

Constant Contact Survey Results

Campaign Name Board Assessment FY24

Survey Starts 89

Survey Submits 15

Export Date 9/3/2024 14:06

MULTIPLE CHOICE

1 I understand and support the mission of The Education Foundation of Collier County - Champions For Learning (CFL).

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	0	0%
4- Strongly Agree	0	0%
5- Completely Agree	15	100%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses 0

MULTIPLE CHOICE

2 I am knowledgeable about CFL's student programs and services.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	1	6%
4- Strongly Agree	2	13%
5- Completely Agree	12	80%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses 0

MULTIPLE CHOICE

3 I am knowledgeable about CFL's educator programs and services.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	2	13%
4- Strongly Agree	1	6%

5- Completely Agree	12	80%
Total Responses	15	

OPEN QUESTION
Comments
Total Responses

0

MULTIPLE CHOICE

4 I am knowledgeable about Future Ready Collier.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	1	6%
3- Agree	5	33%
4- Strongly Agree	5	33%
5- Completely Agree	4	26%
Total Responses	15	

OPEN QUESTION
Comments

FRC is a challenging initiative to manage. It is also an important initiative to facilitate strong relationships among local nonprofit organizations in the education space. Its value is less visible and not understood among the broader community.

1 I understand the intent of the program, but would like a better understanding of the tangible goals and accomplishments.

Total Responses	2
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MULTIPLE CHOICE

5 I share my CFL "elevator speech" with others on a regular basis.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	2	13%
4- Strongly Agree	6	40%
5- Completely Agree	7	46%
Total Responses	15	

OPEN QUESTION
Comments

1 I share as often as there is opportunity to do so.

Total Responses	1
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MULTIPLE CHOICE

6 I introduce potential volunteers and donors to CFL on a regular basis.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	4	26%
4- Strongly Agree	7	46%
5- Completely Agree	4	26%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses	0
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MULTIPLE CHOICE

7 I assist with "fundraising" through multiple activities.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	3	20%
3- Agree	6	40%
4- Strongly Agree	2	13%
5- Completely Agree	4	26%
Total Responses	15	

OPEN QUESTION

Comments

There is an aspect of fundraising that is about creating awareness and understanding of CFL and its work among community members. Money follows.

I think that I could become more involved with the staff in meeting with prospective donors and discussing why I give and why CFL is part of my personal estate plan.

Total Responses	2
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MULTIPLE CHOICE

8 I make meaningful annual financial contributions to The Education Foundation of Collier County.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	2	13%
3- Agree	2	13%
4- Strongly Agree	2	13%
5- Completely Agree	9	60%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses 0

MULTIPLE CHOICE

9 I honor the privacy of all confidential client, donor, and organizational information.

Answer Choice	Response Count	Response Percentage
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1-Disagree	0	0%
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2-Somewhat Agree	0	0%
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3- Agree	1	6%
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4- Strongly Agree	0	0%
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5- Completely Agree	14	93%
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Total Responses	15	
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OPEN QUESTION

Comments

Total Responses 0

MULTIPLE CHOICE

10 I communicate with the CEO/President and fellow Board members about ideas, suggestions, and concerns.

Answer Choice	Response Count	Response Percentage
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1-Disagree	0	0%
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2-Somewhat Agree	0	0%
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3- Agree	5	33%
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4- Strongly Agree	6	40%
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5- Completely Agree	4	26%
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Total Responses	15	
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OPEN QUESTION

Comments

Total Responses 0

MULTIPLE CHOICE

11 I recommend individuals for Board member positions who will advance our mission using their skills and influence in the community.

Answer Choice	Response Count	Response Percentage
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1-Disagree	1	6%
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2-Somewhat Agree	3	20%
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3- Agree	7	46%
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4- Strongly Agree	2	13%
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5- Completely Agree	2	13%
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Total Responses 15

OPEN QUESTION

Comments

I have not identified or recommended a board member.

Total Responses 1

MULTIPLE CHOICE

12 I prepare for and attend at least 75% of all scheduled Board functions including meetings, committee meetings, Board orientation and training, and special Board events.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	1	6%
4- Strongly Agree	2	13%
5- Completely Agree	12	80%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses 0

MULTIPLE CHOICE

13 I know the expectations and responsibilities of my Board member role.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	0	0%
4- Strongly Agree	6	40%
5- Completely Agree	9	60%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses 0

MULTIPLE CHOICE

14 I respect the distinct roles of the CEO/President, Board and staff.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%

3- Agree	0	0%
4- Strongly Agree	3	20%
5- Completely Agree	12	80%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses	0
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MULTIPLE CHOICE

15 I foster an environment that builds trust, respect, and engagement of all Board members.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	0	0%
4- Strongly Agree	6	40%
5- Completely Agree	9	60%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses	0
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MULTIPLE CHOICE

16 I find serving on the Board to be a satisfying and rewarding experience.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	0	0%
4- Strongly Agree	5	33%
5- Completely Agree	10	66%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses	0
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MULTIPLE CHOICE

17 I maintain confidentiality of Board and committee meetings when appropriate and executive sessions.

Answer Choice	Response Count	Response Percentage
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1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	0	0%
4- Strongly Agree	1	6%
5- Completely Agree	14	93%
Total Responses	15	

OPEN QUESTION
Comments
Total Responses

0

MULTIPLE CHOICE

18 I would like more involvement with Board governance and leadership.

Answer Choice	Response Count	Response Percentage
1-Disagree	3	20%
2-Somewhat Agree	3	20%
3- Agree	4	26%
4- Strongly Agree	2	13%
5- Completely Agree	3	20%
Total Responses	15	

OPEN QUESTION
Comments

1 I'm already completely engaged in governance and leadership.

I'm not certain about the meaning/implication of this question, so I find it difficult to respond. Too general. I think I'm pretty involved

2 with the leadership aspects through committee work, mentoring, etc. Sometimes there isn't capacity for more.

Total Responses 2

MULTIPLE CHOICE

19 I review and understand CFL's financial statements.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	1	6%
4- Strongly Agree	5	33%
5- Completely Agree	9	60%
Total Responses	15	

OPEN QUESTION
Comments

1 There has been a lot of great work over the past year to improve and simplify them.

Total Responses 1

MULTIPLE CHOICE

20 I believe the annual budget reflects the mission and goals of the organization.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	1	6%
4- Strongly Agree	7	46%
5- Completely Agree	7	46%
Total Responses	15	

OPEN QUESTION

Comments

1 We need to improve our financial position.

Total Responses	1
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MULTIPLE CHOICE

21 I review and understand the independent financial audit.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	2	13%
4- Strongly Agree	5	33%
5- Completely Agree	8	53%
Total Responses	15	

MULTIPLE CHOICE

The Board of Directors understands and supports The Education Foundation of Collier County - Champions For Learning's (CFL) Mission.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	0	0%
4- Strongly Agree	5	33%
5- Completely Agree	10	66%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

1 Best I can assess it. There are members who are less vocal, so it is sometimes difficult to know.

Total Responses 1

MULTIPLE CHOICE

2 The strategic plan is used by the Board as the basis for approving new initiatives and allocating resources.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	2	13%
4- Strongly Agree	5	33%
5- Completely Agree	8	53%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

So far. Recently, I don't think there have been any proposed initiatives that have been off strategy. If there are in the future, I would

1 hope for vigorous discussion among all board members.

Total Responses 1

MULTIPLE CHOICE

3 The Board of Directors projects a positive public image of CFL.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	1	6%
4- Strongly Agree	3	20%
5- Completely Agree	11	73%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

1 Lots of great publicity.

Total Responses 1

MULTIPLE CHOICE

4 The Board of Directors connects CFL with community leaders, potential donors and volunteers.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	1	6%
3- Agree	3	20%

4- Strongly Agree	3	20%
5- Completely Agree	7	46%
N/A	1	6%
Total Responses	15	

OPEN QUESTION

Comments

- 1 I am not sure all BOD meet this goal
 - 2 I don't know whether the BOD connects the organization with these constituencies.
- | | |
|-----------------|---|
| Total Responses | 2 |
|-----------------|---|

MULTIPLE CHOICE

5 The Board of Directors sets expectations for individual board members to support the organization financially and through engagement in "fundraising" activities.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	1	6%
3- Agree	5	33%
4- Strongly Agree	7	46%
5- Completely Agree	2	13%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

- 1 The new BOD Job description is an improvement. We need more board-led fundraising activities.
 - 2 i do not know if this is a fact--it is outside my area
There is an expectation for board members to contribute, but I don't believe that we are engaging board members as much as we
 - 3 could to foster relationships with prospective donors.
- | | |
|-----------------|---|
| Total Responses | 3 |
|-----------------|---|

MULTIPLE CHOICE

6 Board members participate in "fundraising" activities.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	2	13%
3- Agree	7	46%
4- Strongly Agree	3	20%
5- Completely Agree	2	13%
N/A	1	6%
Total Responses	15	

OPEN QUESTION

Comments

Like any organization some Board members are more active in participating in fundraising than others. I wish everyone was as

- 1 engaged as the strongest supporters.
- 2 We are expected to do so. I assume that each board member is doing a fair share.
- 3 I am not sure that some BOD members have the skill set, interest or motivation to help with this topic

Total Responses 3

MULTIPLE CHOICE

7 The Board of Directors identifies and cultivates potential Board members with an eye for diversity, e.g. in expertise, influence, race/ethnicity, age, gender.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	2	13%
3- Agree	8	53%
4- Strongly Agree	3	20%
5- Completely Agree	1	6%
N/A	1	6%
Total Responses	15	

OPEN QUESTION

Comments

- 1 We need more board participation.
- 2 This is often done by the development committee, so I don't know.
- 3 Some board members may be doing this, but I don't think that it's a major board initiative..

Total Responses 3

MULTIPLE CHOICE

8 The Board of Directors defines responsibilities and establishes expectations for Board member participation in activities that further achievement of the mission.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	6	40%
4- Strongly Agree	4	26%
5- Completely Agree	4	26%
N/A	1	6%
Total Responses	15	

OPEN QUESTION

Comments

This is probably handled during invitations to potential board members, as well as during board member orientation. I don't

- 1 generally witness it.
- 2 This topic is becoming part of our culture--It needs more attention
- 3 I don't understand what the expectation is here

Total Responses 3

MULTIPLE CHOICE

9 The Board of Directors respects the distinct roles of the CEO/President, board, and staff.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	2	13%
4- Strongly Agree	5	33%
5- Completely Agree	8	53%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

- 1 As far as I know.
- 2 Yes--i see the BOD doing a good job

Total Responses 2

MULTIPLE CHOICE

10 The Board of Directors uses standing committees, executive sessions, and ad hoc task forces effectively.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	2	13%
4- Strongly Agree	6	40%
5- Completely Agree	7	46%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

- 1 From what I can tell, this is true.

Total Responses 1

MULTIPLE CHOICE

11 The Board of Directors effectively manages periodic reviews and updates of the bylaws, board policies and board procedures.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	1	6%
4- Strongly Agree	6	40%
5- Completely Agree	8	53%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses	0
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MULTIPLE CHOICE

12 Board and Committee meetings are well-attended with active member participation.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	1	6%
3- Agree	1	6%
4- Strongly Agree	6	40%
5- Completely Agree	7	46%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

A lot happens in committee meetings and board members are expected to be a part of committees. Committees are where

1 much of the work and discussion occurs.

2 The meeting attendance is becoming better with COVID now over. The calendar going into the future further has helped

3 I completely agree in terms of the committees I am on.

Total Responses	3
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MULTIPLE CHOICE

13 The Board of Directors fosters an environment that builds trust, respect, and engagement of all board members.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	1	6%
3- Agree	2	13%
4- Strongly Agree	6	40%
5- Completely Agree	6	40%

N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

Barbara's board dinners have helped to facilitate some of this. Otherwise, board meeting agendas are jam-packed, leaving little time for the informal camaraderie that is part of building trust.

It seems that some board members are very engaged and others are not. Perhaps there's a way to let the full board know how members are engaged.

Total Responses	2
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MULTIPLE CHOICE

14 The Board of Directors efficiently makes decisions and takes action when needed.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	1	6%
4- Strongly Agree	7	46%
5- Completely Agree	7	46%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses	0
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MULTIPLE CHOICE

15 Board meetings are informative, productive, and efficient. They are a worthwhile investment of my time.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	1	6%
3- Agree	5	33%
4- Strongly Agree	5	33%
5- Completely Agree	4	26%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

1 Often there is so much on the agenda that discussion gets short-changed.

2 They are much better --We need to keep the meeting on track so we either cover all topics or reduce the number of topics

It would be useful to have more time in meetings for board discussion. Sometimes there is too much presentation and not enough
3 time for discussion.

Total Responses 3

MULTIPLE CHOICE

16 The Board effectively uses the experience, skills, and talent of board members to benefit the organization.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	6	40%
4- Strongly Agree	5	33%
5- Completely Agree	3	20%
N/A	1	6%
Total Responses	15	

OPEN QUESTION

Comments

1 Some BOD members do very little --Those members need to be removed and the new slate of board members looks positive.

2 I have no way of knowing this.

Total Responses 2

MULTIPLE CHOICE

17 The Board has the necessary skills and experience to effectively accomplish its work.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	1	6%
3- Agree	2	13%
4- Strongly Agree	3	20%
5- Completely Agree	8	53%
N/A	1	6%
Total Responses	15	

OPEN QUESTION

Comments

1 We need more Board members actively engaged in fundraising.

There is awareness that, across board membership, there is an unbalance in skill sets. The development committee is working to

2 add members with skills that we are missing and rebalance across membership.

I don't know what the key required skills are and how this maps to board member experience. We seem so have good

3 finance/banking skills but not much in the way of fund raising/donor relations.

Total Responses 3

MULTIPLE CHOICE

18 Board committees are well-defined, and each committee timely accomplishes its work.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	5	33%
4- Strongly Agree	4	26%
5- Completely Agree	6	40%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

1 I completely agree in terms of the committee I am part of.

Total Responses	1
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MULTIPLE CHOICE

19 Board officers and committee chairs effectively carry out their responsibilities.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	2	13%
4- Strongly Agree	7	46%
5- Completely Agree	6	40%
Total Responses	15	

MULTIPLE CHOICE

20 The Board of Directors is knowledgeable about CFL's programs and services.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	3	20%
4- Strongly Agree	2	13%
5- Completely Agree	9	60%
N/A	1	6%
Total Responses	15	

OPEN QUESTION

Comments

CFL is a complex organization, and it takes time to understand the details of programs and services. New board member

1 orientation could facilitate understanding more quickly for those incoming members.

2 I can only speak for myself. I don't know about other board members

Total Responses	2
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MULTIPLE CHOICE

21 The Board of Directors monitors the quality and impact of CFL's programs and services.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	1	6%
3- Agree	4	26%
4- Strongly Agree	7	46%
5- Completely Agree	3	20%
N/A	0	0%
Total Responses	15	

MULTIPLE CHOICE

22 The Board of Directors ensures that the annual budget reflects CFL's priorities and strategies.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	1	6%
4- Strongly Agree	7	46%
5- Completely Agree	7	46%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses	0
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MULTIPLE CHOICE

23 The Board of Directors reviews and understands CFL's financial statements, including the independent financial audit.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	5	33%
4- Strongly Agree	5	33%
5- Completely Agree	5	33%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

1 I do not know if all members understand the reviews

Total Responses 1

MULTIPLE CHOICE

24 The Board of Directors has an open and productive working relationship with the CEO/President.

Answer Choice	Response Count	Response Percentage
1-Disagree	0	0%
2-Somewhat Agree	0	0%
3- Agree	5	33%
4- Strongly Agree	4	26%
5- Completely Agree	6	40%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

Total Responses 0

MULTIPLE CHOICE

25 The Board of Directors formally assesses the CEO/President's performance and ensures that the CEO/President is appropriately compensated.

Answer Choice	Response Count	Response Percentage
1-Disagree	1	6%
2-Somewhat Agree	0	0%
3- Agree	0	0%
4- Strongly Agree	6	40%
5- Completely Agree	8	53%
N/A	0	0%
Total Responses	15	

OPEN QUESTION

Comments

1 The BOD does not --a committee performs this function

Total Responses 1

MULTIPLE CHOICE

26 The Board of Directors has sufficient succession planning in place for transitioning CEO/President leadership.

Answer Choice	Response Count	Response Percentage
1-Disagree	3	20%
2-Somewhat Agree	4	26%
3- Agree	3	20%

4- Strongly Agree	2	13%
5- Completely Agree	2	13%
N/A	1	6%
Total Responses	15	

OPEN QUESTION

Comments

- 1 After hiring a new CEO, we now need to put a succession plan in place.
 - 2 General, comment
It is difficult to evaluate an entire board using the options listed. As an example, I would strongly agree that some board members have an excellent working relationship with the CEO while others have very little.
 - 3 This needs work. There hasn't been a succession plan in the past and I don't believe that this has yet been developed for the future.
 - 4 not sure what the plan --
 - 5 If this is in place, I have no visibility into it.
- Total Responses 5

OPEN QUESTION

Successes:

- 1 I'm very proud to be associated and serving on the Board of CFL
I feel we accomplished a great deal in transitioning the organization to have stronger governance, best in class HR functions, and
 - 2 great communication between the CEO and Board members
 - 3 Fund raising focusing on one major event.
 - 4 A good foundation has been built for: staff, financials, development, programs, volunteers.
 - 5 Barbara has been a great addition to CFL.
 - 6 Providing support to teachers and students
CFL is an organization with a very strong foundation, built over the years since its inception. The leadership transition has been well managed. Increase in fundraising infrastructure, effort and success. Very positive change to the Golden Apple event. Increasing attention to improving processes and reporting (finance, program updates, staffing and technology that will further facilitate these
 - 7 in the future.)
 - 8 Barbara has done an amazing job of modernizing the organization
 - 9 Night of Champions Golden Apple
Finance picture and numbers look in better and more realistic. Our 2023 release with our financial The staff is engaged and the top of the organizational chart looks strong. publications and outreach into the community our name and reputation involvement of family of our students is improved Culture and attitudes of staff, volunteers and community members is better We have done well
 - 10 on governance updates
Installation of Donor Management System Installation and reporting from Financial Management System Stabilization of Staff
 - 11 members in key positions
 - 12 Successful year for new President and celebration night.
 - 13 Student programs Financial stability
 - 14 Structure and infrastructure has been established.
I think we are moving in the right direction even with a ton of changes in the beginning. Staffing I believe is in the right direction,
 - 15 however, the office space seems too big now, lots of empty offices.
- Total Responses 15

OPEN QUESTION

Concerns:

- 1 none
- 2 We need to do a better job in developing strong donor support. I believe that is in progress. We now need to execute and not focus on having the perfect systems in place t stay in touch with donors.
- 3 Spreading CFL personnel too thin by trying to serve, maybe, too many different groups.
- 4 We need more donor outreach and engagement.
The Executive Committee has made a lot of decisions on their own and informs the board of these decisions only after they have been made.
- 5 been made.
- 6 Fundraising
- 7 Seeming lack of respect for the organization's history (leadership, long time donors.) I have heard from several past donors who are holding a "wait and see" attitude because they haven't been nurtured going forward. CFL has a solid foundation (reputation, financial position.) Certainly it was time for a change to take it to the next level, but that "next level" wouldn't be possible without that foundation. Staff turnover.
- 8 The executive committee has a lot of control. Let Barbara do her job. Include the board more and don't just make decisions at the executive level.
- 9 Future of FRC financially
- 10 Ability to raise enough funds annually. Greater exposure to potential volunteers and financial resources (donors) Depth within the organizational chart and potential new improved skill sets required of our employees Ability to attract more males into our programs
- 11 How can/should we expand the programs CFL provides in support of our mission? If we had significantly more funds, what new programs could we offer or how would we expand current programs? How can/should we increase the size of our endowment in support of our long term mission and viability?
- 12 None
- 13 Maintaining transparency in all areas and transactions Need to assess all programs to document their effectiveness
- 14 Planned income did not match expenses resulting in an annual deficit.
- 15 Concerns about development are certain. Maintaining and working for the future and having all board members actively involved. There should be a report from each committee chair as well. Feel like in the dark with several committees but no one knows what is discussed. Also, Board members that sit through entire meetings and don't contribute.

Total Responses

15

OPEN QUESTION

Suggestions:

- 1 none
Have the development staff get out of the office and visit past and prospective donors as much as possible. This needs to be our
- 2 primary focus.
- 3 Stay true to the mission. Spend a serious amount of development effort on building a meaningful endowment.
- 4 Focus this year on increasing revenue, community engagement, and greater impact for students and educators.
- 5 Make sure we can raise enough funds to meet the budget so we do not have another RIF.
- 6 Recruit individuals with connections to people with wealth that can become funders

This past year has been a year of transition, and there has been positive change. There is also A LOT going on. To both organizational leadership and the board, stay focused on the key programs and initiatives to assure stability before taking on more

7 new.

8 None

9 Continue discussions about improving outcomes at CFL

We need a story of our successes, needs (financial and volunteer opportunities) to share with our community. Our community has many volunteers and people with wealth --we need to do more to attract them to Champions. Share stories of our alumni and provide facts on their outcome--how many students in the Champions went to college and what percentage graduated? What

10 happened to those that did not graduate? Also, include the trade schools or other career paths

11 As part of the strategic planning process identify areas where we should introduce new programs or expand existing programs.

12 None

13 Have board members volunteer to be a liaison between the board and programs

14 Now that organization infrastructure is well established, focus on development to ensure income matches or exceeds expenses.

Regular Committee Reports: Ensure that each committee chair provides a written and/or verbal report at every board meeting. This report should outline key discussions, decisions made, and any actions that need to be taken. This practice will keep everyone informed and accountable. Enhanced Communication Channels: Get the Board Portal up and running. Mandatory

15 Participation: Implement a policy that requires all board members to contribute during meetings. Round Robin?

Total Responses

15