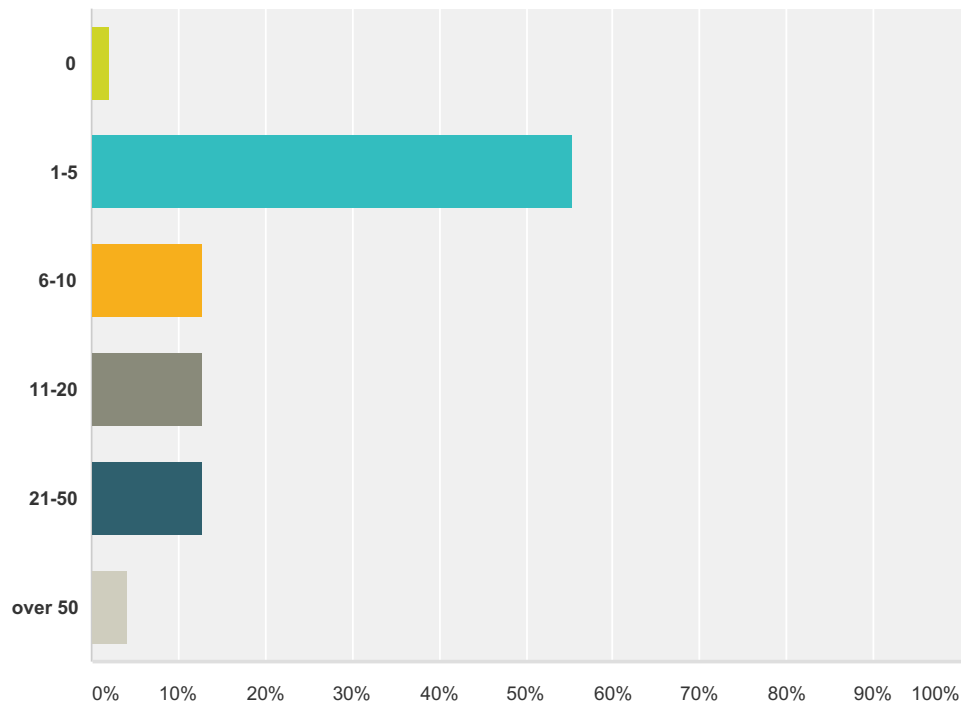


Q1 How many year-round employees does your organization have today?

Answered: 47 Skipped: 0

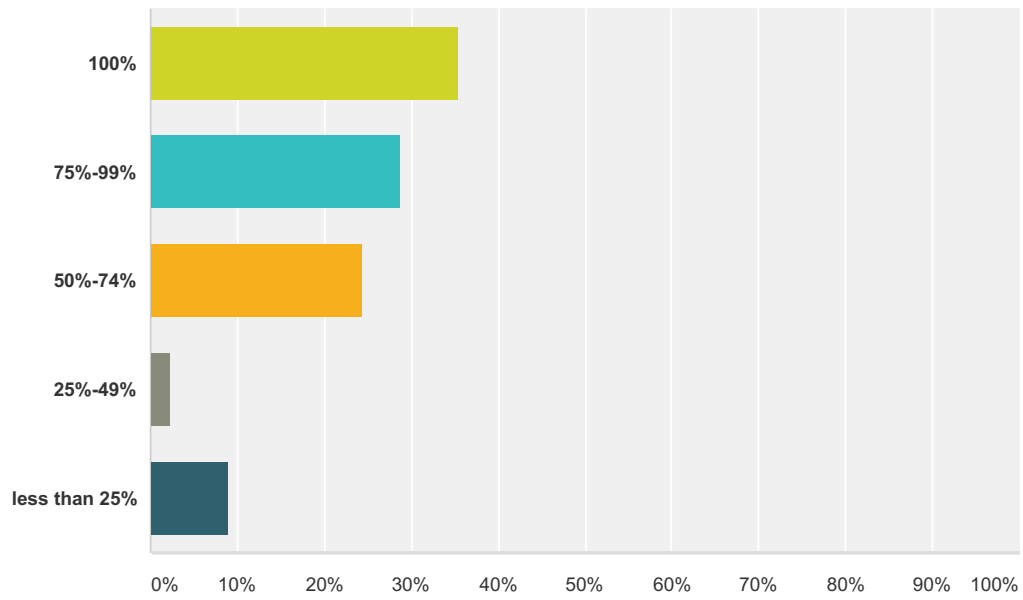


Answer Choices	Responses	
0	2.13%	1
1-5	55.32%	26
6-10	12.77%	6
11-20	12.77%	6
21-50	12.77%	6
over 50	4.26%	2
Total		47

Nonprofit Housing Survey

Q2 How many of these have secure, appropriate year-round housing?

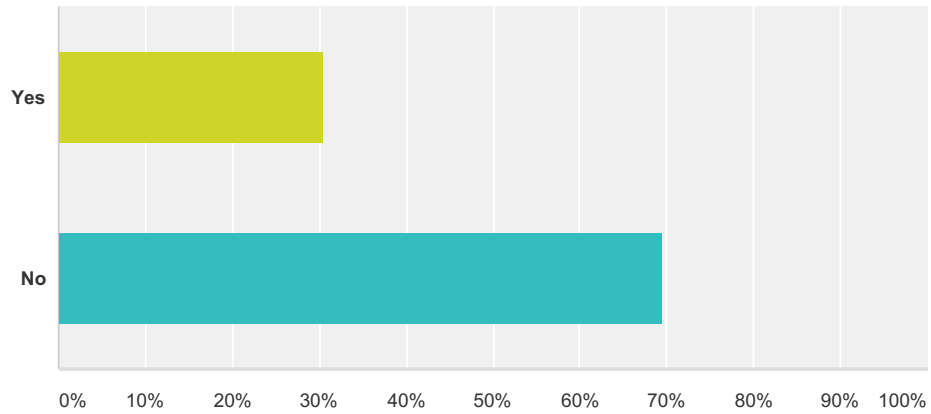
Answered: 45 Skipped: 2



Answer Choices	Responses	Count
100%	35.56%	16
75%-99%	28.89%	13
50%-74%	24.44%	11
25%-49%	2.22%	1
less than 25%	8.89%	4
Total		45

Q3 Does your organization supply housing for its year-round employees ("supply" in the sense of provide a physical place to live for which the employee may or may not pay rent)?

Answered: 46 Skipped: 1

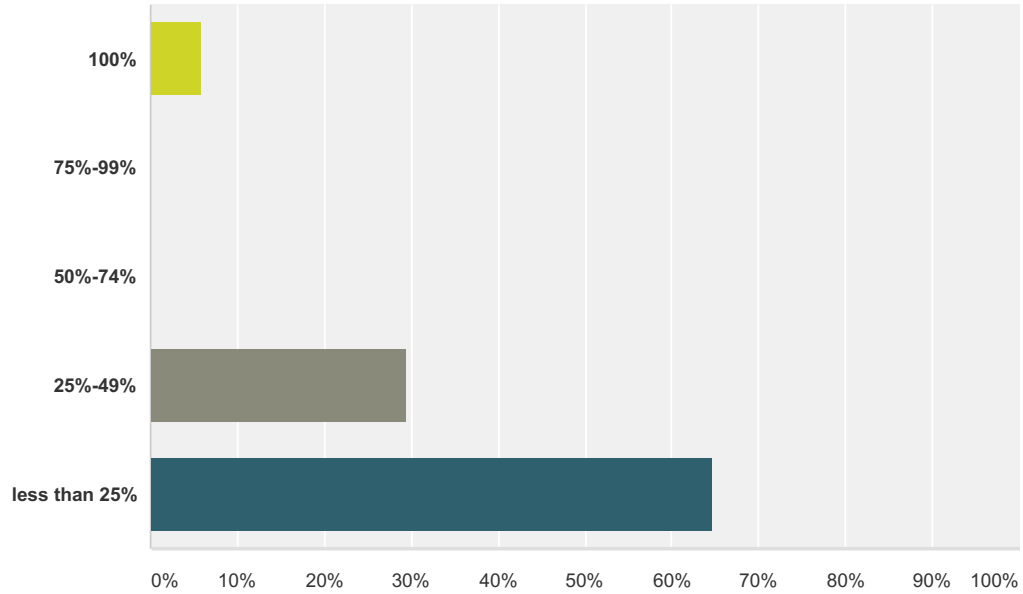


Answer Choices	Responses
Yes	30.43% 14
No	69.57% 32
Total	46

Nonprofit Housing Survey

Q4 If yes, what percentage of your organization's year-round employees does your organization supply housing for?

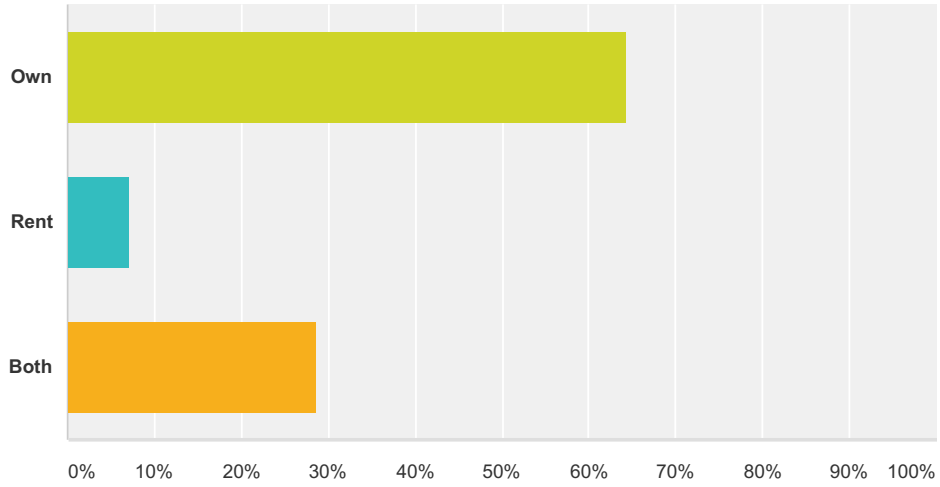
Answered: 17 Skipped: 30



Answer Choices	Responses	
100%	5.88%	1
75%-99%	0.00%	0
50%-74%	0.00%	0
25%-49%	29.41%	5
less than 25%	64.71%	11
Total		17

Q5 If yes, for housing your organization supplies to year-round employees, does your organization own or rent this housing (or a combination of both)?

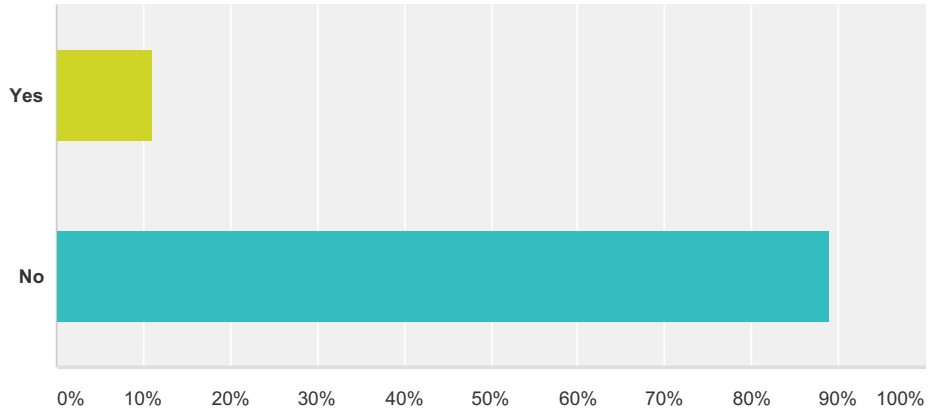
Answered: 14 Skipped: 33



Answer Choices	Responses
Own	64.29% 9
Rent	7.14% 1
Both	28.57% 4
Total	14

Q6 Does your organization offer financial assistance for housing expenses to year-round employees?

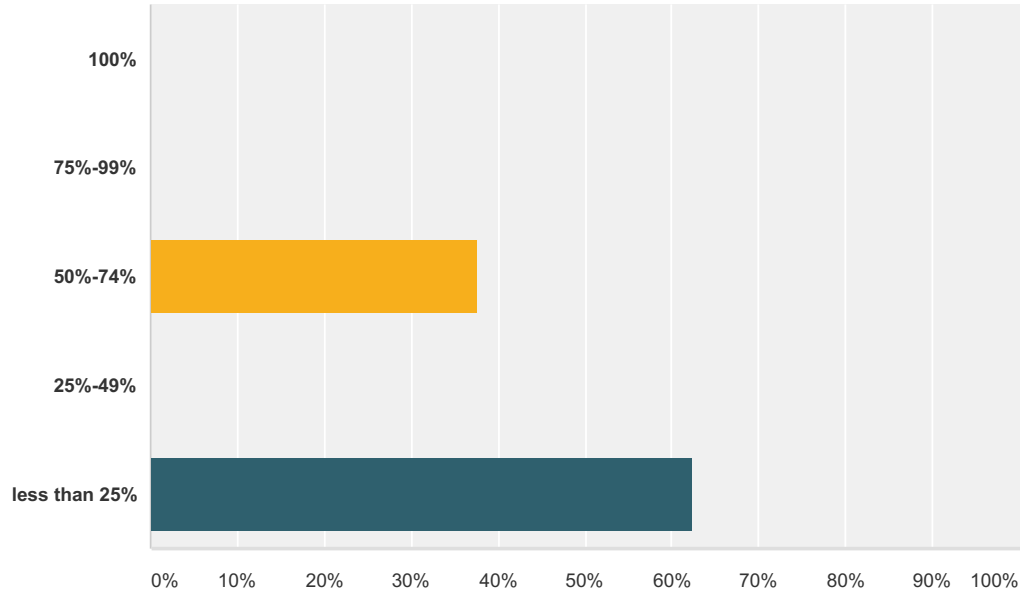
Answered: 45 Skipped: 2



Answer Choices	Responses	
Yes	11.11%	5
No	88.89%	40
Total		45

Q7 If yes, what percentage of your organization's year-round employees does your organization offer financial assistance for housing expenses to?

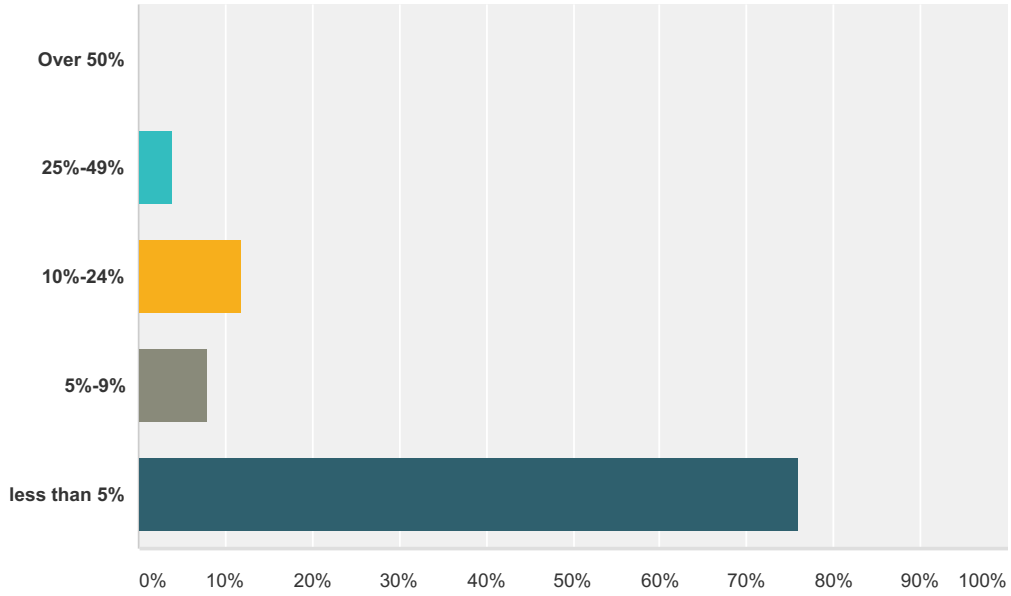
Answered: 8 Skipped: 39



Answer Choices	Responses
100%	0.00% 0
75%-99%	0.00% 0
50%-74%	37.50% 3
25%-49%	0.00% 0
less than 25%	62.50% 5
Total	8

Q8 As a percentage of your operating budget, how much does your organization spend (or anticipate spending next year) annually on year-round employee housing?

Answered: 25 Skipped: 22



Answer Choices	Responses
Over 50%	0.00% 0
25%-49%	4.00% 1
10%-24%	12.00% 3
5%-9%	8.00% 2
less than 5%	76.00% 19
Total	25

Nonprofit Housing Survey

**Q9 In gross dollars, how much financial assistance does your organization offer year-round employees for home purchase?
Please feel free to elaborate beyond the simple figures.**

Answered: 23 Skipped: 24

#	Responses	Date
1	Over 50%	8/18/2015 3:26 PM
2	\$0	8/18/2015 10:01 AM
3	\$0	8/18/2015 9:34 AM
4	0	8/17/2015 4:33 PM
5	N/A we're an all-volunteer organization.	8/17/2015 3:45 PM
6	0	8/17/2015 12:33 PM
7	\$0	8/16/2015 1:25 PM
8	0	8/14/2015 8:13 PM
9	zero	8/14/2015 3:06 PM
10	We are currently enlisting this policy and have not finalized what we will be providing.	8/14/2015 2:52 PM
11	n/a	8/14/2015 2:30 PM
12	none	8/14/2015 2:23 PM
13	zero	8/14/2015 9:28 AM
14	n/a	8/13/2015 2:32 PM
15	up to \$250,000	8/11/2015 3:51 PM
16	none	8/11/2015 2:49 PM
17	N/A	8/10/2015 5:20 PM
18	we do not offer financial assistance for year-round housing	8/10/2015 10:36 AM
19	\$0	8/10/2015 9:46 AM
20	N/A	8/10/2015 9:26 AM
21	none	8/10/2015 8:32 AM
22	0	8/9/2015 9:31 PM
23	0	8/9/2015 5:13 PM

Nonprofit Housing Survey

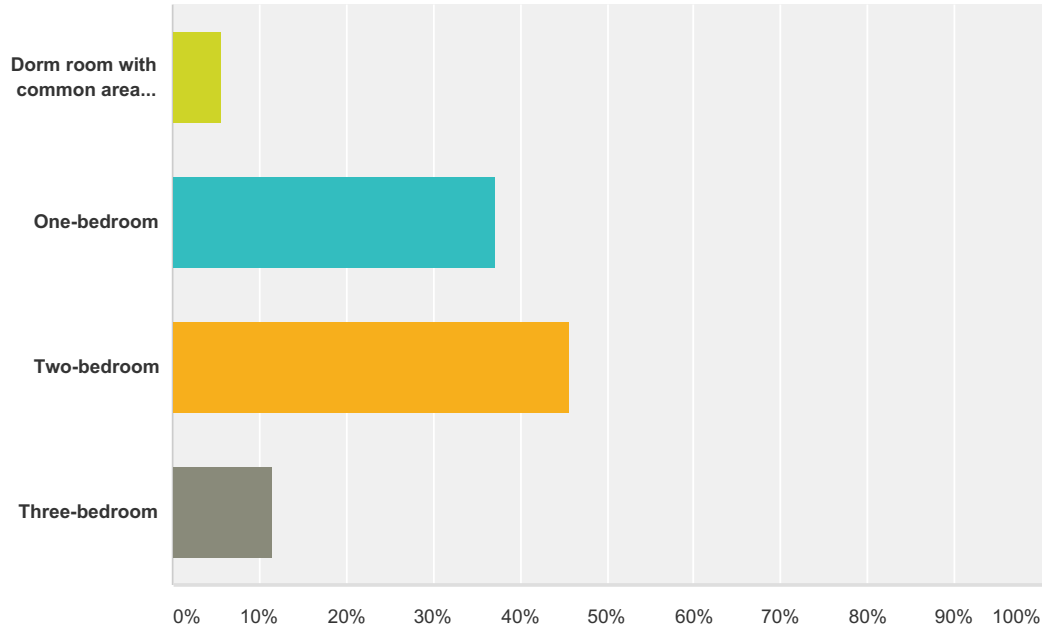
**Q10 In gross dollars, how much does your organization spend (or anticipate spending next year) on year-round housing annually?
Please feel free to elaborate beyond the simple figures.**

Answered: 23 Skipped: 24

#	Responses	Date
1	over 50%	8/18/2015 3:26 PM
2	\$0	8/18/2015 10:01 AM
3	We provide housing to employees at below market rates. The actual subsidy is based on the number of hours the employee works for the organization i.e., full time 40 hrs; full time 32 hrs; part time 24 hrs; less than 24 hours	8/18/2015 9:34 AM
4	0	8/17/2015 4:33 PM
5	N/A	8/17/2015 3:45 PM
6	0	8/17/2015 12:33 PM
7	\$36000	8/16/2015 1:25 PM
8	zero	8/14/2015 3:06 PM
9	Not determined	8/14/2015 2:52 PM
10	n/a	8/14/2015 2:30 PM
11	we offer new employees three months rent or a stipend to assist with first, last, and security deposit payments	8/14/2015 2:23 PM
12	zero	8/14/2015 9:28 AM
13	n/a	8/13/2015 2:32 PM
14	50,000	8/13/2015 10:39 AM
15	approximately \$100,000	8/11/2015 3:51 PM
16	none	8/11/2015 2:49 PM
17	N/a	8/10/2015 5:20 PM
18	see above	8/10/2015 10:36 AM
19	\$0	8/10/2015 9:46 AM
20	none	8/10/2015 8:32 AM
21	0	8/9/2015 9:31 PM
22	personally as the owner we spend \$30,000 on our own rental per year.	8/9/2015 5:13 PM
23	\$4000 for rental assistance	8/8/2015 10:11 AM

Q11 What size housing are your year-round employees most frequently looking to secure?

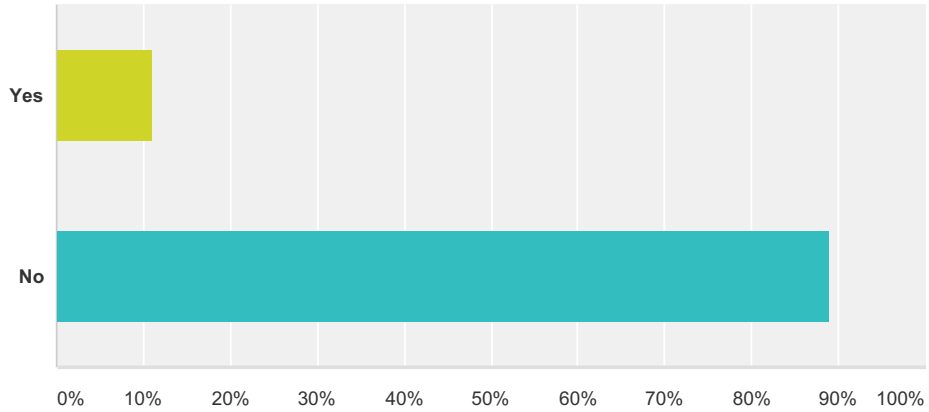
Answered: 35 Skipped: 12



Answer Choices	Responses
Dorm room with common area shared with non-family members	5.71% 2
One-bedroom	37.14% 13
Two-bedroom	45.71% 16
Three-bedroom	11.43% 4
Total	35

Q12 Does your organization offer financial assistance to year-round employees to purchase a home?

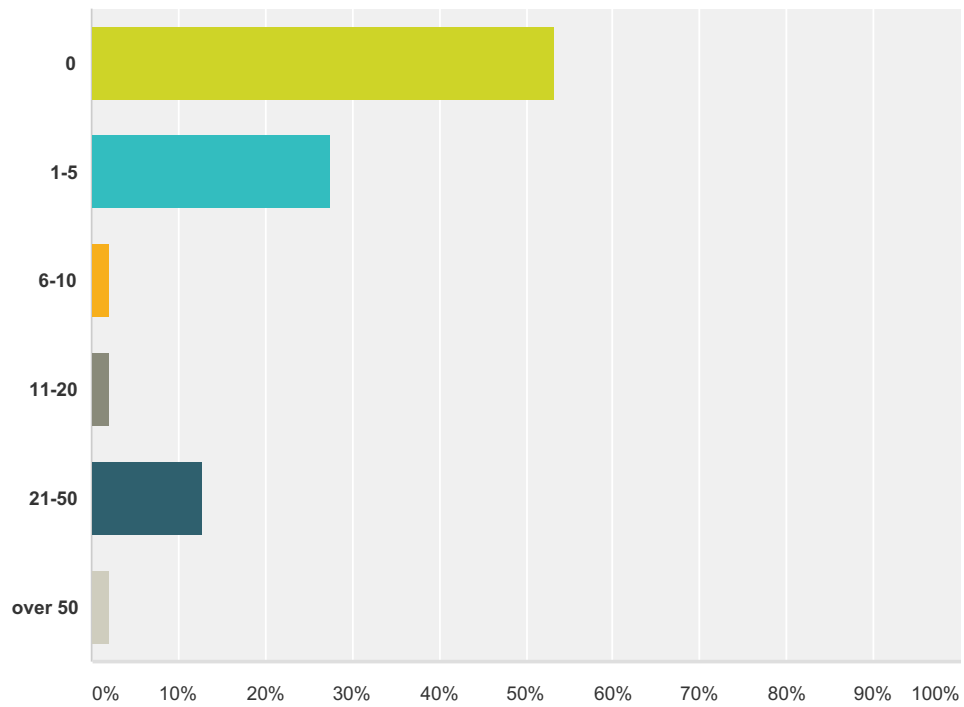
Answered: 45 Skipped: 2



Answer Choices	Responses	
Yes	11.11%	5
No	88.89%	40
Total		45

Q13 How many seasonal employees does your organization have today?

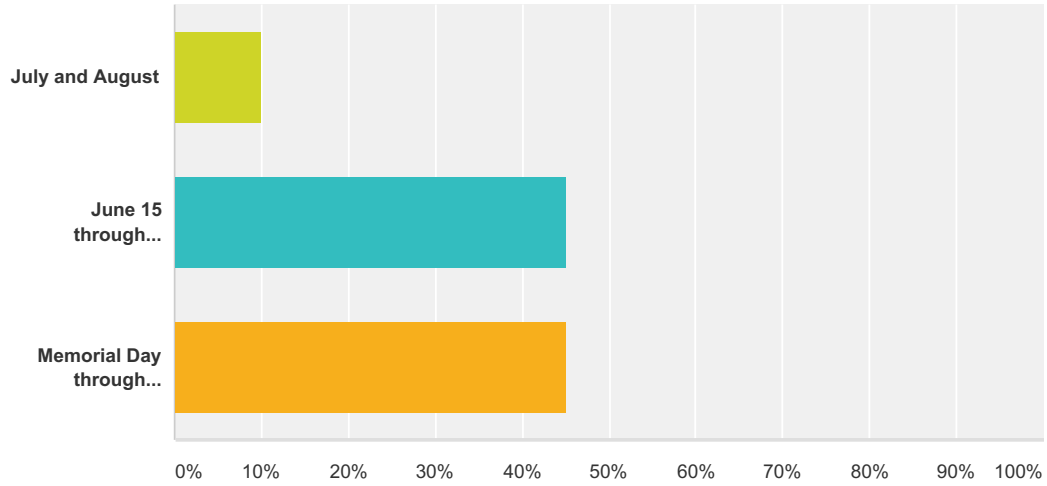
Answered: 47 Skipped: 0



Answer Choices	Responses
0	53.19% 25
1-5	27.66% 13
6-10	2.13% 1
11-20	2.13% 1
21-50	12.77% 6
over 50	2.13% 1
Total	47

Q14 What best describes the length of the "season" for which the majority of your seasonal employees need housing?

Answered: 20 Skipped: 27

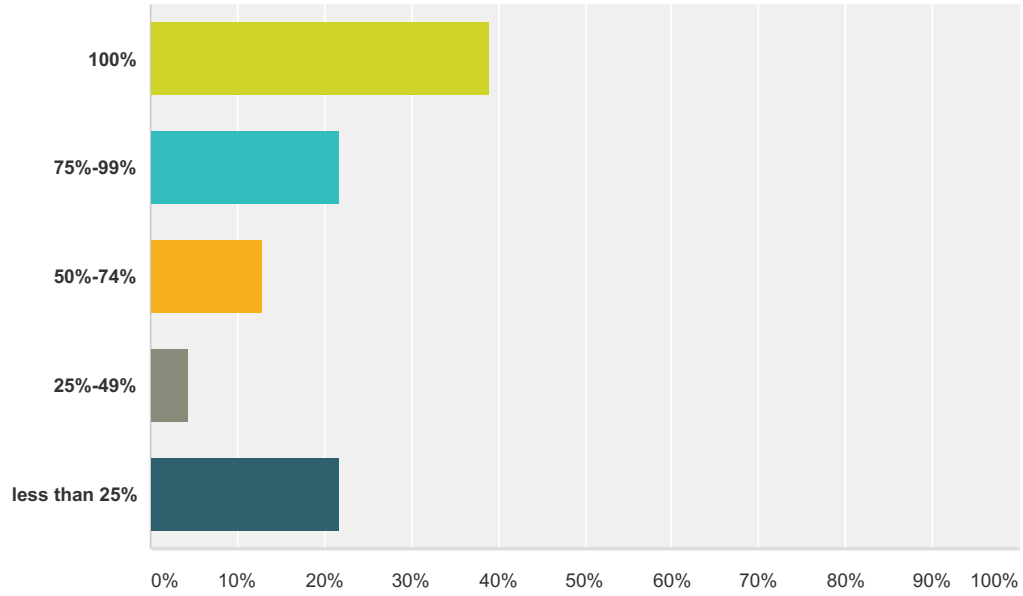


Answer Choices	Responses
July and August	10.00% 2
June 15 through September 15	45.00% 9
Memorial Day through Columbus Day	45.00% 9
Total	20

#	Other (please specify)	Date
1	Year round only	8/17/2015 2:44 PM
2	n/a	8/13/2015 2:32 PM
3	May-August	8/10/2015 5:24 PM
4	mid-May to mid-October	8/10/2015 10:50 AM
5	year round	8/9/2015 5:13 PM

Q15 How many of these seasonal employees have secure, appropriate housing?

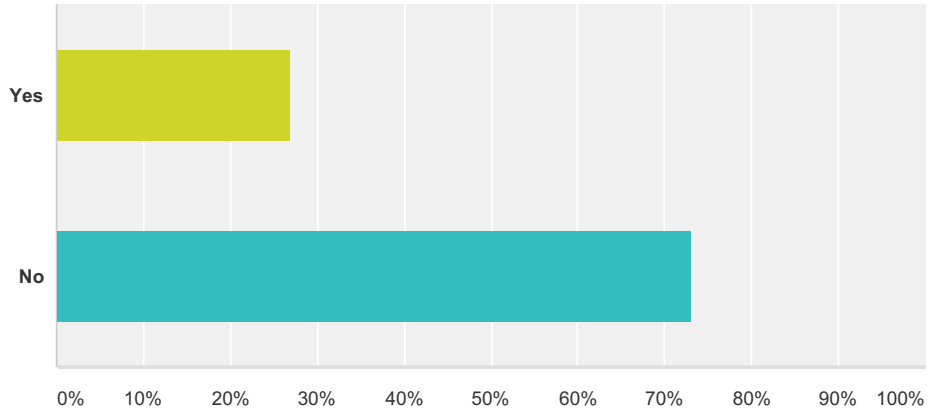
Answered: 23 Skipped: 24



Answer Choices	Responses	
100%	39.13%	9
75%-99%	21.74%	5
50%-74%	13.04%	3
25%-49%	4.35%	1
less than 25%	21.74%	5
Total		23

Q16 Does your organization supply housing for its seasonal employees? ("supply" in the sense of provide a physical place to live for which the employee may or may not pay rent)

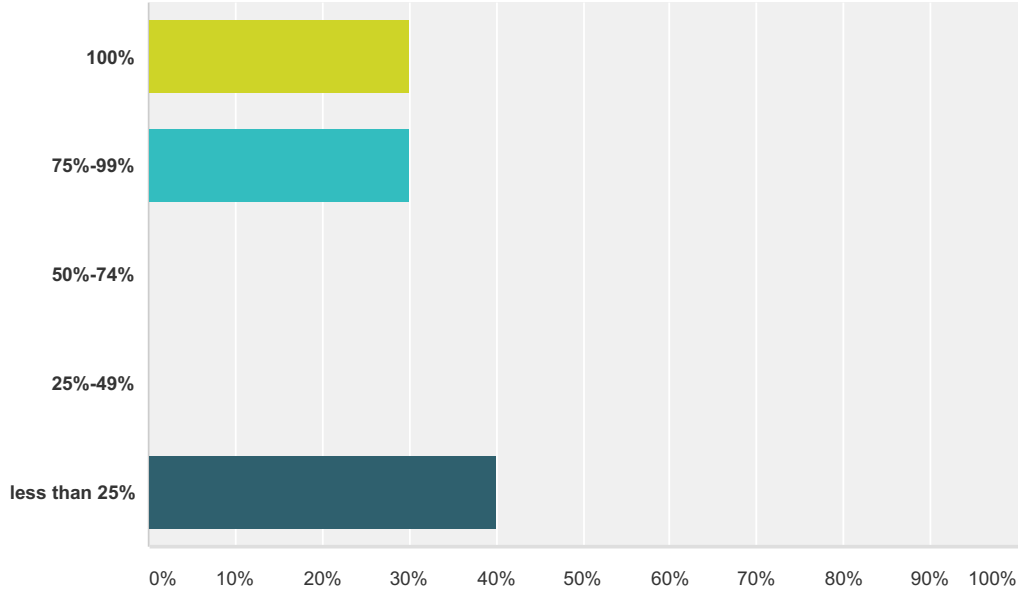
Answered: 26 Skipped: 21



Answer Choices	Responses
Yes	26.92% 7
No	73.08% 19
Total	26

Q17 If yes, what percentage of your organization's seasonal employees does your organization supply housing for?

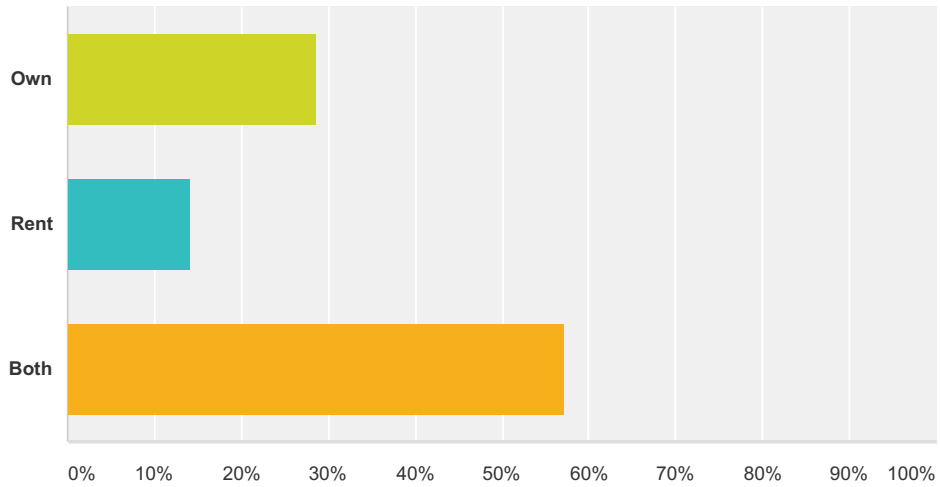
Answered: 10 Skipped: 37



Answer Choices	Responses	Count
100%	30.00%	3
75%-99%	30.00%	3
50%-74%	0.00%	0
25%-49%	0.00%	0
less than 25%	40.00%	4
Total		10

Q18 If yes, for housing your organization supplies to seasonal employees, does your organization own or rent this housing (or a combination of both)?

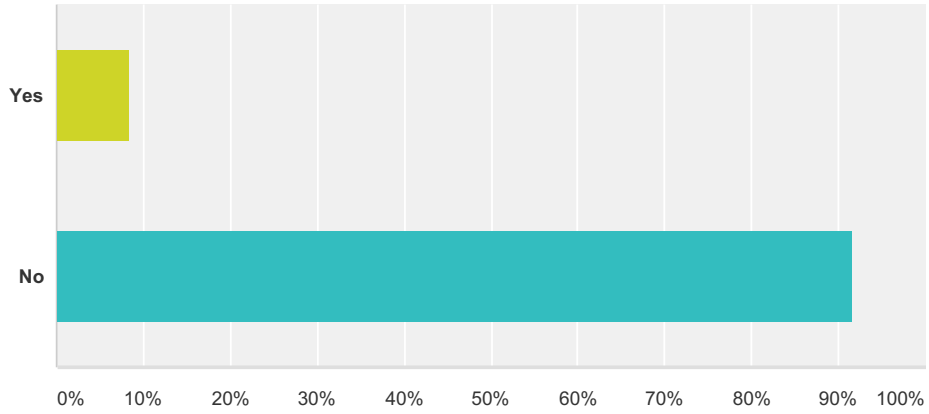
Answered: 7 Skipped: 40



Answer Choices	Responses
Own	28.57% 2
Rent	14.29% 1
Both	57.14% 4
Total	7

Q19 Does your organization offer financial assistance for housing expenses to its seasonal employees?

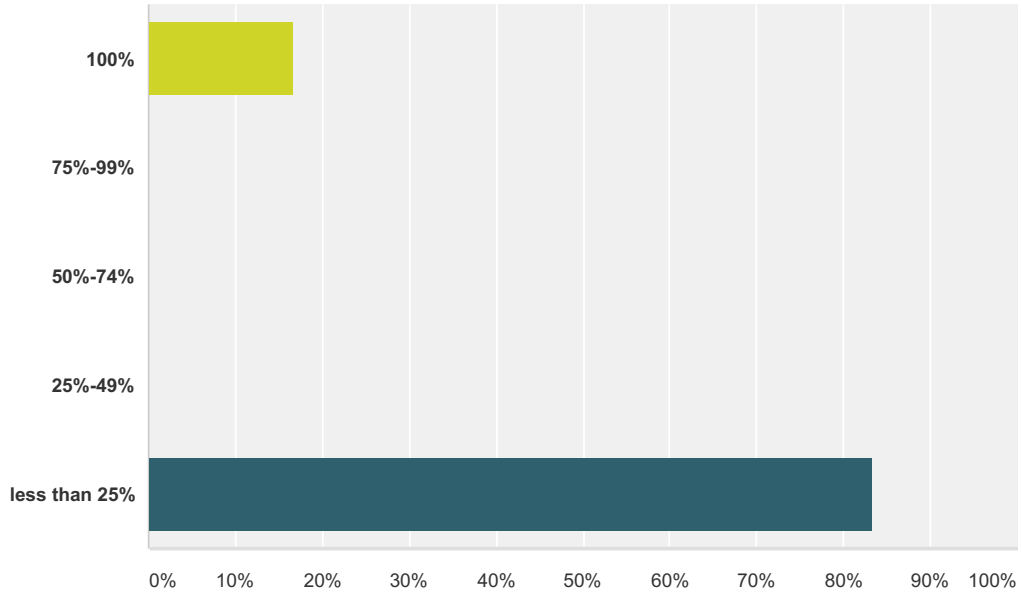
Answered: 24 Skipped: 23



Answer Choices	Responses	
Yes	8.33%	2
No	91.67%	22
Total		24

Q20 If yes, what percentage of your seasonal employees does your organization offer financial assistance for housing expenses to?

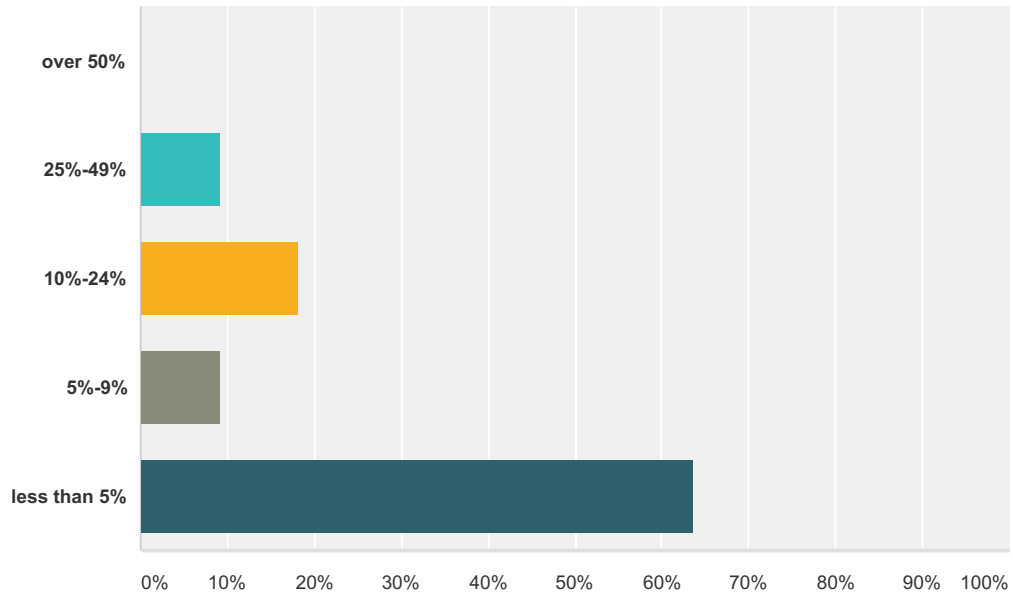
Answered: 6 Skipped: 41



Answer Choices	Responses	
100%	16.67%	1
75%-99%	0.00%	0
50%-74%	0.00%	0
25%-49%	0.00%	0
less than 25%	83.33%	5
Total		6

Q21 As a percentage of your operating budget, how much does your organization spend (or anticipate spending next year) on seasonal employees housing annually?

Answered: 11 Skipped: 36



Answer Choices	Responses	Count
over 50%	0.00%	0
25%-49%	9.09%	1
10%-24%	18.18%	2
5%-9%	9.09%	1
less than 5%	63.64%	7
Total		11

Nonprofit Housing Survey

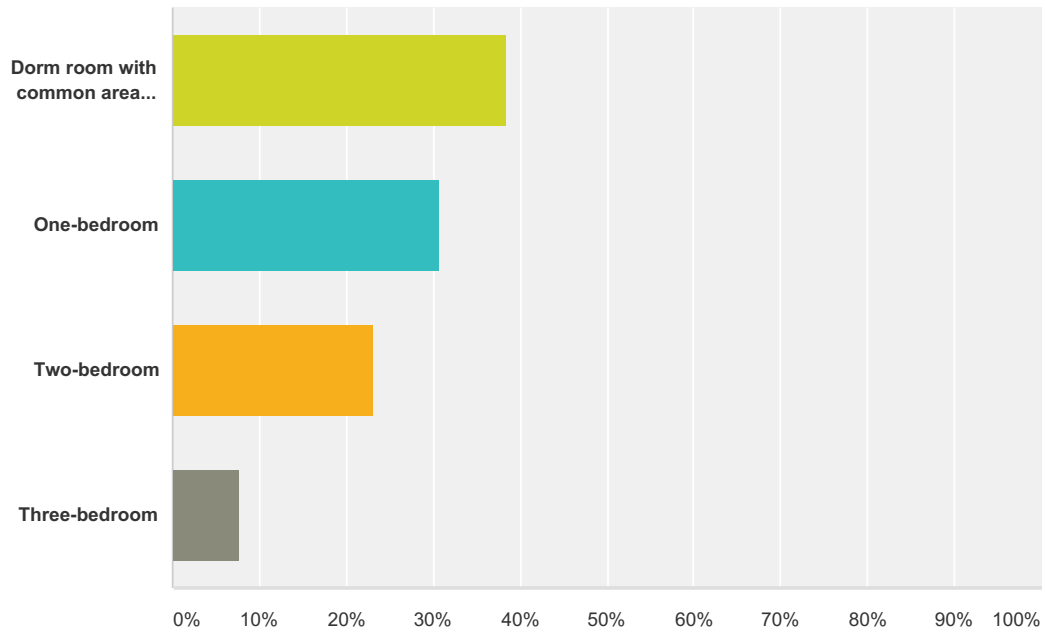
Q22 In gross dollars, how much does your organization spend (or anticipate spending next year) on seasonal employees housing annually? Please feel free to elaborate beyond the simple figure.

Answered: 11 Skipped: 36

#	Responses	Date
1	N/A	8/17/2015 3:46 PM
2	zero	8/14/2015 3:07 PM
3	I don't have a gross dollar figure available. We have an apartment for visiting teachers, the teachers do not pay to stay there. The only costs to us are cleaning and utilities.	8/14/2015 2:40 PM
4	n/a	8/14/2015 2:30 PM
5	zero	8/14/2015 9:29 AM
6	50,000	8/13/2015 10:39 AM
7	30,000	8/11/2015 3:53 PM
8	none	8/11/2015 2:50 PM
9	Zero, we do have supplied housing for our one seasonal employee	8/10/2015 5:24 PM
10	0	8/9/2015 9:32 PM
11	0	8/8/2015 9:46 AM

Q23 What size housing are your seasonal employees most frequently looking to secure?

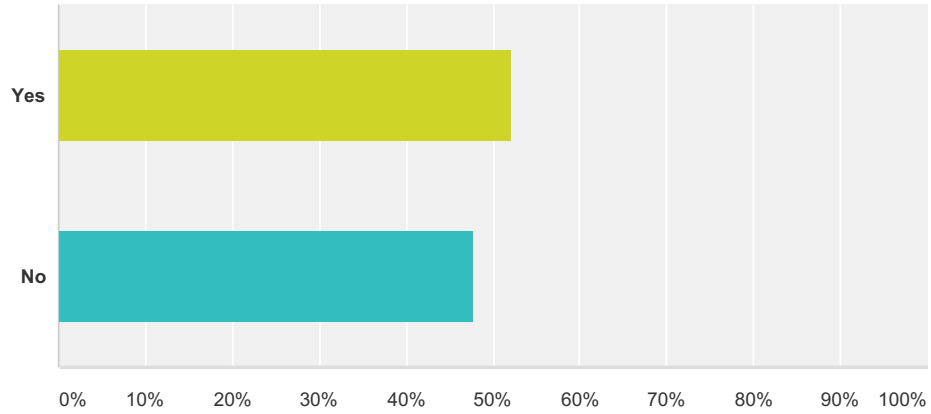
Answered: 13 Skipped: 34



Answer Choices	Responses
Dorm room with common area shared with non-family members	38.46% 5
One-bedroom	30.77% 4
Two-bedroom	23.08% 3
Three-bedroom	7.69% 1
Total	13

Q24 Has your organization lost good employees because of an inability to find them housing on Nantucket?

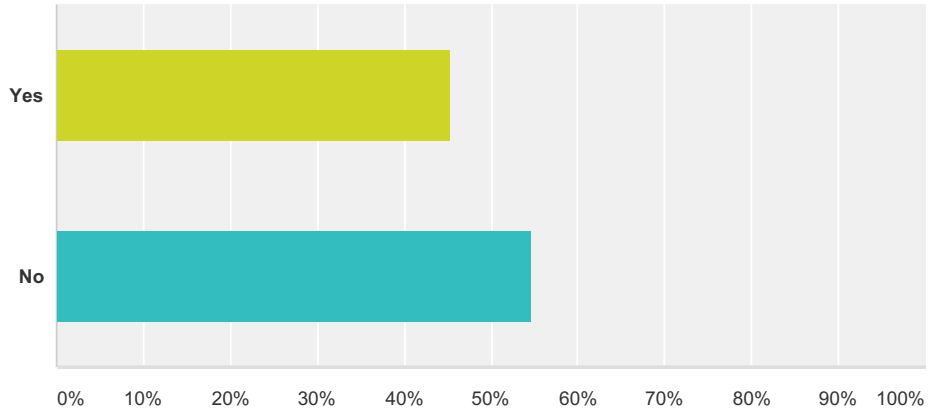
Answered: 44 Skipped: 3



Answer Choices	Responses	
Yes	52.27%	23
No	47.73%	21
Total		44

Q25 Has an inability to provide or secure housing on Nantucket for your organization's employees negatively affected the level of service you desire to provide to your customers?

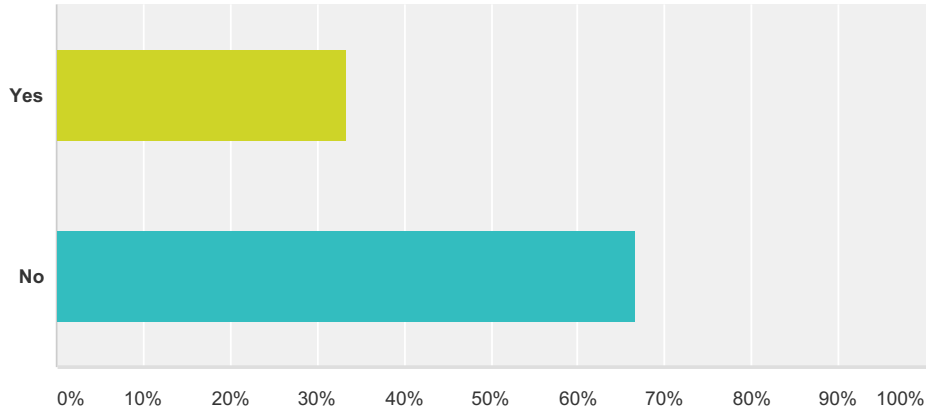
Answered: 42 Skipped: 5



Answer Choices	Responses	
Yes	45.24%	19
No	54.76%	23
Total		42

Q26 Has the inability to provide or secure housing on Nantucket for your organization's employees resulted in positions going unfilled for more than 6 months?

Answered: 42 Skipped: 5



Answer Choices	Responses	
Yes	33.33%	14
No	66.67%	28
Total		42

Nonprofit Housing Survey

Q27 Is there anything further you would like to share about your organization's housing needs and/or the solutions that you've implemented?

Answered: 11 Skipped: 36

#	Responses	Date
1	The Family unit is very important to every community. Because of instability in housing, family units have been experiencing separation. Some families had to seek off island housing and heads of families have been commuting to their place of employment in order to survive. Parking facilities have been made available to many who have to seek housing elsewhere to secure their work as well as private vehicles, in order to maintain employment. With adequate housing all these inconveniences and discomfort would be eliminated.	8/18/2015 3:53 PM
2	our issues are mostly impending at this point. People are in fear of losing their housing as it has been indicated it will not be available going forward.	8/17/2015 4:35 PM
3	We generally do not post open positions off Nantucket because we know that it is cost prohibitive to move here for a job with the pay rates we're able to offer. And even if the pay rate is not an issue, the ability to find and afford housing is. This significantly impacts the pool of applicants we have access to. I have also noticed the trend of young professionals moving off the island because they don't have a future here.	8/14/2015 2:41 PM
4	Barriers for workforce are not just lack of inventory but also the high price of rents.	8/14/2015 9:32 AM
5	Would love to explore some type of communal dormitory style housing...This is a huge issue for us! You might have also asked how much time and effort is devoted to finding then securing house for our employees..	8/11/2015 3:54 PM
6	Housing is a problem on island but we have been fortunate so far to have obtained inexpensive rentals. Staff and the board worry that at any time we will have a housing crisis. Each employees rents and purchasing homes appears not to be a possibility. If and when leases expire or rents increase dramatically we could have a major problem.	8/10/2015 5:29 PM
7	Even though we haven't lost employees because of housing, it is a real concern and we are aware of it and the potential impact in the future.	8/10/2015 10:52 AM
8	Housing needs help! I am not sure what the answer is but it is impossible to grow my business because I depend on year round stable young families which are finding it harder if not impossible to secure housing.	8/9/2015 5:14 PM
9	My business provides digital services year-round. I have had no choice but to contract with other professionals off island. This is 50% of team. The other 50% has secure housing and is the seasonal help. My concern is watching my single friends who are professional struggle to find year-round, affordable AND respectable rentals. People in their 40's should not have to rent rooms. We should have apartments as an option, not full houses.	8/8/2015 11:03 AM
10	May lose a good employee who cannot find year round rental housing	8/8/2015 10:13 AM
11	I like this survey (test)	8/8/2015 8:38 AM