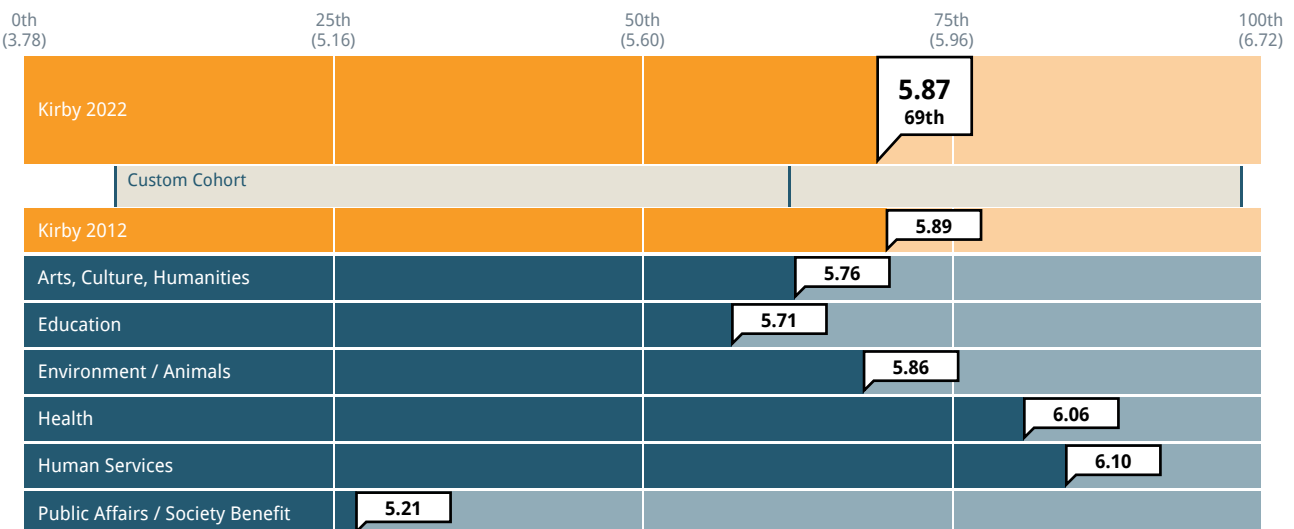
1 = No impact 7 = Significant positive impact



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How well does the Foundation understand the local community in which you work?

1 = Limited understanding of the community 7 = Regarded as an expert in the community

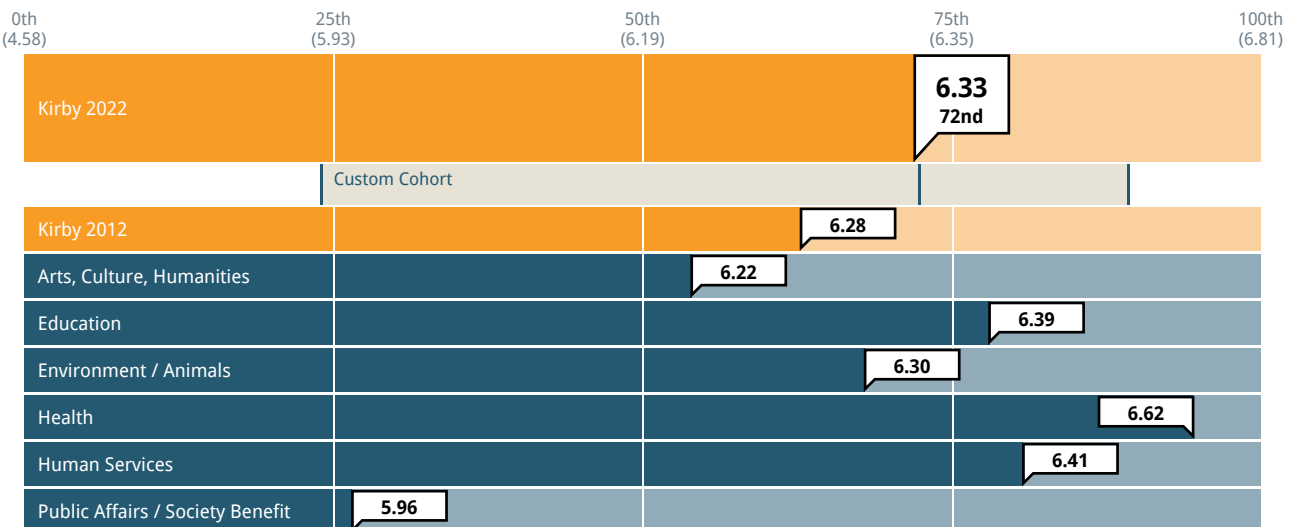


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Impact on and Understanding of Grantees' Organizations

Overall, how would you rate the Foundation's impact on your organization?

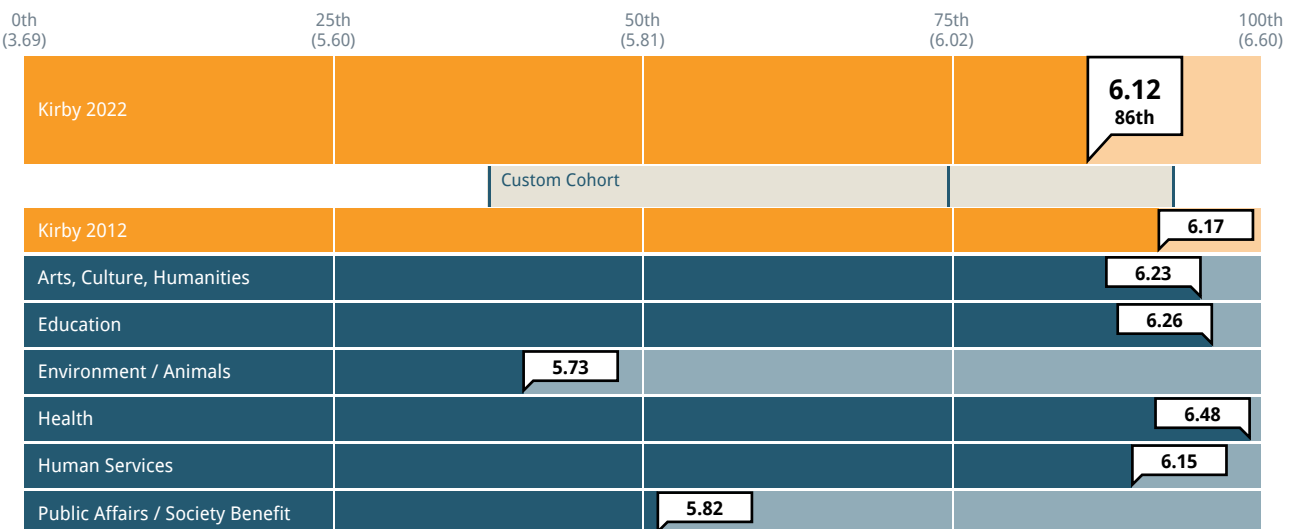
1 = No impact 7 = Significant positive impact



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How well does the Foundation understand your organization's strategy and goals?

1 = Limited understanding 7 = Thorough understanding

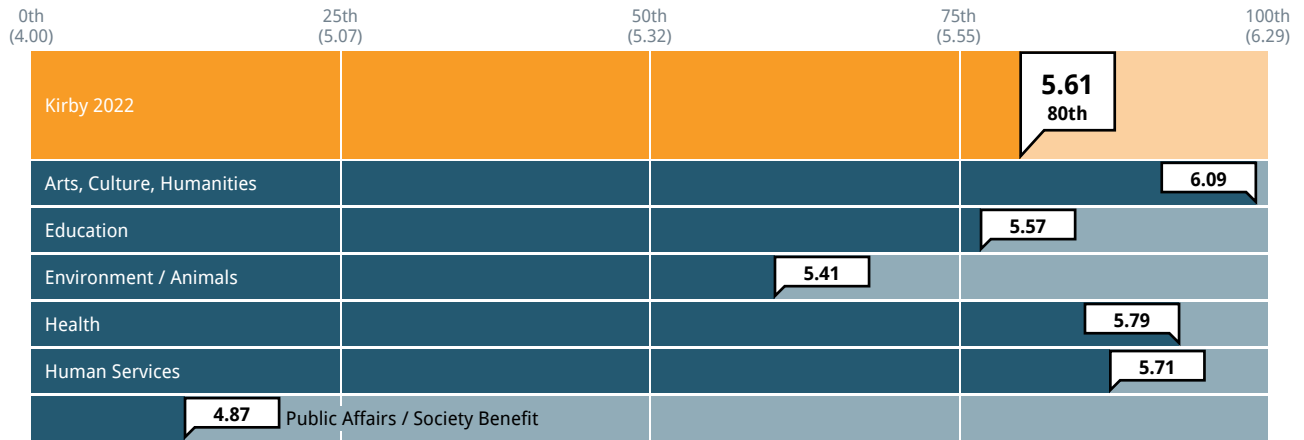


Cohort: Custom Cohort Past results: on Subgroup: Program Area

Grantee Challenges

How aware is the Foundation of the challenges that your organization is facing?

1 = Not at all aware 7 = Extremely aware



Cohort: None Past results: on Subgroup: Program Area

Non-Monetary Assistance

Did you receive any non-monetary support from the Foundation during this grant period?

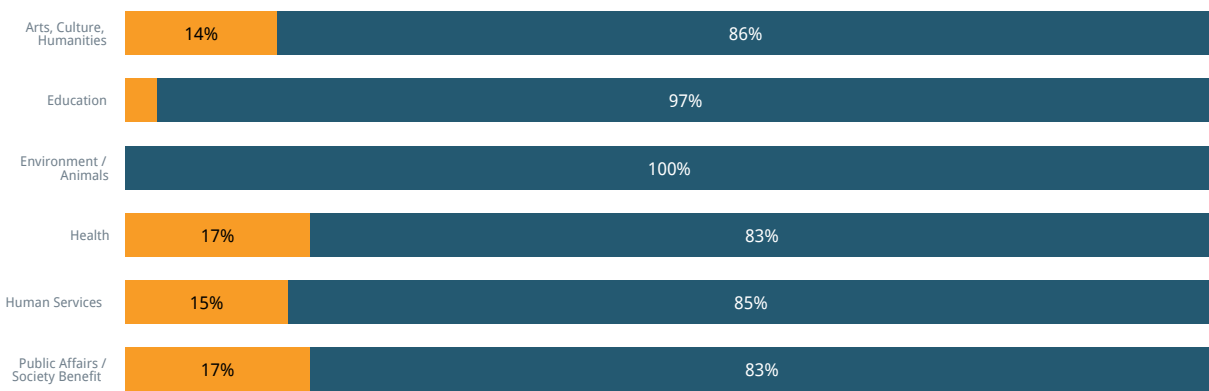
Yes No



Cohort: None Past results: on

Did you receive any non-monetary support from the Foundation during this grant period? - By Subgroup

Yes No



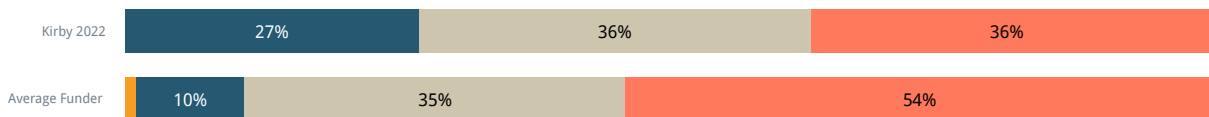
Subgroup: Program Area

Please note that the following question was only asked of respondents who indicated "yes" to receiving non-monetary support in the previous question.

There are too few respondents to show subgroup level data for this question.

How would you describe the benefit - to your organization or work - of any non-monetary support that you received?

No benefit A minor benefit A moderate benefit A major benefit

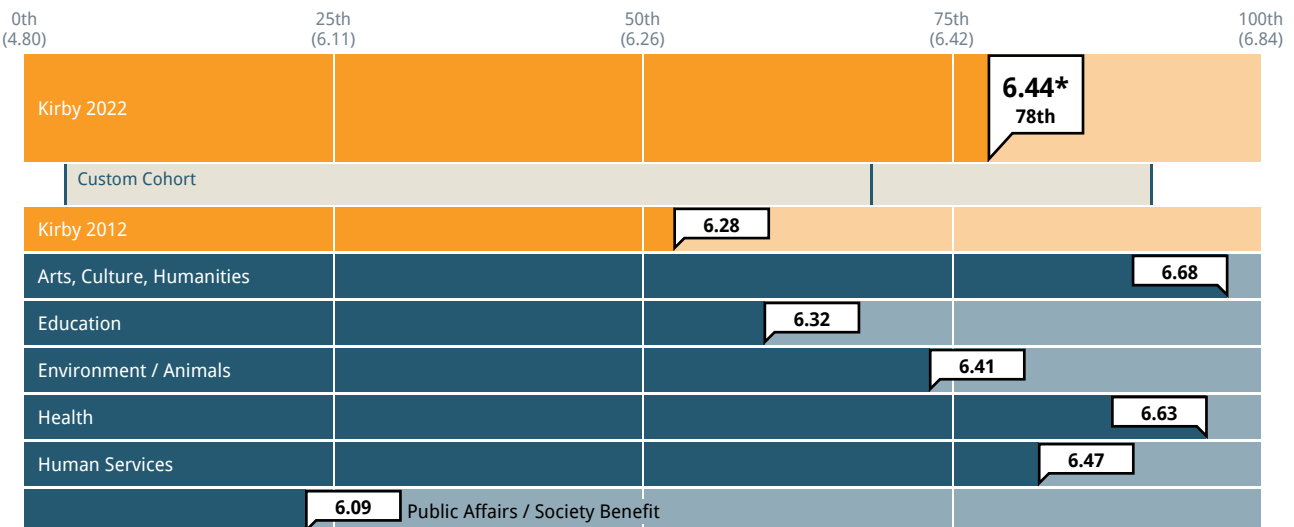


Cohort: None Past results: on

Funder-Grantee Relationships

How comfortable do you feel approaching the Foundation if a problem arises?

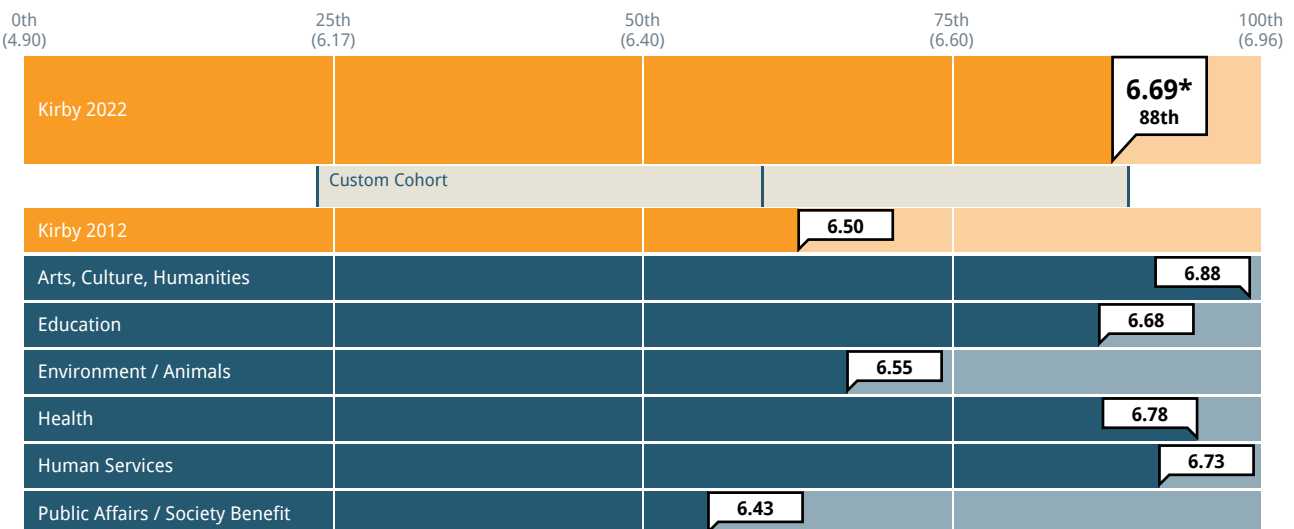
1 = Not at all comfortable 7 = Extremely comfortable



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Overall, how responsive was Foundation staff?

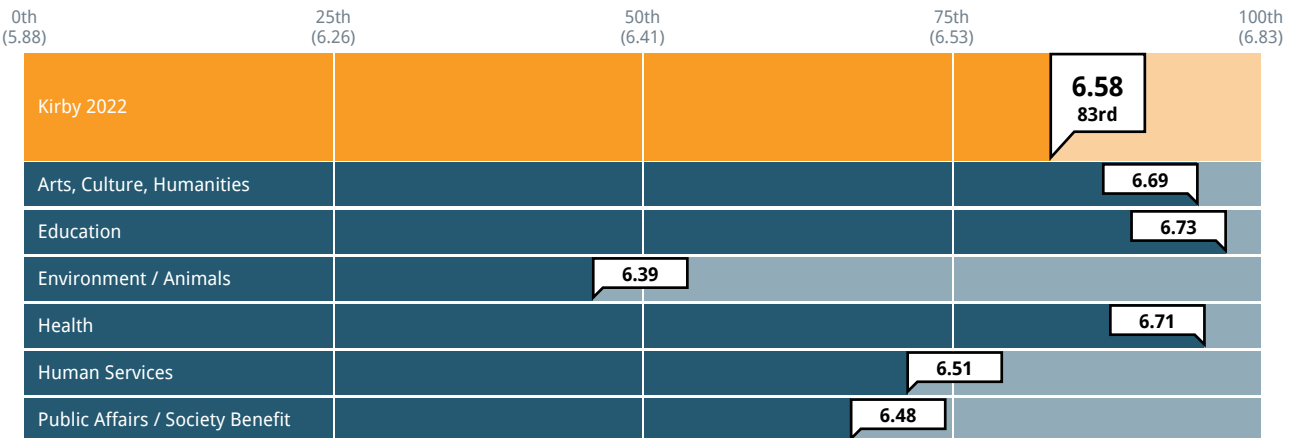
1 = Not at all responsive 7 = Extremely responsive



Cohort: Custom Cohort Past results: on Subgroup: Program Area

To what extent did the Foundation exhibit trust in your organization's staff during this grant?

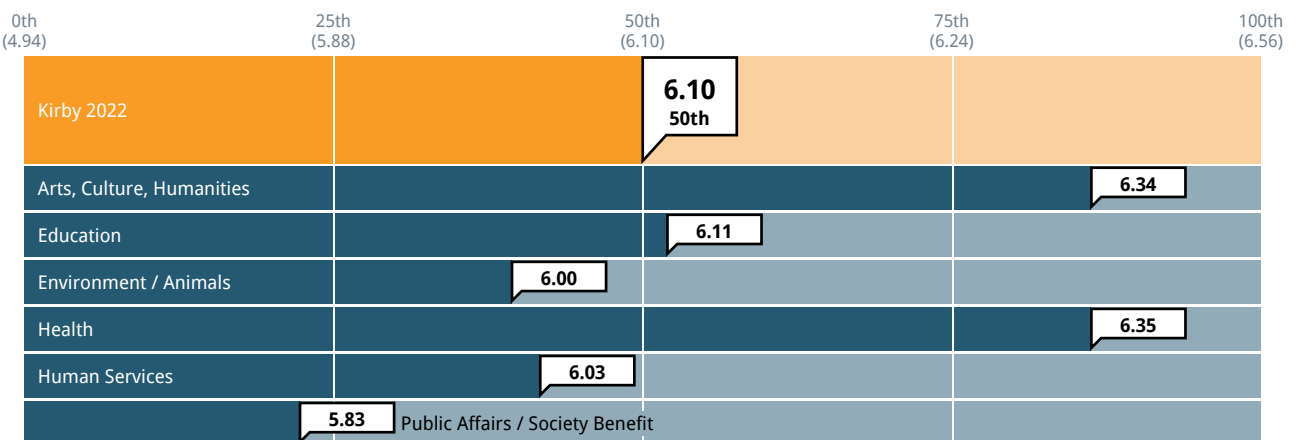
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

To what extent did the Foundation exhibit candor about the Foundation's perspectives on your work during this grant?

1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

To what extent did the Foundation exhibit respectful interaction during this grant?

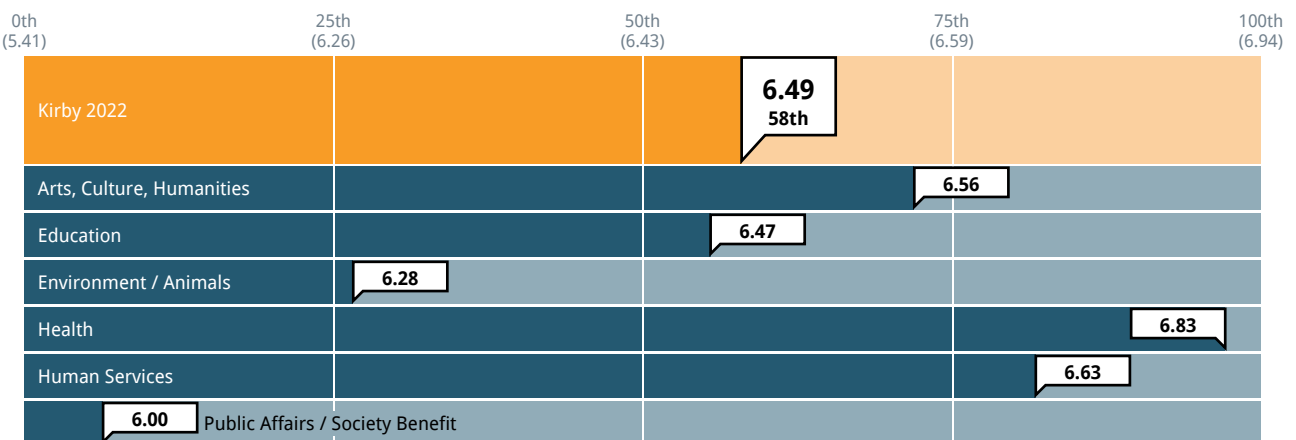
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

To what extent did the Foundation exhibit compassion for those affected by your work during this grant?

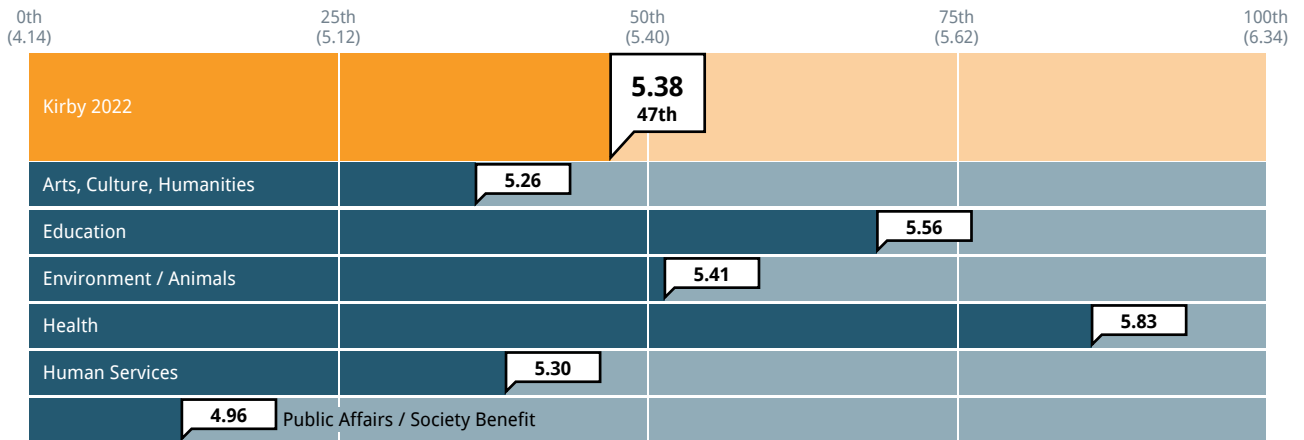
1 = Not at all 4 = Somewhat 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

To what extent is the Foundation open to ideas from grantees about its strategy?

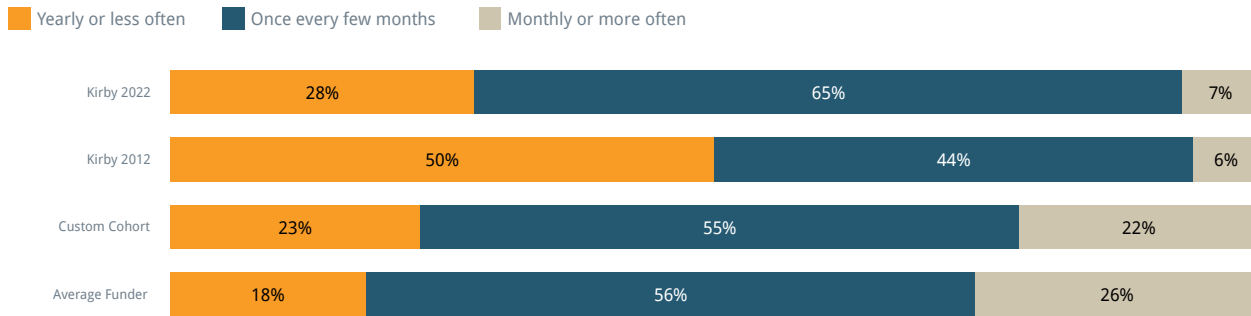
1 = Not at all 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

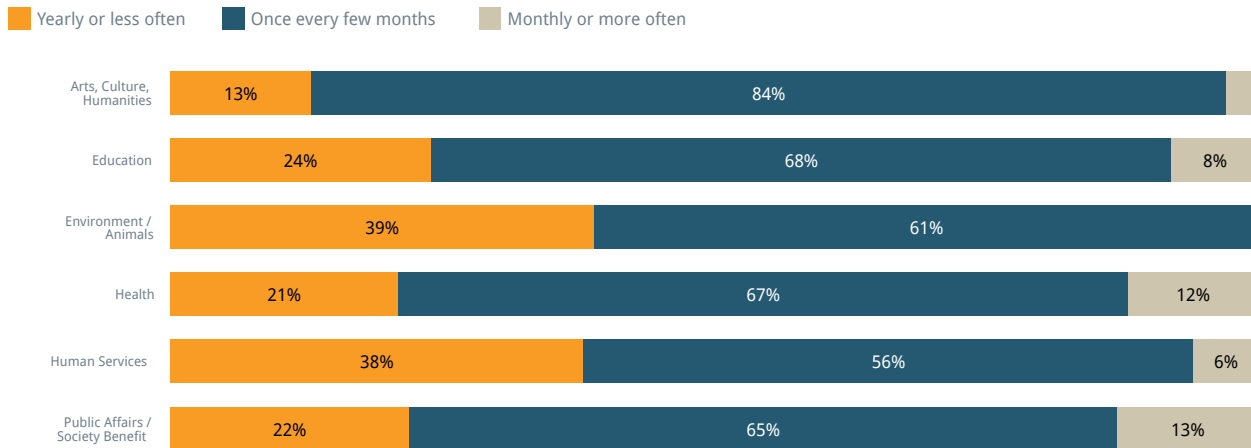
Interaction Patterns

How often do/did you have contact with Foundation staff during this grant?



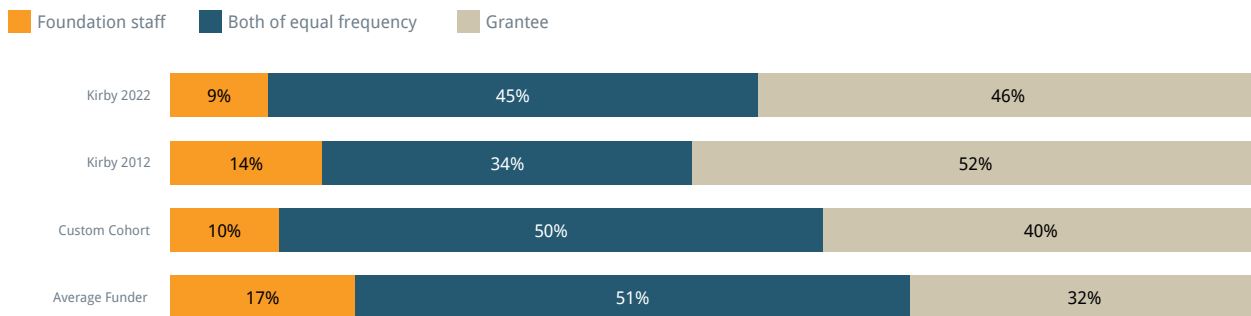
Cohort: Custom Cohort Past results: on

How often do/did you have contact with Foundation staff during this grant? - By Subgroup



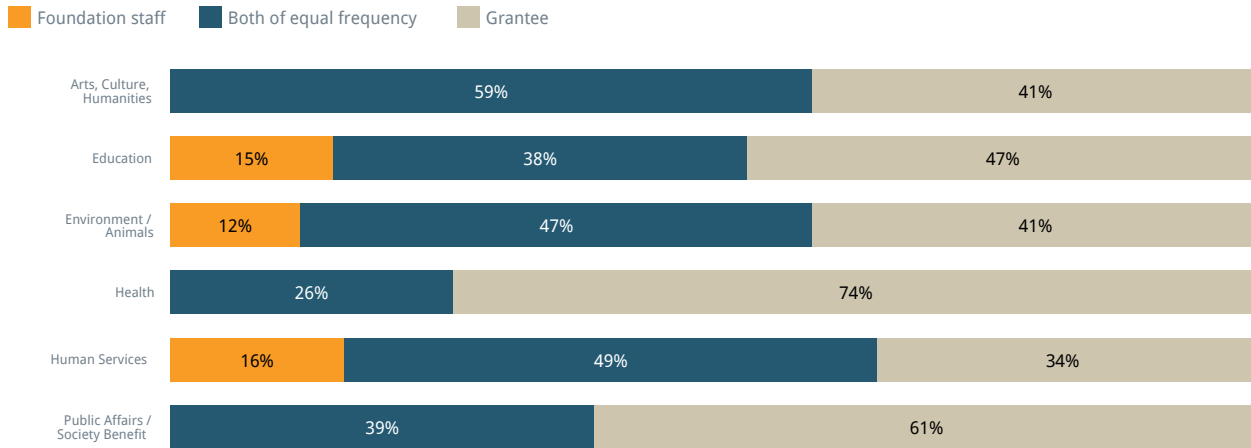
Subgroup: Program Area

Who most frequently initiated the contact you had with Foundation staff during this grant?



Cohort: Custom Cohort Past results: on

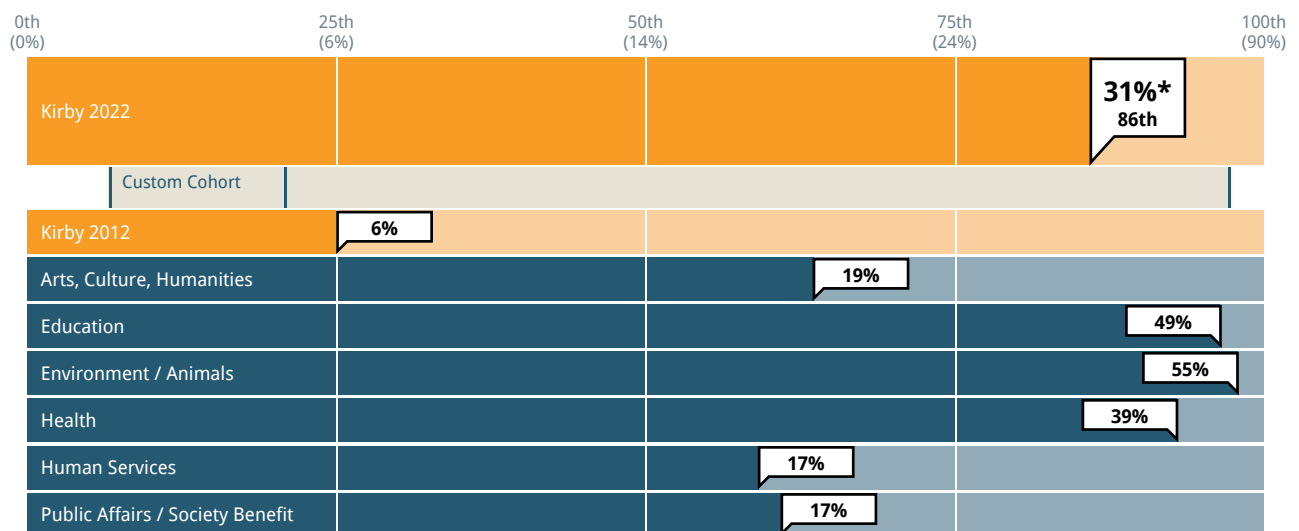
Who most frequently initiated the contact you had with Foundation staff during this grant? - By Subgroup



Subgroup: Program Area

Has your main contact at the Foundation changed in the past six months?

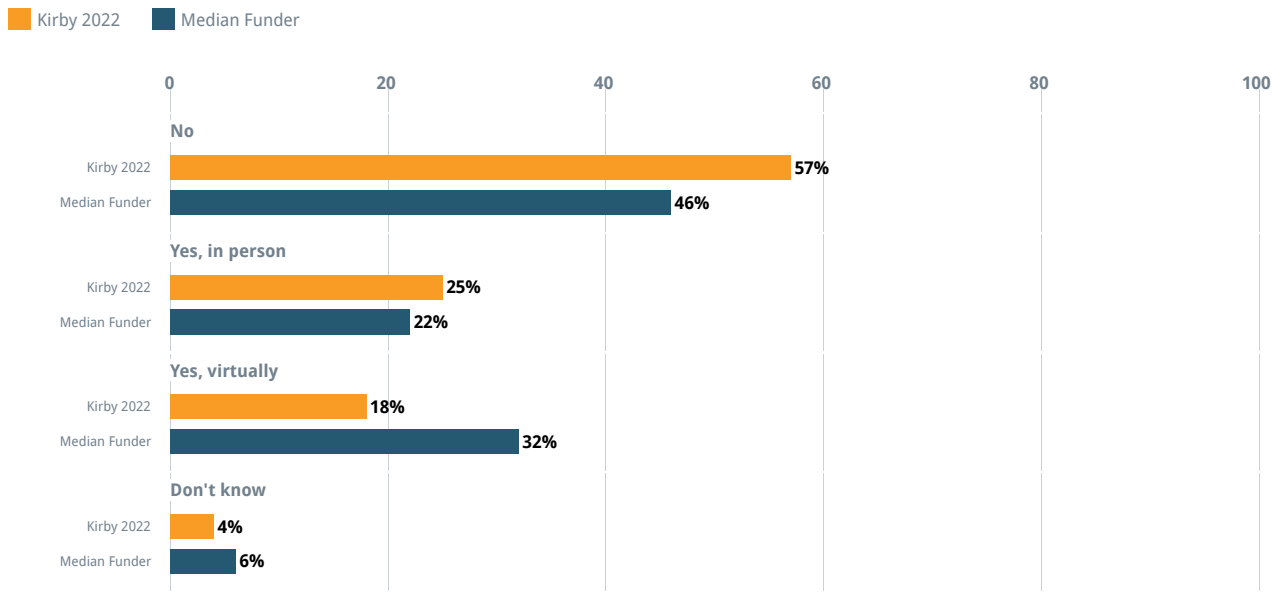
Proportion of grantees responding 'Yes'



Cohort: Custom Cohort Past results: on Subgroup: Program Area

The following questions were recently added to the grantee survey and only represent comparative data from 25 funders.

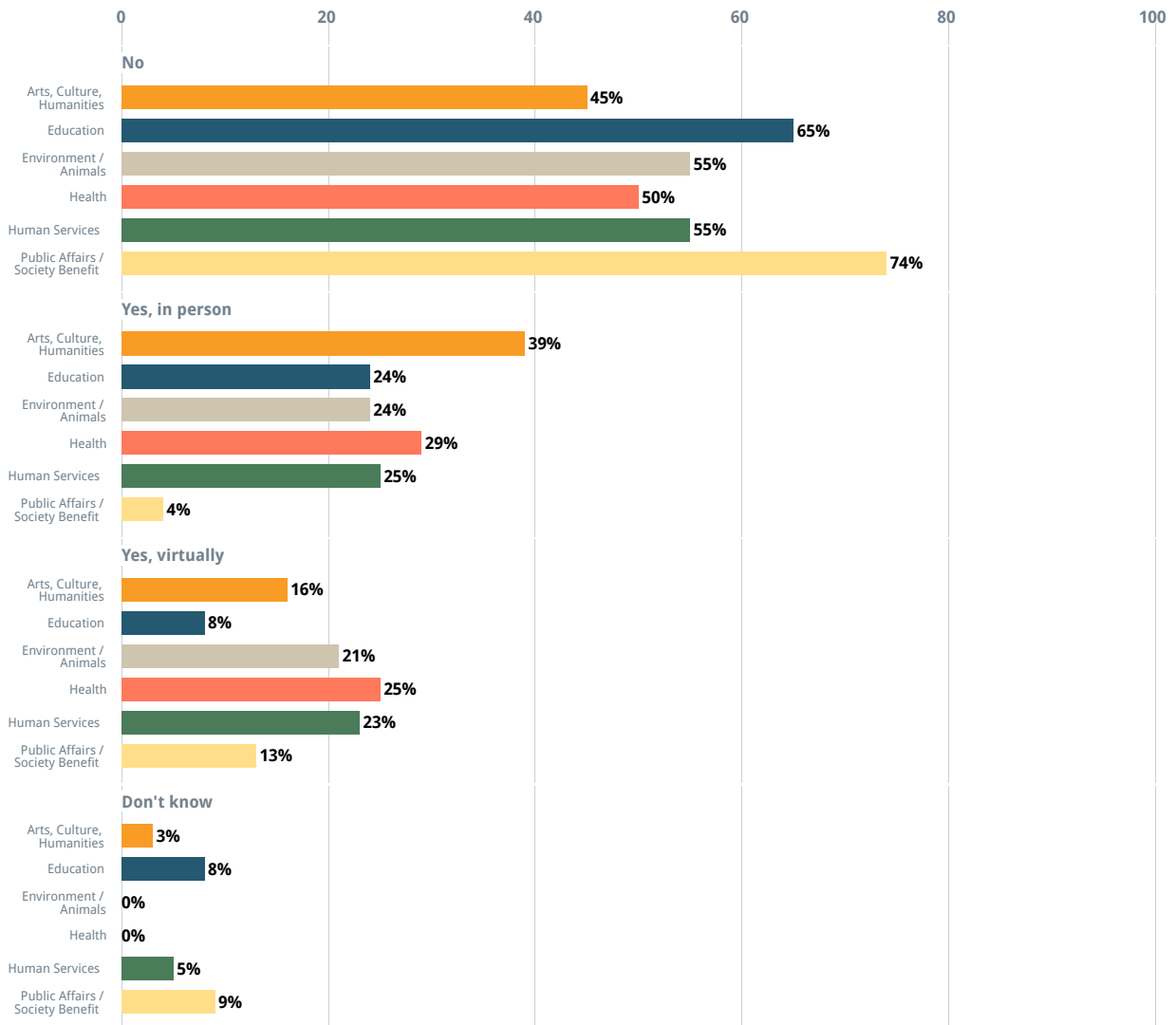
At any point during this grant, including the application process, did the Foundation staff visit your offices or programs?



Cohort: None Past results: on

At any point during this grant, including the application process, did the Foundation staff visit your offices or programs? - By Subgroup

■ Arts, Culture, Humanities
 ■ Education
 ■ Environment / Animals
 ■ Health
 ■ Human Services
 ■ Public Affairs / Society Benefit

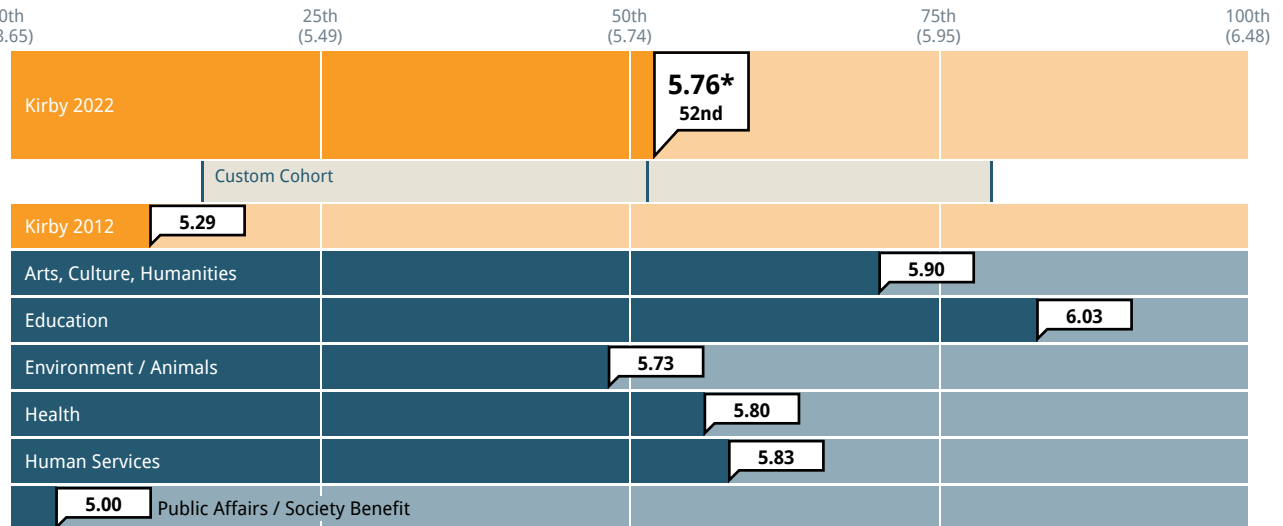


Subgroup: Program Area

Communication

How clearly has the Foundation communicated its goals and strategy to you?

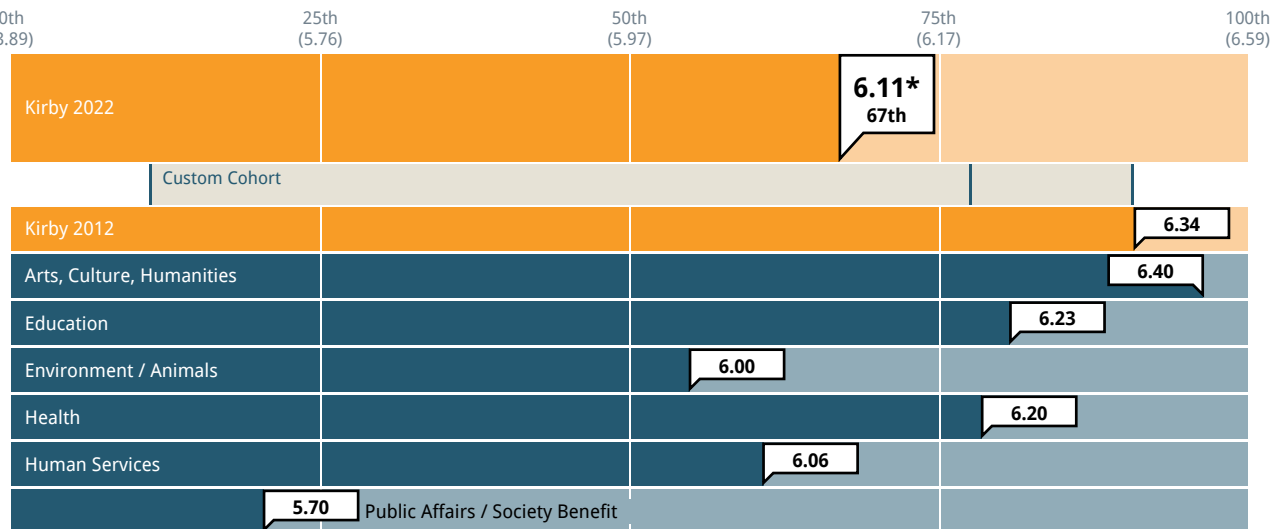
1 = Not at all clearly 7 = Extremely clearly



Cohort: Custom Cohort Past results: on Subgroup: Program Area

How consistent was the information provided by different communication resources, both personal and written, that you used to learn about the Foundation?

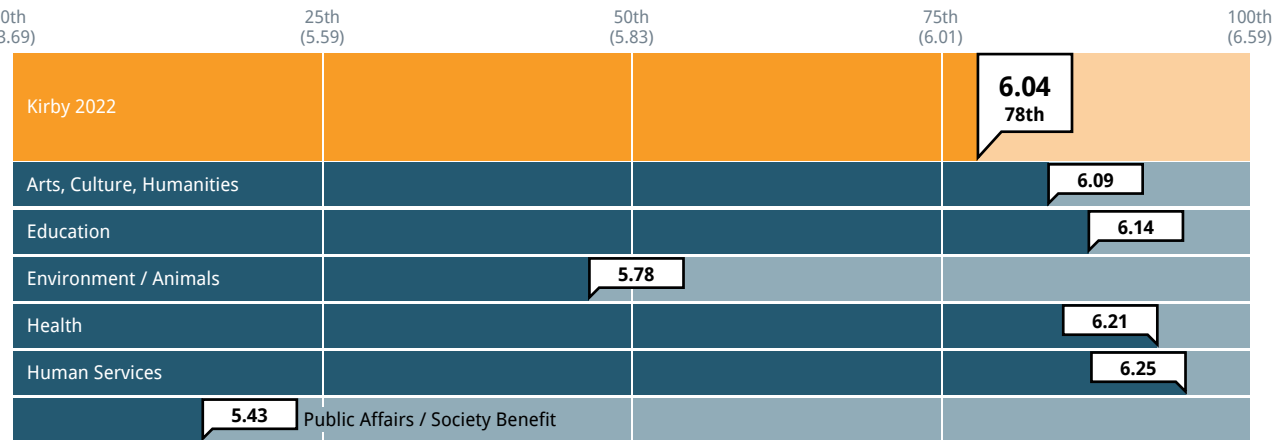
1 = Not at all consistent 7 = Completely consistent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Overall, how transparent is the Foundation with your organization?

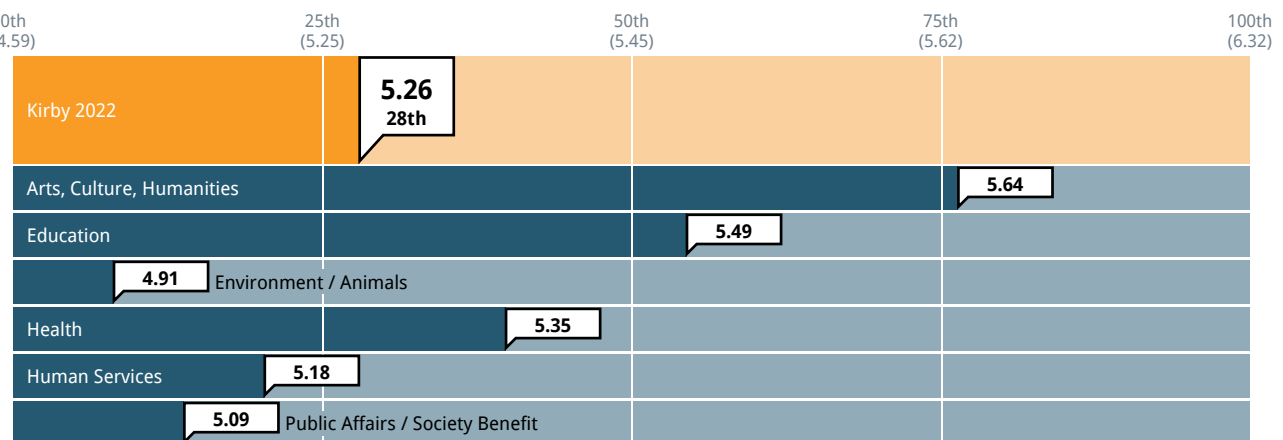
1 = Not at all transparent 7 = Extremely transparent



Cohort: None Past results: on Subgroup: Program Area

How well do you understand the way in which the work funded by this grant fits into the Foundation's broader efforts?

1 = Limited understanding 7 = Thorough understanding

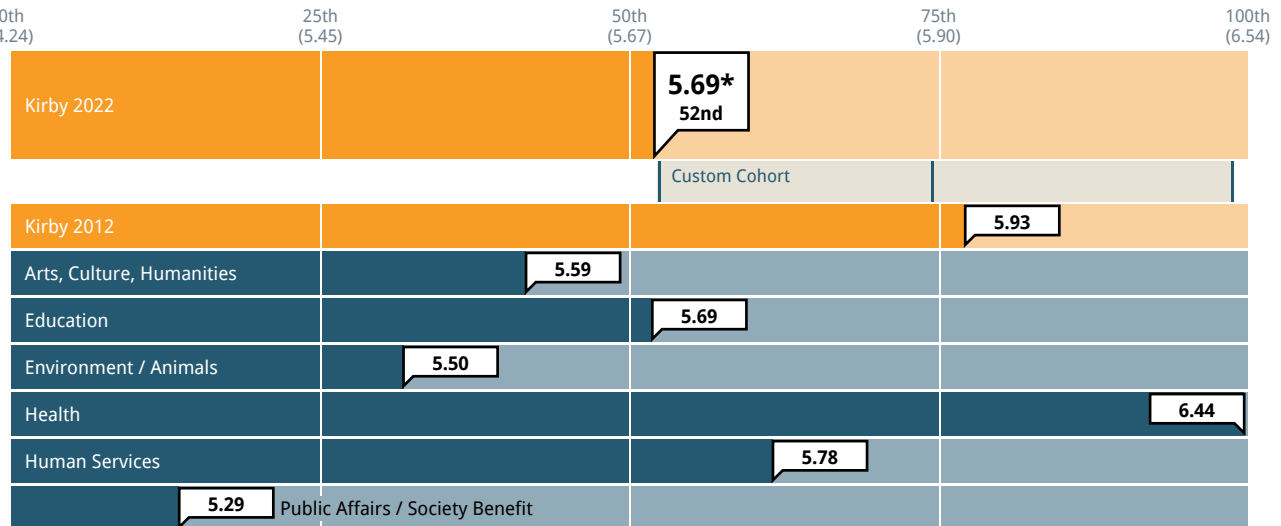


Cohort: None Past results: on Subgroup: Program Area

Contextual Understanding

How well does the Foundation understand the social, cultural, or socioeconomic factors that affect your work?

1 = Limited understanding 7 = Thorough understanding



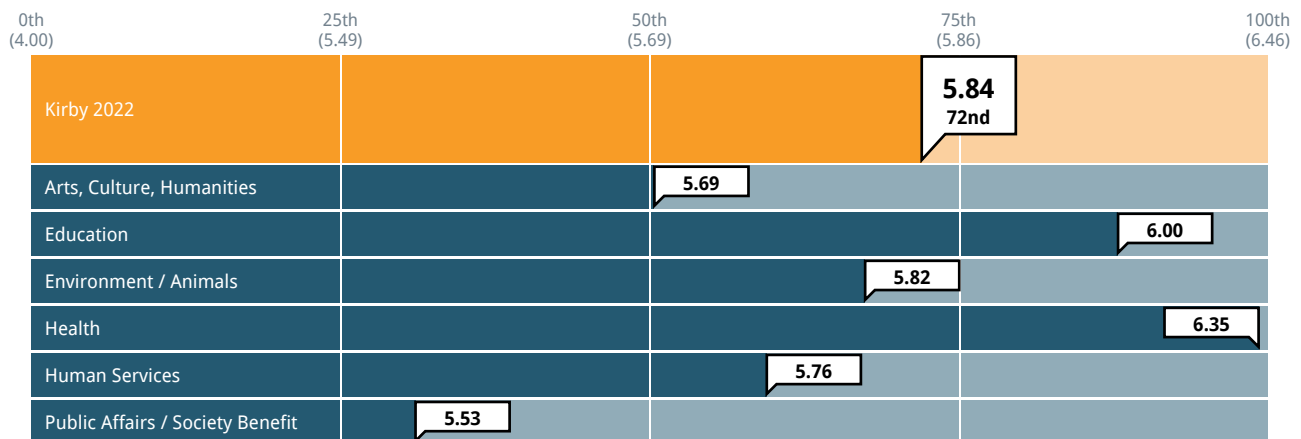
Cohort: Custom Cohort Past results: on Subgroup: Program Area

In the following questions, we use the phrase “the people and communities that you serve” to refer to those your organization seeks to serve through the services and/or programs it provides.

Please note that CEP recently modified the following questions. The prior questions were: "How well does the Foundation understand your intended beneficiaries' needs?" and "To what extent do the Foundation's funding priorities reflect a deep understanding of your intended beneficiaries' needs?" The question anchors have not been modified.

How well does the Foundation understand the needs of the people and communities that you serve?

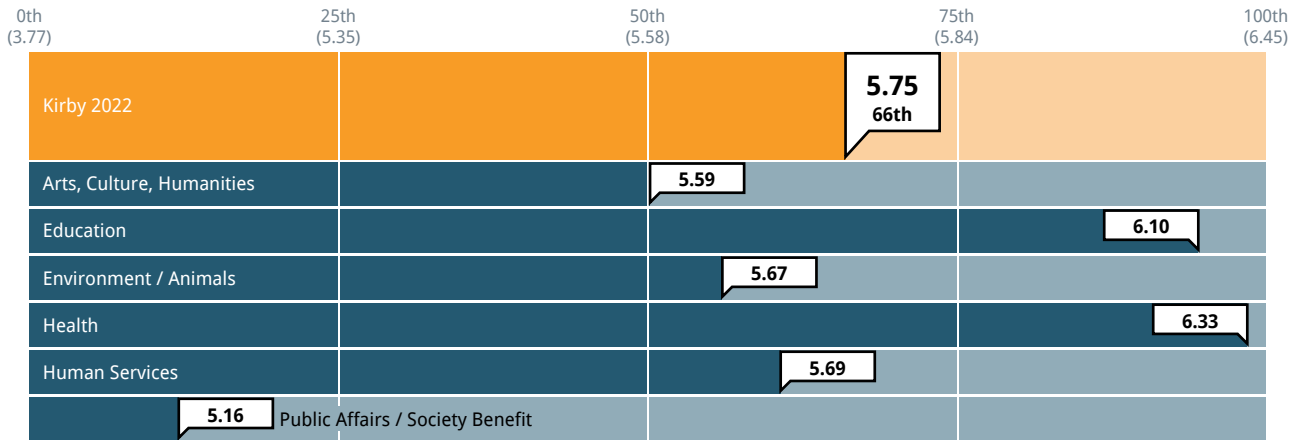
1 = Limited understanding 7 = Thorough understanding



Cohort: None Past results: on Subgroup: Program Area

To what extent do the Foundation's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?

1 = Not at all 7 = To a great extent

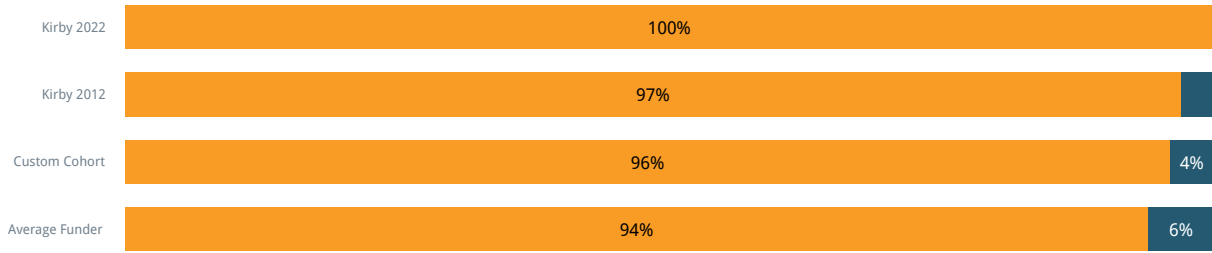


Cohort: None Past results: on Subgroup: Program Area

Grant Processes

Did you submit an application to the Foundation for this grant?

Submitted an application Did not submit an application



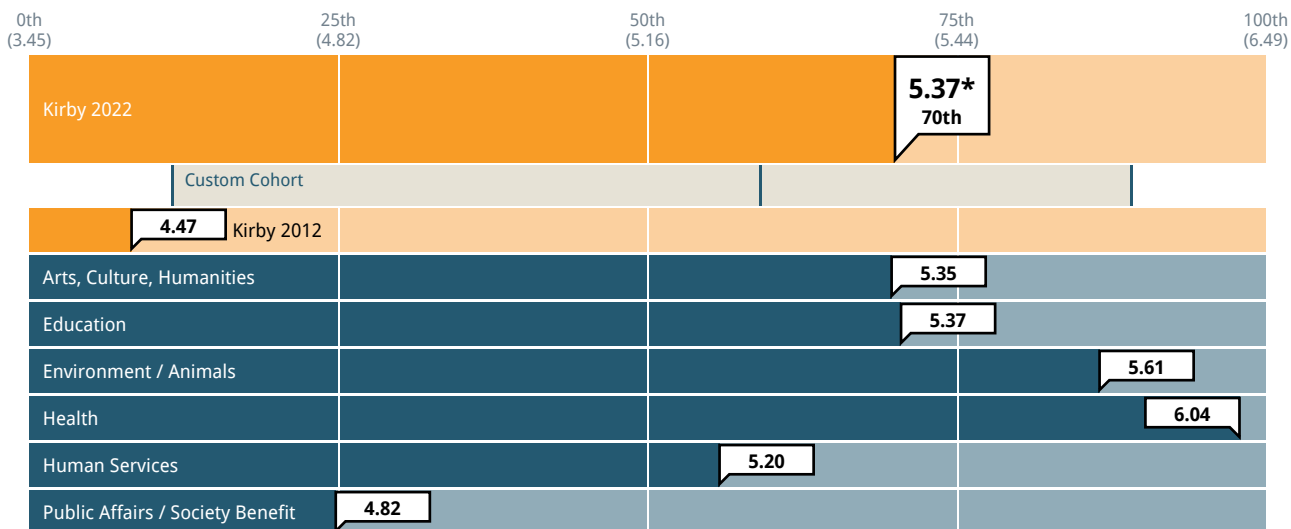
Cohort: Custom Cohort Past results: on

Application Process

Please note that CEP recently modified the following question. The prior question text was: "How helpful was participating in the Foundation's application process in strengthening the organization/program funded by the grant?" The corresponding anchors were "not at all helpful" and "extremely helpful."

To what extent was the Foundation's application process a helpful opportunity to strengthen the efforts funded by the grant?

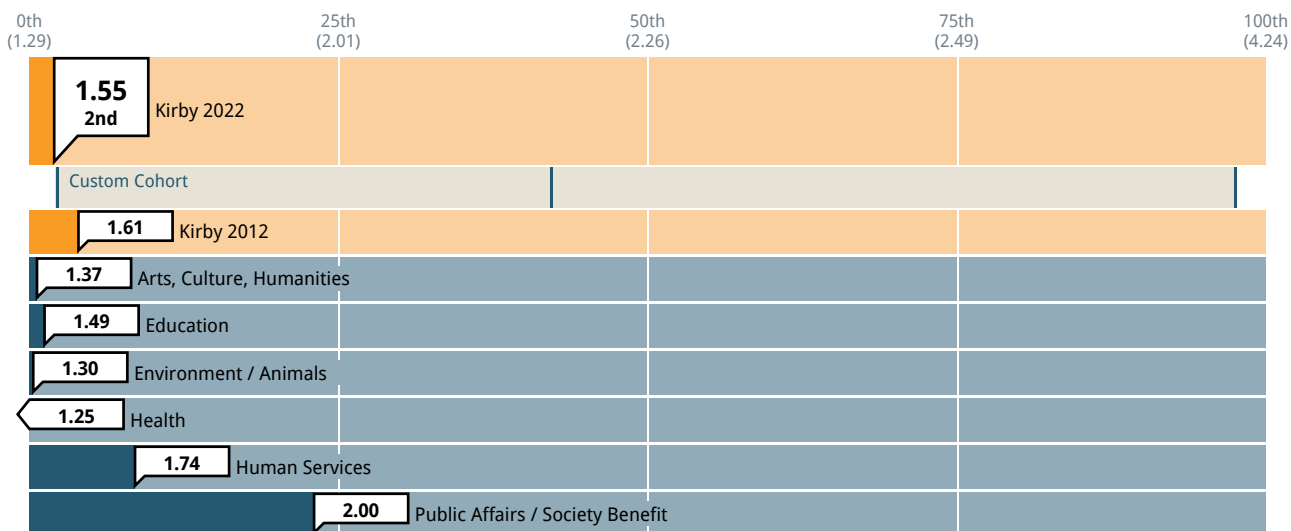
1 = Not at all 7 = To a great extent



Cohort: Custom Cohort Past results: on Subgroup: Program Area

As you developed your grant application, how much pressure did you feel to modify your organization's priorities in order to create a grant application that was likely to receive funding?

1 = No pressure 7 = Significant pressure



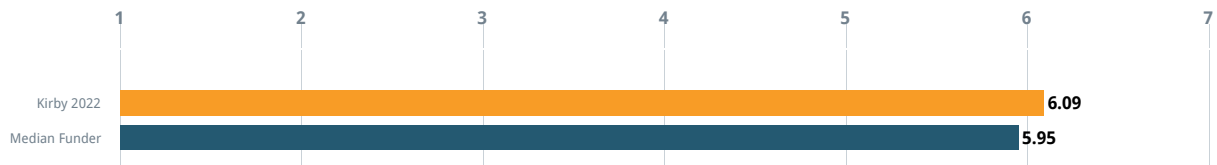
Cohort: Custom Cohort Past results: on Subgroup: Program Area

The following questions were recently added to the grantee survey and only represent comparative data from 25 funders.

To what extent was the Foundation's application process an appropriate level of effort given the amount of funding received?

1 = Not at all 7 = To a great extent

Kirby 2022 Median Funder

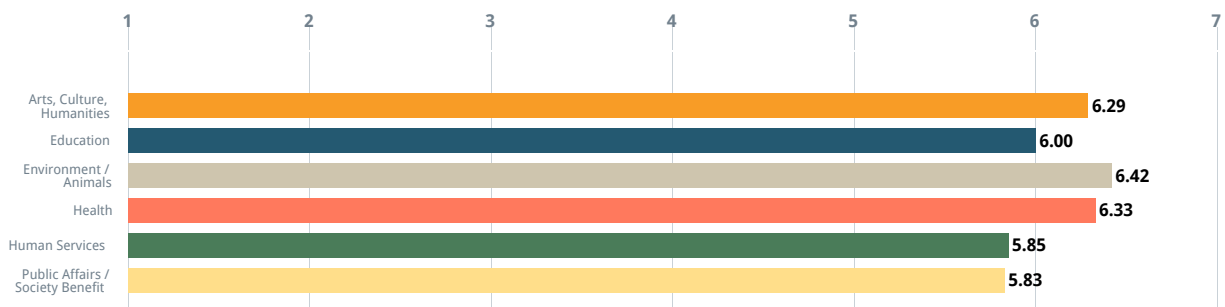


Cohort: None Past results: on

To what extent was the Foundation's application process an appropriate level of effort given the amount of funding received? - By Subgroup

1 = Not at all 7 = To a great extent

Arts, Culture, Humanities Education Environment / Animals Health Human Services Public Affairs / Society Benefit

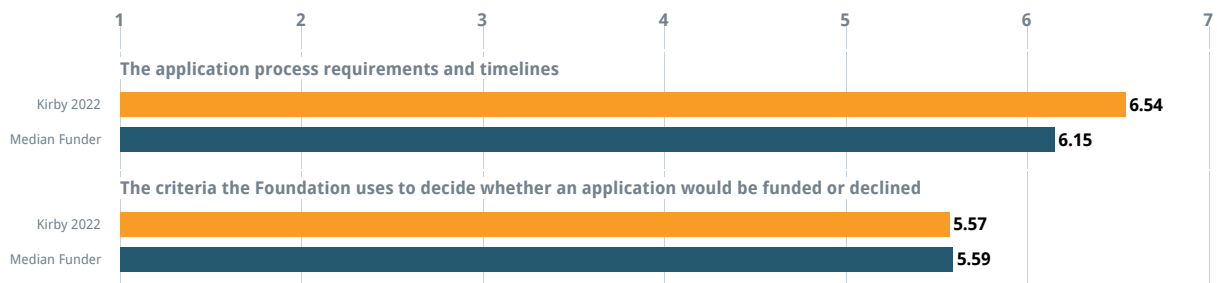


Subgroup: Program Area

To what extent was the Foundation clear and transparent about:

1 = Not at all 7 = To a great extent

Kirby 2022 Median Funder



Cohort: None Past results: on

To what extent was the Foundation clear and transparent about: - By Subgroup

1 = Not at all 7 = To a great extent

Arts, Culture, Humanities Education Environment / Animals Health Human Services Public Affairs / Society Benefit



Subgroup: Program Area

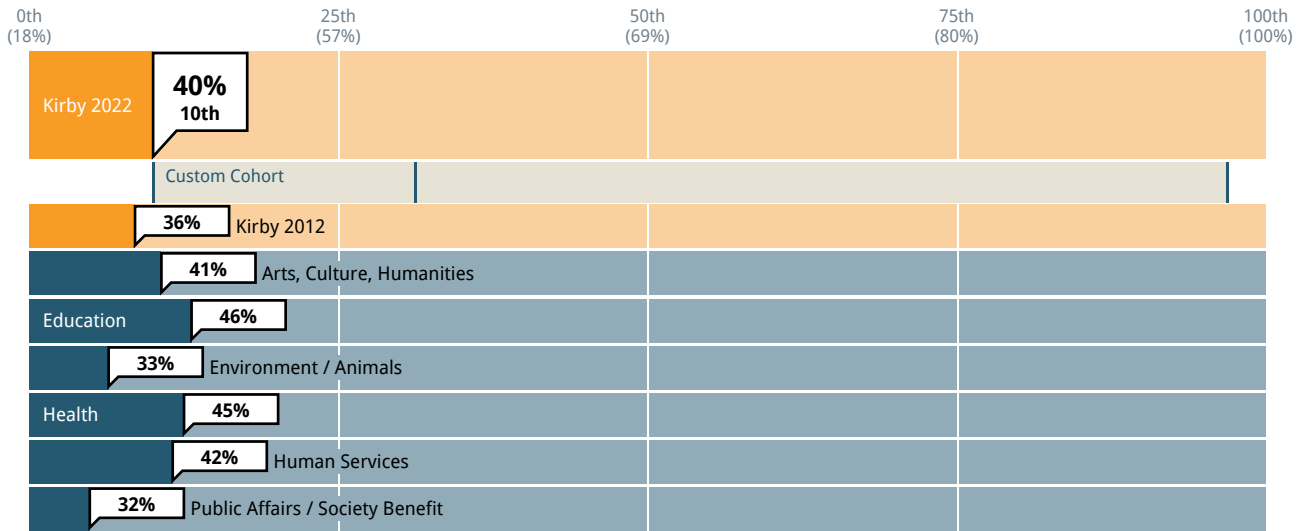
Reporting and Evaluation Process

Definition of Reporting and Evaluation

- "Reporting" - the Foundation's standard oversight, monitoring, and grant reporting.
- "Evaluation" - formal activities *beyond reporting* undertaken by the Foundation to assess or learn about a grant, a program, or the Foundation's efforts.

At any point during the application or the grant period, did the Foundation and your organization exchange ideas regarding how your organization would assess the results of the work funded by this grant?

Proportion of grantees responding 'Yes'



Cohort: Custom Cohort Past results: on Subgroup: Program Area

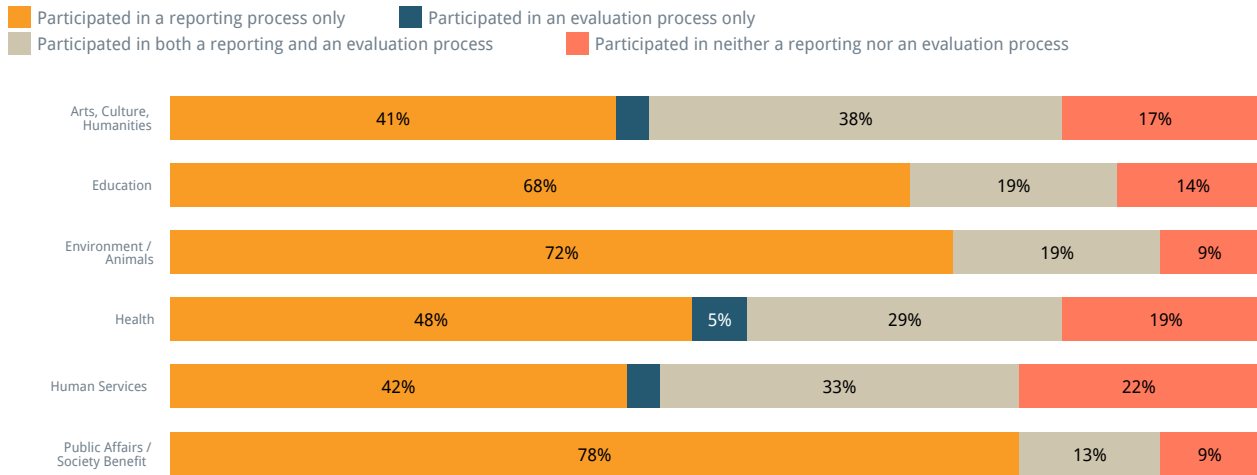
Participation in Reporting and/or Evaluation Processes

- Participated in a reporting process only
- Participated in an evaluation process only
- Participated in both a reporting and an evaluation process
- Participated in neither a reporting nor an evaluation process



Cohort: None Past results: on

Participation in Reporting and/or Evaluation Processes - By Subgroup



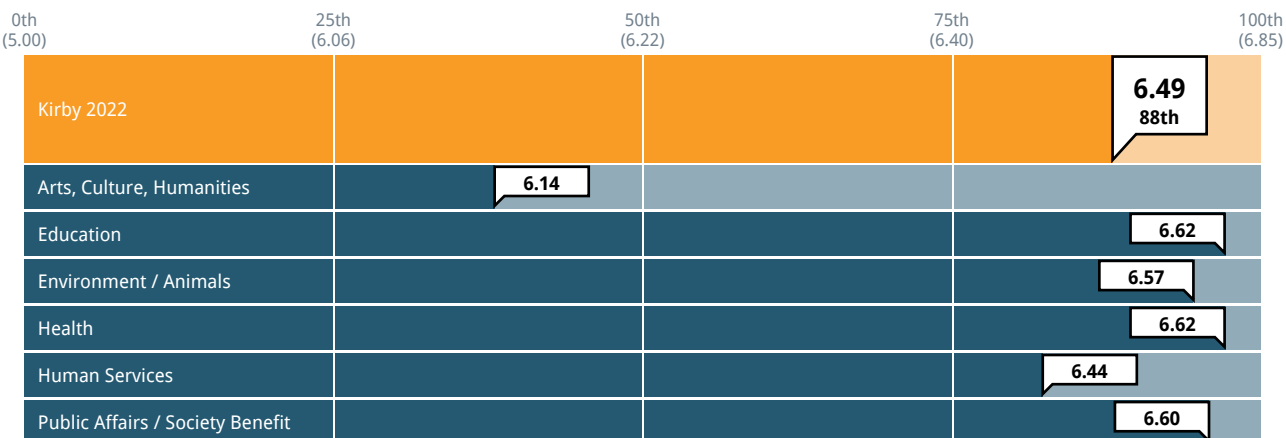
Subgroup: Program Area

Reporting Process

The following questions were only asked of grantees that indicated having participated in a reporting process. See the "Reporting and Evaluation Process" page for data on the proportion of grantees participating in this process.

To what extent was the Foundation's reporting process straightforward?

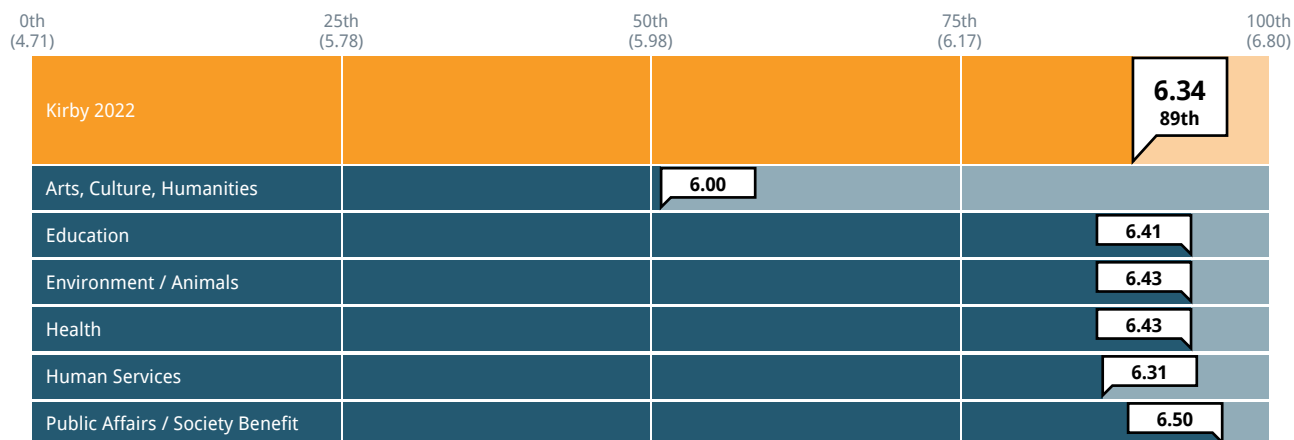
1 = Not at all 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

To what extent was the Foundation's reporting process adaptable, if necessary, to fit your circumstances?

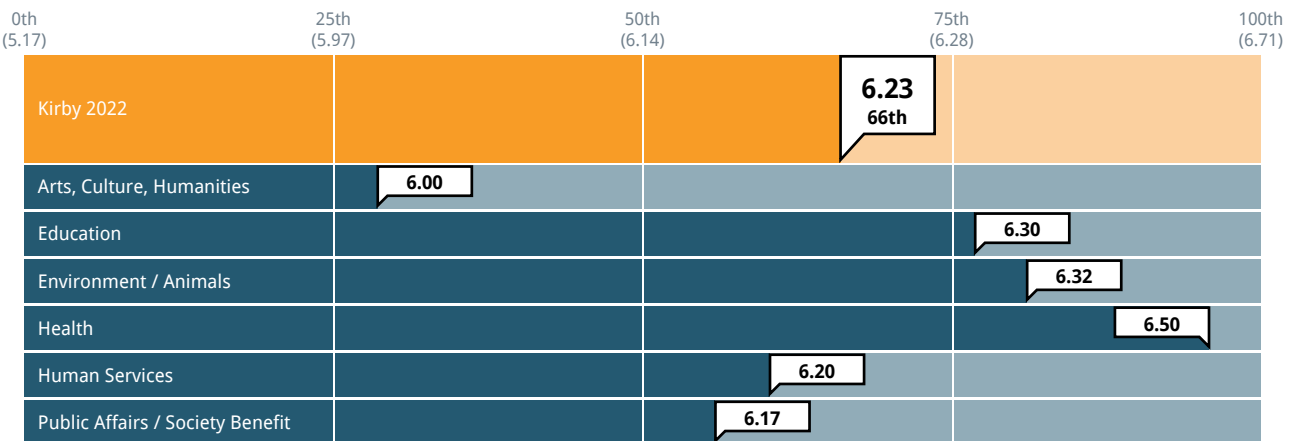
1 = Not at all 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

To what extent was the Foundation's reporting process relevant, with questions and measures pertinent to the work funded by this grant?

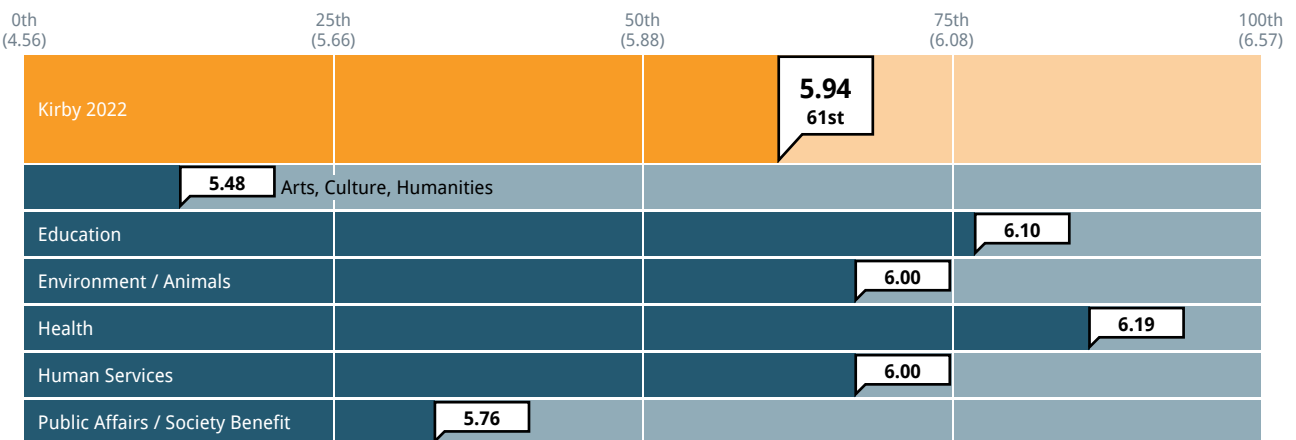
1 = Not at all 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

To what extent was the Foundation's reporting process a helpful opportunity for you to reflect and learn?

1 = Not at all 7 = To a great extent



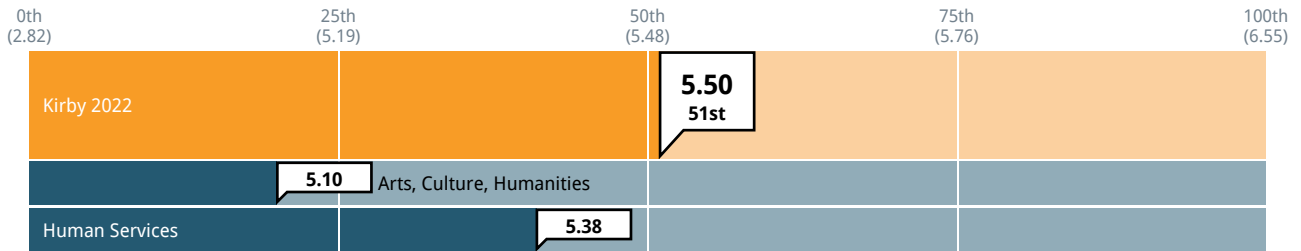
Cohort: None Past results: on Subgroup: Program Area

Evaluation Process

The following questions were only asked of grantees that indicated having participated in an evaluation process. See the "Reporting and Evaluation Process" page for data on the proportion of grantees participating in this process.

To what extent did the evaluation incorporate input from your organization in the design of the evaluation?

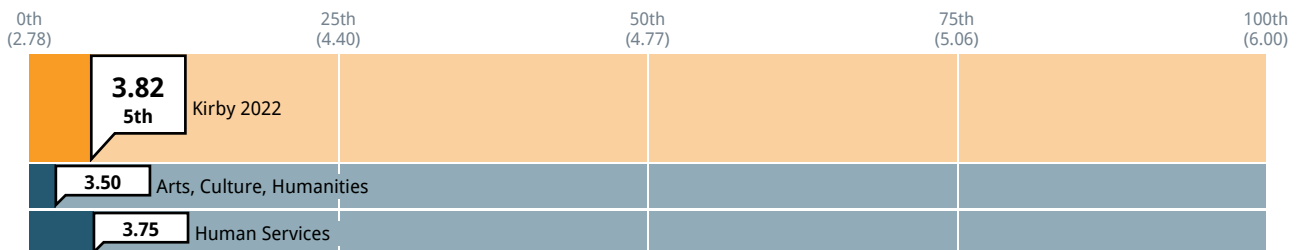
1 = Not at all 7 = To a great extent



Cohort: None Past results: on Subgroup: Program Area

To what extent did the evaluation result in your organization making changes to the work that was evaluated?

1 = Not at all 7 = To a great extent

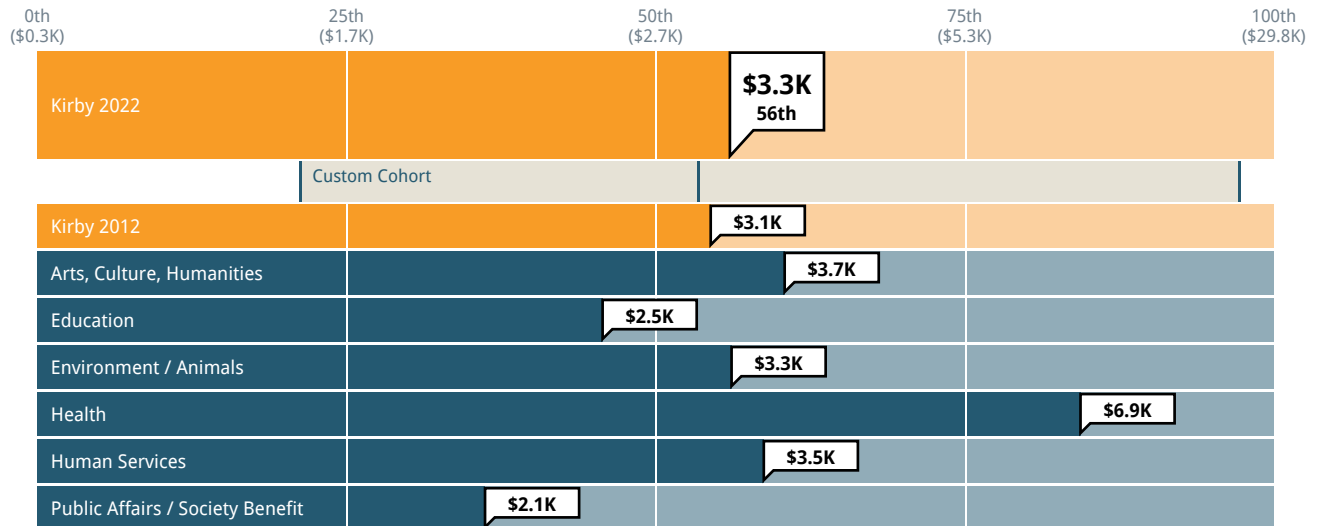


Cohort: None Past results: on Subgroup: Program Area

Dollar Return and Time Spent on Processes

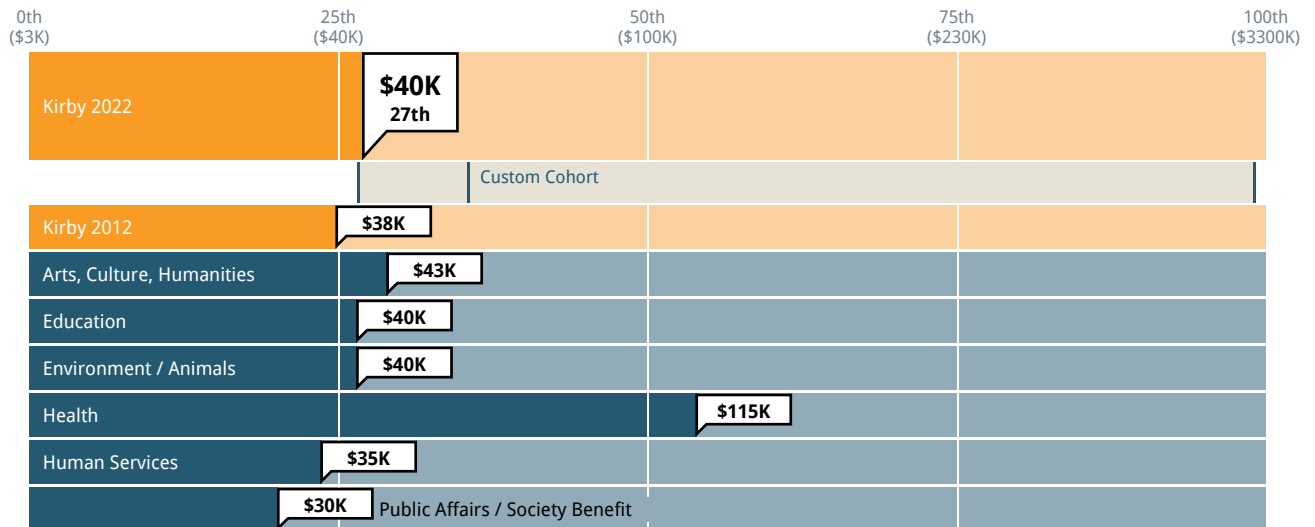
Dollar Return: Median grant dollars awarded per process hour required

Includes total grant dollars awarded and total time necessary to fulfill the requirements over the lifetime of the grant



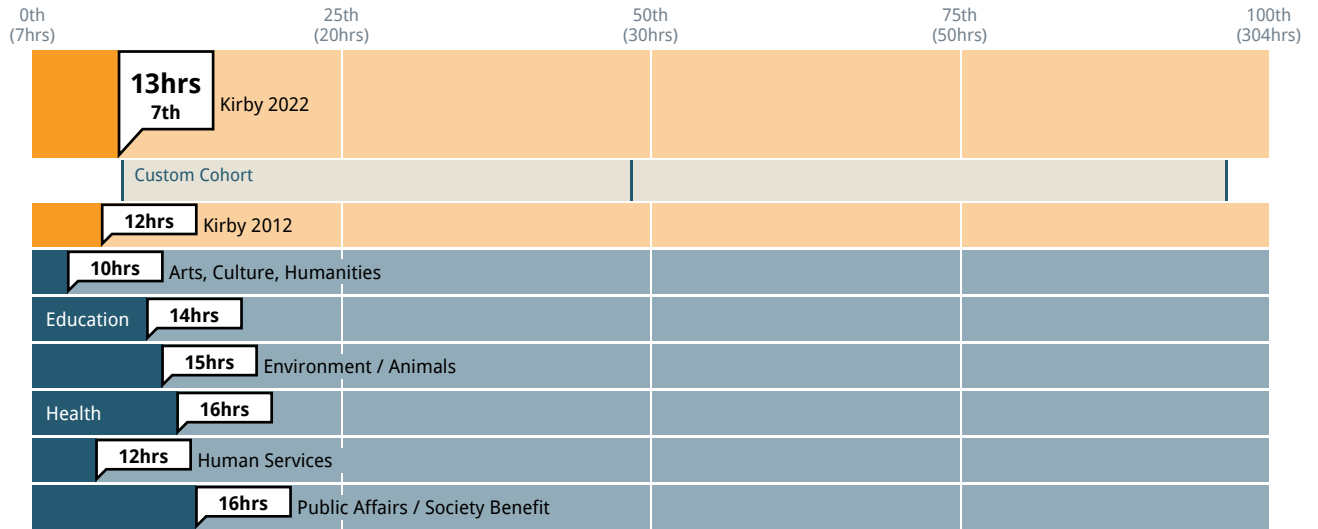
Cohort: Custom Cohort Past results: on Subgroup: Program Area

Median Grant Size



Cohort: Custom Cohort Past results: on Subgroup: Program Area

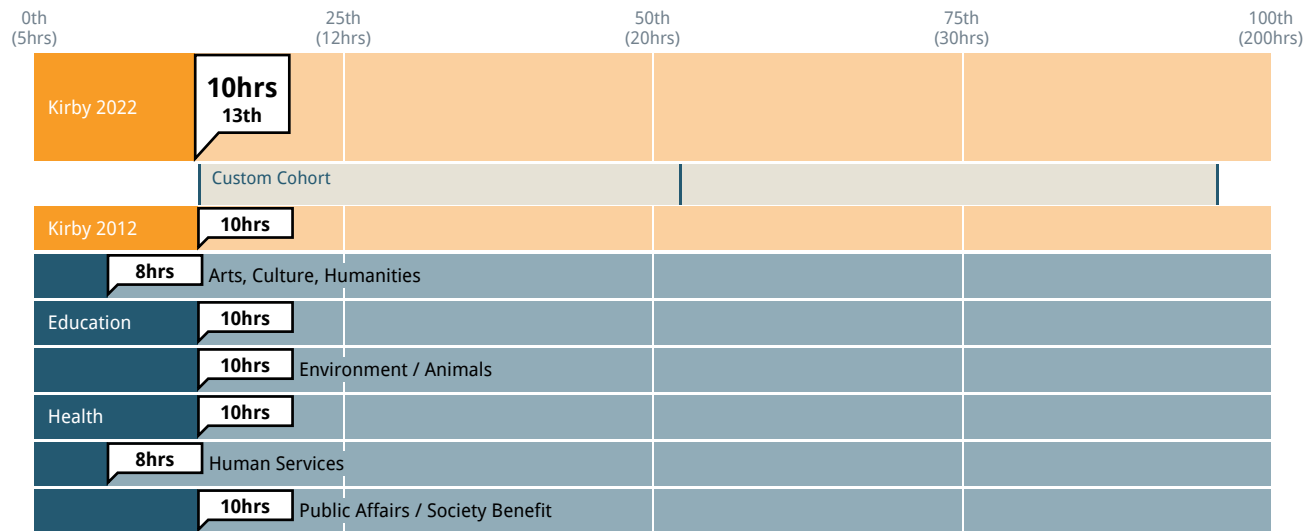
Median hours spent by grantees on funder requirements over grant lifetime



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Time Spent on Application Process

Median Hours Spent on Proposal and Application Process



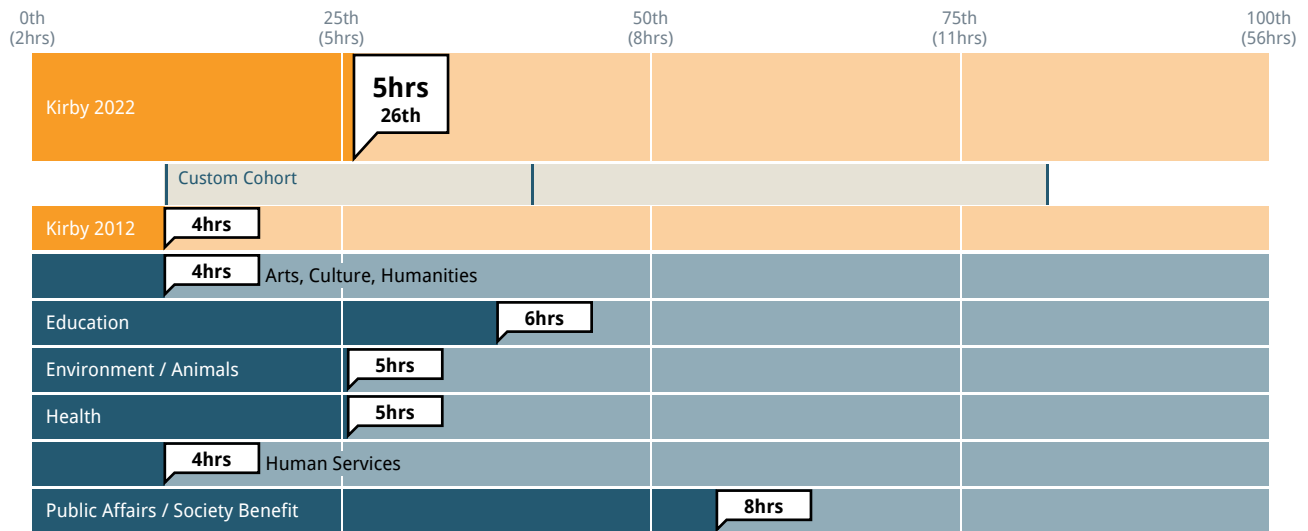
Cohort: Custom Cohort Past results: on Subgroup: Program Area

Selected Cohort: Custom Cohort				
Time Spent On Application And Application Process	Kirby 2022	Kirby 2012	Average Funder	Custom Cohort
1 to 9 hours	49%	47%	23%	23%
10 to 19 hours	30%	32%	21%	25%
20 to 29 hours	14%	11%	17%	21%
30 to 39 hours	3%	3%	7%	7%
40 to 49 hours	2%	2%	11%	11%
50 to 99 hours	1%	2%	11%	7%
100 to 199 hours	0%	2%	6%	5%
200+ hours	0%	0%	3%	1%

Selected Subgroup: Program Area						
Time Spent On Application And Application Process (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
1 to 9 hours	56%	49%	45%	42%	53%	43%
10 to 19 hours	34%	29%	39%	29%	26%	26%
20 to 29 hours	6%	23%	10%	17%	11%	17%
30 to 39 hours	0%	0%	6%	4%	5%	4%
40 to 49 hours	3%	0%	0%	4%	3%	0%
50 to 99 hours	0%	0%	0%	4%	2%	4%
100 to 199 hours	0%	0%	0%	0%	0%	0%
200+ hours	0%	0%	0%	0%	0%	4%

Time Spent on Reporting and Evaluation Process

Median Hours Spent on Monitoring, Reporting and Evaluation Process Per Year



Cohort: Custom Cohort Past results: on Subgroup: Program Area

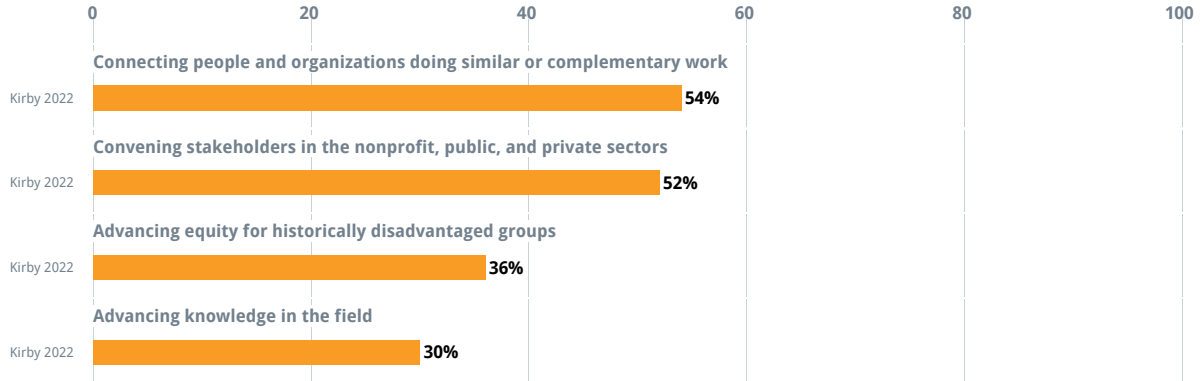
Selected Cohort: Custom Cohort				
Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized)	Kirby 2022	Kirby 2012	Average Funder	Custom Cohort
1 to 9 hours	73%	73%	54%	59%
10 to 19 hours	18%	18%	19%	21%
20 to 29 hours	7%	7%	10%	9%
30 to 39 hours	1%	1%	4%	3%
40 to 49 hours	1%	1%	3%	3%
50 to 99 hours	1%	1%	5%	4%
100+ hours	0%	1%	4%	2%

Selected Subgroup: Program Area						
Time Spent On Monitoring, Reporting, And Evaluation Process (Annualized) (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
1 to 9 hours	91%	63%	74%	70%	73%	65%
10 to 19 hours	9%	20%	22%	20%	18%	20%
20 to 29 hours	0%	17%	0%	5%	6%	10%
30 to 39 hours	0%	0%	0%	0%	0%	5%
40 to 49 hours	0%	0%	0%	0%	2%	0%
50 to 99 hours	0%	0%	4%	5%	0%	0%
100+ hours	0%	0%	0%	0%	0%	0%

Custom Questions

Thinking about the roles the Foundation has played beyond grantmaking, which role(s) is most important for the Foundation to play in the future? (Please select up to 2 options)

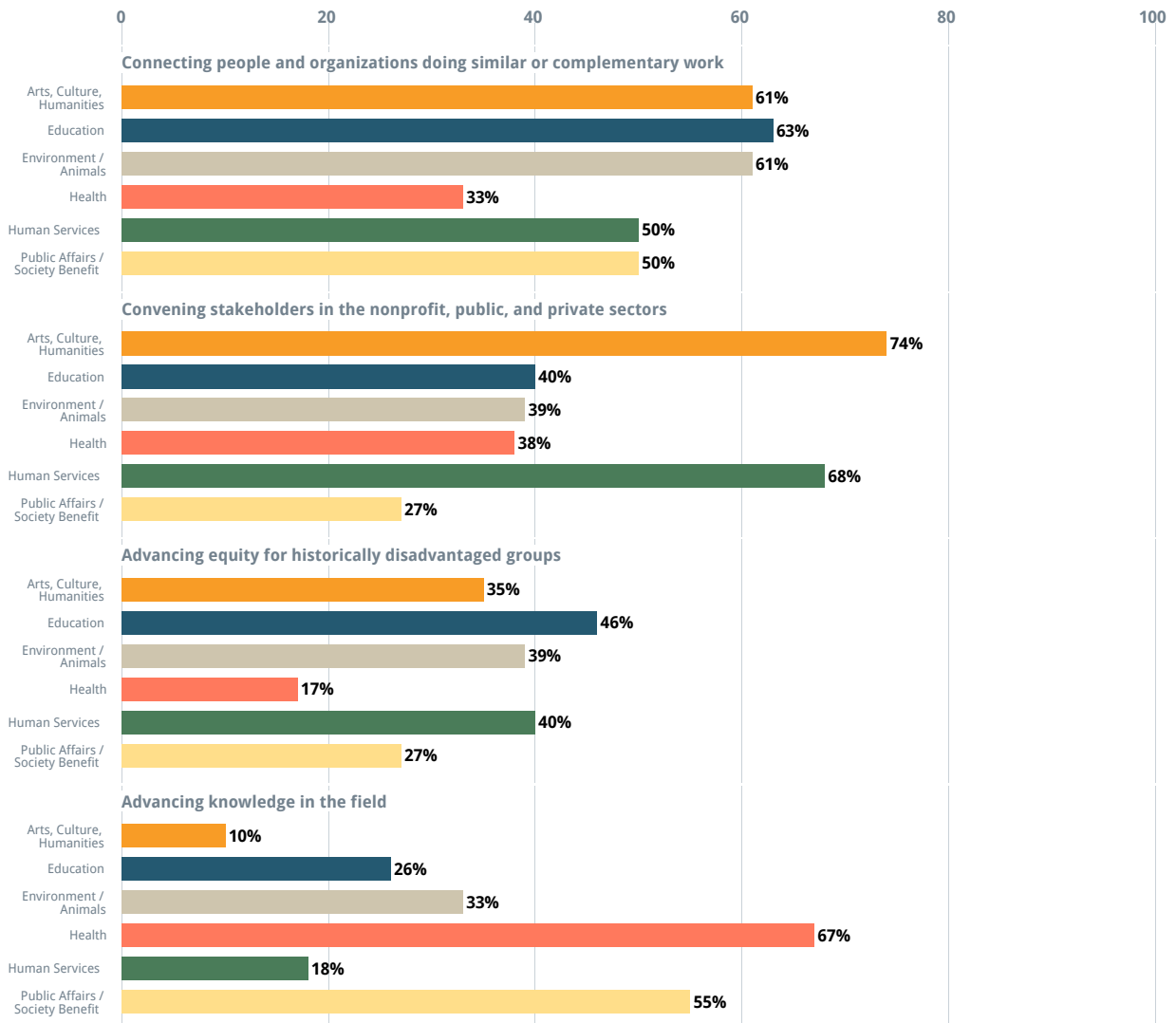
Kirby 2022



Cohort: None Past results: on

Thinking about the roles the Foundation has played beyond grantmaking, which role(s) is most important for the Foundation to play in the future? (Please select up to 2 options) - By Subgroup

Arts, Culture, Humanities Education Environment / Animals Health Human Services Public Affairs / Society Benefit



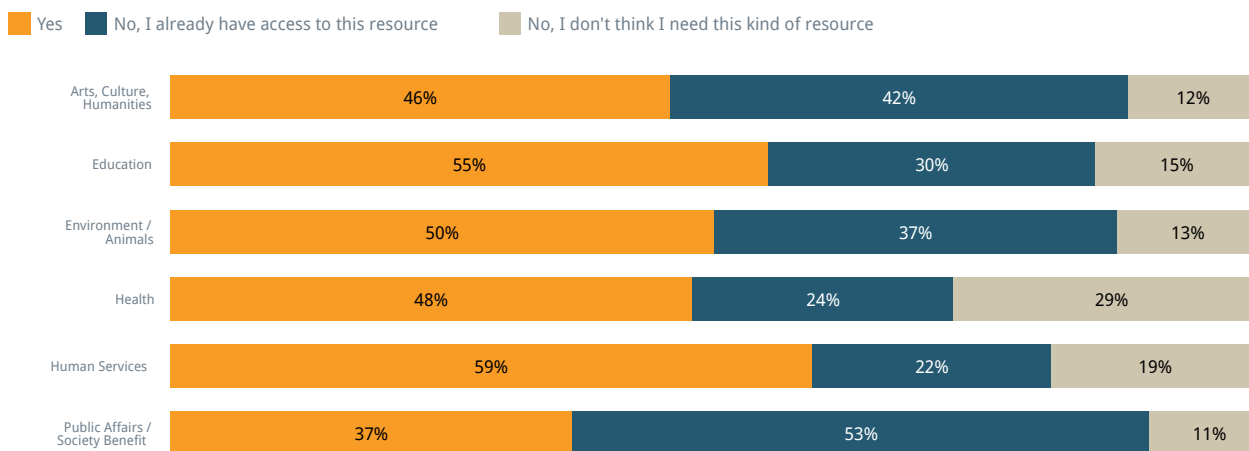
Subgroup: Program Area

Custom Questions - Capacity Building Opportunities

Would you use any of the following capacity building resources if they were offered through the Foundation? (Please check all that apply)	Yes	No, I already have access to this resource	No, I don't think I need this kind of resource
Board development	51%	32%	17%
Diversity, equity, and inclusion assistance	46%	40%	14%
Impact measurement	69%	22%	9%
Leadership development/coaching	54%	36%	10%
Marketing and communications	50%	42%	8%
Strategic planning	54%	38%	9%
Talent and people management	43%	41%	16%

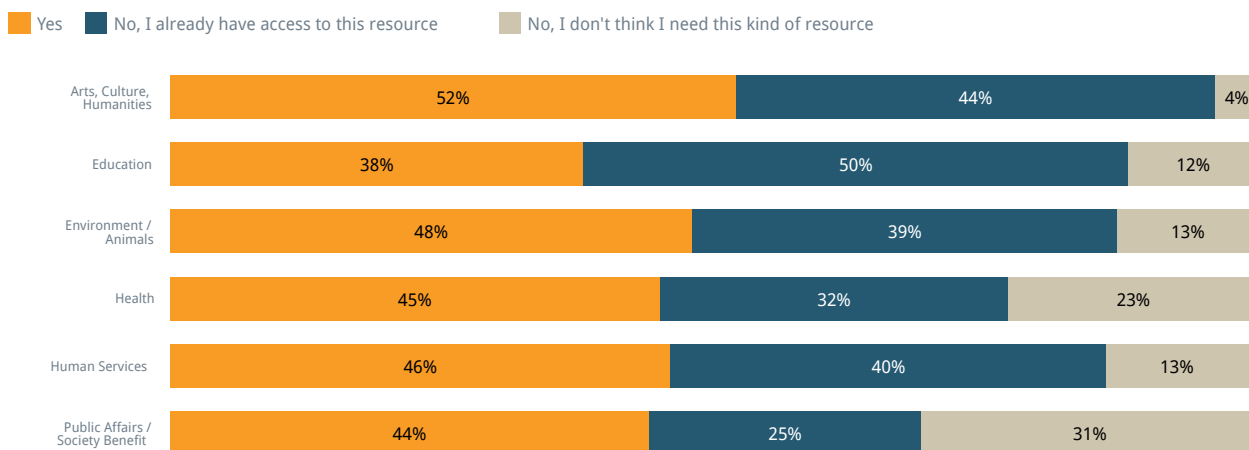
Would you use any of the following capacity building opportunities if they were offered through the Foundation? (Please check all that apply) - By Subgroup

Board development



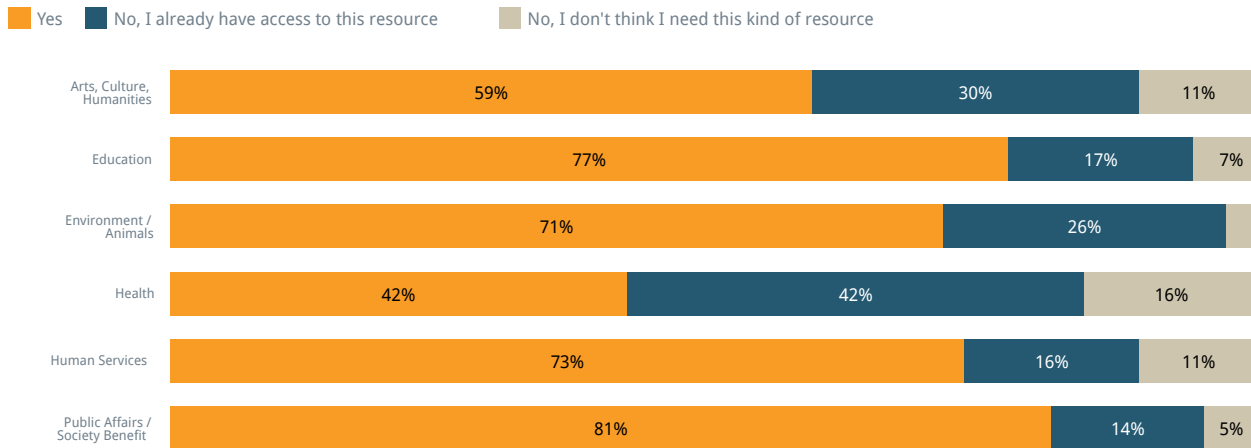
Subgroup: Program Area

Diversity, equity, and inclusion assistance



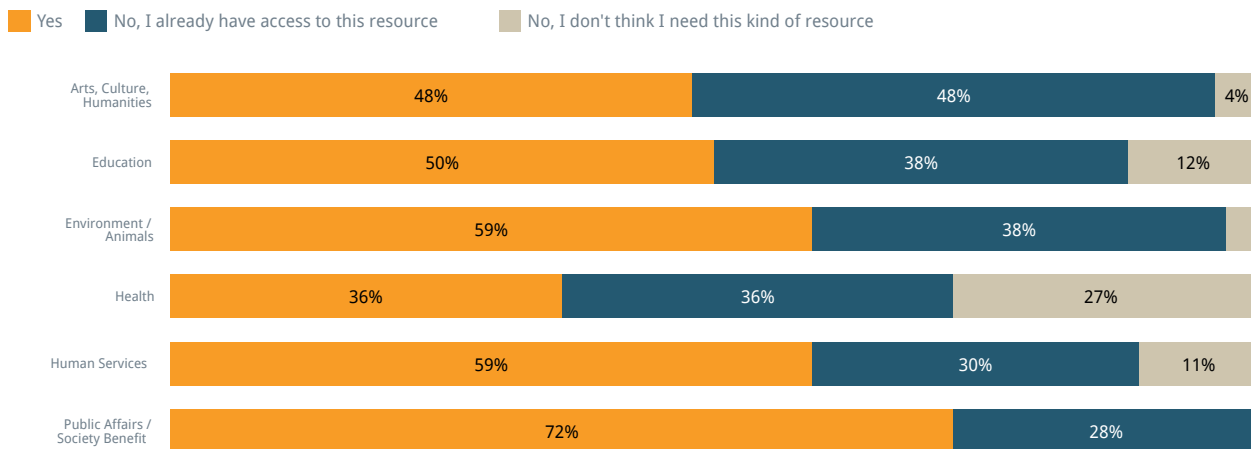
Subgroup: Program Area

Impact measurement



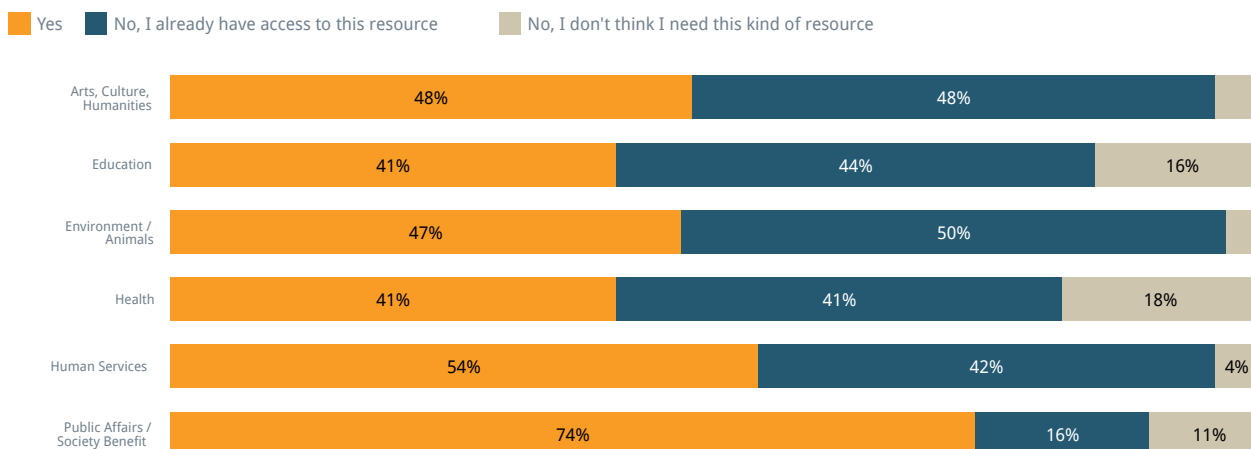
Subgroup: Program Area

Leadership development/coaching



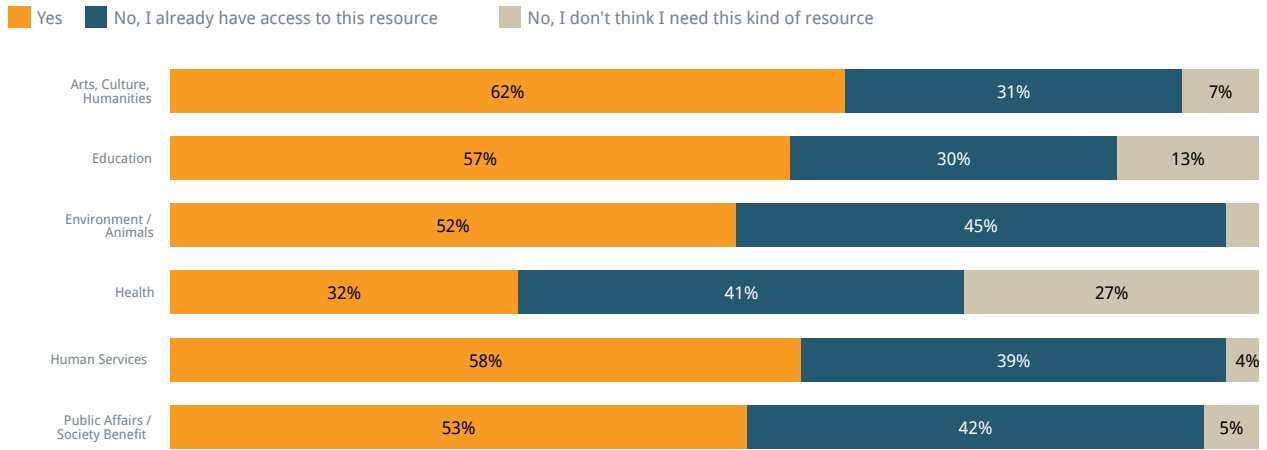
Subgroup: Program Area

Marketing and communications



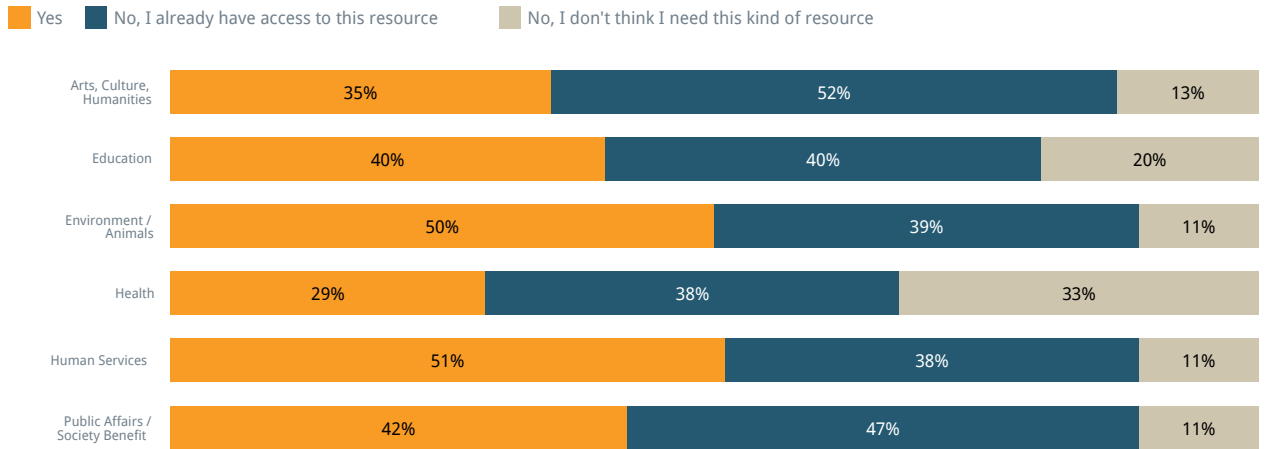
Subgroup: Program Area

Strategic planning



Subgroup: Program Area

Talent and people management



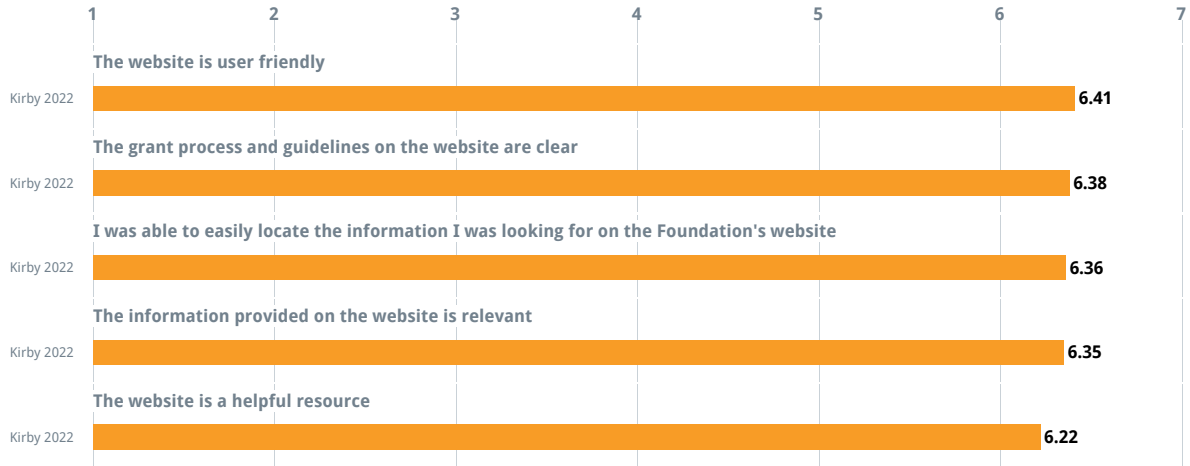
Subgroup: Program Area

Custom Questions - Website

Please rate the extent to which you agree or disagree with the following statements concerning the foundation's website:

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Kirby 2022

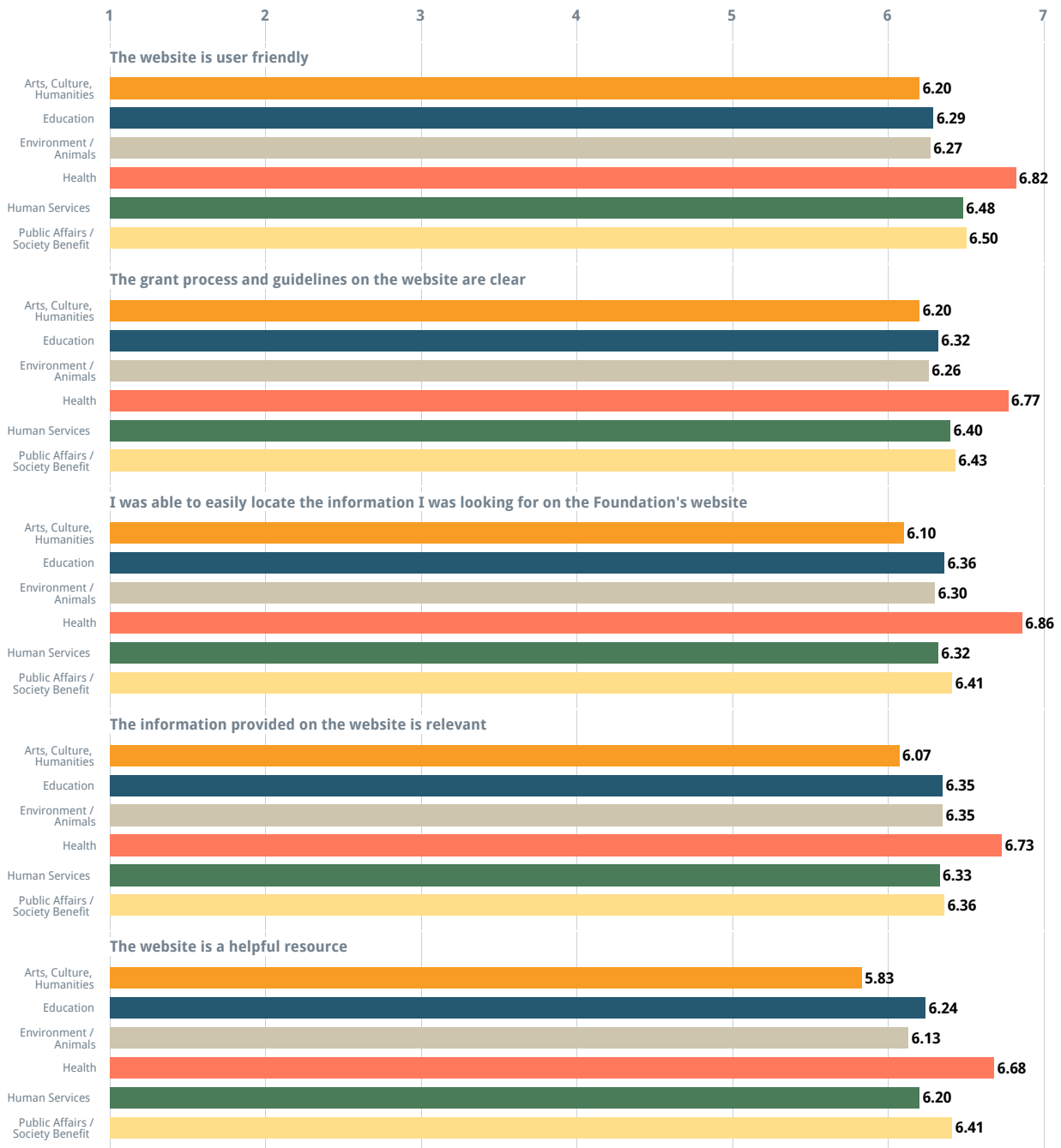


Cohort: None Past results: on

**Please rate the extent to which you agree or disagree with the following statements concerning the foundation's website: -
By Subgroup**

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Arts, Culture, Humanities Education Environment / Animals Health Human Services Public Affairs / Society Benefit



Subgroup: Program Area

Custom Questions - Site Visits

Please rate the extent to which you agree or disagree with the following statements concerning the foundation's site visits:

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Kirby 2022

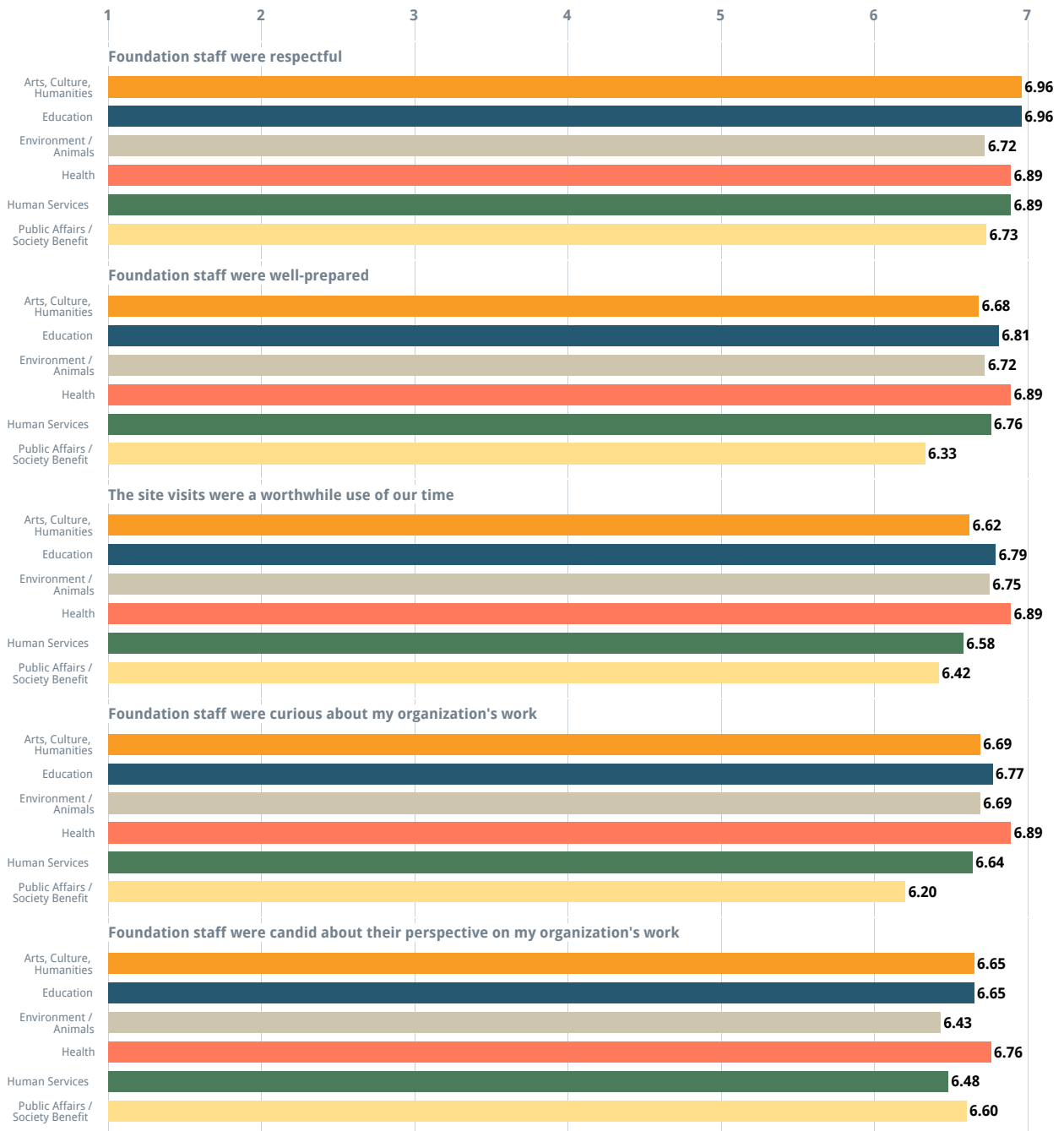


Cohort: None Past results: on

Please rate the extent to which you agree or disagree with the following statements concerning the foundation's site visits: -
By Subgroup

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Arts, Culture, Humanities Education Environment / Animals Health Human Services Public Affairs / Society Benefit



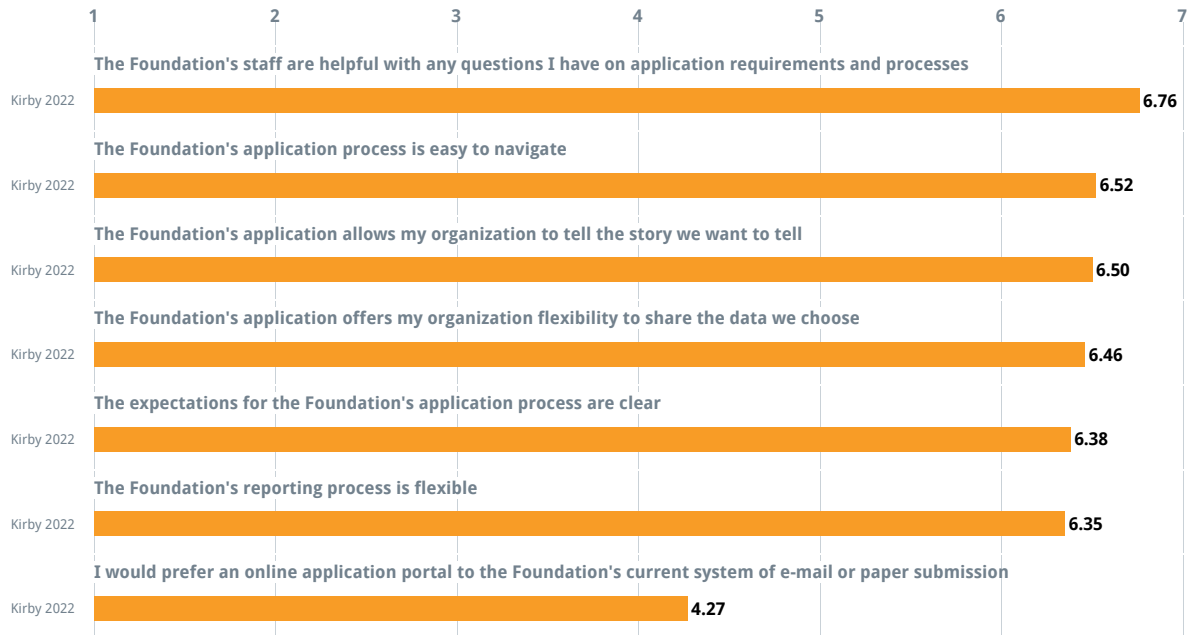
Subgroup: Program Area

Custom Questions - Processes

Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes:

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Kirby 2022

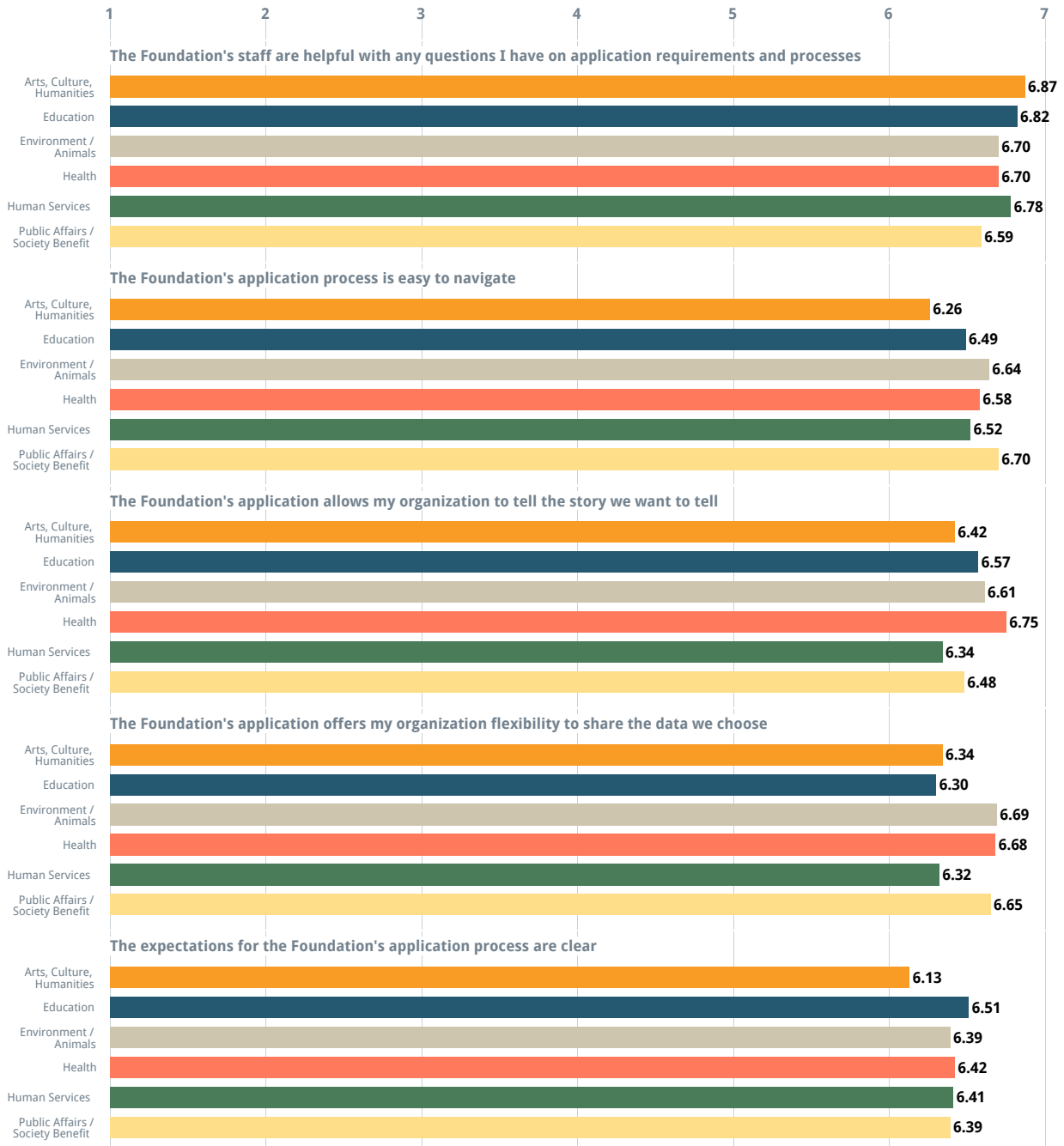


Cohort: None Past results: on

Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes: - By Subgroup

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Arts, Culture, Humanities Education Environment / Animals Health Human Services Public Affairs / Society Benefit

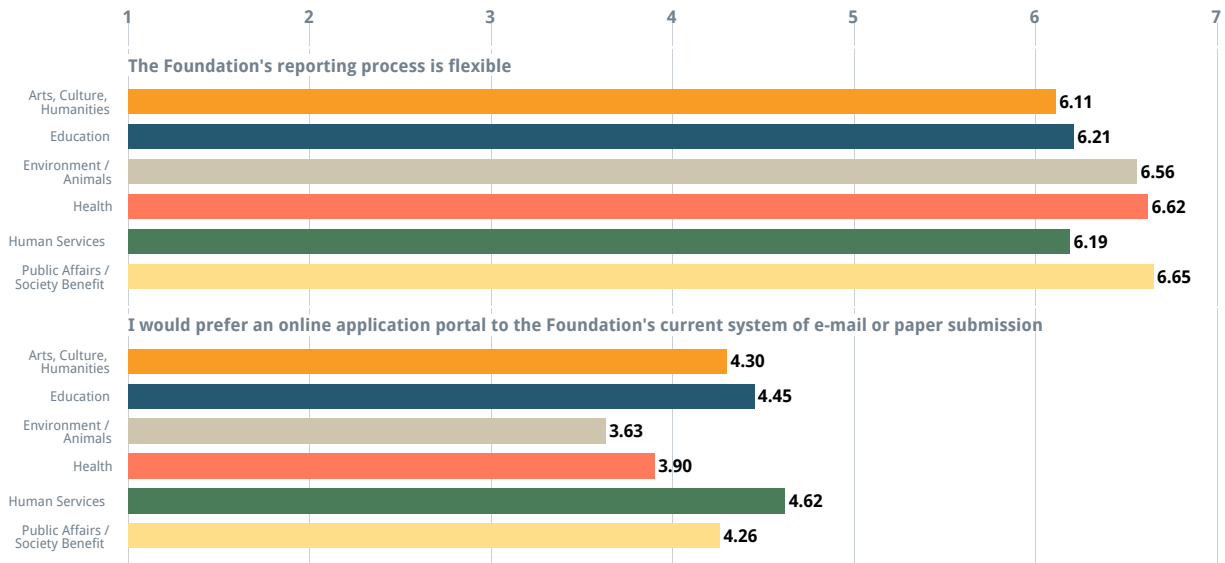


Subgroup: Program Area

Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes: - By Subgroup (cont.)

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree

Arts, Culture, Humanities Education Environment / Animals Health Human Services Public Affairs / Society Benefit

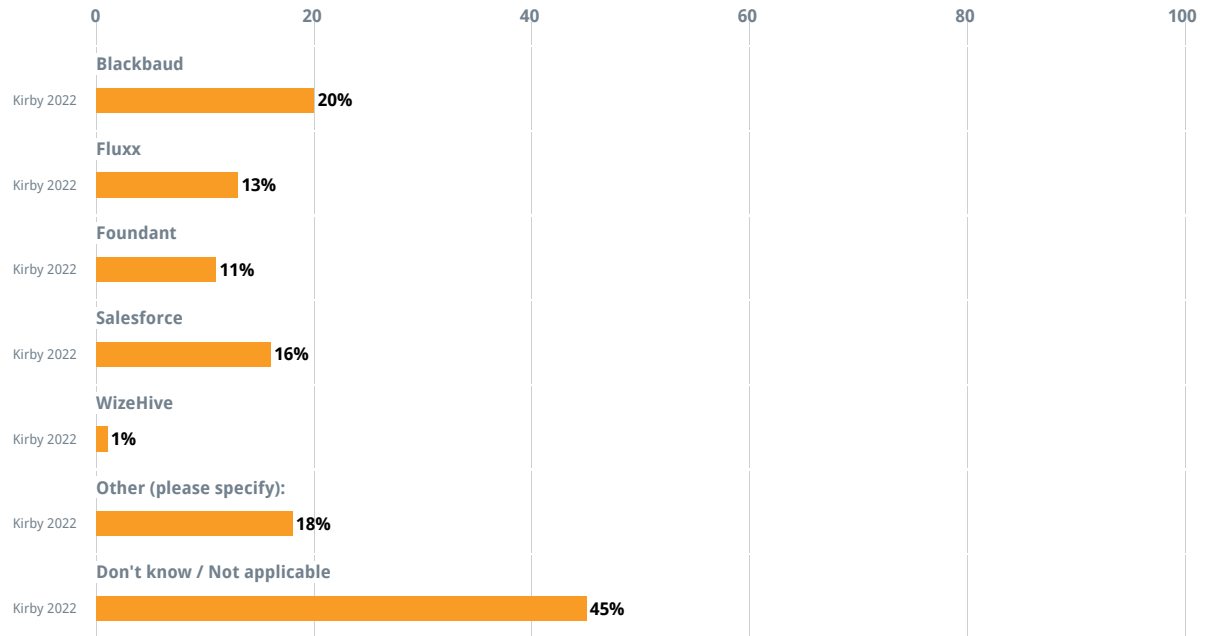


Subgroup: Program Area

Custom Questions - Online Application Portal

The Foundation is reviewing grantmaking applications and considering incorporating an online application portal in the future. If you have experience with online grant applications, please indicate your top two preferences. (Please select up to 2 options)

■ Kirby 2022

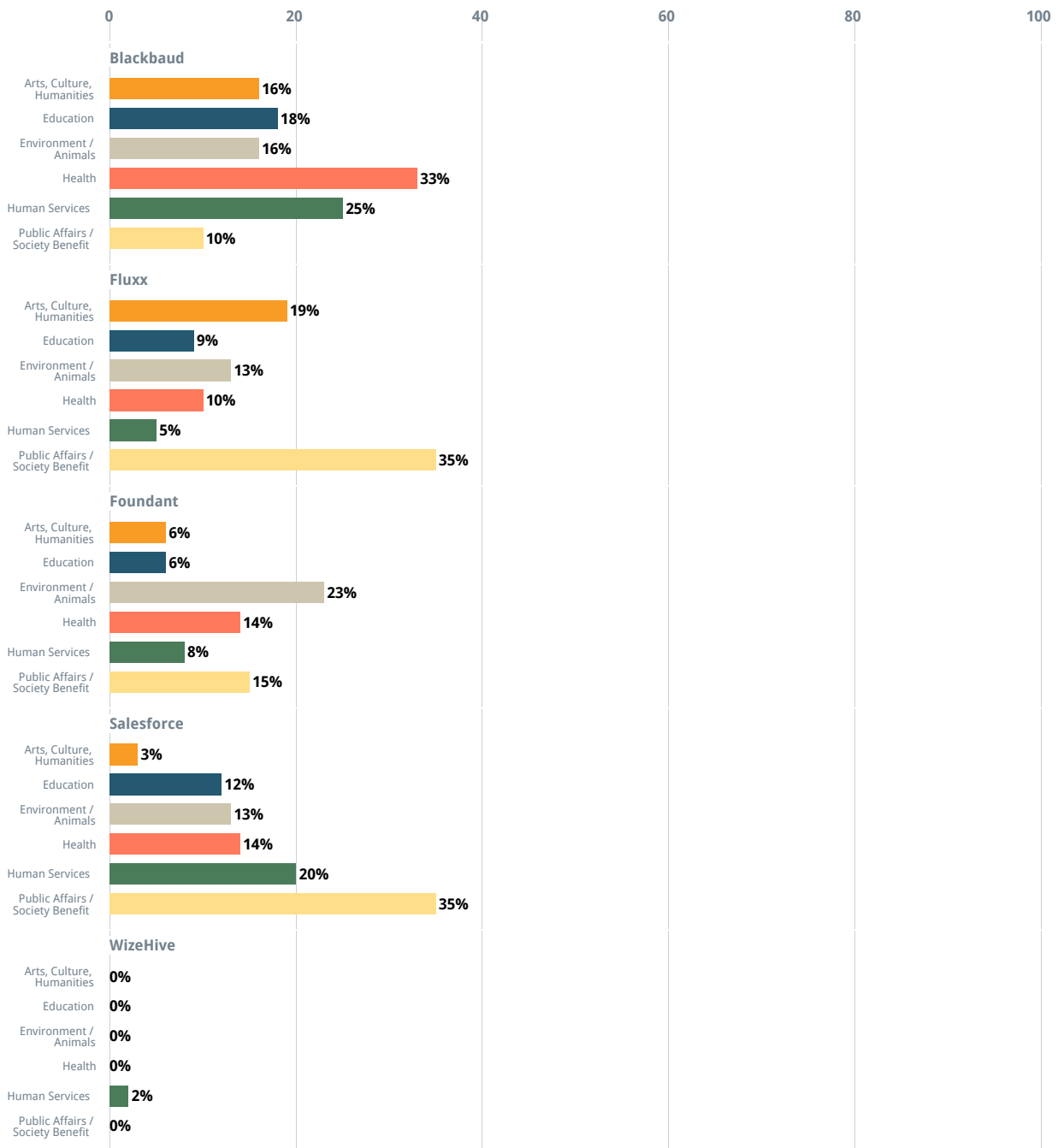


Cohort: None Past results: on

In the question above, of the grantee respondents who selected "Other," 16 of them wrote in CyberGrants. Written responses also included Submittable (3 responses), SmartSimple, ProposalCentral, GivingData, YourCause, Bloomerang, and Common Application Form. Two grantees suggested against using BlackBaud, and one grantee suggested against Salesforce.

The Foundation is reviewing grantmaking applications and considering incorporating an online application portal in the future. If you have experience with online grant applications, please indicate your top two preferences. (Please select up to 2 options) - By Subgroup

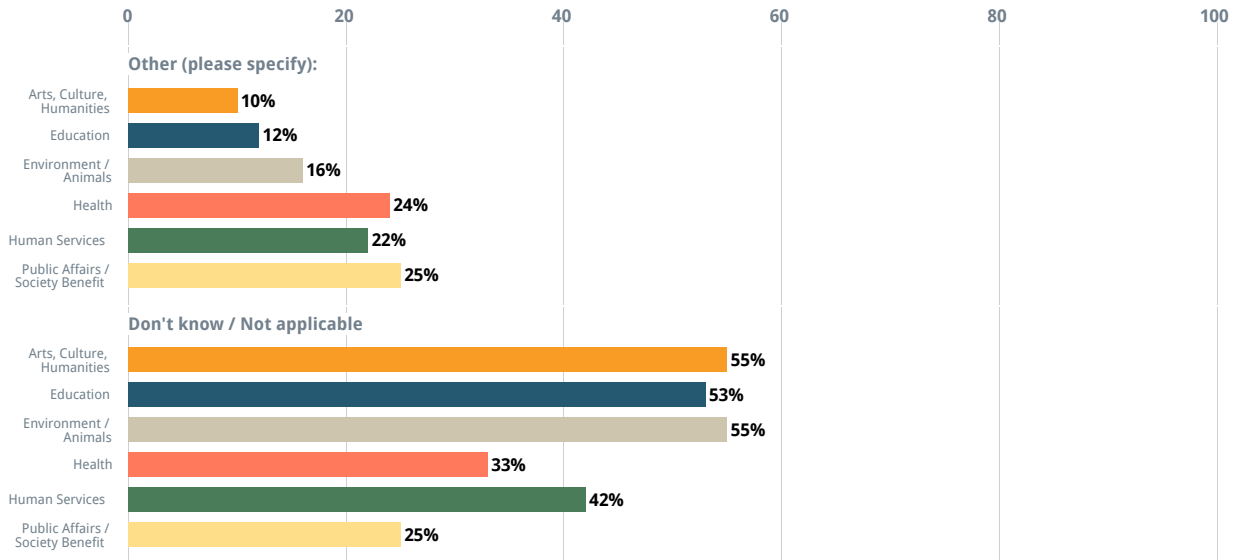
■ Arts, Culture, Humanities
 ■ Education
 ■ Environment / Animals
 ■ Health
 ■ Human Services
 ■ Public Affairs / Society Benefit



Subgroup: Program Area

The Foundation is reviewing grantmaking applications and considering incorporating an online application portal in the future. If you have experience with online grant applications, please indicate your top two preferences. (Please select up to 2 options) - By Subgroup (cont.)

■ Arts, Culture, Humanities
 ■ Education
 ■ Environment / Animals
 ■ Health
 ■ Human Services
 ■ Public Affairs / Society Benefit



Subgroup: Program Area

Grantees' Written Comments

In the Grantee Perception Report survey, CEP asks three written questions:

1. "Please comment on the quality of the Foundation's processes, interactions, and communications."
2. "Thinking beyond the grant you received, please comment on how the Foundation influences your field, community, or organization."
3. "What specific improvements would you suggest that would make the Foundation a better funder?"

To download the full set of grantee comments and suggestions, please refer to the "Attachments" dropdown menu at the top right of your report. Please note that some comments may be redacted or removed to protect the confidentiality of respondents.

CEP's Qualitative Analysis

CEP thoroughly reviews each comment submitted and conducts comprehensive qualitative analysis on two of these questions in the GPR.

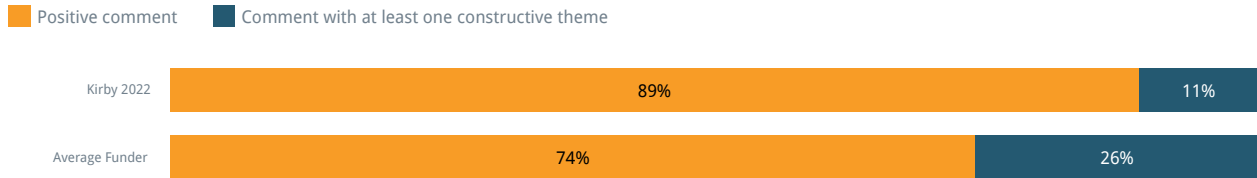
The following pages outline the results of CEP's analyses.

Quality of Processes, Interactions and Communications

Grantees were asked to comment on the quality of the Foundation's processes, interactions, and communications. Their comments were then categorized by the nature of their content, specifically whether the content is positive, neutral or constructive.

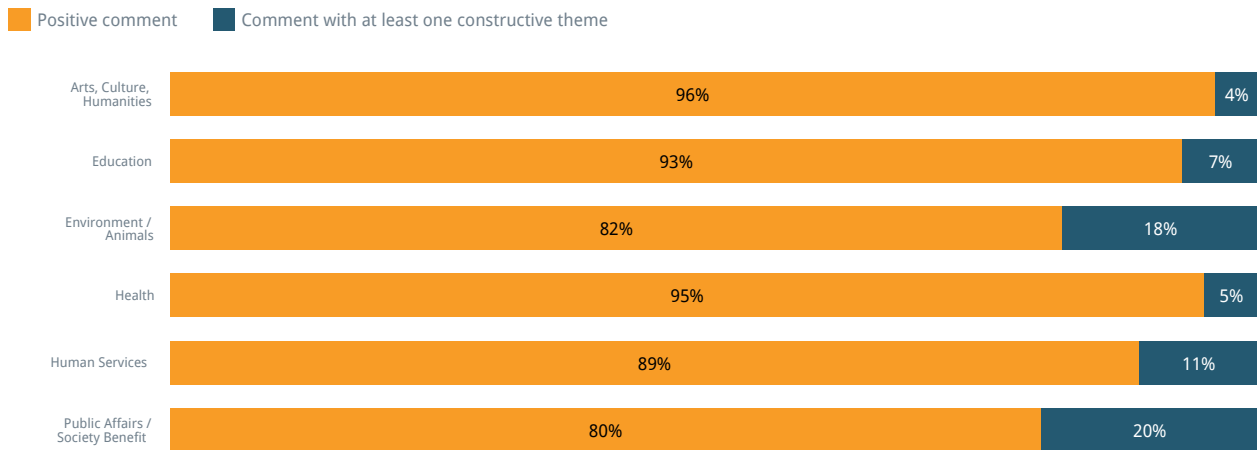
For a comment to be categorized as constructive, there must have been at least one constructive topic in its content.

Positivity of Comments about the Quality of the Foundation's Processes, Interactions, and Communications



Cohort: None Past results: on

Positivity of Comments about the Quality of the Foundation's Processes, Interactions, and Communications - By Subgroup



Subgroup: Program Area

Suggestion Themes

Grantees were asked to provide any suggestions for how the Foundation could improve. The 213 grantees that responded to the survey provided 90 constructive suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

Proportion of Grantee Suggestions by Topic

Topic of Suggestion	Proportion
Relationships with Grantees	31%
Communications	23%
Grantmaking Characteristics	19%
Grant Processes	16%
Non-Monetary Assistance	11%

Selected Suggestions

Grantees were asked to provide any suggestions for how the Foundation could improve. The 213 grantees that responded to the survey provided a total of 90 distinct suggestions. These suggestions were thematically categorized by CEP and grouped into the topics below.

Relationships with Grantees (31% N=28)

- In Person Interactions and Site Visits (N = 13)
 - "An annual in-person discussion with leadership at the Foundation."
 - "More site visits to our location to gain a more thorough grasp of the programming and constituency served."
 - "An opportunity to meet in person with funders to discuss our work."
 - "We hope in the future the foundation will resume visits to our organization."
- More Frequent Interactions (N = 6)
 - "More regular and open-ended conversations."
 - "More interaction with trustees to know our work and possibly with staff to know about beneficiaries."
- Deeper Understanding of Grantees as the Foundation's Partners (N = 4)
 - "See us as a partner that can grant them more access to the community we serve...we are not just a grantee, we have more on the ground access and trust built in this community."
 - "Increased communication to explore opportunities for collaboration between Foundation and grantee beyond financial support."
- Feedback on Grantee Organizations' Work (N = 3)
 - "More feedback on the Foundation's thoughts around the work we're doing."
- Managing Contact Changes (N = 2)
 - "I'd love more communication from the Foundation on things like...updates on staffing. "

Communications (23% N=21)

- Communication About the Foundation's Work and Priorities (N = 16)
 - "I would be interested in a newsletter sharing information on who was funded, what for, and in what areas to get insights into what types of projects or programs the Foundation is most interested in. I might learn of an area that we work in, but didn't know to bring forward to them."
 - "I have only a limited understanding of the Foundation's priorities and how they are set.... Are these communicated to the community?"
 - "Providing some quarterly communication about the impact of funds given out in previous years would be very helpful for organizations to be able to better focus on the areas of concern identified by the Foundation."
 - "A note when grants are awarded letting grantees know what their priorities are and commitments as far as what their goals are with regard to their funding strategy."
- Clear Communication About the Foundation's Commitment to Diversity, Equity, and Inclusion (N = 5)
 - "We would like to see the Foundation be more thorough in their commitment to funding inclusive and mission-based organizations."
 - "Make its commitment to diversity, equity & inclusion and anti-racism (and its own journey in this area) more explicit and visible. I remember a press release about a social justice funding initiative, but this commitment and information isn't easy to see or find on the website."

Grantmaking Characteristics (19% N=17)

- Multi-Year Grants (N = 7)
 - "The concept of a multi-year grant. If the Foundation is committed to supporting our organization for the next several years, perhaps we could structure future funding in grants that would span 2-3 years (with appropriate interim reports and touch points) in order to streamline the process for all."
 - "Additional flexibility around multi-year grants would be helpful to our organization as we plan future initiatives."
- Unrestricted Funding (N = 5)
 - "Unrestricted funding is especially helpful in enabling us to direct resources where they are most needed."
 - "Flexible operating support is tremendously appreciated and highly impactful."
- Expand Scope of Funding Projects (N = 3)
 - "Broaden their catchment area to include more of NJ."
- Larger Grants (N = 2)
 - "Give bigger grants."

Grant Processes (16% N=14)

- Clarity of Processes and Criteria (N = 5)
 - "More clarity in the reporting process."
 - "The Foundation could provide additional webinars about...application procedures."
- Application Portal (N = 3)
 - "If the Foundation does transition to an online service, I hope accommodations would be made for grant-seekers for whom that would cause difficulty."
- Process Timeline (N = 3)
 - "Provide clarity about the timing of reporting and whether and when we are invited to apply for continued support."
- Feedback on Application (N = 2)
 - "Feedback about proposal prior to grant submission."
- Evaluation Process (N = 1)
 - "Perhaps the Foundation could be more flexible about the formality of the program evaluation from organization to organization."

Non-Monetary Assistance (11% N=10)

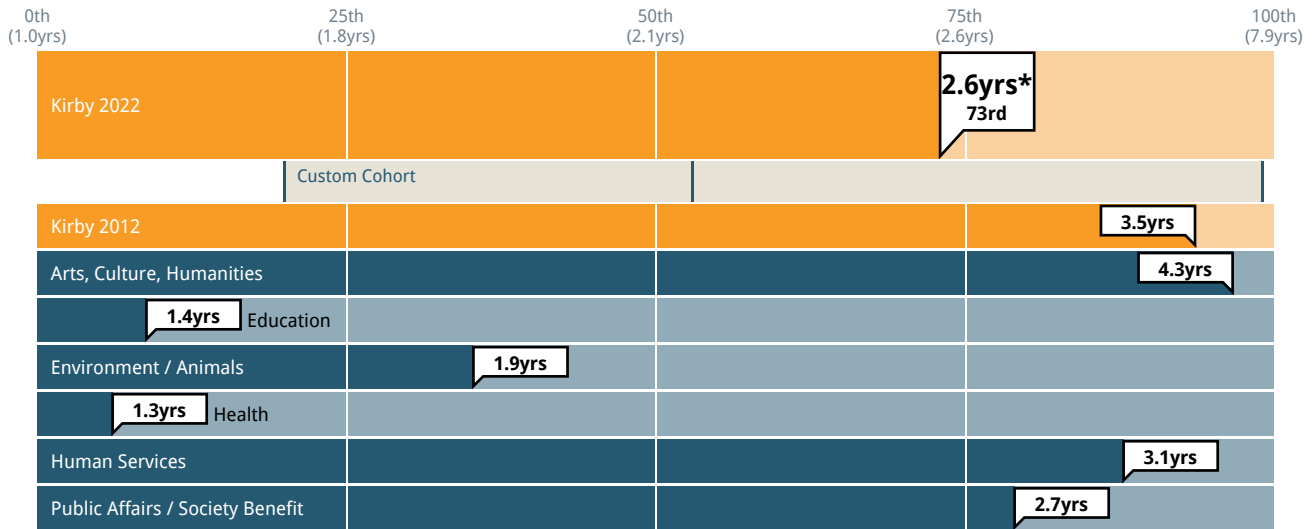
- Connect and Convene Grantees (N = 8)
 - "Facilitate gatherings between all those who receive grants to understand more of each other and educate each other, opening opportunities for collaboration amongst grantees."
 - "Help to foster connections between their grantees, especially those from different sectors that might have common interests."
 - "Bringing together other grantees orgs for best practices and field building."
- Connect Grantees to Other Funders (N = 2)
 - "Introduce us to more potential funders."

Contextual Data

Please note that all information below is based on self-reported data from grantees.

Grantmaking Characteristics

Average Grant Length



Cohort: Custom Cohort Past results: on Subgroup: Program Area

Selected Cohort: Custom Cohort				
Length of Grant Awarded	Kirby 2022	Kirby 2012	Median Funder	Custom Cohort
Average grant length	2.6 years	3.5 years	2.1 years	2.2 years

Selected Cohort: Custom Cohort				
Length of Grant Awarded	Kirby 2022	Kirby 2012	Average Funder	Custom Cohort
0 - 1.99 years	86%	77%	48%	53%
2 - 2.99 years	1%	4%	22%	26%
3 - 3.99 years	3%	2%	19%	9%
4 - 4.99 years	0%	0%	3%	3%
5 - 50 years	10%	17%	8%	9%

Selected Cohort: None		
Proportion of Unrestricted Funding	Kirby 2022	Average Funder
No, this funding was not restricted to a specific use (i.e. general operating, core support)	59%	26%
Yes, this funding was restricted to a specific use (e.g. supported a specific program, project, capital need, etc.)	41%	74%

Grantmaking Characteristics - By Subgroup

Selected Subgroup: Program Area						
Length of Grant Awarded (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
Average grant length	4.3 years	1.4 years	1.9 years	1.3 years	3.1 years	2.7 years

Selected Subgroup: Program Area						
Length of Grant Awarded (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
0 - 1.99 years	72%	94%	85%	87%	86%	91%
2 - 2.99 years	3%	3%	3%	0%	0%	0%
3 - 3.99 years	6%	0%	3%	9%	2%	0%
4 - 4.99 years	0%	0%	3%	0%	0%	0%
5 - 50 years	19%	3%	6%	4%	13%	9%

Selected Subgroup: Program Area						
Proportion of Unrestricted Funding (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
No, this funding was not restricted to a specific use (i.e. general operating, core support)	78%	57%	67%	9%	52%	91%
Yes, this funding was restricted to a specific use (e.g. supported a specific program, project, capital need, etc.)	22%	43%	33%	91%	48%	9%

Grant Size

Selected Cohort: Custom Cohort				
Grant Amount Awarded	Kirby 2022	Kirby 2012	Median Funder	Custom Cohort
Median grant size	\$40K	\$37.5K	\$100K	\$52.2K

Selected Cohort: Custom Cohort				
Grant Amount Awarded	Kirby 2022	Kirby 2012	Average Funder	Custom Cohort
Less than \$10K	3%	6%	9%	6%
\$10K - \$24K	23%	22%	12%	13%
\$25K - \$49K	33%	30%	12%	16%
\$50K - \$99K	16%	14%	14%	19%
\$100K - \$149K	11%	11%	9%	12%
\$150K - \$299K	7%	6%	16%	16%
\$300K - \$499K	2%	5%	9%	6%
\$500K - \$999K	1%	2%	8%	4%
\$1MM and above	2%	4%	9%	8%

Selected Cohort: Custom Cohort				
Median Percent of Budget Funded by Grant (Annualized)	Kirby 2022	Kirby 2012	Median Funder	Custom Cohort
Size of grant relative to size of grantee budget	1%	1%	4%	3%

Grant Size - By Subgroup

Selected Subgroup: Program Area						
Grant Amount Awarded (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
Median grant size	\$42.5K	\$40K	\$40K	\$115K	\$35K	\$30K

Selected Subgroup: Program Area						
Grant Amount Awarded (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
Less than \$10K	3%	3%	9%	0%	3%	0%
\$10K - \$24K	25%	29%	24%	0%	29%	22%
\$25K - \$49K	28%	34%	21%	13%	40%	52%
\$50K - \$99K	12%	14%	21%	22%	14%	17%
\$100K - \$149K	16%	6%	12%	39%	5%	4%
\$150K - \$299K	6%	6%	6%	22%	6%	0%
\$300K - \$499K	6%	0%	3%	0%	2%	0%
\$500K - \$999K	0%	9%	0%	0%	0%	0%
\$1MM and above	3%	0%	3%	4%	2%	4%

Selected Subgroup: Program Area						
Median Percent of Budget Funded by Grant (Annualized) (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
Size of grant relative to size of grantee budget	1%	1%	2%	0%	1%	1%

Grantee Characteristics

Selected Cohort: Custom Cohort				
Operating Budget of Grantee Organization	Kirby 2022	Kirby 2012	Median Funder	Custom Cohort
Median Budget	\$3.5M	\$5M	\$1.6M	\$1.4M

Selected Cohort: Custom Cohort				
Operating Budget of Grantee Organization	Kirby 2022	Kirby 2012	Average Funder	Custom Cohort
<\$100K	4%	3%	8%	6%
\$100K - \$499K	10%	10%	18%	21%
\$500K - \$999K	15%	11%	13%	14%
\$1MM - \$4.9MM	26%	25%	30%	30%
\$5MM - \$24MM	24%	33%	18%	19%
>=\$25MM	21%	19%	12%	10%

Grantee Characteristics - By Subgroup

Selected Subgroup: Program Area						
Operating Budget of Grantee Organization (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
Median Budget	\$1.4M	\$7.8M	\$1.5M	\$78.6M	\$3.2M	\$3.5M

Selected Subgroup: Program Area						
Operating Budget of Grantee Organization (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
<\$100K	13%	6%	3%	0%	3%	0%
\$100K - \$499K	13%	16%	13%	0%	10%	0%
\$500K - \$999K	13%	12%	13%	5%	19%	22%
\$1MM - \$4.9MM	26%	12%	45%	10%	27%	35%
\$5MM - \$24MM	19%	28%	16%	10%	33%	17%
>=\$25MM	16%	25%	10%	75%	8%	26%

Funding Relationship

Selected Cohort: Custom Cohort				
Funding Status	Kirby 2022	Kirby 2012	Median Funder	Custom Cohort
Percent of grantees currently receiving funding from the Foundation	93%	86%	82%	87%

Selected Cohort: Custom Cohort				
Pattern of Grantees' Funding Relationship with the Foundation	Kirby 2022	Kirby 2012	Average Funder	Custom Cohort
First grant received from the Foundation	7%	5%	29%	19%
Consistent funding in the past	86%	91%	54%	65%
Inconsistent funding in the past	7%	4%	18%	16%

Funding Relationship - by Subgroup

Selected Subgroup: Program Area						
Funding Status (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
Percent of grantees currently receiving funding from the Foundation	97%	94%	94%	95%	94%	83%

Selected Subgroup: Program Area						
Pattern of Grantees' Funding Relationship with the Foundation (By Subgroup)	Arts, Culture, Humanities	Education	Environment / Animals	Health	Human Services	Public Affairs / Society Benefit
First grant received from the Foundation	3%	16%	6%	0%	8%	4%
Consistent funding in the past	88%	81%	85%	91%	84%	96%
Inconsistent funding in the past	9%	3%	9%	9%	8%	0%

Funder Characteristics

Selected Cohort: Custom Cohort				
Financial Information	Kirby 2022	Kirby 2012	Median Funder	Custom Cohort
Total assets	\$356.9M	\$388.6M	\$257.4M	\$434.4M
Total giving	\$13.8M	\$20.1M	\$18.9M	\$15.2M

Selected Cohort: Custom Cohort				
Funder Staffing	Kirby 2022	Kirby 2012	Median Funder	Custom Cohort
Total staff (FTEs)	5	6	17	16
Percent of staff who are program staff	50%	8%	43%	46%

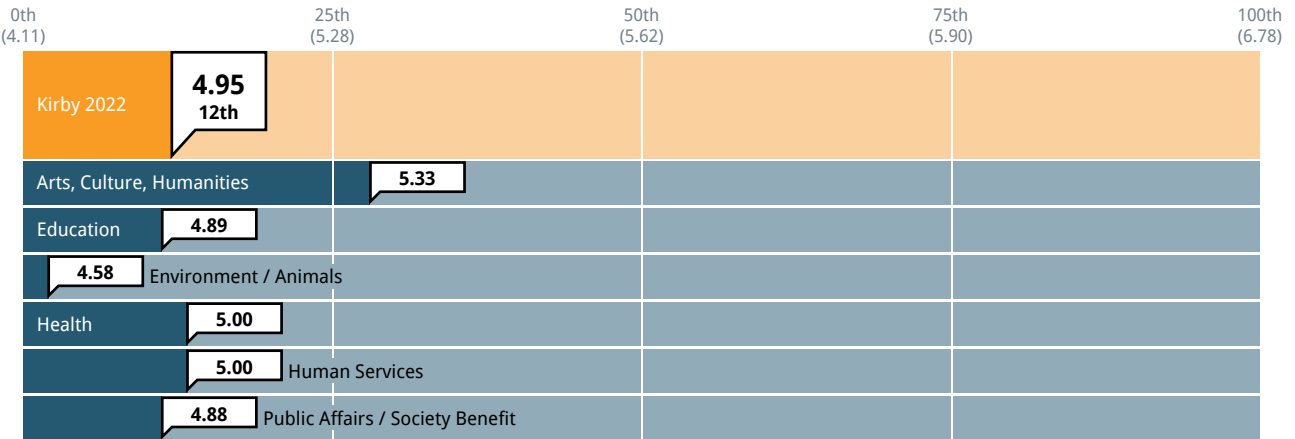
Selected Cohort: None		
Grantmaking Processes	Kirby 2022	Median Funder
Proportion of grants that are invitation-only	100%	50%
Proportion of grantmaking dollars that are invitation-only	100%	63%

Diversity, Equity, Inclusion and Grantee Demographics

Please rate the extent to which you agree or disagree with the following statements about diversity, equity, and inclusion:

The Foundation has clearly communicated what diversity, equity, and inclusion means for its work

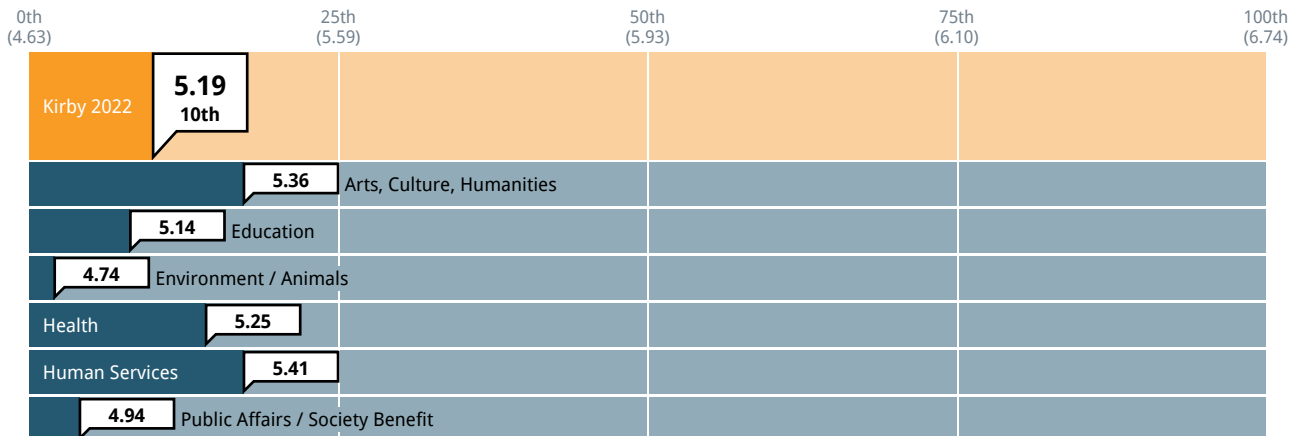
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: None Past results: on Subgroup: Program Area

Overall, the Foundation demonstrates an explicit commitment to diversity, equity, and inclusion in its work

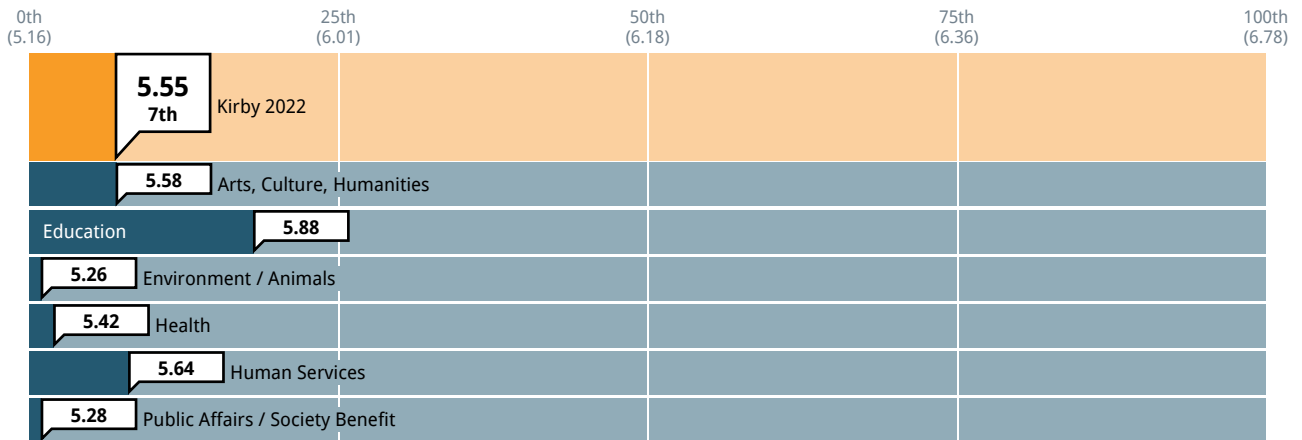
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: None Past results: on Subgroup: Program Area

Overall, most staff I have interacted with at the Foundation embody a strong commitment to diversity, equity, and inclusion

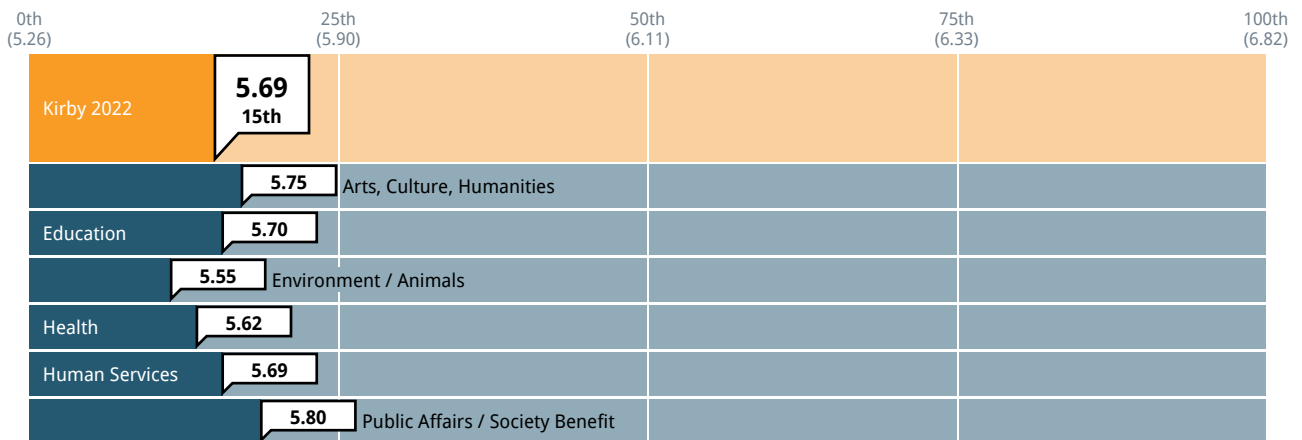
1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: None Past results: on Subgroup: Program Area

I believe that the Foundation is committed to combatting racism

1 = Strongly disagree 4 = Neither agree nor disagree 7 = Strongly agree



Cohort: None Past results: on Subgroup: Program Area

Primary Beneficiary of Grant

Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?

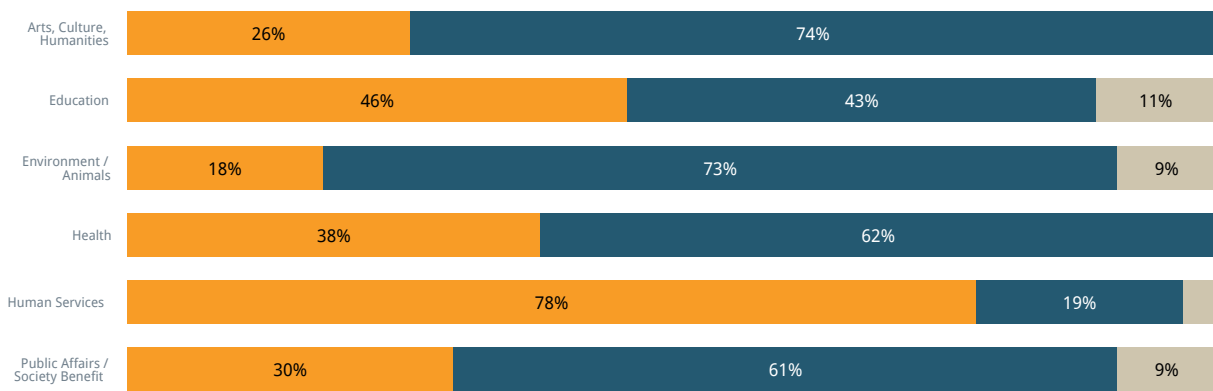
Yes No Don't know



Cohort: None Past results: on

Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups? - By Subgroup

Yes No Don't know

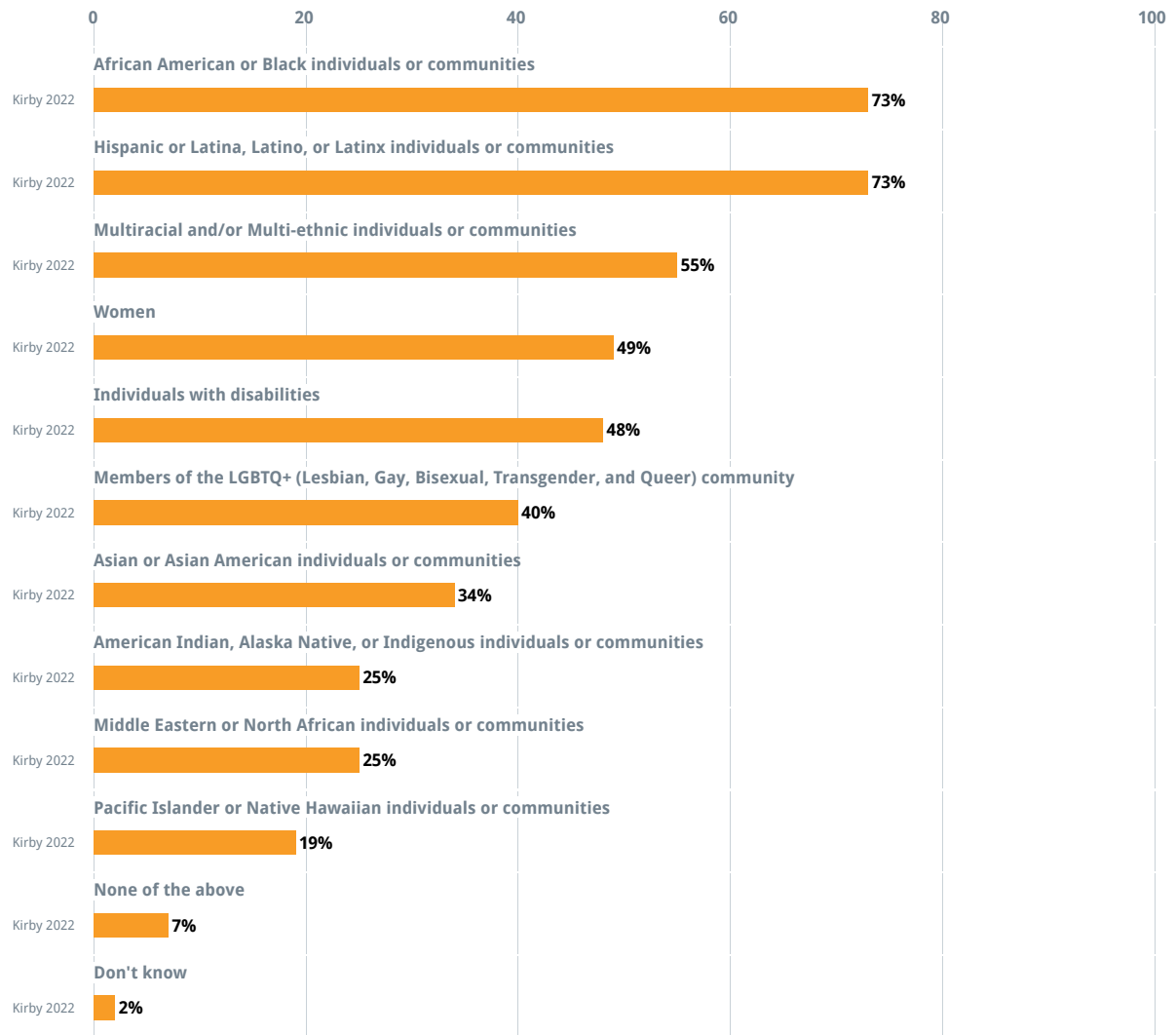


Subgroup: Program Area

The following question is asked only of grantees who answer "yes" to the question above.

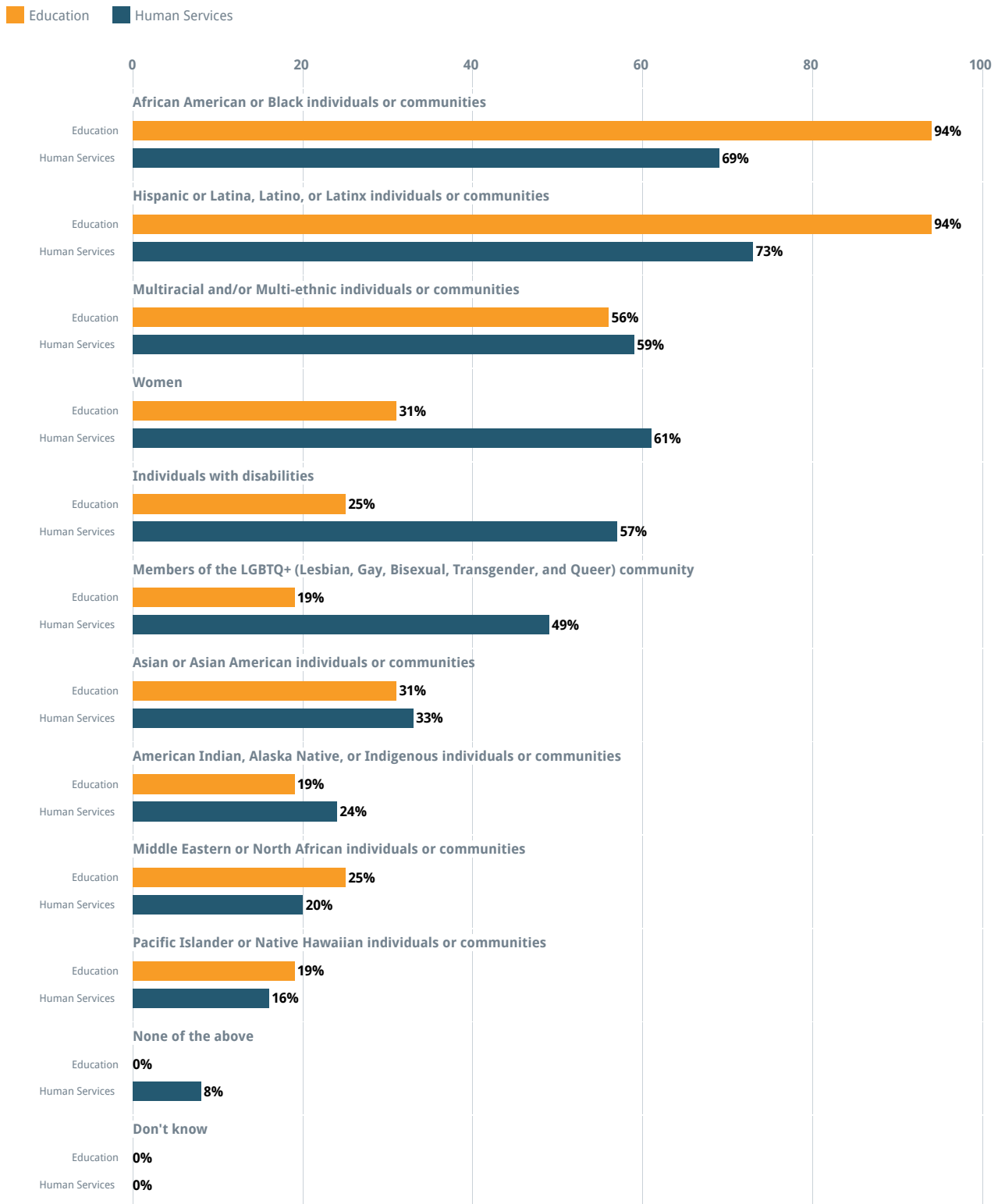
Specifically, are any of the following populations the primary intended people and/or communities served by the efforts funded by this grant?

Kirby 2022



Cohort: None Past results: on

Specifically, are any of the following populations the primary intended people and/or communities served by the efforts funded by this grant? - By Subgroup



Subgroup: Program Area

Respondent Demographics

Note: Survey questions about respondents' demographics were recently modified or added to match best practices, and depict comparative data from over 50 funders in the dataset. Demographic questions related to grantees' POC and racial/ethnic identity are only asked of respondents in the United States.

Survey language and response options for questions about race and ethnicity are guided by best practices shared by [National Institutes of Health](#), [Pew Research Center](#), [Psi Chi Journal of Psychological Research](#), and the [US Census Bureau](#).

Survey language and response options for questions about gender and LGBTQ+ identity are guided by best practices shared by [Funders For LGBTQ Issues](#), [HRC Foundation's Welcoming Schools](#), and the [Williams Institute of the University of California – Los Angeles School of Law](#).

Survey respondents are asked to share their gender identities in a check-all-that-apply question. Each chart has the option of showing the average ratings of respondents who selected only "man," only "woman," multiple gender identities, "gender non-conforming or non-binary," "prefer to self-identify," and "prefer not to say" - as long as that response option had at least 10 respondents.

Differences in Ratings by Respondent Demographics

It is CEP's standard practice to analyze responses for differences by the following demographics characteristics:

Person of Color Identity: There are no consistent, significant differences when grantee ratings are segmented by whether the respondent identifies as a person of color.

Gender Identity: There are no consistent, significant differences when grantee ratings are segmented by respondent gender.

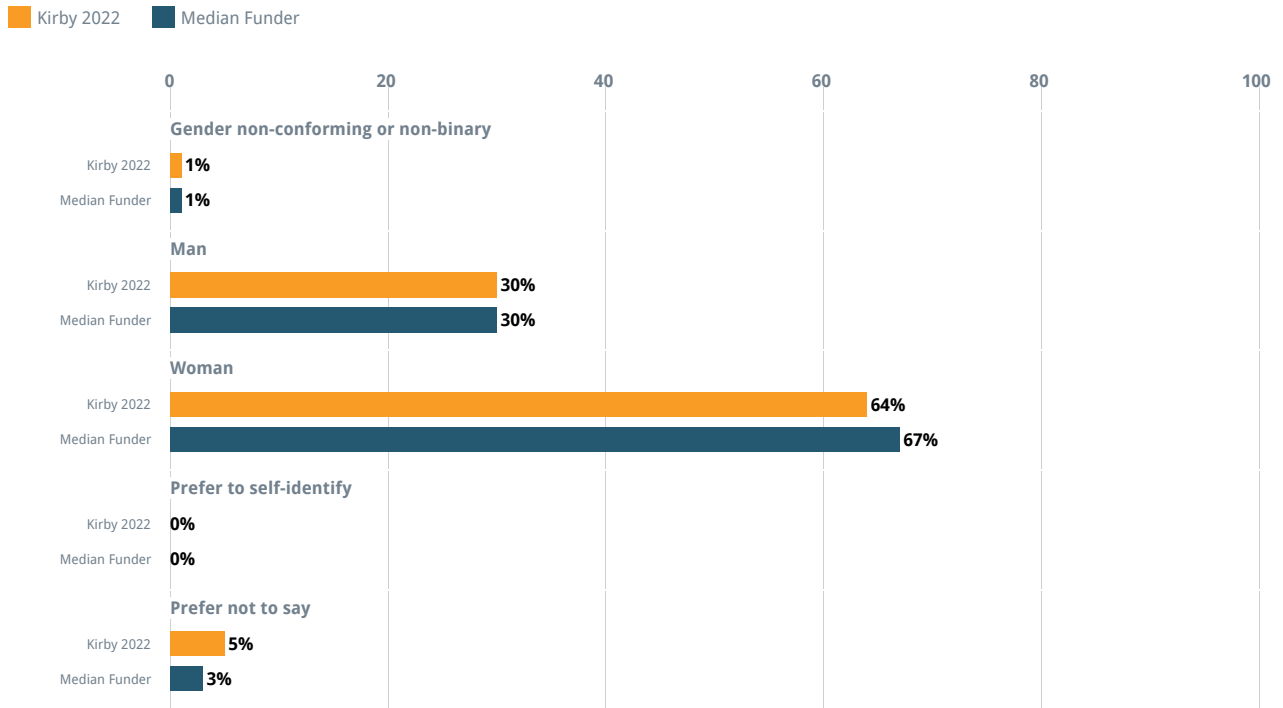
Transgender Identity: There are too few respondents to analyze results by respondents' identity as transgender.

LGBTQ+ Identity: There are no consistent, significant differences when grantee ratings are segmented by whether the respondent identifies as being a member of the LGBTQ+ community.

Disability Identity: Ratings from respondents who have a disability are significantly *higher* than respondents who do not have a disability for the following measures:

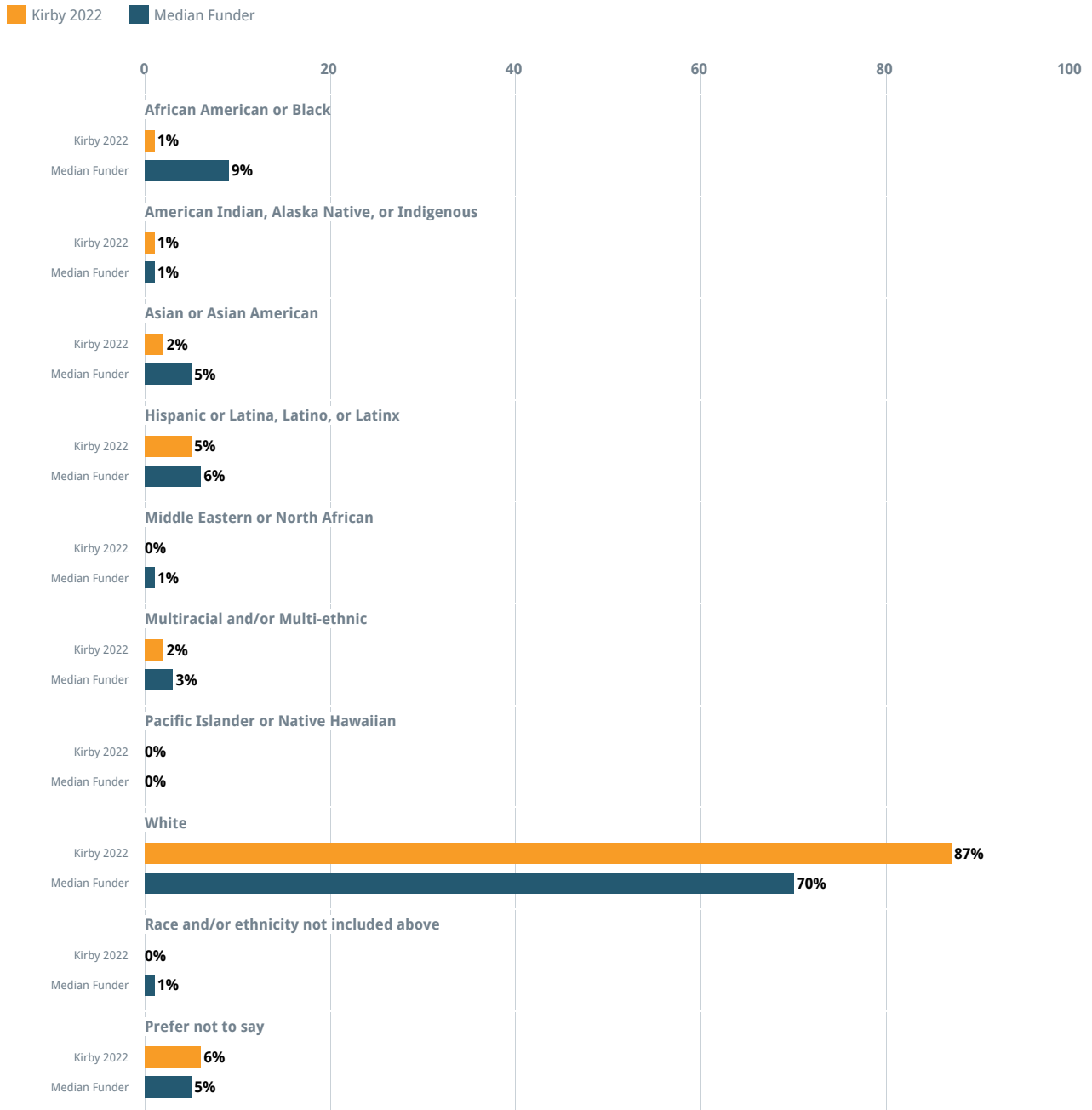
- Responsiveness of Foundation staff
- The Foundation's transparency
- Trust in grantee organization's staff
- Respectful interaction
- Compassion for those affected by grantees' work
- Clarity and transparency of the application process requirements and timelines
- Clarity and transparency of the application criteria
- The extent to which the reporting process is a helpful opportunity to reflect and learn
- Agreement that the grant process and guidelines on the website are clear

Please select the option that represents how you describe yourself:



Cohort: None Past results: on

How would you describe your race and/or ethnicity?



Cohort: None Past results: on

Selected Cohort: None		
Do you identify as a person of color?	Kirby 2022	Average Funder
Yes	5%	22%
No	89%	73%
Prefer not to say	6%	5%

Selected Cohort: None		
Are you transgender?	Kirby 2022	Average Funder
Yes	0%	1%
No	95%	96%
Prefer not to say	5%	3%

Selected Cohort: None		
Do you identify as a member of the LGBTQ+ (Lesbian, Gay, Bisexual, Transgender, and Queer) community?	Kirby 2022	Average Funder
Yes	9%	11%
No	84%	84%
Prefer not to say	7%	5%

Selected Cohort: None		
Do you have a disability?	Kirby 2022	Average Funder
Yes	6%	5%
No	88%	90%
Prefer not to say	6%	4%

Respondent Job Title

Selected Cohort: Custom Cohort				
Job Title of Respondents	Kirby 2022	Kirby 2012	Average Funder	Custom Cohort
Executive Director/CEO	37%	37%	47%	51%
Other Senior Team (i.e., reporting to Executive Director/CEO)	22%	10%	18%	19%
Project Director	1%	2%	13%	10%
Development Staff	36%	27%	9%	12%
Volunteer	2%	2%	1%	1%
Other	1%	6%	5%	2%

Additional Survey Information

On many questions in the grantee survey, grantees are allowed to select “don't know” or “not applicable” if they are not able to provide an alternative answer. In addition, some questions in the survey are only displayed to a select group of grantees for which that question is relevant based on a previous response.

As a result, there are some measures where only a subset of responses is included in the reported results. The table below shows the number of responses included on each of these measures. The total number of respondents to the Foundation's grantee survey was 213.

Question Text	Number of Responses
Overall, how would you rate the Foundation's impact on your field?	180
How well does the Foundation understand the field in which you work?	179
To what extent has the Foundation advanced the state of knowledge in your field?	123
To what extent has the Foundation affected public policy in your field?	101
Overall, how would you rate the Foundation's impact on your local community?	175
How well does the Foundation understand the local community in which you work?	179
How well does the Foundation understand the social, cultural, or socioeconomic factors that affect your work?	191
How well does the Foundation understand your organization's strategy and goals?	198
How consistent was the information provided by different communication resources, both personal and written, that you used to learn about the Foundation?	181
How well do you understand the way in which the work funded by this grant fits into the Foundation's broader efforts?	201
How often do/did you have contact with your program officer during this grant?	212
Who most frequently initiated the contact you had with your program officer during this grant?	205
Has your main contact at the Foundation changed in the past six months?	206
Did you submit a proposal to the Foundation for this grant?	210
As you developed your grant proposal, how much pressure did you feel to modify your organization's priorities in order to create a grant proposal that was likely to receive funding?	209
To what extent was the Foundation's application process a helpful opportunity to strengthen the efforts funded by the grant?	202
To what extent was the Foundation's application process an appropriate level of effort given the amount of funding received?	209
To what extent was the Foundation clear and transparent about the application process requirements and timelines?	212
To what extent was the Foundation clear and transparent about the criteria the Foundation uses to decide whether an application would be funded or declined?	199
At any point during this grant, including the application process, did Foundation staff visit your offices or programs?	212
Are you currently receiving funding from the Foundation?	206
Which of the following best describes the pattern of your organization's funding relationship with the Foundation?	212
How well does the Foundation understand the needs of the people and communities that you serve?	182
To what extent do the Foundation's funding priorities reflect a deep understanding of the needs of the people and communities that you serve?	182
Have you participated in a reporting or evaluation process?	202
To what extent was the Foundation's reporting process... Adaptable, if necessary, to fit your circumstances?	141
To what extent was the Foundation's reporting process... A helpful opportunity for you to reflect and learn?	160
To what extent was the Foundation's reporting process... Relevant, with questions and measures pertinent to the work funded by this grant?	144
To what extent was the Foundation's reporting process... Straightforward?	150
To what extent did the evaluation... Result in you making changes to the work that was evaluated?	49
To what extent did the evaluation... Incorporate your input in the design of the evaluation?	48
Did you receive any non-monetary support from the Foundation during this grant period?	199
How would you describe the benefit - to your organization or work - of any non-monetary support that you received?	22
To what extent did the Foundation exhibit the following during this grant... Trust in your organization's staff	212

Question Text	Number of Responses
To what extent did the Foundation exhibit the following during this grant... Candor about the Foundation's perspectives on your work	211
To what extent did the Foundation exhibit the following during this grant... Respectful interaction	210
To what extent did the Foundation exhibit the following during this grant... Compassion for those affected by your work	210
Was the funding you received restricted to a specific use?	211
Please rate the extent to which you agree or disagree with the following statements about Diversity, Equity and Inclusion:	
The Foundation has clearly communicated what Diversity, Equity and Inclusion means for its work	160
Overall, the Foundation demonstrates an explicit commitment to Diversity, Equity and Inclusion in its work	154
Overall, most staff I have interacted with at the Foundation embody a strong commitment to Diversity, Equity and Inclusion	154
I believe that the Foundation is committed to combatting racism	144
Are the efforts funded by this grant primarily meant to benefit historically disadvantaged groups?	209
Primary Intended People and/or Communities	
Are the efforts funded by this $\{e://Field/grant_alt\}$ primarily meant to benefit $\{e://Field/histdisadv\}$ groups?	209
Specifically, are any of the following the primary intended people and/or communities served by the efforts funded by this grant?	95
Custom Questions	
Thinking about the roles the Foundation has played beyond grantmaking, which role(s) is most important for the Foundation to play in the future? (Please select up to 2 options)	207
Would you use any of the following capacity building resources... Board development	181
Would you use any of the following capacity building resources... Diversity, equity, and inclusion assistance	180
Would you use any of the following capacity building resources... Impact measurement	184
Would you use any of the following capacity building resources... Leadership development/coaching	184
Would you use any of the following capacity building resources... Marketing and communications	189
Would you use any of the following capacity building resources... Strategic planning	188
Would you use any of the following capacity building resources... Talent and people management	174
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's website... I was able to easily locate the information I was looking for on the Foundation's website	197
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's website... The website is user friendly	194
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's website... The website is a helpful resource	198
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's website... The grant process and guidelines on the website are clear	196
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's website... The information provided on the website is relevant	196
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's site visits... Foundation staff were well-prepared	165
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's site visits... Foundation staff were respectful	167
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's site visits... Foundation staff were curious about my organization's work	168
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's site visits... Foundation staff were candid about their perspective on my organization's work	164
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's site visits... The site visits were a worthwhile use of our time	134
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes... The Foundation's application process is easy to navigate	208
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes... The expectations for the Foundation's application process are clear	209
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes... The Foundation's application allows my organization to tell the story we want to tell	210

Question Text	Number of Responses
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes... The Foundation's application offers my organization flexibility to share the data we choose	202
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes... The Foundation's reporting process is flexible	194
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes... The Foundation's staff are helpful with any questions I have on application requirements and processes	205
Please rate the extent to which you agree or disagree with the following statements concerning the foundation's application and reporting processes... I would prefer an online application portal to the Foundation's current system of e-mail or paper submission	194
The Foundation is reviewing grantmaking applications and considering incorporating an online application portal in the future. If you have experience with online grant applications, please indicate your top two preferences. (Please select up to 2 options)	196

About CEP and Contact Information

Mission:

CEP provides data, feedback, programs, and insights to help individual and institutional donors improve their effectiveness. We do this work because we believe effective donors, working collaboratively and thoughtfully, can profoundly contribute to creating a better and more just world.

Vision:

We seek a world in which pressing social needs are more effectively addressed.

We believe improved performance of philanthropic funders can have a profoundly positive impact on nonprofit organizations and the people and communities they serve.

Although our work is about measuring results, providing useful data, and improving performance, our ultimate goal is improving lives. We believe this can only be achieved through a powerful combination of dispassionate analysis and passionate commitment to creating a better society.

About the GPR

Since 2003, the Grantee Perception Report® (GPR) has provided funders with comparative, candid feedback based on grantee perceptions. The GPR is the only grantee survey process that provides comparative data, and is based on extensive research and analysis. Hundreds of funders of all types and sizes have commissioned the GPR, and tens of thousands of grantees have provided their perspectives to help funders improve their work. CEP has surveyed grantees in more than 150 countries and in 8 different languages.

The GPR's quantitative and qualitative data helps foundation leaders evaluate and understand their grantees' perceptions of their effectiveness, and how that compares to their philanthropic peers.

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