

## Anticipated Executive Departure Timing



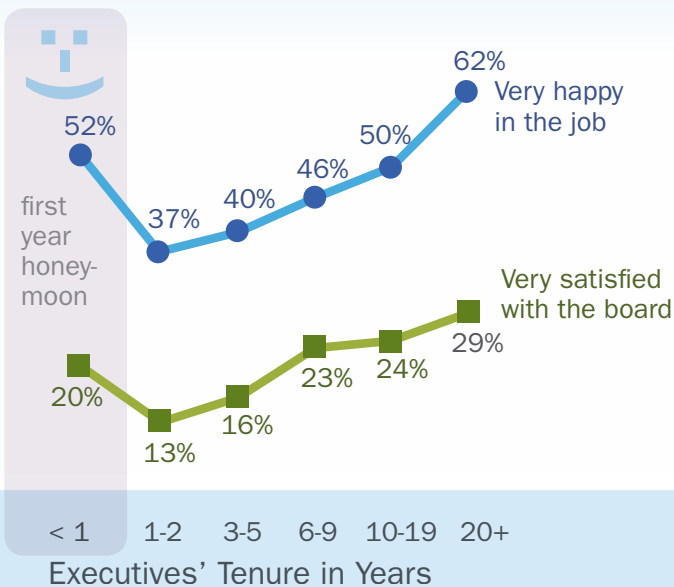
Source: *Daring to Lead 2011: CompassPoint Nonprofit Services & the Meyer Foundation.*

## Rate and Quality of Executive Performance Evaluation



Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## 'Post-Honeymoon' Challenges for Early-tenure Executives



Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## Impact of the Recession on Organizations

Not negatively  
impacted

16%

Minor

26%

Moderate

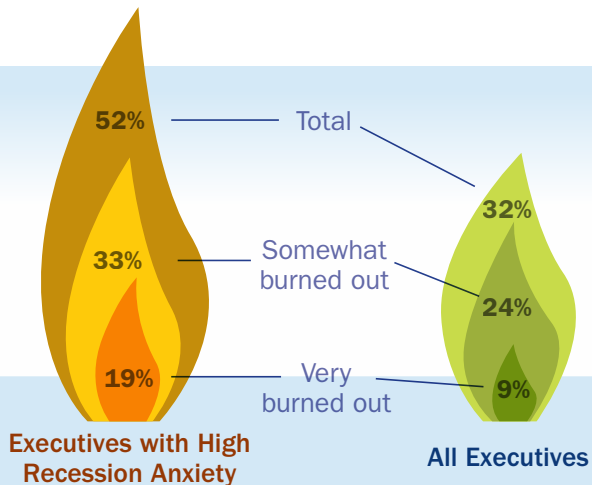
38%

Significant

20%

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

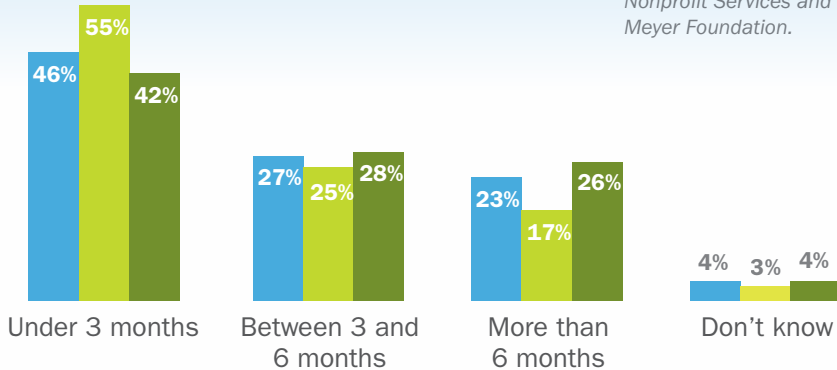
## Recession Anxiety and Burnout



Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## Months of Operating Reserves

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

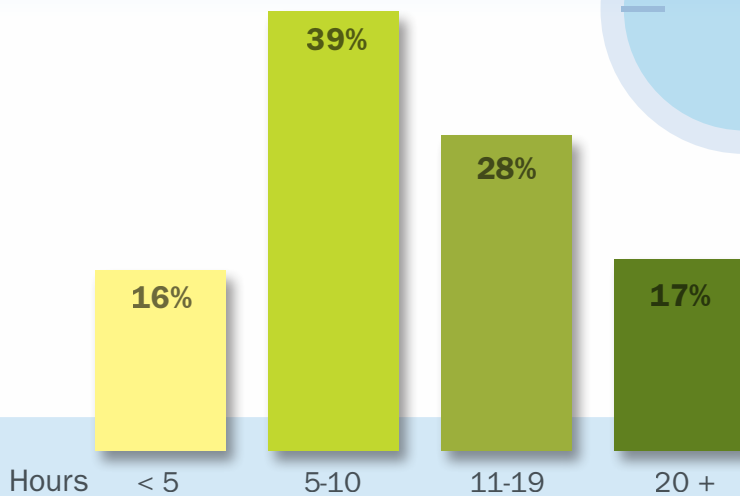


Whole Sample

Government Contracts are a Majority of Budget

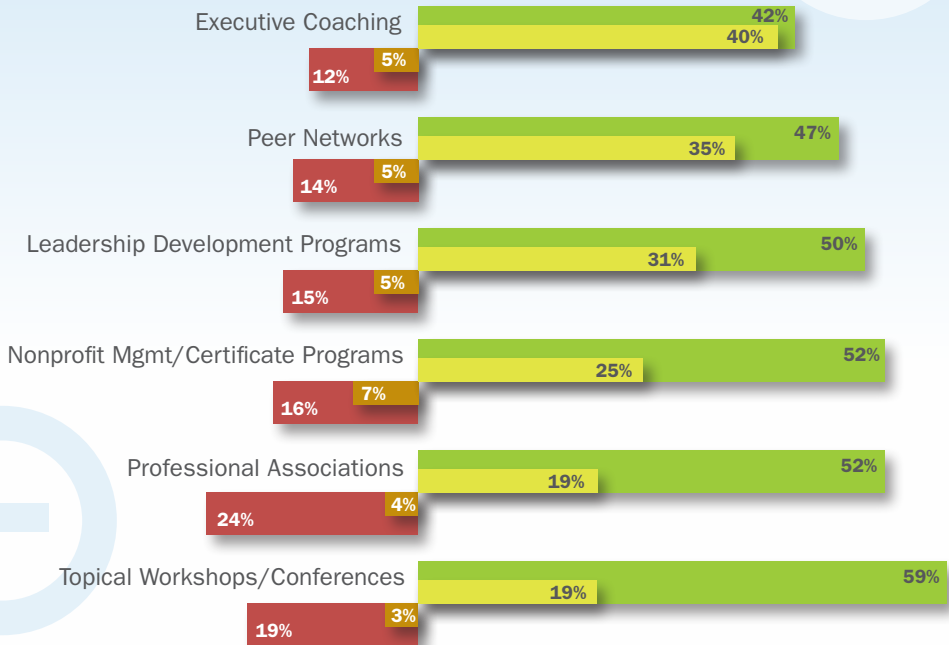
Government Contracts are NOT a Majority of Budget

## Hours per Month Executives Spend on Their Boards



Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*


## Effectiveness Ratings of Professional Development Activities Utilized



 **Very Ineffective**

 **Somewhat Ineffective**

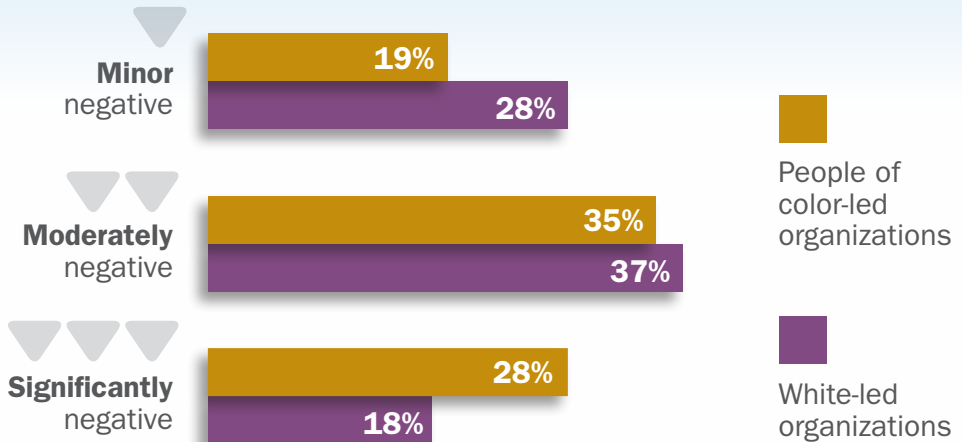
 **Effective**

 **Very Effective**

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

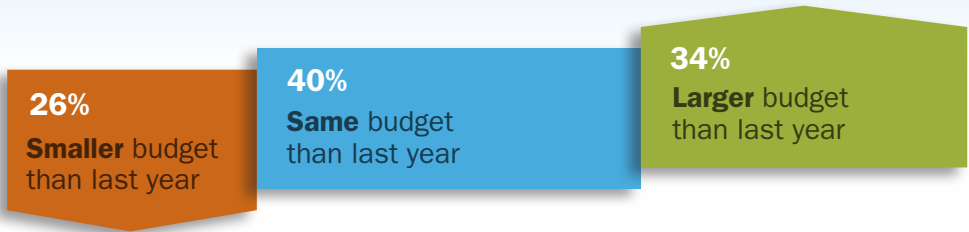


## Severity of Recession's Negative Impact



Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

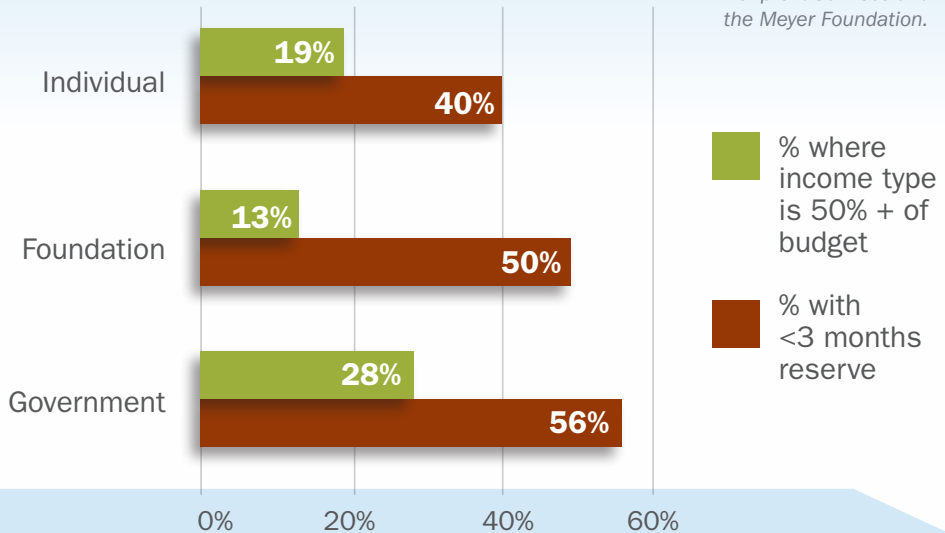
## Size of Operating Budget Compared to the Previous Fiscal year



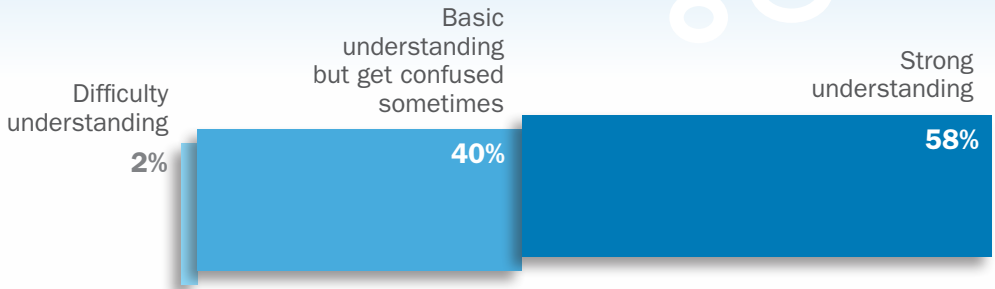
Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## Income Sources and Operating Revenues

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

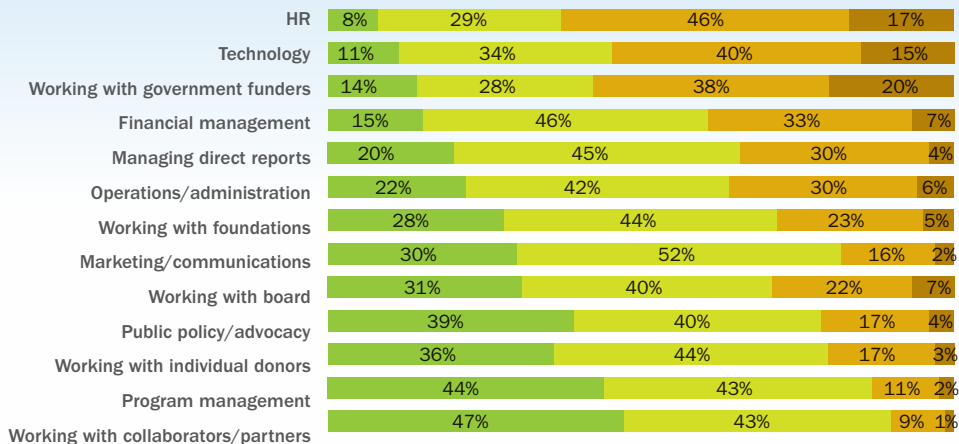


## Executive Self-Assessment of Financial Analysis Skills



Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## Aspects of Job: Energizing and Depleting



Energizing

Somewhat Energizing

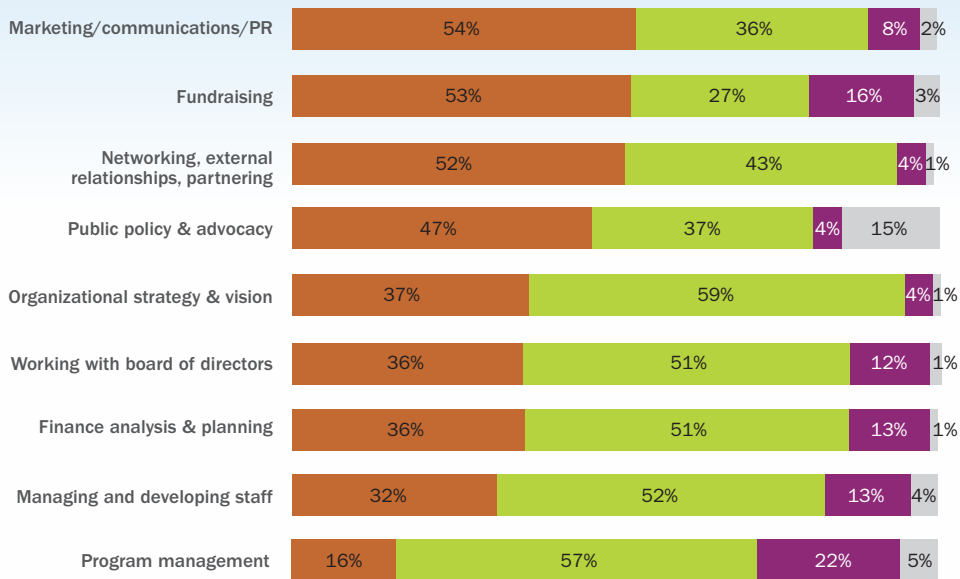
Somewhat Depleting

Depleting

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## Executive's Feelings about Amount of Time Spent on Job Functions

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*



Not Enough

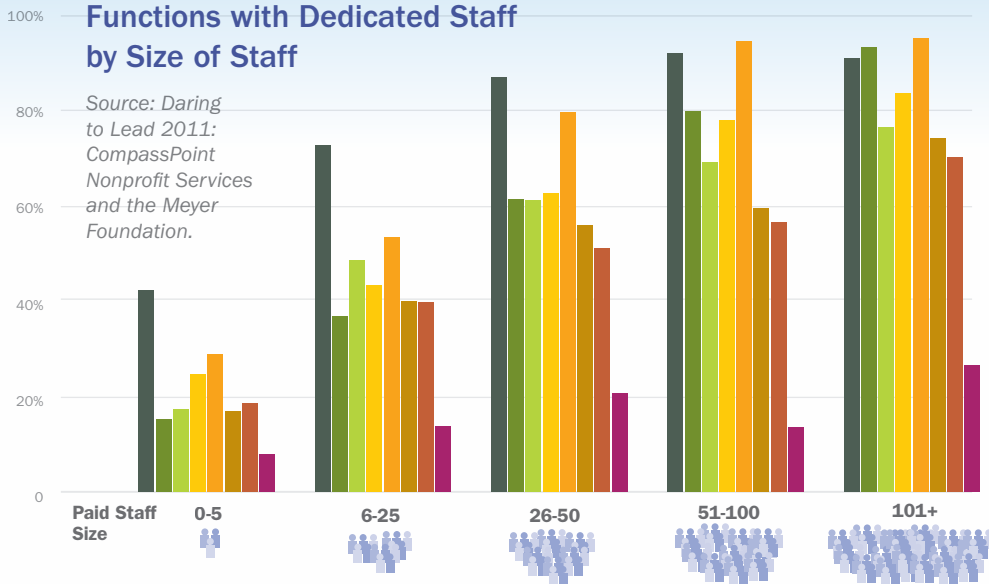
Just Right

Too Much

None/No Need

## Functions with Dedicated Staff by Size of Staff

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*



Program



Human resources



Fundraising



Technology



Finance



Operations/  
administration

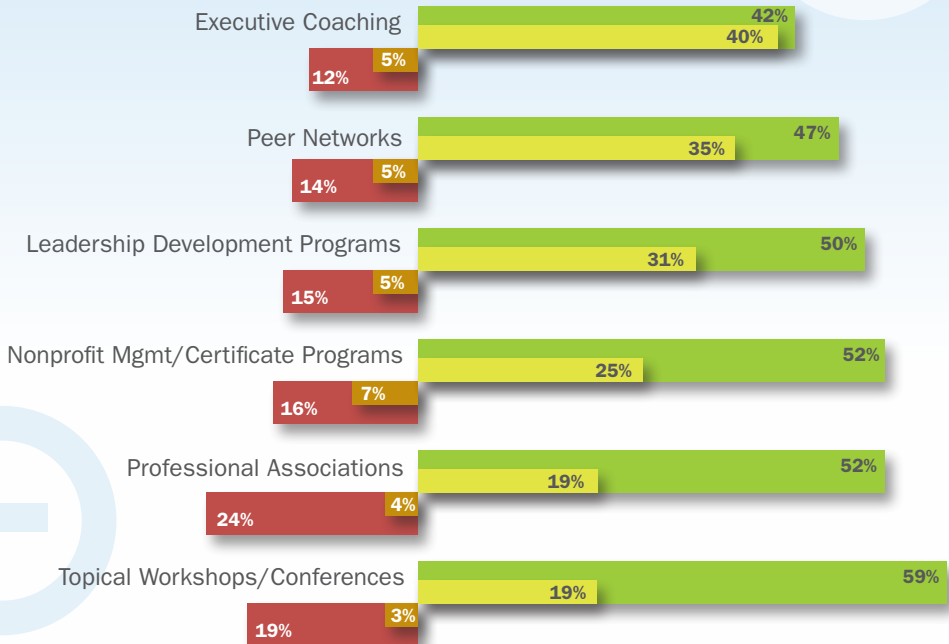


Marketing/  
communications



Public policy/  
advocacy

## Effectiveness Ratings of Professional Development Activities Utilized



 **Very Ineffective**

 **Somewhat Ineffective**

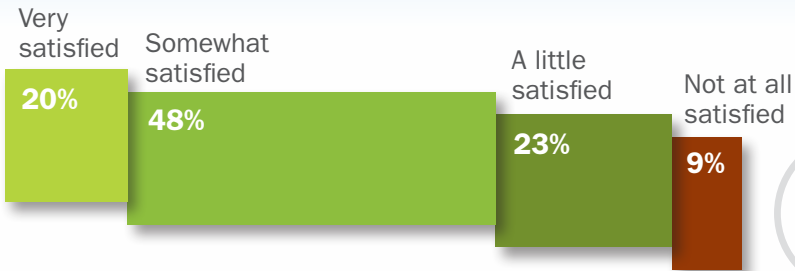
 **Effective**

 **Very Effective**

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services & the Meyer Foundation.*

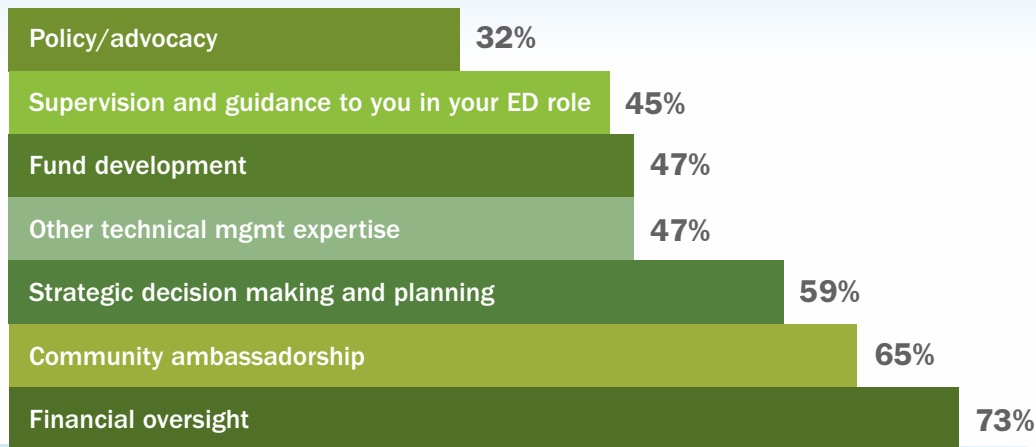


## Executives Satisfaction with Board Performance



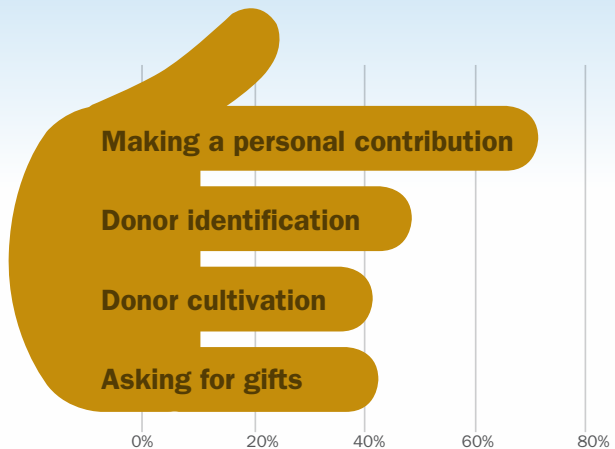
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## Percentage of Executives Reporting Significant Board Support by Area



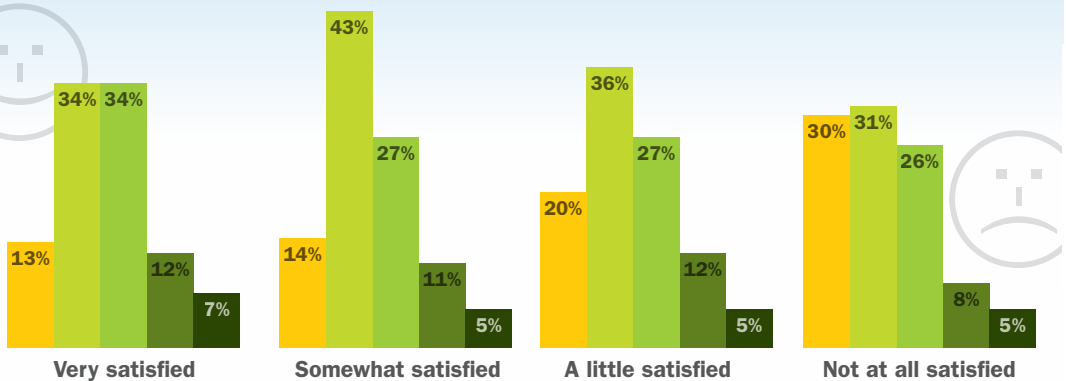
Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## Board Participation in Fundraising Activities



Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## Hours per Month on Board Work and Satisfaction with Board Performance



Less than 5 hours

5-10 hours

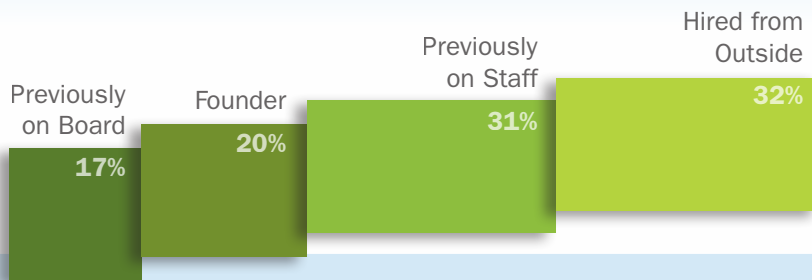
11-19 hours

20-29 hours

30 or more hours

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

## Path to the Executive Director Position



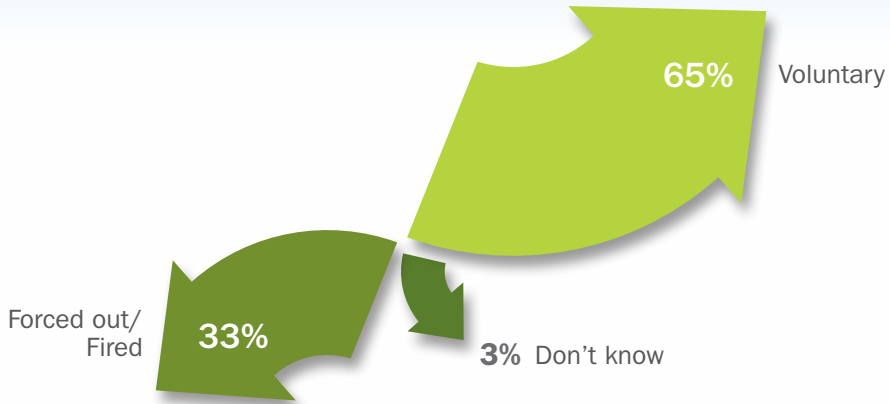
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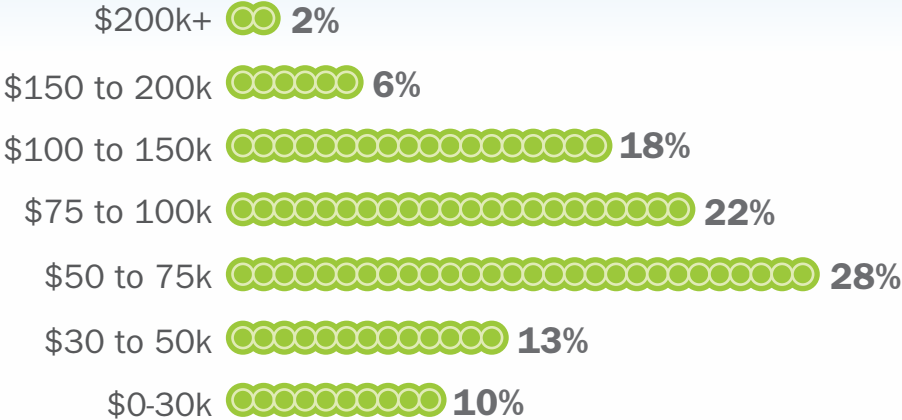
Source: *Daring to Lead 2011: CompassPoint Nonprofit Services & the Meyer Foundation.*

## How Executives' Predecessors Left the Organization



Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*

# Executive Compensation



*\*excluding benefits and other non-monetary compensations*

Source: *Daring to Lead 2011: CompassPoint Nonprofit Services and the Meyer Foundation.*