

If you're feeling stressed, stretched, and exhausted right now, you're not alone. See the full results of the May 2020 Development Executives Roundtable COVID-19 Survey in the attached report, or read the summary below.

Executive Summary

How has your work changed? Our DER COVID-19 survey shows how you are adapting to changing conditions, with more than 80% report working from home; 46% working more hours; 40% working with children/pets/distractions at home; 39% working at strange hours; and 20% working with less staff support.

How are you doing? You told us that while you're hanging in there, working to stay positive and feeling grateful for what you have, you're also stressed, anxious about the future, and tired.

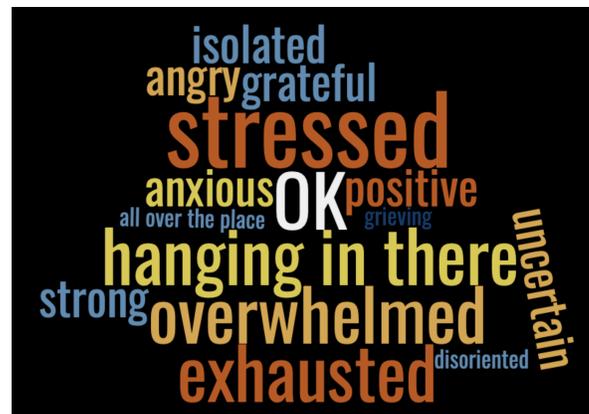
Engaging in Professional Development

Your professional development sources today include: more free webinars (77%); reading more free articles (54%); attending virtual networking events (21%); and more paid webinars (16%). Some are engaging in less professional development now due to time limitations (20%) and lack of focus/interest (14%).

Value of Virtual Education You have mixed opinions about the value of online educational programs, with 47% of those with an opinion saying they provide less value than in-person events, 44% saying they provide about the same value, and 10% saying they provide more value. The most commonly mentioned weakness is how difficult it is to support casual networking and interactivity (as one person at a time can talk on a videoconference); the most commonly mentioned strength is that online sessions require no travel, and are therefore easier to fit into work schedules.

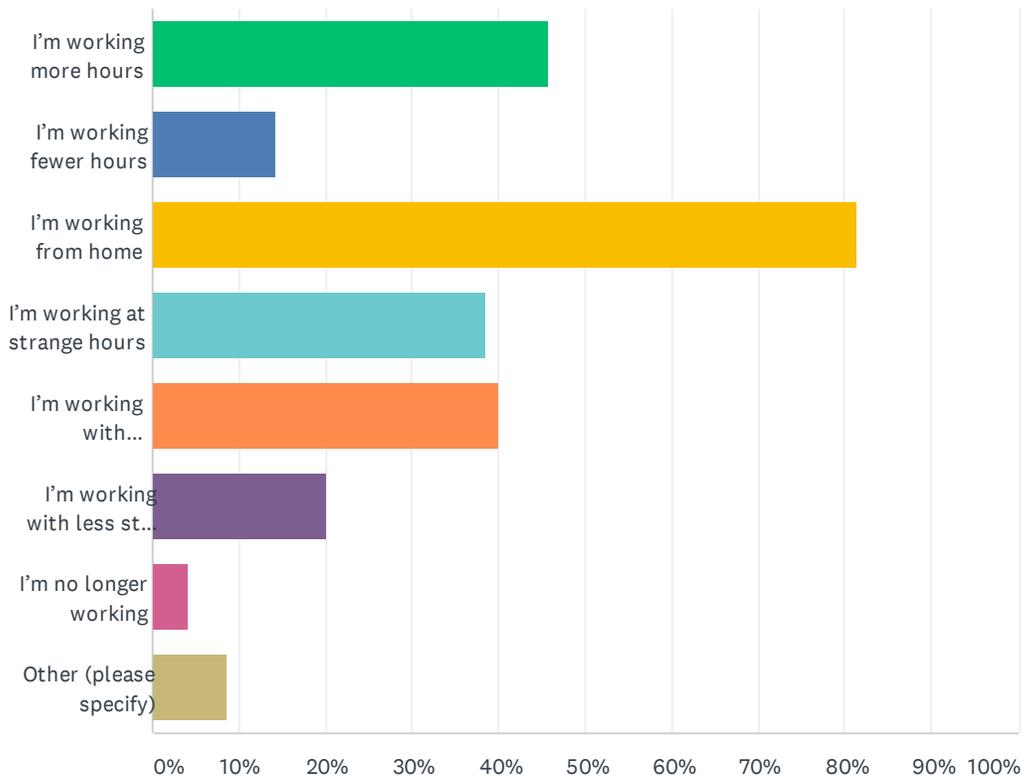
Opportunities To Connect You said you are interested in activities that allow you to connect socially and build your networks, by meeting in small breakout groups (59%); staying 15 minutes after the end of an online event to chat with others (46); highlighting job openings at the beginning of each program (39%); joining virtual social events like coffees or happy hours (37%); and arriving 15 minutes prior to an online event to chat (29%).

What Gives You Hope? While acknowledging that the needs of the communities we serve have not gone away -- and in some cases have become more urgent -- you told us that you draw your inspiration from: seeing philanthropists meet the moment by increasing their giving; seeing the heroism of medical staff, first responders and essential workers; seeing the kindness of neighbors and the solidarity among colleagues. You told us about being in nature and working in your gardens, and for being grateful for PPP loans, simplified funding applications, and having terrific staff.



Q1 How has your work changed? (Check all that apply)

Answered: 70 Skipped: 0



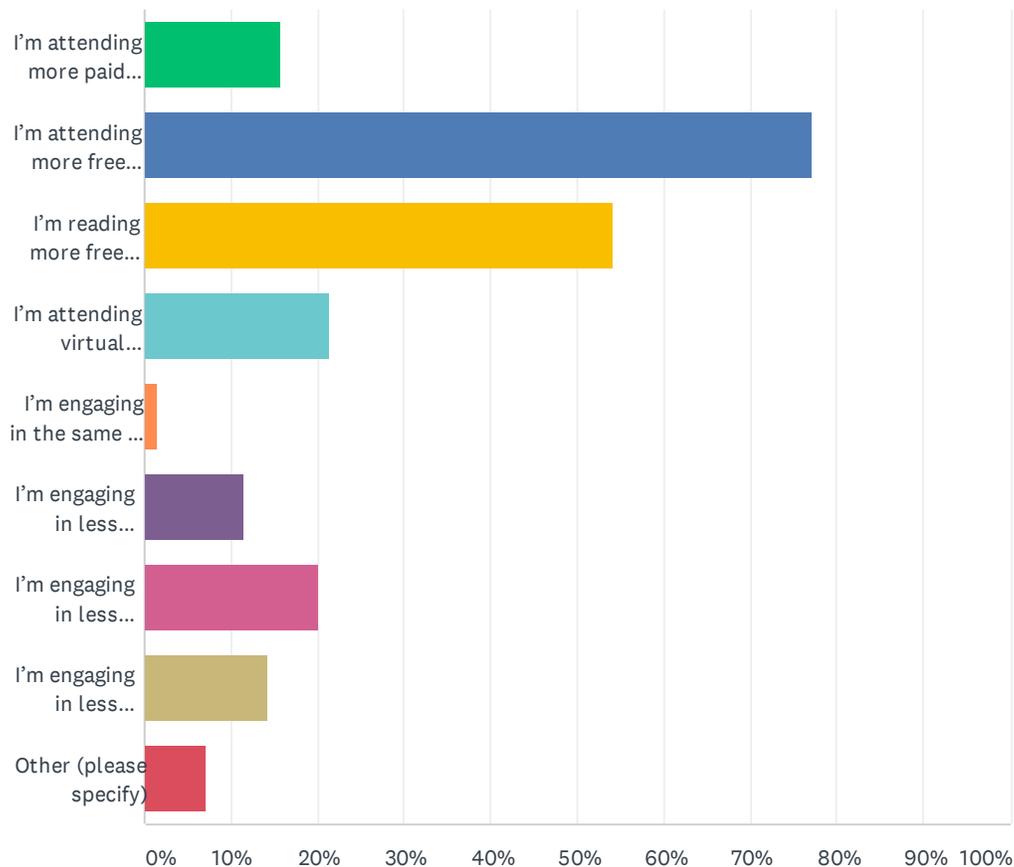
ANSWER CHOICES	RESPONSES	
I'm working more hours	45.71%	32
I'm working fewer hours	14.29%	10
I'm working from home	81.43%	57
I'm working at strange hours	38.57%	27
I'm working with children/pets/distractions in the home	40.00%	28
I'm working with less staff support	20.00%	14
I'm no longer working	4.29%	3
Other (please specify)	8.57%	6
Total Respondents: 70		

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#	OTHER (PLEASE SPECIFY)	DATE
1	I've had to focus on rethinking much of what we had planned.	5/8/2020 8:36 AM
2	looking for work has less urgency.	5/7/2020 9:20 AM
3	Since I always work from home (I'm a consultant), very little has changed except for client meetings which are all by phone or video conference now.	5/2/2020 6:57 PM
4	I am a consultant and have always worked from home. No impact (yet) on my client services.	4/30/2020 5:40 PM
5	Husband also working form home and it means shared space and access to equipment and inadequate WIFI access	4/30/2020 11:46 AM
6	Day job has imposed furloughs on Fridays; freelance work filling in so far.	4/30/2020 11:00 AM

Q2 How are you engaging in professional development during this time? (Check all that apply.)

Answered: 70 Skipped: 0



ANSWER CHOICES	RESPONSES	
I'm attending more paid webinars	15.71%	11
I'm attending more free webinars	77.14%	54
I'm reading more free articles	54.29%	38
I'm attending virtual networking events	21.43%	15
I'm engaging in the same way as before	1.43%	1
I'm engaging in less professional development due to cost	11.43%	8
I'm engaging in less professional development due to time limitations	20.00%	14
I'm engaging in less professional development due to lack of focus/interest	14.29%	10
Other (please specify)	7.14%	5
Total Respondents: 70		

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#	OTHER (PLEASE SPECIFY)	DATE
1	Missing a conference that was canceled	5/1/2020 9:12 AM
2	Less PD because conferences were cancelled	4/30/2020 2:05 PM
3	Information overload is exhausting.	4/30/2020 10:49 AM
4	Engaging with informal Development Cohort group; very helpul	4/30/2020 10:38 AM
5	I'm doing primarily COVID-19 related fundraising	4/30/2020 10:37 AM

Q3 What topics, skills or approaches do you want to learn more about right now? (Optional)

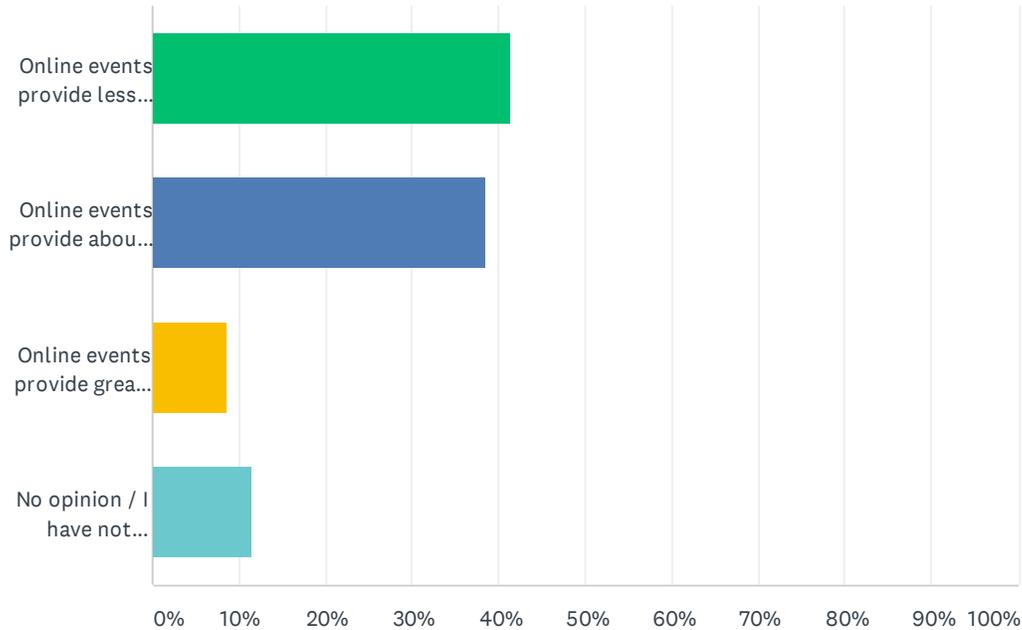
Answered: 28 Skipped: 42

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#	RESPONSES	DATE
1	Video production and Virtual event fundraising	5/15/2020 1:39 PM
2	Switching to virtual events was a pressing one for me; thanks for the timely offering.	5/15/2020 1:35 PM
3	What is the future for development pros. Will it be remote indefinitely? What does that look like? How can we connect as Dev pros and network?	5/13/2020 9:52 AM
4	Legacy giving	5/13/2020 8:31 AM
5	Building empathy and human connection in a virtual environment.	5/12/2020 10:15 AM
6	I'd like to hire Development staff for my organization.	5/8/2020 5:00 PM
7	leading a nonprofit during challenging time; HR & staff reduction options; turning a PPP loan into a grant.	5/7/2020 10:10 AM
8	How to raise \$ in this environment	5/7/2020 9:26 AM
9	What is next? How do the organizations I support need to pivot? What approaches are working for others?	5/7/2020 9:20 AM
10	Effective use of online meeting platforms might be a good topic. Also, managing funders' expectations for program outcomes.	5/2/2020 6:57 PM
11	messaging our PPP loan to donors	5/1/2020 6:02 PM
12	New professional opportunities for remote work, the virtual job front in the Next Normal	5/1/2020 2:08 PM
13	None. I don't really feel like learning anything, as learning how to cope with a pandemic in my life is plenty.	5/1/2020 12:48 PM
14	Financial forecasting, how new legislation will affect nonprofits, fundraising in a recession	4/30/2020 4:25 PM
15	ongoing fund development	4/30/2020 2:05 PM
16	I want to stay up to date on best practices as we're figuring them out: virtual events, donor stewardship, communicating with funders has program formats have changed.	4/30/2020 1:10 PM
17	Fundraising in recessions	4/30/2020 11:07 AM
18	Emotional intelligence, resiliency.	4/30/2020 11:00 AM
19	Moves management during COVID. And virtual events (should we try to do them since everyone might be "ZOOMed out" by the fall?)	4/30/2020 11:00 AM
20	Sharing development issues and solutions specifically in small/mid-size nonprofits with small or non-existent teams and limited resources.	4/30/2020 10:56 AM
21	How to maximize revenue from virtual events and how to project a drop in revenue when moving an in person event to virtual.	4/30/2020 10:46 AM
22	Major gift solicitations w/out in-person meetings	4/30/2020 10:40 AM
23	how to make the most of remote engagement; what others need.	4/30/2020 10:39 AM
24	Converting our non digital constituents to digital How to obtain emails from donors Engaging major donors virtually	4/30/2020 10:38 AM
25	Ways to cultivate support for ongoing programs when everyone is focused on COVID 19	4/30/2020 10:37 AM
26	Digital fundraising, stress management, communication strategies during a global pandemic	4/30/2020 10:35 AM
27	how to make the case for support as a non-health/direct service organization.	4/30/2020 10:32 AM
28	--	4/23/2020 12:34 PM

Q4 As DER shifts to offering events online for the foreseeable future, some of our program-related expenses have gone down, while others have gone up. Tell us what you think about the value of online/virtual educational programs (choose one):

Answered: 70 Skipped: 0



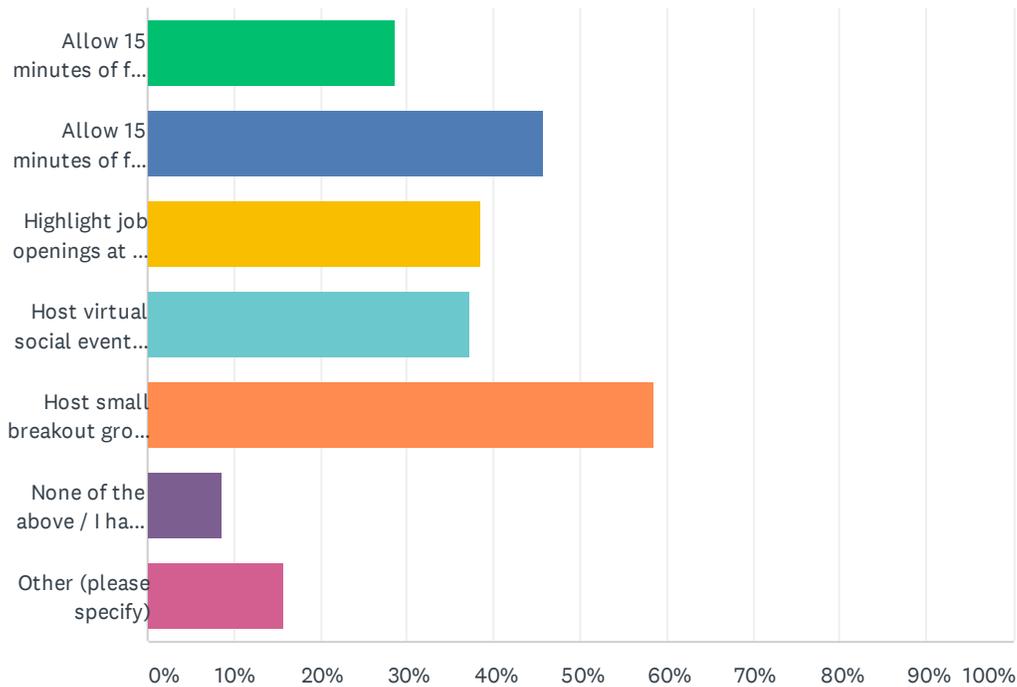
ANSWER CHOICES	RESPONSES	
Online events provide less value than in-person events	41.43%	29
Online events provide about the same value as in-person events	38.57%	27
Online events provide greater value than in-person events	8.57%	6
No opinion / I have not attended any online programs	11.43%	8
TOTAL		70

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#	COMMENT:	DATE
1	Educational online are valuable but not as valuable as in person events-but due to greater number of attendees, can be more valuable to an organization.	5/15/2020 1:39 PM
2	I am in the South Bay and driving to SF takes too much time.	5/15/2020 1:33 PM
3	I would pay a reasonable amount of \$ for online events.	5/13/2020 9:52 AM
4	I love online events, but it's hard to replicate informal chatting and networking when online.	5/12/2020 10:15 AM
5	But we have no choice other than online - so I'm ok with that!	5/7/2020 7:22 PM
6	It's hard to decide to pay for a online educational event when so many are free. When it's online you lose the networking ability (altho breakout rooms in Zoom seem to work) but you have benefits like listening to the recording.	5/7/2020 10:10 AM
7	But - online events have been good	5/7/2020 9:26 AM
8	and I miss time for the inperson networking. how can we foster that? random pair ups of members for phone chats?	5/7/2020 9:20 AM
9	While I believe online formats are a poor substitute, we have no choice at present. Online is better than nothing at all.	5/2/2020 6:57 PM
10	The networking in person is valuable (plus lunch!).	5/2/2020 3:05 PM
11	I miss the opportunity to network with online events. I just learned of a site today called remo.co that I'd love to try with a forgiving group like DER to see if there is a way to adapt it to donor engagement.	4/30/2020 5:57 PM
12	I know the content is largely the same, but I do miss the networking opportunities . . . and, if I'm honest, the lunch that someone else made!	4/30/2020 4:25 PM
13	I'd still participate	4/30/2020 2:05 PM
14	With a GIANT asterisk that you can create that value but there has to be an intentional effort to do so. I'm finding a lot of PD offerings to be a waste of my time because there's no interaction or the group is too large. Break out rooms are a must!	4/30/2020 1:10 PM
15	Content is similar. Networking is lost. Might work to do breakout rooms.	4/30/2020 11:09 AM
16	I haven't attended any online programs from DER due to cost. We are trying not to spend any unnecessary funds right now.	4/30/2020 11:08 AM
17	I found it to be a positive impact that I can access content without having to factor in travel to the location. While I value the face-to-face benefits and meeting people and networking, I'm less restricted by the location and logistics of events that are online.	4/30/2020 11:06 AM
18	It really depends on the speaker and their ability to adapt to online presenting	4/30/2020 11:01 AM
19	I like online events a lot.	4/30/2020 11:00 AM
20	The ease of online events is great -- no extra time to have to get to a venue has made them very productive.	4/30/2020 10:52 AM
21	It's difficult for me to attend events since I'm located in the East Bay. The online events are fabulous.	4/30/2020 10:46 AM
22	In person is more valuable from a connection stand point, however, I am more likely to attend an online event because it's less time consuming.	4/30/2020 10:39 AM
23	Online easier to do but I miss "networking" with colleagues	4/30/2020 10:38 AM
24	They are a good tool given our situation, but no replacement for in person networking	4/30/2020 10:37 AM
25	Depends on the nature of the online event. In person networking is much easier	4/30/2020 10:25 AM

Q5 We often hear from our members that the social interaction and networking aspects of DER events are as important as the educational content. Now that our events are moving online, how should DER provide opportunities to connect? (Check all that apply.)

Answered: 70 Skipped: 0



ANSWER CHOICES	RESPONSES	
Allow 15 minutes of free chat time before each online event	28.57%	20
Allow 15 minutes of free chat time after each online event	45.71%	32
Highlight job openings at the beginning of each online event	38.57%	27
Host virtual social events (coffee, happy hour)	37.14%	26
Host small breakout groups (i.e. by cohort)	58.57%	41
None of the above / I have no interest in virtual networking	8.57%	6
Other (please specify)	15.71%	11
Total Respondents: 70		

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#	OTHER (PLEASE SPECIFY)	DATE
1	I am in retirement but still volunteering, so only network for very specific purposes through referrals	5/15/2020 1:39 PM
2	all of the above are worth trying.	5/15/2020 1:35 PM
3	not sure if this is what you mean -- breakout groups on Zoom -- can be by cohort or topic or random.	5/7/2020 10:10 AM
4	How about a random phone buddy, that shifts each week?	5/7/2020 9:20 AM
5	who is in a cohort?	5/7/2020 9:09 AM
6	I really think digital networking is entirely different and serves different purposes. At this point, I'm really only interested in reconnecting with people I know digitally. "meeting" anyone new digitally does not sound fun/engaging/interesting to me.	5/1/2020 12:48 PM
7	Please see comment above referencing remo.co.	4/30/2020 5:57 PM
8	Networking on ZOOM etc. is challenging because only one person can speak at a time.	4/30/2020 2:05 PM
9	Would love to group with 4-5 other professionals to share/reflect on current situation, intensity of fundraising in this moment, and tools to avoid burnout.	4/30/2020 11:07 AM
10	One thing I've noticed about online meetings is some hosts dive in without introductions. A few have taken the time for everyone to introduce themselves and answer a question that breaks the ice and fosters interaction. For a large group, this could be done in breakout rooms.	4/30/2020 11:06 AM
11	Enable sharing of contact information to allow for direct outreach.	4/30/2020 10:56 AM

Q6 How are you doing? This could be from a work or personal perspective -- just tell everyone how you're feeling. (Optional)

Answered: 38 Skipped: 32

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#	RESPONSES	DATE
1	I'm feeling overwhelmed by all of the possibilities and extra planning this is taking for fundraising events-which already were very time consuming-just different type of unknown. This is nothing new in the life of a fundraiser.	5/15/2020 1:39 PM
2	Pretty good overall; I'm engaged with continuing and new work; kind of isolated, though, but I have regular online meetings and socials to stay connected.	5/15/2020 1:35 PM
3	Hanging in there and glad everyone in my life is healthy.	5/13/2020 5:28 PM
4	I think the accumulated grief after two months of sheltering in place is starting to get to me....even though I am blessed to have a home, a full time job and plenty of food - I miss the very social life I was able to live.	5/13/2020 8:31 AM
5	Hanging in there.	5/12/2020 10:15 AM
6	Tired.	5/8/2020 5:00 PM
7	I'm doing pretty well, but I've had to let go of the feeling that I should be able to plan everything, because the future is too uncertain for that.	5/8/2020 8:36 AM
8	Lost my job - very worried about my future given nonprofits generally doing badly	5/7/2020 7:22 PM
9	OK. disoriented. unsettled. driven to succeed.	5/7/2020 10:10 AM
10	Doing okay, but the stress of reaching fundraising goals will increase	5/7/2020 9:26 AM
11	Hard to finish things....starting is easy, completing seems harder.	5/7/2020 9:20 AM
12	tired, but strong	5/7/2020 9:09 AM
13	Sometimes great, sometimes not	5/1/2020 2:08 PM
14	Up and down. Every hour and every day are different.	5/1/2020 12:48 PM
15	It varies from day-to-day. Some days are very busy and others it's hard to focus. I'd like permission to take a day to disconnect from screens and calls.	4/30/2020 5:57 PM
16	Angry with the federal government and how it is mishandling EVERYTHING.	4/30/2020 5:40 PM
17	Feeling more settled in my "new" routine than a few weeks ago, but still worried about what the next several months will bring. Missing my colleagues. Taking it day by day.	4/30/2020 4:25 PM
18	Doing good- really like learning how to do things differently. Would never have chosen to make changes but when it is forced organically, that is a great opportunity for growth.	4/30/2020 1:17 PM
19	Hanging in there. Doing a new version of "my best."	4/30/2020 1:10 PM
20	My job responsibility are shifting at a time when family needs have escalated and it is hard to prioritize. I struggle to meet the needs of my family and my work related demands.	4/30/2020 11:46 AM
21	I am stressed.	4/30/2020 11:08 AM
22	Stretched/stressed	4/30/2020 11:07 AM
23	Personally, fine. Disappointed about all of the events I'd been looking forward to having been canceled and that my husband's work has been impacted. Professionally, our fundraising is going great at the moment, but I'm very concerned about the next year. There are so many unknowns and that is stressful.	4/30/2020 11:06 AM
24	Feeling better when the sun is out. Gloomy days are hard.	4/30/2020 11:05 AM
25	All over the place — some days are good, some bad. Two things are especially difficult this week: 1) Finding a work-life balance. It's hard to communicate when I'm done for the day and have that be respected. 2) Having a workspace. My husband and I both work from home and we only have a small table that we've converted into a desk to share off and on when needed. Otherwise, I either work the dining room table or the couch and neither are comfortable for long periods of time and I there's just no permanency to it.	4/30/2020 11:01 AM
26	Family life: Grateful we are as stable as we are. Cautious and watch at work: Exec Team is facing dramatic revenue loss, and in their wisdom, are discussing big cuts to fund development.	4/30/2020 11:00 AM

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27	Work is going well. We'll be meeting our targets this fiscal year which ends June 30, by pivoting to a special focus on major donors. Personally, I feel anxious and angry at our failed national leadership and grim outlook for the immediate future. (And I'm normally an optimist!)	4/30/2020 10:56 AM
28	Appreciating the regeneration of nature at this time that the humans are inside. It's a difficult time for so many, so finding the good things in what is taking place. Kindness and caring for all creatures.	4/30/2020 10:52 AM
29	Stir crazy and overwhelmed	4/30/2020 10:50 AM
30	Really positive and trying my best to take care of myself. Our ED is super positive and that sets the tone for the attitude of the rest of our org.	4/30/2020 10:46 AM
31	Enjoying the challenges.	4/30/2020 10:43 AM
32	concerned	4/30/2020 10:39 AM
33	Stressed! Frustrated by "you need to find innovative ways to fundraise" comments from people (leadership and board)	4/30/2020 10:38 AM
34	EXHAUSTED. Working F/T still (partly in the office, partly at home) while home-schooling middle school son, helping both elderly parents with grocery runs and technology issues, and worried about husband's small business.	4/30/2020 10:37 AM
35	I feel like I am working more hours than before, with less time for the important and grounding social parts of the job.	4/30/2020 10:35 AM
36	Everyday feels totally different from the last so just learning and practicing to manage all the ambiguity.	4/30/2020 10:29 AM
37	Struggling with anxiety.	4/30/2020 10:27 AM
38	--	4/23/2020 12:34 PM

Q7 What's giving you HOPE right now? (Optional)

Answered: 43 Skipped: 27

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#	RESPONSES	DATE
1	The enthusiasm of our members online, and in person, now that we have been able to open up our Garden.	5/15/2020 1:39 PM
2	The possibility, which I hope is real, to defeat Donald Trump in November.	5/15/2020 1:35 PM
3	I see a lot of goodwill in the world.	5/13/2020 5:28 PM
4	Nonprofits are in need of our assistance now more than ever! I hope that makes our profession more sustainable.	5/13/2020 9:52 AM
5	Seeing the philanthropists I work with giving more \$\$ to COVID-19 Relief efforts; knowing the organization I work for has pivoted and is making a difference in peoples' lives during these surreal times.	5/13/2020 8:31 AM
6	Gardening.	5/12/2020 10:15 AM
7	The planet is getting a "time out" from us humans to some extent. Maybe we'll all learn from this.	5/8/2020 5:00 PM
8	I've taken pleasure in donating to some nonprofits that are new to me that are playing a key role in supporting people right now.	5/8/2020 8:36 AM
9	So much giving of time and volunteering in San Francisco and the Bay Area!	5/7/2020 7:22 PM
10	Nature. An incredible team of colleagues.	5/7/2020 10:10 AM
11	DT will be out of office next year (probably)	5/7/2020 9:26 AM
12	The email/phone/zoom connections with family and friends. Reaching out to others more frequently. Creating new art.	5/7/2020 9:20 AM
13	Our students, our team - resilient to the core!	5/7/2020 9:09 AM
14	That my organization survives.	5/4/2020 11:56 AM
15	The heroism of medical and other first-line responders and essential service providers like delivery people and grocery store personnel. The kindness of neighbors in my community.	5/2/2020 6:57 PM
16	Maybe we'll notice that there's some value to slowing down, less traffic, cleaner air and the resurgence of Nature. That working 60 hours a week, driving all the time and flying all the time did not actually enhance the quality of life in general or give us any room to think and feel. Maybe we will reorganize our society in a way that is less destructive to our ecosystem, advances social justice, and is better for our health. You said HOPE	5/1/2020 2:08 PM
17	Nature. Images of nature. Thinking about nature. Going outside and observing nature. The natural, non-human world.	5/1/2020 12:48 PM
18	Sunshine	4/30/2020 5:57 PM
19	The sunny weather we have been enjoying.	4/30/2020 5:40 PM
20	Seeing a lot of public momentum around helping people who are homeless (my focus area).	4/30/2020 4:25 PM
21	I hope that every agency is re-evaluating HOW they do their work and how many policies and procedures were actually barriers to their mission.	4/30/2020 1:17 PM
22	How resourceful folks are and the community of development folks who are coming together to support each other.	4/30/2020 1:10 PM
23	That we are (at least in the Bay Area) seeing some light at the end of the tunnel as the curve flattens. I just hope we can maintain and not slide back as the reopening is advanced.	4/30/2020 11:46 AM
24	My hope that we don't "return to normal" per se, but that we find a better normal. That we use this experience to make adjustments in our lives; and that it helps to improve social equity.	4/30/2020 11:08 AM
25	Donors stepping up in more flexible ways	4/30/2020 11:07 AM
26	Our donors gave \$118,000 to our COVID Emergency Fund appeal to directly help our students and their families.	4/30/2020 11:06 AM
27	We've received several invitations from existing funders to provide special COVID 19 support.	4/30/2020 11:05 AM

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Often the application process has been simplified significantly, which is very helpful and somewhat surprising.

28	Donors are still giving, we got our PPP loan, and people are becoming more skeptical of capitalism!	4/30/2020 11:01 AM
29	California's leadership! Feeling Bay Area pride, and have a new appreciation for my city and neighbors in San Leandro and throughout Alameda County.	4/30/2020 11:00 AM
30	I am a development associate working for a public school in Oakland. We are providing direct financial assistance to families, as well as nutritious food and technology for distance learning. Our director of development and I have continued fundraising efforts, in spite of some fears that our donors might not be able to give or give as much right now. We've been overwhelmed with the financial support we've continued to receive, including from lapsed donors who have resurfaced during this challenging time. It's amazing how many people want to help.	4/30/2020 11:00 AM
31	I'm just taking things day by day.	4/30/2020 10:56 AM
32	Received confirmation of our PPP SBA Award yesterday - Hooray!	4/30/2020 10:52 AM
33	My child	4/30/2020 10:50 AM
34	The continued support that I'm seeing from our donors and the community. Seeing that people are finding comfort in being in nature. (Our org is a land conservation org.)	4/30/2020 10:46 AM
35	The amount of philanthropic activity going on globally...	4/30/2020 10:44 AM
36	Not much.	4/30/2020 10:43 AM
37	Seeing that donors are being very generous	4/30/2020 10:40 AM
38	Terrific staff; great mission; we have our health.	4/30/2020 10:38 AM
39	Kindness everywhere, solidarity with everyone in similar situations.	4/30/2020 10:37 AM
40	The way that so much of the world, country and Bay Area are coming together to get through this trying time.	4/30/2020 10:35 AM
41	Seeing communities rally together at the local level to make sure people feel safe now and into the future.	4/30/2020 10:29 AM
42	This will pass. Hoping that some of the lessons we have learned will stick.	4/30/2020 10:27 AM
43	--	4/23/2020 12:34 PM