

# A CREATIVE APPROACH TO NONPROFIT STAFF WELLNESS



## THE CHALLENGE

Alexandria's nonprofits faced unparalleled demands for services during the pandemic.

Despite supply shortages, revenue reductions, and changes to operations, these nonprofits continued to do their best to help neighbors in need.

Still, the pandemic years proved long and grueling. Working with vulnerable populations often meant that staff experienced secondary trauma and burnout.



***We don't solve all of the problems in our clients' lives, but we hear all the issues. Emotionally and physically, the job can be draining.***

*Donna Walker James, Executive Director of Computer CORE*



## THE SOLUTION

Supporting our community means helping those who care for our community. ACT's Alexandria Resilience Fund provided wellness and mental health grants for nonprofit staff.



**Received 40  
applications**



**Awarded more  
than \$150,000**



**Supported 35  
Alexandria  
organizations**



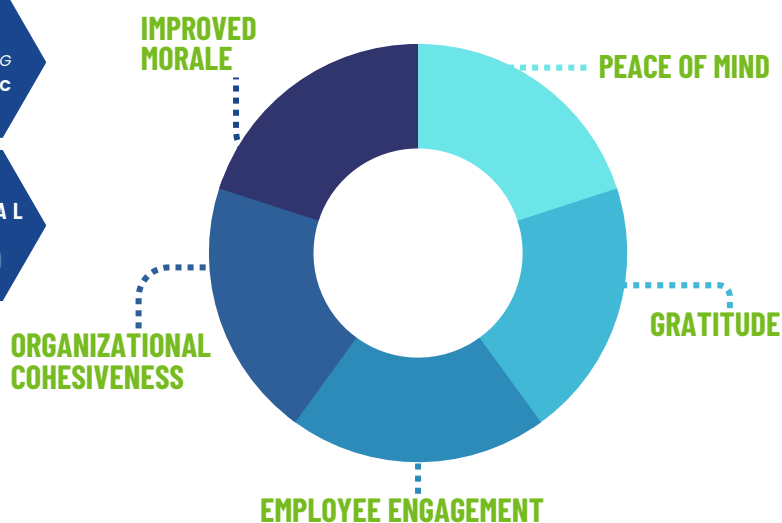
## THE IMPACT

We capped each grant at a modest \$5,000 per organization. ACT didn't give strict rules around spending, and instead, gave grantees a sense of agency. ***The impact was nothing short of incredible.***

## HOW DID ORGANIZATIONS USE THE FUNDS?



## GRANTEES EXPERIENCED:



## THE FUTURE

This should not stop. Being responsive and innovative is at the heart of ACT. As we move toward human-centered resilience, investing in nonprofit resilience is ongoing. We will listen and learn so we can continue to champion the health of nonprofit staff on the front lines.

## WHO WE ARE

*ACT for Alexandria is a community foundation. We amplify the work of our community by bringing people and resources together. We mobilize the community on key issues and develop solutions for Alexandria's most pressing challenges.*

