

Who participated?

- 455 members participated in the survey
- Private Independent Foundations represented the largest group of responses at 35.7%
- 43.4% of respondents classified themselves as Managers within their organizations
- 52% of respondents have been Grants Managers for 5 or more years
- 50% of respondents have been GMN members for 1-5 years, 27% have been members for Less than 1 Year, and 23% have been members for More than 5 Years

What is GMN's value to members?

- 84% of members agree or strongly agree that GMN helps them perform better in their current job
- 95% of members agree or strongly agree that GMN connects them to a professional community
- 64% of members agree or strongly agree that GMN helps them to build their resume through professional development opportunities
- 76% of members agree or strongly agree that GMN promotes the profession and helps the leadership at their organization better appreciate the role and contribution of grants managers

How does GMN support members' organizations?

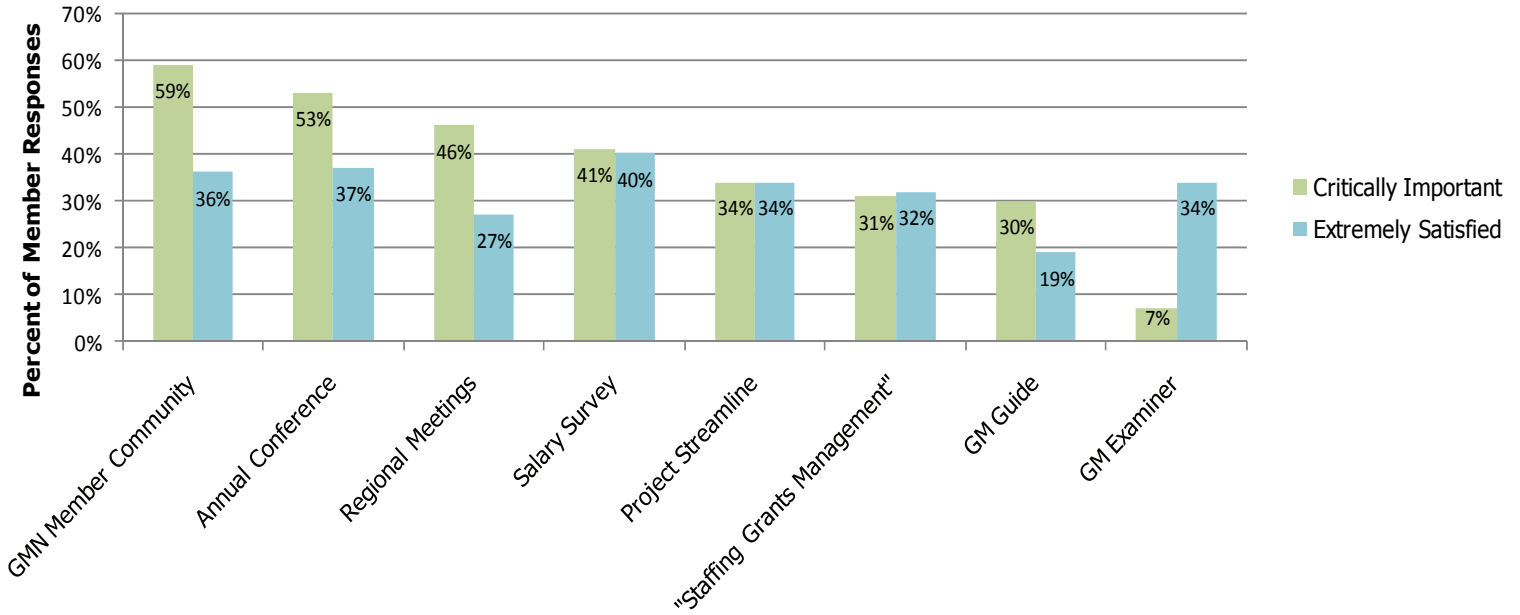


How do members engage in GMN?

- 52% of members participated in a regional meeting
- 51% of members participated in the Annual Conference
- 42% of members contributed to the GMN Online Community Discussions
- 26% of members participated as a GMN volunteer or board member
- Of the 27% of self-identified "inactive" members, 48% state no time as their reason, 35% are unsure how to become involved, 3% don't feel they have the right skills, and 3% have no interest

How do GMN members feel about the GMN resources they receive?

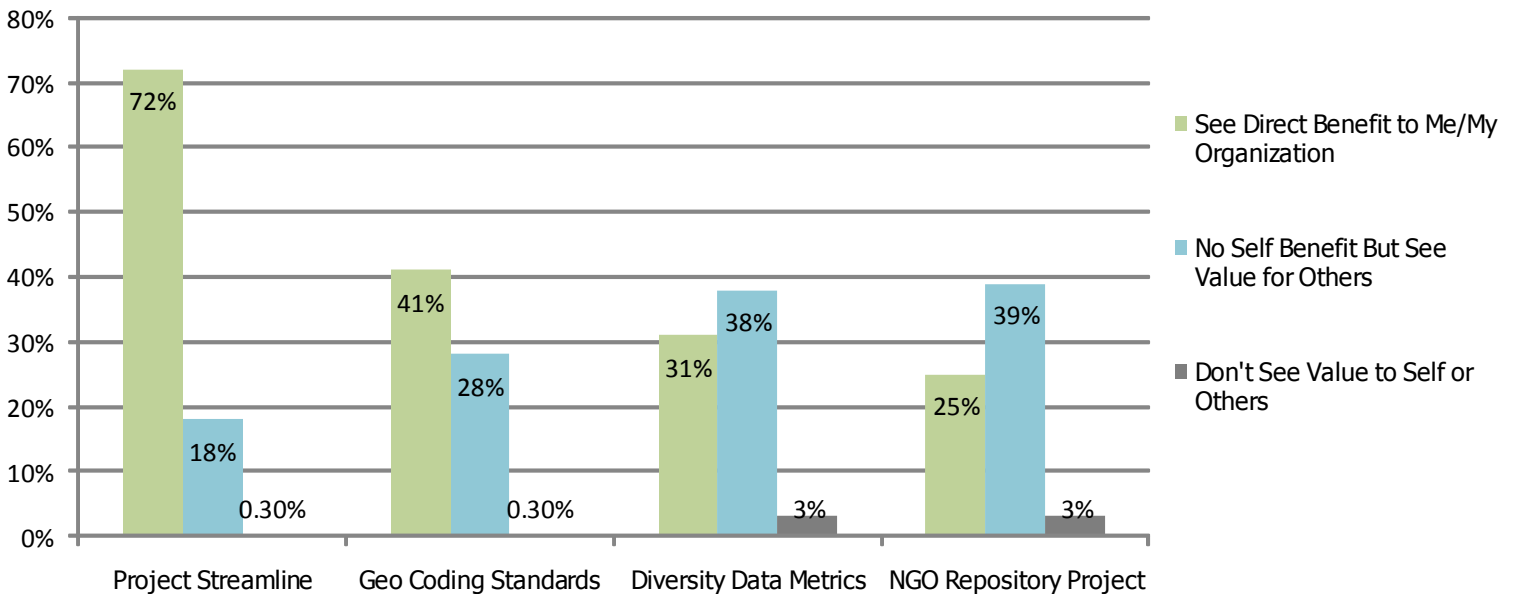
Member Perceived Importance vs. Satisfaction



Rating of current GMN activities

- 50% or more of members rate the following categories as Excellent or Very Good
 - Ease of becoming a GMN member—82%
 - Overall GMN experience—70%
 - GMN's communications on its activities and services—68%
 - GMN's effectiveness of explaining its value and benefits to you—68%
 - The openness and inclusiveness of the board member nomination process—59%
 - GMN's effectiveness of explaining its value and benefits to your organization—52%

Rating of GMN Initiatives/Projects



Top 3 Grants Management Topics for 2010 are:

- Streamlining grantmaking
- Legal issues (with focus on 990 and international grantmaking)
- Technology/online grantmaking

Other frequent responses included: Greening/environmentally friendly grantmaking, evaluation/report review, financial statements review, and social media use by grantmakers.

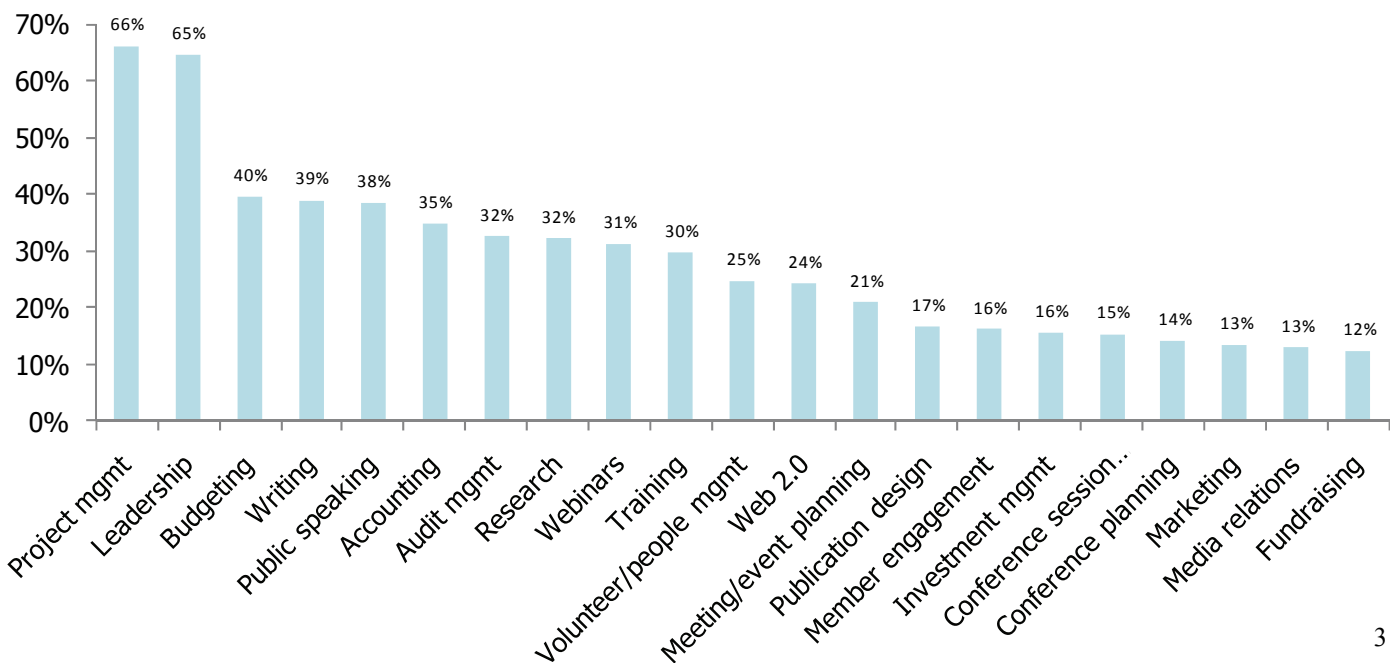
What are the most pressing issues facing grants managers over the next three years?

- Streamlining: going paperless, online applications
- Establishing grants management as an indispensable, specialized, professional function in grantmaking
- Coping with job loss & salary freezes due to economy: finding ways to reward performance without dollars
- Understanding changing legal requirements and federal regulations
- Incorporating new technology & justifying the purchase of improved technology when resources are scarce
- Doing more with less: implementing cost-saving activities, going beyond grants to make a difference
- Facilitating collaboration among grantmakers
- Retaining talented staff
- Increasing diversity among staff and grants
- Improving reporting & evaluation procedures: increased scrutiny from public/need to communicate impact
- Avoiding burnout: with reduced staff, individual workloads increase but for same pay
- Maintaining good system for declinations – especially due to increased volume
- Establishing standards for electronic exchange of grants information

How has the economic downturn affected you professionally?

- Lay offs/hiring freeze
- Pursuing higher education
- Reduced grants budgets
- Reduced operating budgets
- Larger workloads
- Less training/conferences
- More single year grants
- Smaller compensation pools
- No travel budget
- Increased requests
- Giving more to social services than arts
- More collaboration with peers
- Assuming new roles within organizations

What skills do GMN members want to develop?



Improvement opportunities for GMN's current programs, resources and services:

GMN Website

- Difficult navigation that requires extensive time to research
- Pages take longer to load than other sites
- Darken font
- Passwords: often rejected, could be less intricate (currently involve numbers and symbols which can be difficult to remember), need a password reminder option
- Put a login link on the Oops! Page
- Some historical posts lack current value, filter out older posts
- Establish guidelines for posting comments to the community
- Create a foundation comparison tool that allows users to link to similar organizations by size or grantee profile to start a conversation

Daily Emails/Newsletter

- Current update email format arrives too often – could condense to weekly or monthly
- Even if users select the weekly option for emails, they continue to arrive on a daily basis
- Both forms of communication are found to be difficult to digest and find key points – a more user friendly style could help with scanning

The GM Guide

- Increase the amount and depth of content
- More transparency about why certain comments are not integrated
- Describe particular models instead of using general language

Meetings

- Add webinar component to all meetings to reduce travel costs and let other regions participate
- Conduct more web-based short learning sessions
- Post more annual conference and regional meeting materials on website
- Compile list of topics and speakers to be used by regional groups, more "Meetings in a Box"
- More regular regional meetings – potentially smaller group meetings for larger regions
- Quarterly national webinars on hot topics, refreshers or other "mini" conference sessions
- Annual Conference: add more 'expert' panelists rather than peer examples and increase higher level sessions

Knowledge Leadership

- Develop additional programs that address the concerns of director/senior level individuals. Potentially create levels of membership from beginner to advanced to eliminate searching through unnecessary content
- Provide *Staffing* booklet and salary survey directly to presidents, managing directors and HR departments
- Continue the Certification process
- Establish more programs similar to Project Streamline that incorporate multiple foundations
- Salary Survey: more analysis and action-oriented tools on salary negotiations

Leadership

- Increase options for member involvement with leadership – create a How to Get Involved Regionally guide
- Limit how long individuals can serve as regional leaders
- Focus on membership relations/retention and new membership orientation
- Uniform volunteer appreciation

National

- Letter from Exec. Dir. describing national activity, sector trends, regional highlights, GM Guide & Project Streamline
- Visits by the Exec. Dir. to individual foundations to communicate the importance of GMN and its services
- Continue to go 'green'
- Consider regions in TX and NC
- Increase Board diversity and geography