

ALF-MVC 2019 SURVEY RESULTS & HIGHLIGHTS

BACKGROUND

Every other year, ALF conducts an annual survey of all its Fellows and Senior Fellows to obtain the latest information on its growing network and better understand how they engage and how they would like to engage with ALF.

The purpose of this survey is to learn the ways that the ALF experience and participation has impacted the network, Fellows' work, and the broader community. With the information from this survey, our Chapter can better represent its Fellows and provide engagement opportunities in order to continually expand the value of the ALF network. The survey results are utilized as one of many resources that informs the larger health of the organization and annual strategic planning process.

SURVEY METHODOLOGY

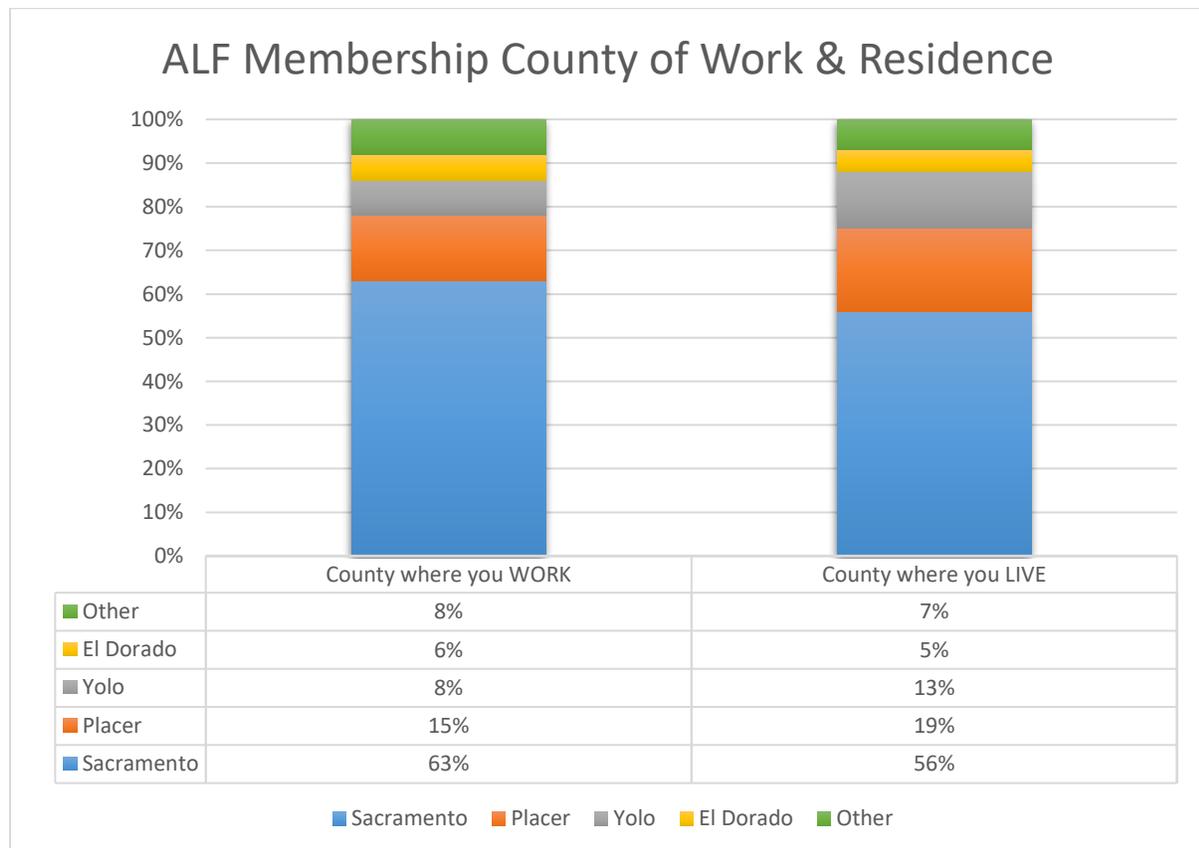
ALF-MVC staff sent the survey to its 540 ALF-MVC Fellows and Senior Fellows. A **total of 132** Fellows responded to the online survey resulting in a **30% response rate** from 436 active Fellows. Of the 132 responses, 101 were completed (77% completion rate). Respondents spent an average of 16 minutes and 33 seconds completing the survey.

Class Representation

At least two or more responded from each ALF class. Class XX had the highest participation rate with [12 members responding \(10% of overall survey respondents\)](#).

KEY FINDINGS

Geographic Distribution of Fellows



FELLOW ENGAGEMENT

All survey respondents were presented a list and were asked to respond to their awareness of, interest in, and participation in these ALF programs and activities:

- Exemplary Leaders Awards Dinner
- Formal or informal interactions with class or other classes (not organized by ALF)
- First Year Fellows' Class Receptions
- Affinity Groups: Eagles, Women's, Mental Health
- Class Stewards
- Focus Group Meetings
- Committees: Resource & Development and Nominations
- All Access Receptions
- Media partnerships (i.e. The Drive Podcast, Studio Sacramento)
- County Meetings
- Implicit Bias Trainings
- Sr. Fellows Retreats
- Encore Program
- Symposiums
- Human-Centered Design Study
- Tables of 8
- Backstage Experience
- Sr. Fellows Programming
- Summer/Holiday Party (ALF organized gathering)

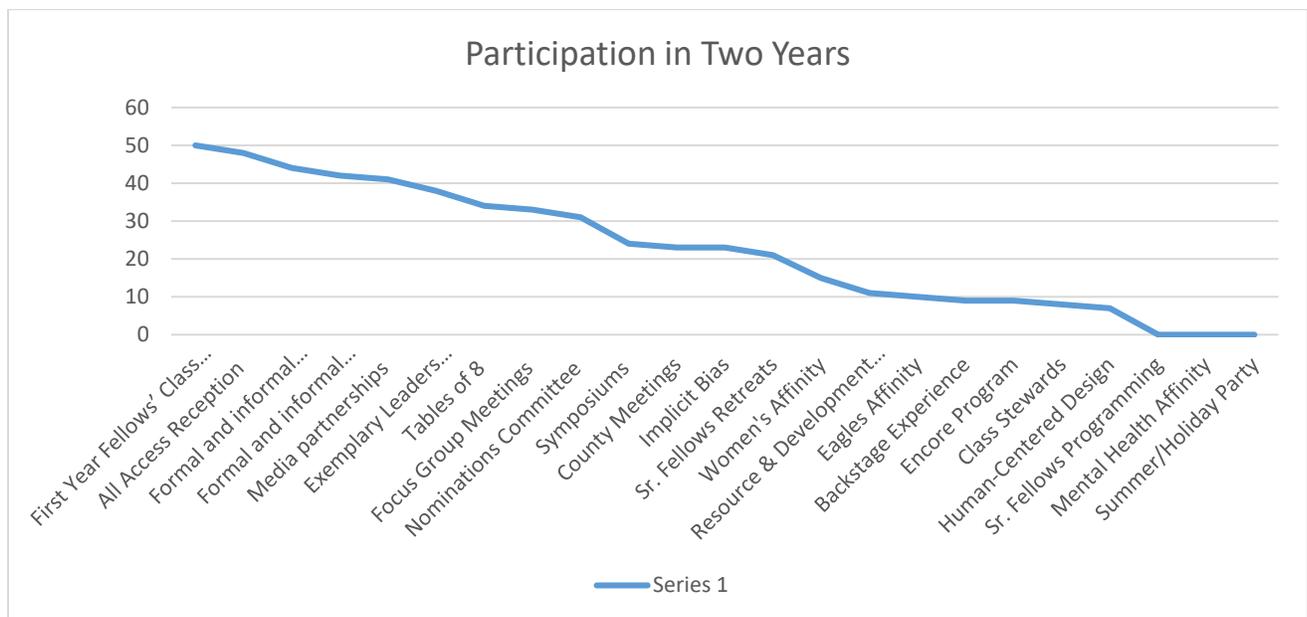
ALF Programs and Activities

Of the 108 responses received:

- 44 Fellows (41%) indicated that the Exemplary Leaders Awards Dinner is valuable and is an event in which they regularly participate.
- Formal and informal interactions with their class or other Fellows were ranked second and third highest (32-38%).
- Respondents did not rank Sr. Fellows Programming and Summer/Holidays parties as a valuable activity.

Over the last two years, Fellows have participated at least once in the following activities and programs. Activities and programs are listed from highest frequency:

1. First Year Fellows' Class Reception (50 respondents)
2. All Access Reception (48 respondents)
3. Formal and informal interactions with class (44 respondents)
4. Formal and informal interactions with class Fellows (42 respondents)
5. Media partnerships (41 respondents)
6. Exemplary Leaders Awards Dinner (38 respondents)
7. Tables of 8 (34 respondents)
8. Focus Group Meetings (33 respondents)
9. Nominations Committee (31 respondents)
10. Symposiums (24 respondents)



Those who indicated they had not participated in ALF activities in two years noted that [the biggest barrier to their participation was time \(33%\)](#).

Awareness of programs and activities

- Up to 49 respondents [were not](#) aware of Human Centered Design Study or the Mental Health Affinity Group.
- 50 or more respondents were aware of the following activities but have not participated:
 - Class Stewards
 - Backstage Experience
 - Implicit Bias Trainings
 - Symposiums
 - Tables of 8
 - Encore Program
 - Sr. Fellow Retreats
- 44 responded that they are aware of the Eagles Affinity group but were not interested.

Future Participation

Respondents were also asked about which activities they would like to participate. Of 108 respondents, the top five activities were:

- *Exemplary Leaders Awards Dinner (59%)*
- *Tables of 8 (55%)*
- *All Access Receptions (45%)*
- *Senior Fellows Retreat (44%)*
- *Summer/Holiday Party (34%)*

Lowest ranking activities:

- Encore Program (11%)
- Class Steward (11%)

New Activities for Fellow Engagement

To remain relevant, 57% of respondents would like ALF to consider Topics-based Tables of 8 and Symposiums (39%). Other considerations include: Book Club, Travel Club, and a Golf Tournament.

Top five topics for conversation or for symposiums include:

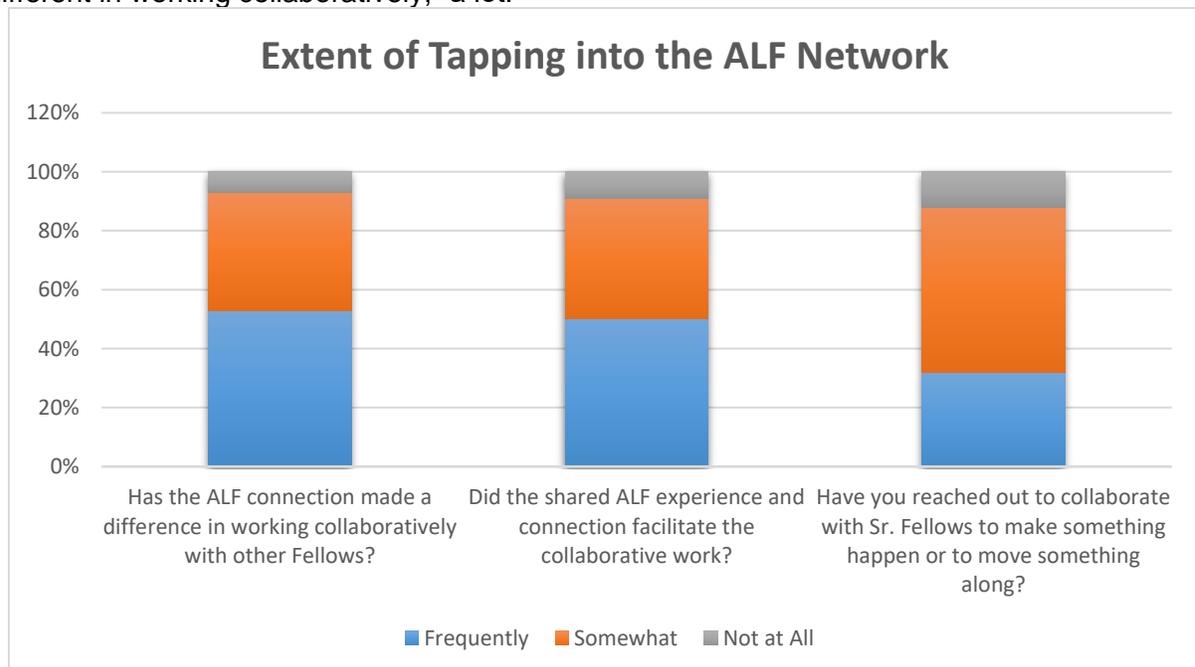
1. Equity and Inclusion (54 respondents)
2. Economic Development (48 respondents)
3. Homelessness (39 respondents)
4. Arts (38 respondents)
5. Education (34 respondents)

Below are other fundraising ideas provided by respondents:

- Offering consulting services
- ALF is positioned to teach/train – in small bites (a 3-6 hours session) – how to have better relationships across generations in the workplace
- Additional guests at All Access and a Breakfast Forum hosted by ALF members
- Art auctions
- A) Set a new dues support level of \$75/month, call it Gold Club; B) Encourage ALFers to include in their will or living trust for donation of \$5,000 or \$10,000 to our chapter and give them recognition
- Lip Sync battle among classes
- Less formal social dinner
- Major push on estate gifts
- Golf Tournament
- If a class meets some percentage of class involvement membership target, set by the board (100%?), something special happens for them (or something like that). Something that could really create momentum to add membership $\$300 \times 500 = \$150,000$...everyone should be a member!

UTILIZING THE ALF NETWORK

Most of the respondents (56%) indicated that they “somewhat” utilized the ALF network to reach out and collaborate with Senior Fellows to make something happen or to move something along. Most of the respondents (50%) indicated the shared ALF experience and connection facilitated the collaborative work, “frequently.” Most of the respondents (53%) indicated the ALF connection made a difference in working collaboratively, “a lot.”



ALF IMPACT

Ways ALF has added value

Of the 103 respondents, 88 indicated that they have found their ALF training experience and skills to be useful in their professional work.

Other responses include:

- I leverage my ALF affiliations to bring people together who may be interested in a community issue. Being part of ALF is rewarding and an asset to the organizations I support.
- Since I started three different organizations in Sacto and one focused on training people in nonprofits, I gained most by meeting some new people in my class.
- Working in marginalized communities; crime victimization; those that have experienced the unthinkable. Skills that I have used in extreme situations.
- Elected office.

61% responded that they “think more strategically about their engagement in the community” as a result of their ALF participation. 17% responded that they “had no change in their level of community engagement” as a result of ALF.

CORNERSTONES OF ALF

1. Building trust and networks with diverse leaders.
2. Motivating leaders to be catalysts for community change.
3. Strengthening collaborative leadership skills.
4. Exploring the interconnectedness of communities, nations, and the world.
5. Exploring, enriching, and renewing personal values, fostering a balance between being and doing.
6. Understanding and empowering self and others.
7. Exploring, understanding, and valuing diversity.
8. Inspiring leaders to a lifetime of active public engagement.

Fellows were asked to rank the ALF cornerstones and core values and whether it is valuable:

- Building trust and networks with diverse leaders (51%); and Appreciation, exploration and inclusion of diversity (47%) were ranked extremely valuable.
- Exploring the interconnectedness of communities, nations, and the world (4%) was ranked as “not at all valuable.”

ALF RESOURCES & COMMUNICATIONS

All the respondents were asked about their social media platform activity and preferred days/times for ALF activities.

The e-Caribiner newsletter (44%) is the most “often” read or utilized ALF resource or communications. The hard copy of the ALF Directory is ranked second (35%). 62% of respondents ‘never’ used the ALF Twitter. 29% did not know ALF had a LinkedIn account.

Social Media Activity

- Most of the respondents utilize Facebook (78%) and LinkedIn (58%).
- 15% Not active on social media platforms
- 31% would be interested in joining WhatsApp for ALF Fellows

Website

- 43% utilize the website to learn about and register for events
- 30% do not use the website at all
- 27% utilize the website to use the online directory

Preferred Day of the Week for ALF Activities

- Thursday (63%) or Wednesday (50%); Weekends (24%) was the least preferred day

Preferred Time of the Day for ALF Activities

- Late afternoon (61%) and lunch/mid-day (57%) were most preferred.
- Early morning (34%) was indicated as the least desirable time to meet.

Final Comments to Share with the Board and staff:

Accolades and Gratitude

- Keep working on the relationships. Personal development is great, but without the natural network of close, trusting friends, it will not have as big an impact.
- I'm grateful I participated in the program. Great Job!
- ALF does incredible work in the community. Thank you.

Reflections of ALF experience

- I believe ALF adds ongoing value to Sacramento and our leaders. For me, participation facilitates building opportunities to engage Sr. Fellows in meaningful community efforts and has allowed me to be more valuable in my volunteer life. ALF has transformed my life as a community volunteer and inspires me to remain active in non-profit efforts and join new Boards.
- Initially, I tried to engage with ALF through events etc. I experienced that the "authenticity" and professional relationships only exist if you are a highly influential, known leader (which is fine). My volunteerism felt unwanted so now I engage where it's convenient, enriches my life and when I have time (which is very limited now) - Eagles golf and Placer breakfast. And, I'm appreciative and enjoy the people who participate when I'm able to join them.
- As a retiree, doing very different activities than when I was working, it doesn't feel as though there's much of a place for me with ALF activities.
- Been a part of my life for 19 years
- I've been narrowly focused on my community although I have often used many of the ALF-learned skills from Class VI. I continue to feel a strong bond with my class participants but, unfortunately, have allowed myself to lose touch with many of them.
- My ALF-MVC year with Class One was undoubtedly was one of the most significant experiences in my personal and professional life. As one of several members from the non-profit sector, and forever in gratitude to Bill Honeysett, the time was one of learning, soul searching, and interacting with those we would not have otherwise thought to or had the opportunity to share this in this year-long adventure. Our small band of partners in crime, thrown together for Class One, I believe, made it that much more adventurous; uncharted territory, the unknown, not knowing what we didn't know, thoughtful and deliberate exercises by wonderful facilitators, and to this day I remember being so irritated with Mario and his silly feathers! My buddy, Rusty, wracked with pain yet persevering on our ascent on the mountain and the love of this small troupe as a cohesive band of ALF-MVC troopers. A few events that lead to me feeling disengaged: • Fellows Retreat: I was within one month or so of joining the State of CA and my health insurance had lapsed. Cross-talking during an exercise- how anyone could go without health insurance, etc. as though it was a choice. Financial disparity exists and must be mindful. • 24-hour rule callback. • The early years

-serving on the ALF-MVC Board of Directors and if I recall, a two-year term. I did not attend the 20th Anniversary Celebration. I have felt, whether right or wrong, since no longer working for Mayor Joe Serna, Jr.'s former City Council District 5, SAFE STREETS, Inc., there was no added value in my inclusion. In all fairness, Bonnie did reach out to me several years ago, and unfortunately I was on extensive state travel; I missed the 24-hour callback and that was on me.

- I value ALF and refer/nominate others I feel would also value and bring that experience to their professional and personal development. I cannot keep up with all opportunities beyond the first year, though I appreciate options for all.

Engagement recommendations

- Is there a community project that we could get behind and support? i.e. volunteer day.
- It will be helpful to have a more structured communication plan and alumni outreach effort in place moving forward.
- This experience has been a huge catalyst for change in my life both personally and professionally. Given the primacy of relationship in the mission, it would be fascinating to connect with Prof. Hakan Ozcelik at SacState who studies organizational development and has published work on loneliness being a detractor for individual and organizational performance. He's super innovative; I had lunch with him yesterday and first met him 11 years ago as I took a leadership course where he lectured on emotions in the workplace. I told him about ALF and he was Dax instead snout connecting leaders in the region for positive change.
- We need to raise permanent funds to add more staff support.
- Please give thought to how we can engage those who no longer reside in Sacramento.
- Many major corporations do employee giving campaigns in the fall. I'm surprised ALF didn't send an email asking ppl to designate their donations to the chapter. It's an easy way to pay annual dues or give to ALF in general.
- I worry about saturation. I really think that the BOD needs to look at what they offer and how often. It is necessary to have a new class each year? why not stagger it and on "offyears" focus on the senior cohort program or the implicit bias training. I really think you take on too much and dilute the quality of the program and the participants. Too much too often is not a desirable status to be in.

Survey-specific comments

- This survey was WAY too long
- Pls make future surveys shorter - three questions max.
- Thanks for your work on the survey!
- Suggest putting an answer that reflects ALF in general or class specific. Much interaction has more to do with quality and content of specific class leaders.