

## Nonprofit Sustainability Initiative: Pre-Negotiations Survey

In order to facilitate ongoing and “real-time” learning, all participating nonprofits in the Nonprofit Sustainability Initiative (NSI) are expected to complete this brief online pre-negotiations survey.

Our intention is to create a learning process that seeks your input while respecting your time. Please complete the pre-negotiations survey to the best of your ability focusing on the initial concerns that you want the NSI grant to address.

**\*Please note this must be completed by EACH grantee partner, not just the lead agency.\***

The purpose of the pre-negotiations survey is to help us evaluate the impact of the initiative. The survey is NOT an assessment of your organization--the focus is on learning about the NSI process in general in order to improve future NSI efforts. If you have any questions about the survey, please contact Carrie Harlow at [nsiprojectmanager@gmail.com](mailto:nsiprojectmanager@gmail.com). Thank you in advance for your time, participation and valuable feedback!

The Nonprofit Sustainability Initiative

## Nonprofit Sustainability Initiative: Pre-Negotiations Survey

\* 1. Name of your organization:

\* 2. Name(s) of Nonprofit Sustainability Initiative partnering organizations:

\* 3. What organization and leadership strengths will help you during your strategic partnership negotiation/exploration process?

\* 4. What challenges do you anticipate during the negotiations process, if any, and how will you overcome them (e.g. capacity, Board member buy-in, staff engagement)?

\* 5. How would you characterize the level of trust that exists between your organization and the organization you are considering as a potential partner?

- High – there is a very high level of trust between our organizations.
- Medium – for the most part, we have a trusting relationship. Just being cautious.
- Low – we have some significant concerns regarding the level of trust between our organizations

\* 6. How would you describe the cultural “fit” between your organization and your potential partner? (Note that culture includes informal and formal elements such as values, rituals, routines, rewards, power structures, attitudes, assumptions)

- Great - we have very similar cultures; an ideal cultural fit
- Satisfactory - we have some cultural similarities and difference that will required effort to blend, but are confident it can be accomplished
- Potential mismatch - we have very different cultures that will require significant effort to blend and could potentially disrupt the integration process

\* 7. How many full-time staff does your organization currently employ?

\* 8. What is your current operating budget?

\* 9. How would you characterize your overall financial health:

- We can comfortably fund all organizational operations and services, and we have a surplus to fund reserves.
- We fund all organizational operations and services. We breakeven but would like to end with a surplus to build a reserve.
- We have been able to fund our operations and services this year without making any cuts in expenses, and anticipate the same next year.
- We are keeping our head above water for now.
- We will have a deficit this year and are not certain that we can make any further cuts in expenses without harming service delivery.
- We are in significant financial trouble with multi-year deficits that make our future very uncertain.

\* 10. How would you describe your level of clarity on the following upcoming negotiation/exploration elements?

	Very Unclear	Unclear	Clear	Very Clear	Don't Know
Strategic partnership options (e.g. merger, acquisition, joint programming, collaboration, administrative consolidation)	<input type="radio"/>				
General negotiation timeline and activities	<input type="radio"/>				
Negotiation deliverables to be provided by consultant	<input type="radio"/>				
Resources (e.g. your time and money) required during negotiation process	<input type="radio"/>				

11. What feedback, if any, do you have for the NSI funders for future efforts? What did you like? What would you like to be done differently?

\* 12. To the best of your current knowledge, what are your initial goals for your potential strategic partnership? Please select up to 3. [We acknowledge that your goals are subject to change as you move through the negotiation process]

- Programming: Expand programming – either the range/scope of programs offered, or the numbers served
- Programming: Consider opportunities to expand our geographic scope; i.e. expand our programs into new communities/sites
- Programming: We want to improve our outcomes – get better results for those we serve or otherwise increase our impact
- Administrative: Reduce operating/administrative costs
- Administrative: Develop or access higher level expertise (operating, administrative or programmatic)
- Administrative: Improve our brand and reputation
- Financial: Improve our financial health
- Other (please specify)

\* 13. How would you describe your experience of finding a consultant to facilitate your strategic partnership negotiation/experience?

- Very Easy
- Easy
- Neutral
- Difficult
- Very Difficult



## Demographic Questions

The following demographic questions are optional, and data collected will be reported in aggregate only. Please use self-identified data only. Your responses will help us to better understand who we serve and communicate that information to our funders and stakeholders.

### 15. Racial/Ethnic Identification: Number of People Served by the Organization

Total Number	<input type="text"/>
African American / Black	<input type="text"/>
Asian / Asian American	<input type="text"/>
Hispanic / Latinx	<input type="text"/>
Native American or Alaska Native	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>
Middle Eastern or North African	<input type="text"/>
White / Caucasian	<input type="text"/>
Other	<input type="text"/>
Unknown	<input type="text"/>

16. Racial/Ethnic Identification: Number of Executive Staff

Total Number

African American /  
Black

Asian / Asian American

Hispanic / Latinx

Native American or  
Alaska Native

Native Hawaiian or  
Other Pacific Islander

Middle Eastern or North  
African

White / Caucasian

Other

Unknown

17. Racial/Ethnic Identification: Number of People on Staff

Total Number

African American /  
Black

Asian / Asian American

Hispanic / Latinx

Native American or  
Alaska Native

Native Hawaiian or  
Other Pacific Islander

Middle Eastern or North  
African

White / Caucasian

Other

Unknown

### 18. Racial/Ethnic Identification: Number of People on Board

Total Number

African American /  
Black

Asian / Asian American

Hispanic / Latinx

Native American or  
Alaska Native

Native Hawaiian or  
Other Pacific Islander

Middle Eastern or North  
African

White / Caucasian

Other

Unknown

### 19. Gender: Number of People Served by Organization

Total Number

Female

Male

Non-Binary / Other

### 20. Gender: Number of Executive Staff

Total Number

Female

Male

Non-Binary / Other

### 21. Gender: Number of People on Staff

Total Number

Female

Male

Non-Binary / Other

22. Gender: Number of People on Board

Total Number

Female

Male

Non-Binary / Other

23. LGBTQIA-Identifying

Number of People Served by Organization

Number of Executive Staff

Number of People on Staff

Number of People on Board

24. Individuals with a Disability

Number of People Served by Organization

Number of Executive Staff

Number of People on Staff

Number of People on Board

25. If necessary, please use this space to describe or identify in other ways.

**END OF NSI PRE-NEGOTIATIONS SURVEY**