



# Minnesota Alliance on Crime

## Board Agenda

### October 12, 2017

<b>Agenda Item</b>	<b>Who Leads</b>	<b>Time</b>
I. Introductions/Call to Order	Board Chair	3'
II. Review- Changes/Additions- <b>Action Needed</b>	Board Chair	2'
III. Consent Agenda Items		40'
<ul style="list-style-type: none"> <li>Secretary's Report- <b>Action Needed</b> August, September, email votes</li> <li>Treasurer's Report- <b>Action Needed</b> August, September &amp; Heidi Invoice</li> <li>Director's Report</li> </ul>	Secretary Treasurer Executive Director	
IV. Updates-	Committees & Staff	15'
<ul style="list-style-type: none"> <li>Executive Committee</li> <li>Board Development Committee</li> <li>Budget and Finance Committee</li> <li>Outreach and Engagement Committee</li> <li>Public Policy Committee</li> </ul>		
V. Action Items		5'
<ul style="list-style-type: none"> <li>Executive Committee Voting</li> </ul>	Board Chair	
VI. Focused Discussion		45'
<ul style="list-style-type: none"> <li>Board of Directors Assessment</li> <li>Explain MAC's fiscal year/funding sources</li> <li>Walk through monthly financial statements</li> <li>Overview of Personnel Policies/Bylaws</li> <li>Board Director Job Description- sign</li> <li>Conflict of Interest- sign</li> <li>Assign committees</li> <li>Give to the Max Day</li> </ul>	Board Chair Executive Director Board Chair Board Chair/Executive Director Board Chair/Executive Director Board Chair Board Chair Executive Director	
VII. Adjourn	Board Chair	

***Minnesota Alliance on Crime connects systems, service providers, and victims to advance the response to victims of all crime.***

MAC Board Meeting – MAC Office, St. Paul  
August 10, 2017 - Meeting Minutes

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I. Called to Order @ 10:09 a.m. by President Vanessa Barr

- Those present:  
Board of Directors: Vanessa Barr, Chris Jensen, Denise Loy, Karla Bauer, Brenda Skogman, Kelly Nicholson  
By Phone: Dianna Umidon, Dresden Jones, Shane Baker, Shawn Becker, Sara Miller  
Skype: Vicki Walechka
- Executive Director: Bobbi Holtberg
- MAC Staff: Danielle Kluz, Julia Tindell
- Additional attendees: Therese Lockwood (in-person), Melissa Cornelius (phone)

II. Review-Changes/Additions

-Changes: The review of the Board of Director's slate should be moved to the confidential section and not open to others during the board meeting.

-Additions: None

**Motion to approve the August 2017 agenda with the change to move the review of slate of directors to the confidential portion of the meeting.**

Motion 1<sup>st</sup>: Brenda Skogman

2<sup>nd</sup>: Karla Bauer

**Approved**

III. Consent Agenda Items

- Secretary's Report  
Reviewed July 2017 Minutes.  
-Two changes to the meeting minutes, currently have 63 MAC members, not 53; correct the next meeting date to August 10, 2017.  
**Motion to approve Secretary's Report from July 13, 2017 with the changes.**  
Motion 1<sup>st</sup>: Denise Loy  
2<sup>nd</sup>: Brenda Skogman  
**Approved**
- Treasurer's Report  
Reviewed Treasurer's report from July 2017.  
-Need to do a final budget revision for submission to OJP by August 30, 2017; about \$7,000 to spend and/or needs to be moved into different categories. Does anyone need any equipment or have ideas of other items to purchase? We over budgeted in some areas and did not use it.  
-We have until June 30, 2018 to spend out the training grant money. Bobbi updated and increased the Survey Gizmo to the next level since we had extra money. May talk with MADD about increasing the internet speed in the office.  
**Motion to approve Secretary's Report from July 2017.**  
Motion 1<sup>st</sup>: Shane Baker  
2<sup>nd</sup>: Chris Jensen  
**Approved**
- Director's Report – see Director's report in board packet for full report.  
-NITVAN Grant – lots of MOU partners – FBI, AARP, Elder Abuse, East Metro Crime Task Force, OJP, Rice County Attorney's Office, BCA.

If we get the grant, we want to be the clearinghouse for information on ID Theft. The grant is for one year and \$50,000; if our application is approved, the grant starts October 1, 2017. This additional funding is reflected in our CVS grant budget (Crime Victim Services) for FY18.

-The FY18 grant budget is for two years; the coalitions will only receive State dollars, due to contracts and having more money. State dollars are easier to track and have no match requirement. The OGA audit that OJP recently went through came with a recommendation for more documentation on money coming in to programs (income). Just about finished and ready to submit FY18 grant application. Have been checking around with local foundations to see if there is funding available; not much available due to them helping the domestic violence programs that lost funding from the United Way.

-Would like to add a Public Policy position for FY19; will be able to ask for additional funding in the next competitive cycle.

-Succession planning – don't panic – not planning to leave but MAC needs to have a plan and information together if something happens to any staff member. Succession plan also identifies where items, accounts, and files are located. This is an ongoing task and Julia & Danielle will also be creating plans. Will ask the executive board members (President, Vice-President, Secretary, and Treasurer) to create succession plans also.

-Strategic Plan – most things identified in the strategic plan have been started and are in the last stages except for the regional meetings. Continue to review the plan on the website.

-Have one applicant for internship position; if you know of anyone interested, point them towards the website for more information.

-Annual meeting – agenda almost completely set. Registration is open and 30 registered so far. Reserve your rooms now before the block runs out. Board members also have to register and book rooms; have one non-member that signed up to attend. Someone from Meg Garvin's school will be speaking at the Annual meeting. Price is \$1950 to have them come; includes a day of prep, day of travel, and a day for presenting. Have money to pay for this. This person will talk about why Marsy's law is an issue to be discussing.

-Silent Auction: 28 items donated at this point. 11 are new donors and 5 increased their donations from 2016. Go and look at the list and follow-up with those that have not responded or sent in donations. Put notes that you did this – document is located on the board page. When you click on the link there are two pages, one lists the donation and contact name and the other is what was received. The flyer and letter that went out to donors is also on the webpage. Thank you letters for donors with tax information will be going out.

-From the Fundamentals training – have received about 80% of the evaluations have been received and had good feedback. Tentative dates for the next fundamental training –Dec.6-7.

-Karina Perkins will be speaking on trauma at Cornerstone from 9 – 12 p.m. in November 2017.

-We are up to 65 MAC members.

-Working on training with Crime Victim Advocacy Services.

-Working on the annual membership survey. The survey will include 5 accountability questions that will remain the same each year that the Board can review each year to gauge progress. There is also an Idea Prioritizing question – is what we are planning relate to your and to your work? Question on environmental scan – emerging issues in the field. Also pulled some questions from the strategic plan; will be shorter than last year. Al, from Aurora Consulting, will be finishing and sending it next week. Will forward this to the executive board for review. Planning to send the survey to all members on August 21, 2017

-Newsletter – if you have stuff to add to the newsletter, forward it to Danielle. We have a good click rate – which is people clicking on links in the newsletter.

-Currently use Electric Embers for the listserv and Constant Contact for graphic heavy stuff and invites. Continually working on keeping the email addresses updated – about 600-650 individual addresses/emails of members and nonmembers being sent to.

#### IV. Updates

- Executive Committee – did not meet.
- Board Development Committee – located in the confidential section.
- Budget and Finance Committee – working on a letter to the Kline bank for the jean fundraiser (referenced in July minutes).
- Outreach and Engagement Committee – did not meet.
- Public Policy Committee – have met since the last board meeting. Discussion of goals, the committee's role, and looking at some new legislation.

Bobbi is asking that all committees send a paragraph outlining the goals and role of the committee and how other members can engage and join the committee. This will be included in the packet for members at the annual meeting.

#### V. Action Items

- Board of Directors Slate  
**Motion made to approve six board members to the slate to present to the members at the annual meeting.**  
Motion 1<sup>st</sup>: Brenda Skogman  
2<sup>nd</sup>: Dresden Jones  
**Approved**

#### VI. Focused Discussion

- September 2017 meeting – agreed to cancel the meeting since we will be having the annual meeting in September. Asking that the Executive Board Members come back for the October meeting to pass their positions on to new board members.

#### VII. Adjourn

Adjourned at 12:15 p.m.

Motion 1<sup>st</sup>: Shane Baker

2<sup>nd</sup>: Kelly Nicholson

**Approved**

#### **Upcoming Meeting Dates:**

**Annual Meeting – September 21, 2017 at 8:30 a.m. @ St. Cloud Holiday Inn**

**Board Meeting – October 12, 2017 at 10:00 – 12:00 p.m. @ Northwest Area Foundation (Drake Building)**

**Board & New Member Orientation/Training – November 9, 2017 from 9:00 – 12:00 p.m. @ Northwest Area Foundation (Drake Building)**

Respectfully Submitted,

Vicki Walechka  
MAC Secretary

MAC Confidential Board Minutes  
August 10, 2017 – Board of Director's Slate

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Reviewed and voted on the seven board member applications received; can have a maximum of 15 board members. We also want to look at the qualifications/characteristics of the applications received to see what areas they cover to align with identified areas in our strategic plan, such as: rural/urban program, voting or non-voting MAC member, victim of crime, etc.

Applicant #1 – Melissa Cornelius – Watonwan County Victim/Witness Program

**Recommendation to add to the slate of new board members.**

Applicant #2 – Diane Homa

**Recommendation to add to the slate of new board members.**

Applicant #3 – Rachael Joseph

**Recommendation to add to the slate of new board members.**

Applicant #4 – Angela Miller

**Recommendation to add to the slate of new board members.**

Applicant #5 – Pamela Higgins-Maldonado

**Recommendation to add to the slate of new board members.**

Applicant #6 – Bacall McElroy

**Recommendation to decline her application at this time.**

Applicant #7 – Emily Douglas (Kreck) – Anoka County Attorney's Office

**Recommendation to add to the slate of new board members.**

MAC Board – September 7, 2017  
Email Motion

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An email was sent on June 12, 2017 from Board President, Vanessa Barr, stating that Karla Bauer would like to join MAC as an individual board member, not representing an organization/business. The email asked for Board members to respond if they were in favor or opposed to adding Karla Bauer to the slate of candidates to be voted on at the annual meeting.

**Approved – will be added to the slate of candidates.**

Respectfully Submitted,

Vicki Walechka  
MAC Secretary

MAC Board –September 12, 2017  
Email Motion

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An email was sent by MAC Board President, Vanessa Barr, on May 17, 2017 that the 990 filings were completed. The 990 document and the Attorney General Annual Report were attached for review by the board.

Motion was made to accept both documents and to file them with the State.

1<sup>st</sup>: Dianna Umidon

2<sup>nd</sup>: Kelly Nicholson

**Approved**



MAC Annual Board Meeting and Training – Holiday Inn - St. Cloud, MN  
September 21, 2017 - Meeting Minutes

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The MAC Annual Member Meeting was held on September 22, 2017 and began with Executive Director, Bobbi Holtberg, and MAC President Vanessa Barr welcoming members. The Agenda discussed at the annual meeting is outlined below:

- Board Member Recognition and Introduction
- Annual Reports
- Strategic Visioning Process
- Programmatic & Training Initiatives
- 2017 Legislative Initiatives
- Board Member Slate Introduction
- Proposed Bylaws – overview of changes and updates by Board member, Chris Jensen
- Membership Voting:

**Motion to approve the slate of new Board Members: Karla Bauer, Melissa Cornelius, Diane Homa, Rachael Joseph, Angela Miller, Pamela Higgins-Maldonado, Emily Douglas.**

33 – yes            0 – no

**Approved** - Welcome to these new board members!

**Motion to approve the changes to the By-Laws.**

36 – yes            1 – no

**Approved**

Motion to adjourn the Annual Meeting at 11:55 p.m.

Motion 1<sup>st</sup>: Denise Loy

2<sup>nd</sup>: Brenda Skogman

**Approved**

Respectfully Submitted,

Vicki Walechka  
Secretary

**MN Alliance on Crime  
Financials Summary  
August, 2017**

**Income:**

Program Income	25.00
Annual Meeting	300.00
Donations	140.00
Membership Dues	3425.00
OJP Grant Income	13760.72
Training Grant Income	5917.06
In-Kind Donations Income	574.72
Interest Income	3.34
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	<b>24120.84</b>

**Expenses:**

OJP Grant Expenses	14746.19
Training Grant Expenses	1004.66
Unrestricted Expenses	1179.67
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	<b>16930.52</b>

**Total Expenses:**

Personnel	10552.46
Payroll Taxes	788.72
Health Insurance Premiums	900.00
Rent	800.00
Contract Services	370.00
Dues & Subscriptions	1527.03
Equipment	0.00
Liability Insurance	907.00
Workers Comp Insurance	0.00
Miscellaneous	199.21
Annual Meeting Expense	21.50
Office & Program Supplies	15.00
Telephone Expense	349.86
Travel & Training Expenses	405.74
Bank Service Charges	54.00
Aplos Software Expense	40.00
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	<b>16930.52</b>

**Available Balances:**

OJP Grant	28049.98
Training Grant	25615.50
Unrestricted-Checking	49989.20
Savings Account	15142.08
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	<b>118796.76</b>

**MN Alliance on Crime  
Financials Summary  
September, 2017**

**Income:**

Program Income	23.97
Annual Meeting	85.33
Membership Dues	1050.00
Silent Auction	1831.76
Interest Income	3.24
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	<b>2994.30</b>

**Expenses:**

OJP Grant Expenses	28049.98
Training Grant Expenses	3141.87
Unrestricted Expenses	1043.17
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	<b>32235.02</b>

**Total Expenses:**

Personnel	15828.69
Payroll Taxes	1173.18
Health Insurance Premiums	900.00
Rent	800.00
Contract Services	995.00
Dues & Subscriptions	310.00
Equipment	4784.78
Liability Insurance	0.00
Workers Comp Insurance	0.00
Miscellaneous	101.19
Annual Meeting Expense	2118.59
Silent Auction Expense	0.00
Office & Program Supplies	2735.37
Telephone Expense	351.38
Travel & Training Expenses	1559.10
Bank Service Charges	34.00
Aplos Software Expense	40.00
	<hr/>
	<b>31731.28</b>

**Available Balances:**

OJP Grant	0.00
Training Grant	22453.55
Unrestricted-Checking	22906.56
Savings Account	15145.32
	<hr/>
	<b>60505.43</b>

Heidi Hachfeld  
423 W. Franklin Street  
Morristown, MN 55052  
507-330-0606

Invoice

Date: August 31, 2017  
Invoice #: 144  
Customer ID MAC

To: Minnesota Alliance on Crime  
155 Wabasha Street S.  
St. Paul, MN 55107  
  
612-940-8090

Salesperson	Job	Payment Terms	Due Date
		Due upon receipt	

Hours	Description	Hourly Rate	Line Total
7.00	August Financials, Budget/FSR Reviews	20.00	140.00
7.25	Payroll, Monthly PR Tax Reports, Finish up quarterly filing	20.00	145.00
4.25	Pay Bills, Filing, JE's, Emails, Budgets;	20.00	85.00
18.50			-
		Subtotal	\$ 370.00
		Sales Tax	
		Total	\$ 370.00

Make all checks payable to Heidi Hachfeld  
Thank you for your business!  
423 W. Franklin Street, Morristown, MN 55052

Heidi Hachfeld  
423 W. Franklin Street  
Morristown, MN 55052  
507-330-0606

Date: Sept. 30, 2017  
Invoice #: 145  
Customer ID MAC

To: Minnesota Alliance on Crime  
155 Wabasha Street S.  
St. Paul, MN 55107

612-940-8090

Salesperson	Job	Payment Terms	Due Date
		Due upon receipt	

Hours	Description	Hourly Rate	Line Total
10.75	Sept. Financials, 990 and Budget Reviews	20.00	215.00
7.50	Payroll, Monthly Tax Payments, Calculate new insurance rates	20.00	150.00
5.25	Pay Bills, Filing, JE's, Emails	20.00	105.00
-3.50	Carryover to October	20.00	(70.00)
20.00			-
		Subtotal	\$ 400.00
		Sales Tax	
		Total	\$ 400.00

Make all checks payable to Heidi Hachfeld  
Thank you for your business!

423 W. Franklin Street, Morristown, MN 55052



## Executive Director's Report October 2017

### Updates

- **990/Annual Charitable Organization Report:** Has been submitted to the Attorney General's Office
- **NITVAN II Grant:** We are still waiting to hear if we will be awarded funding. Hope to have an update by the board meeting date.
- **Succession Planning:** I will be meeting with Danielle and Julia this month regarding their plans and will have them ready for the board to review in November. Vanessa has received plans for all of the officers. The board president and the Executive Director will keep these on file. We might want to think about adding these documents to the board page on the website.
- **Strategic Plan:** Staff will be meeting with Aurora Consulting on October 19<sup>th</sup> to assess the first quarter process and outcomes. Staff will be meeting October 11<sup>th</sup> to complete implementation steps for the second quarter goals. The updated information will be available on the board page of the MAC website.
- **OJP Renewal RFP:** Our application has been submitted and approved. OJP did comment that moving forward, my salary can't be 100% paid with OJP funds, as they know I have to be working on fundraising and OJP funds can't be used for that purpose. My suggestion is that if the board wants to approve a pay increase, it should be paid with our unrestricted funds and that portion of my time will be dedicated to fundraising. I will be working to diversify funding for a portion of staff's time, as we all work on things like the silent auction and Give to the Max day.
- **FY17 OJP Year End Report:** The report is due October 30<sup>th</sup>. The report will be available as part of the November board packet. We managed to spend every penny. ☺
- **Silent Auction:** We had a total of 63 items and raised \$2008! Thank you to Julia for all of your organization and to all the board members who contributed items and helped with the event.
- **Annual Staff Review:** I will be conducting Danielle's annual review on October 10<sup>th</sup>. She has done an incredible job over this past year and has been key to growing MAC's membership and increasing the benefit of membership by developing critical training opportunities. I will be scheduling Julia's review for mid-November.
- **Intern:** Sadie Simonett joined MAC as an intern on October 3, 2017. She is a student at the University of Minnesota.
- **Directors' Institute:** MAC, along with MCBW, MNCASA, MIWSAC, and Day One is sponsoring a Director's Institute on October 24<sup>th</sup> and 25<sup>th</sup>. The target audience is executive directors, victim/witness coordinators, and anyone who supervises victim advocates. Day One is able to offer some reimbursement to those who attend. The Day One Advocates Summit will follow on the 26<sup>th</sup> and 27<sup>th</sup>. I will be attending the Institute and Julia and Danielle will be attending the Summit.

- **Storytelling:** Meg Garvin invited MAC to be a part of an OVC funded Storytelling project. See attached project overview. NCVLI will pay for MAC to participate on the 4 week webinar series. This will be very beneficial to our initiative to tell the story for strengthening victims' rights.

## **Upcoming Events**

- **Give to the Max Day** is coming up on Thursday, November 16<sup>th</sup>. Danielle has done a great job of developing materials that you will simply have to send via email to all of your contacts. Our goal is to have 100% participation and support from the board.
- **Board Training** will take place from 9:00am – 12:00pm on Thursday, November 9<sup>th</sup> at the Northwest Area Foundation. Al Onkka and Sarah Cohn from Aurora Consulting will be facilitating. Please plan to attend and be on time. There will not be a call in option and this is not open to membership.

## **Training and Engagement**

- **Annual Meeting and Capacity Building Training:** 68 members and allies attended. Thank you to Danielle and Julia for all their work and planning! Also, thank you to board members who helped with registration and the silent auction. It was a very successful meeting and training. The evaluation summary is attached.
- **September Webinar:** The topic was Violence and Abuse in the Deaf/Hard of Hearing Community, presented by Aaron Gutzke and Steph Ritenour from ThinkSelf on September 27<sup>th</sup>. Webinar received overwhelmingly positive evaluations from attendees.
- **Trauma Training:** MAC will hold a half-day training titled "How the Accumulation of Stress Changes Our Future," with trainer Karina Forrest Perkins on November 17<sup>th</sup> at Cornerstone in Bloomington. Free for members, \$25 for non-members.
- **Membership Outreach:** HOPE Coalition, Norman County Victim Assistance Program, and Southern Minnesota Regional Legal Services have joined MAC, bringing us to 68 member programs.
- **MNVAA:** Julia will be attending the Minnesota Victim Assistance Academy. Danielle will be presenting on general crime.
- **Annual Report:** The first MAC annual report was released at the Annual Meeting. It is also available on the MAC website.
- **Newsletter:** Danielle released the October MAC newsletter. The open rate so far 33%.
- **Website:** Danielle added materials from the 2017 Annual Meeting to the Members page. In addition, she changed the password to that page and sent the new one out to members.

**Directors and Leadership Institute**  
**October 24-25, 2017**  
**Chase on the Lake, Walker, MN**  
**Agenda**

**Day One**

**Tuesday October 24<sup>th</sup>, 2017**

**12:00- 1:00 p.m. Registration** (Walker Ballroom Hallway)

**1:00– 1:45 p.m. Welcome and Introductions** (Walker Ballroom): *Meg Schnabel, Coalitions, & Day One*

**1:45- 2:45 p.m. Conversations with Minnesota Office of Justice Programs, Cecilia Miller, Grants Director, OJP** (Walker Ballroom)

*Topics Include:*

- *Overview of OJP (Org Chart): Personnel, Divisions*
- *Overview of OJP's Funding Plan*
- *Overview of OJP Grant Guidelines*
- *Guidance on PMT Reporting*
- *OIG Audit*
- *Reports from Criminal Justice Unit- Reparations*
- *Emergency Funds versus Direct Client Assistance Funds*
- *Best Practice Guidelines*
- *Risk assessments*
- *Expectations of collaborative roles between agencies in the same area*
- *OJP assistance with police reports and OFP issues*
- *VOCA regulations*

**2:45- 3:00 p.m. Break**

**3:00– 4:30 p.m. Continued Conversations with Minnesota Office of Justice Programs** (Walker Ballroom)

- *Listening Session- What do you need from OJP that you are currently not receiving?*
- *Q&A*

**5:30- 6:30 p.m. Supper**  
*Bowling and Networking*



## **Day Two**

**Wednesday October 25<sup>th</sup>, 2017**

**7:30- 8:30 a.m. Breakfast (502 Restaurant)**

**9:00- 10:30 a.m. Keynote: Addressing Vicarious Trauma: Building and Maintaining Healthy Organizations, Karen Kalergis, OVC TTAC Consultant (Walker Ballroom)**

*The speaker will introduce the OVC Vicarious Trauma Toolkit in this plenary to show participants how addressing vicarious trauma from a leadership level is an important step toward building and maintaining healthy organizations.*

*As a result of this training, participants will be able to:*

- *Define vicarious trauma and how it relates to their organizations and employees.*
- *Describe three strategies to address vicarious trauma in their organizations.*

**10:30- 11:00 a.m. Break**

**11:00- 12:15 p.m. The Vicarious Trauma Toolkit, Karen Kalergis, (OVC TTAC) Consultant (Walker Ballroom)**

*This workshop will introduce the OVC Vicarious Trauma Toolkit as a resource for victim service agencies to assess and address vicarious trauma from an organizational level. Participants will learn about the Toolkit and how to apply the resources to their agencies.*

*As a result of this training, participants will be able to:*

- *Describe the Vicarious Trauma Toolkit and how to apply it to their organizations.*
- *Plan how to assess vicarious trauma from an organizational level.*

**12:15- 12:55 p.m. Lunch (Topic Discussions) (Walker Ballroom)**

**1:15 – 2:15 p.m. Workshop A (Parlor 1): Building Resilient Organizations, Suzanne Koepplinger, George Family Foundation**

*This session will review how survivor habits, collective trauma and industry pressures can lead to burn out, staff turnover and less than optimum organizational health. Leadership must model new social norms for more vibrant, robust organizations and enhanced community service. Practical tools and examples of individual and organizational practices will be explored in this interactive session.*

**Workshop 2 (Parlor2): Centering Racial Equity, Nicole Matthews, MIWSAC**

*This interactive session will engage participants in a dialogue about what it means to center racial equity in our efforts to end gender based violence.*

**Workshop C: (Parlor 3) Executive Director Mentorship Program, Liz Richards, MCBW**

*Director Mentorship Plan: Introduction of a mentorship program for executive directors. This new project is modeled from a mentorship program developed by the National Network to End Domestic Violence and the Utah Domestic Violence Coalition. The workshop will explain the model, explore needs of executive directors, and discuss whether this model would be beneficial.*

**2:15- 2:30 p.m.**

**Break**

**2:30- 3:30 p.m.**

**OJP De-Briefing, Liz Richards, Facilitator** (Walker Ballroom)

*Final session will be a de-briefing on the conversations with OJP. Participants will be able to provide insights and feedback to OJP.*

## **Storytelling: Tapping the Power of Narrative** *4-Week Online Course*

*Storytelling: Tapping the Power of Narrative* is a highly interactive webinar led by Andy Goodman in which participants learn about the importance of narrative as a form of communication, learn how to tell effective stories, and learn how to use stories in virtually all aspects of their day-to-day work.

- Four 1-hour sessions over four consecutive weeks
- Open to 25 students maximum; all classes are recorded, so students who arrive late, leave early or miss entire classes can watch a recording at their convenience to catch up
- Includes homework assignments between classes that are recommended but not mandatory
- All participants receive a copy of the booklet “Storytelling as Best Practice” at the conclusion of the fourth class.

### **Week One – Structure of Effective Stories**

- Why narrative is the most powerful form of communications.
- The structure of effective storytelling - overview
- Homework assignment: create an outline for the story you will develop over the succeeding weeks of the class

### **Week Two – Distinguishing Qualities of Dramatic Narrative**

- The 7 qualities that make stories interesting and memorable
- How narrative storytelling differs from journalistic storytelling
- Scene and summary in storytelling
- Homework: write a single scene from your story

### **Week Three – The Ten Most Common Mistakes**

- The 10 most common mistakes that storytellers make
- How to interview people to capture compelling stories
- Selected students share their scenes in class
- Homework: write a complete first draft of your story

### **Week Four – How to Build a Storytelling Culture**

- The 6 categories of stories every nonprofit organization must tell
- The 3 stories nonprofit leaders must tell
- How to use stories in all aspects of your work
- Resources to consider for continuing on your own



### **Costs and Scheduling**

- Tuition for the course is \$400.00 per student.
- To schedule a customized class exclusively for your group, the sponsors must recruit a minimum of 15 students up to a maximum of 25 students.

### **About Andy Goodman**

Andy Goodman is co-founder and director of The Goodman Center, which teaches communications and marketing professionals how to reach more people with more impact. Along with *Storytelling as Best Practice*, he is author of *Why Bad Ads Happen to Good Causes* and *Why Bad Presentations Happen to Good Causes*. He also publishes a monthly journal, *free-range thinking*, to share best practices in the field of public interest communications.

Andy is internationally known for his speeches and workshops on storytelling and has led over 500 trainings for clients including CARE, The Nature Conservancy, NOAA, the San Diego Zoo, MIT, Princeton, the Bill and Melinda Gates Foundation, the Robert Wood Johnson Foundation, GE, Bank of America, and many others.

He has designed communications curriculum for the College for Social Innovation in Boston as well as for the African Leadership University in Mauritius. When not teaching, traveling, or recovering from teaching and traveling, Andy serves on the board of directors of Imagine LA, a nonprofit working to end family homelessness in Los Angeles. For more information about his work, please visit [www.thegoodmancenter.com](http://www.thegoodmancenter.com).



# MAC Annual Meeting Evaluations




## Response Counts

Completion Rate:	100%	<div></div>	
	Complete	<div></div>	46
			Totals: 46

## 1. How relevant was this training to your work with victims?

Value		Percent	Responses
Very relevant	<div></div>	45.7%	21
Relevant	<div></div>	50.0%	23
A little relevant	<div></div>	4.3%	2
			Totals: 46

## 2. How informative was this training?



Value		Percent	Responses
Very informative		54.3%	25
Informative		34.8%	16
A little informative		10.9%	5
			<b>Totals: 46</b>

### 3. Is there anything you would like to share about the presenters?




Count	Response
1	All the presenters were excellent. Loved Meg's very accessible and relevant training on moving CVR enforcement forward in Minnesota and where to start.
1	Even though I heard Meg Garvin at the OJP conference, I still found her talk super thought-provoking. The other speakers being more Minnesota specific, I found very useful for my daily work.
1	Everyone did a great job.
1	I learned so much...it is important to be able to connect with others who work in the same field.
1	I love seeing Suzanne Elwell present. She is such a great and knowledgeable speaker!
1	I thought all of the presenters did a great job. Everyone was easy to understand and can incorporate everything learned into my field.
1	I thought that everyone was very engaging, and had insight helpful to our collective work.
1	Liked Meg Garvin
1	Loved Meg Garvin - fantastic! Very motivating and gave great back ground for proceeding forward with strengthening our victim's rights.

Count	Response
1	Meg Garvin was excellent. I would like to have had more time discussing the emerging issues around the State with Suzanne. The panel was not helpful and ran too long.
1	Meg is awesome - very easy to listen to and informative.
1	Professional, experienced, open.
1	Really enjoyed Meg Garvin's presentation and the panel.
1	Really enjoyed the presentation by Meg Garvin. The speaker from Cornerstone - she read off the powerpoint for her presentation, so I didn't feel like she offered more than what was on her slides.
1	The information was good, some of the presentations could have been improved. (i.e. reading from the powerpoint)
1	The overall group of presenters were very informative. I really enjoyed Meg the Victims Rights Attorney
1	The presenters were great! I felt that the topics applied to me but weren't helpful for advocacy in rural Minnesota.
1	They all did an excellent job
1	They all were well prepared and shared important, relevant and new information.
1	They were all great!
1	Very knowledgeable.
1	great information from the presenters! The survivor story was great to hear.

4. Did you feel your own experience as an advocate was valued by the presenters?




Value		Percent	Responses
Yes		95.7%	44
Not really		4.3%	2
			<b>Totals: 46</b>

5. ...the different ways crime impacts victims, or has it stayed the same?




Value		Percent	Responses
Much better		10.9%	5
A little better		56.5%	26
Stayed the same		32.6%	15
			<b>Totals: 46</b>

6. ...best practices and protocols to assist victims, or has it stayed the same?






Value		Percent	Responses
Much better		15.2%	7
A little better		60.9%	28
Stayed the same		23.9%	11
			<b>Totals: 46</b>




7. ...the role that you could play in responding to crime victims, or has it stayed the same?

Value		Percent	Responses
Much better		13.0%	6
A little better		63.0%	29
Stayed the same		23.9%	11
			<b>Totals: 46</b>




8. ...what it means to be an effective advocate for crime victims, or has it stayed the same?

Value		Percent	Responses
Much better		13.0%	6
A little better		65.2%	30
Stayed the same		21.7%	10
			<b>Totals: 46</b>




9. ...the rights that crime victims are entitled to through statute, or has it stayed the same?

Value		Percent	Responses
Much better		21.7%	10
A little better		47.8%	22
Stayed the same		30.4%	14
			<b>Totals: 46</b>




10. ...emerging issues that could affect crime victims and your response to them, or has it stayed the same?

Value		Percent	Responses
Much better		26.1%	12
A little better		65.2%	30
Stayed the same		8.7%	4
			<b>Totals: 46</b>




11. ...are you more committed to embracing a victim-centered outlook in your work, or has it stayed the same?

Value		Percent	Responses
Much more committed		37.0%	17
A little more committed		30.4%	14
Stayed the same		32.6%	15
			<b>Totals: 46</b>




12. ...is your perception of yourself as an advocate stronger, or has it stayed the same?

Value		Percent	Responses
Much stronger perception		15.2%	7
A little stronger perception		54.3%	25
Stayed the same		30.4%	14
			<b>Totals: 46</b>





13. ...do you feel like you will be a more effective advocate for victims, or will you stay the same?

Value		Percent	Responses
Much more effective		23.9%	11
A little more effective		58.7%	27
Stayed the same		17.4%	8
			<b>Totals: 46</b>




14. ...is your own empathy for crime victims and their needs stronger, or has it stayed the same?

Value		Percent	Responses
Much stronger empathy		15.2%	7
A little stronger empathy		39.1%	18
Stayed the same		45.7%	21
			<b>Totals: 46</b>




15. ...how motivated do you feel, if at all, to apply what you've learned in your work?

Value		Percent	Responses
Very motivated		41.3%	19
Motivated		50.0%	23
A little motivated		6.5%	3
Not motivated		2.2%	1
			<b>Totals: 46</b>




16. ...recognize where current practice doesn't match best practice in your workplace, or has that stayed the same?

Value		Percent	Responses
Much better		21.7%	10
A little better		54.3%	25
Stayed the same		23.9%	11
			<b>Totals: 46</b>




17....recognize how your bias and privilege affect your advocacy with victims of crime, or has that stayed the same?

Value		Percent	Responses
Much better		10.9%	5
A little better		56.5%	26
Stayed the same		32.6%	15
			<b>Totals: 46</b>




18....use new strategies for interacting with victims of crime, or has that stayed the same?

Value		Percent	Responses
Much better		8.7%	4
A little better		60.9%	28
Stayed the same		30.4%	14
			<b>Totals: 46</b>




19. ... be supportive of the decisions victims make, or has that stayed the same?

Value		Percent	Responses
Much better		6.5%	3
A little better		54.3%	25
Stayed the same		39.1%	18
			<b>Totals: 46</b>

20. ...apply best practices to emerging issues, or has that stayed the same?




Value		Percent	Responses
Much better		17.4%	8
A little better		65.2%	30
Stayed the same		17.4%	8
			<b>Totals: 46</b>

21. ...going beyond the statutory minimums to meet the needs of victims, or has that stayed the same?




Value		Percent	Responses
Much more committed		34.8%	16
A little more committed		39.1%	18
Stayed the same		26.1%	12
			<b>Totals: 46</b>

22. ...advocating for changes at your work that could improve response to victims of crime, or has that stayed the same?


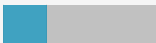


Value		Percent	Responses
Much more committed		41.3%	19
A little more committed		45.7%	21
Stayed the same		13.0%	6
			<b>Totals: 46</b>


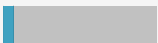
23. ...collaborating with other systems working with victims, or has that stayed the same?

Value		Percent	Responses
Much more committed		41.3%	19
A little more committed		50.0%	23
Stayed the same		8.7%	4
			<b>Totals: 46</b>

24. Have you attended a training by MAC before?


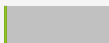


Value		Percent	Responses
Yes		71.7%	33
No		28.3%	13
			<b>Totals: 46</b>

## 25. What is your gender?

Value		Percent	Responses
Female		93.5%	43
Male		6.5%	3
			Totals: 46





Other - Write In	Count
Totals	0

## 26. What is your race or ethnicity? (Check all that apply)

Value		Percent	Responses
African American/Black		4.3%	2
Asian/Pacific Islander		2.2%	1
White		91.3%	42
Other - Write In		2.2%	1






Other - Write In	Count
American	1
Totals	1

## 27. How long have you been working in the victim services field?

Value		Percent	Responses
Less than 6 months		4.3%	2
6 months - 1 year		6.5%	3
1 - 2 years		10.9%	5
More than 2 years		78.3%	36

Totals: 46

## 28. In what role do you primarily advocate for victims?

Value		Percent	Responses
Victim Witness Program		40.0%	18
Community-Based Program		22.2%	10
Prosecution		15.6%	7
Law Enforcement		4.4%	2
Government Agency		17.8%	8

Totals: 45

Other - Write In (Required)	Count
Totals	0

## 29. Is there anything else you would like to share about this training?

Count	Response
1	At first I was not happy about the assigned tables and I was going to send back feedback on it, it really took me and many others out of our comfort zone but in the end I am kind of glad it happened so I met others in my field and learned new ways to think about things.
1	Enriching subject matter and fun to interact with other victims services professionals. Yay!
1	Great conference, thank you!
1	Hearing from a victim was eye opening. Great to hear first hand their wants and needs and why. Loved Bingo - informative and fun!
1	I really like when we have victims come in and speak, that is very powerful. Or even when advocates share things they've experienced is helpful.
1	I really liked the venue and being in St. Cloud. Did not like assigned table seating.
1	I was only there for part of day 1, which is why I answered the way I did for some of the questions. The annual meeting was great! I appreciated the BINGO activity to try to get people moving in the morning. I also appreciate the transparency of the MAC staff and knowing where the coalition is headed.
1	I've been in the field for a long time, so I kind of feel like I don't learn too much new information, but I like to go to rejuvenate myself and the work I do for victims. This can be a lonely job, because it's only myself that does it in my office, so it is also nice to hear others perspectives doing the same work that I do.
1	It was an informative and pleasant experience and I look forward to more trainings.
1	It would have been nice to have a scheduled "social hour" or something Thursday evening so members could have more opportunity to talk and get to know each other.
1	Nicely done! Thanks much.
1	No

Count	Response
1	Thanks for all of your hard work!
1	The silent auction and drawings helped to break up the sessions and gave us something fun to anticipate.
1	The training was great and it's always fun and relaxing. I actually enjoyed the assigned seating, I met some wonderful advocates. Thanks!
1	This was a great training to reenergize! The info was good, I did not learn a lot of NEW info, as I make sure I stay up on that constantly. My commitment to victims, after 28 yrs in the field, remains steadfast.
1	Very good location - I appreciate being close to places to eat and things to do.
1	Very helpful to network and learn through interacting with other participants we normally do not get a chance to engage with.
1	Very well planned and run. Nice to see MAC thriving. Can we have something from the "other side" i.e. offenders? That could give us a better understanding of the work we face.
1	ok know it's me :-)

## MAC activity report

Week	(All)
Date	(All)

Row Labels	Sum of Time
Email	25.5
Meeting	14.5
Meeting Prep	42
Research & Development	7.5
Training	29
(blank)	
Victim Service	1.5
Administrative	35.5
Technical Assistance	10
Holiday	8
<b>Grand Total</b>	<b>173.5</b>

**Danielle Kluz**  
**Activity Summary September 2017**

<b>Label</b>	<b>Total Hours</b>
Admin	16
Email	12
Holiday	8
Meetings	16
Meeting Prep	4
Outreach to Membership	27
PTO	0
Public Policy	3
Research & Development	7
Technical Assistance	0
Training	78
Travel	6
<b>TOTAL</b>	<b>177</b>

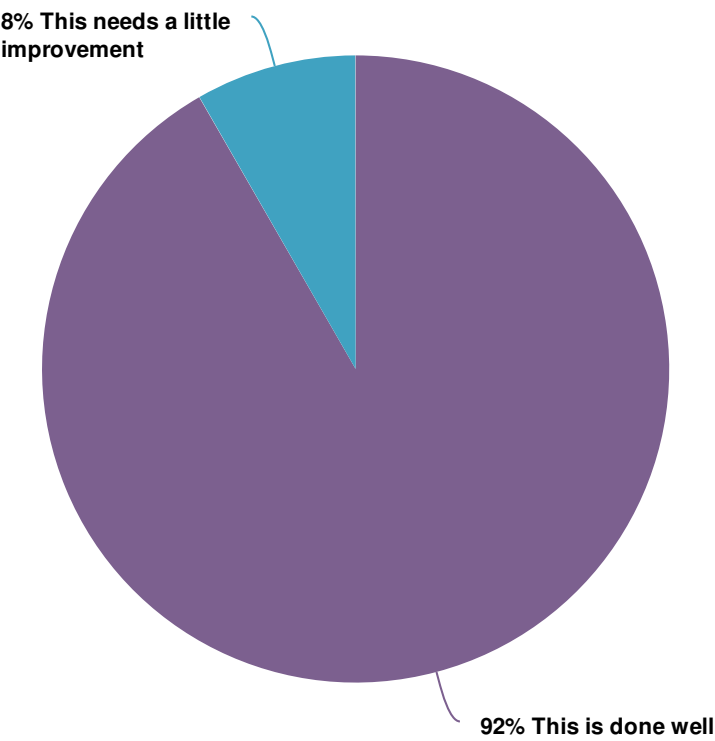
## Julia Activity Report (September 2017)

Week	(All)
Date	(All)

Row Labels	Sum of Time
Fundraising	6
(blank)	
Travel	3
Holiday	4
Training & Education Development	21
Professional Development	16
Break	4
Finance	4
Administration	22
<b>Grand Total</b>	<b>80</b>



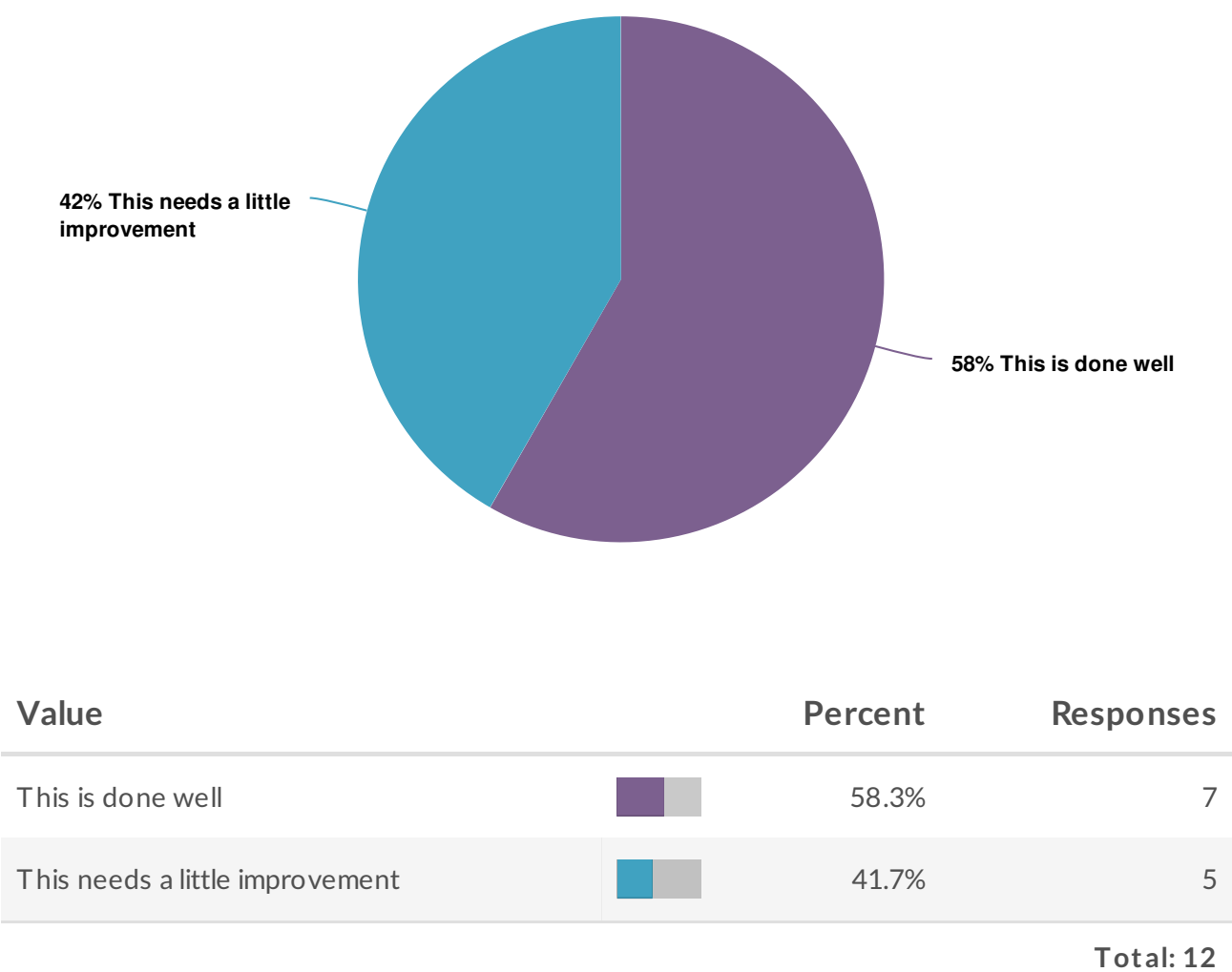
5. The board understands MAC’s mission.



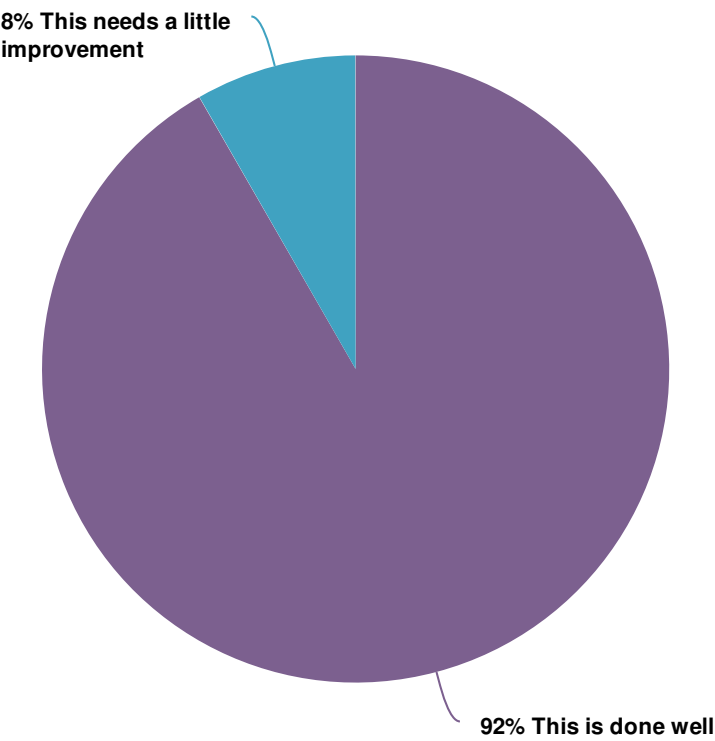
Value		Percent	Responses
This is done well	<div><div></div></div>	91.7%	11
This needs a little improvement	<div><div></div></div>	8.3%	1

Total: 12

6. The board reviews the mission when necessary.

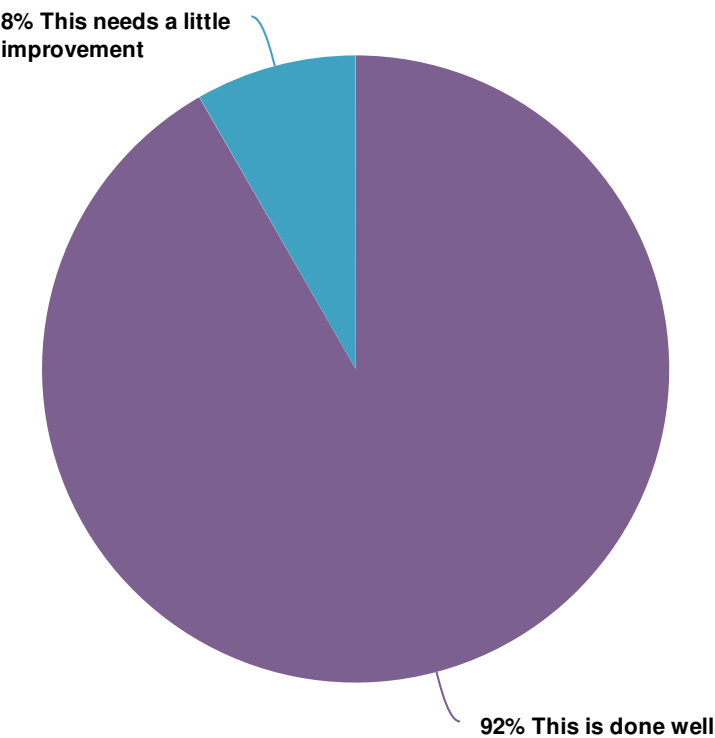


7. The board shares a common vision for MAC.



Value		Percent	Responses
This is done well	<div><div></div></div>	91.7%	11
This needs a little improvement	<div><div></div></div>	8.3%	1
Total: 12			

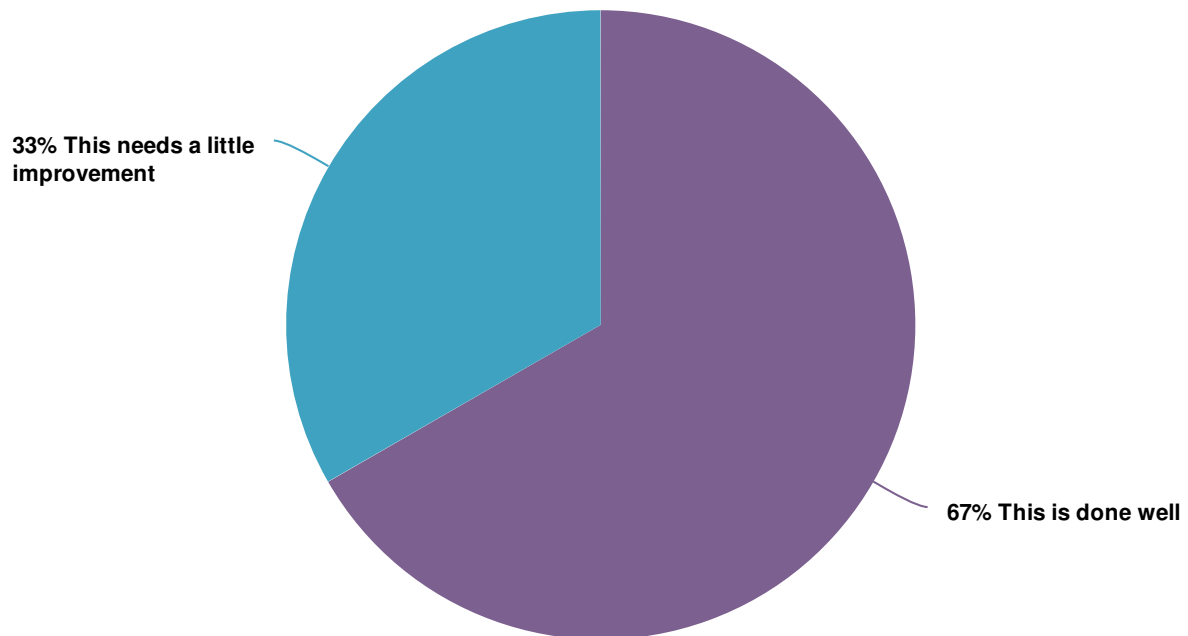
8. The board understands the environment in which MAC operates.



Value		Percent	Responses
This is done well	<div><div></div></div>	91.7%	11
This needs a little improvement	<div><div></div></div>	8.3%	1

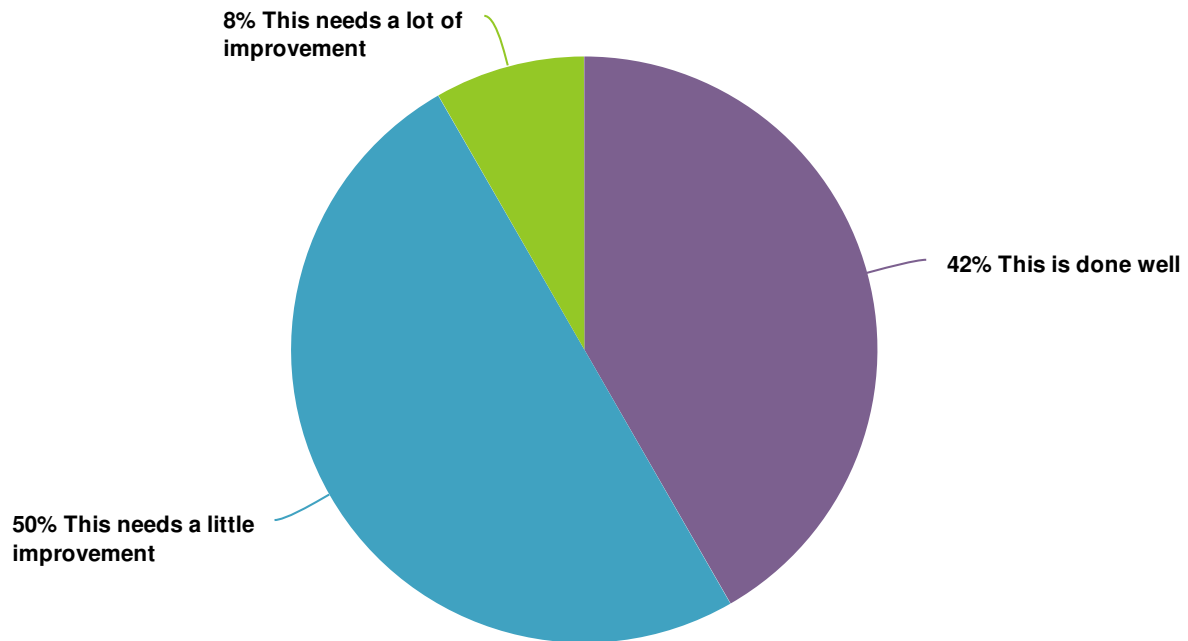
Total: 12




## 9. The board works to identify the most important issues facing MAC.



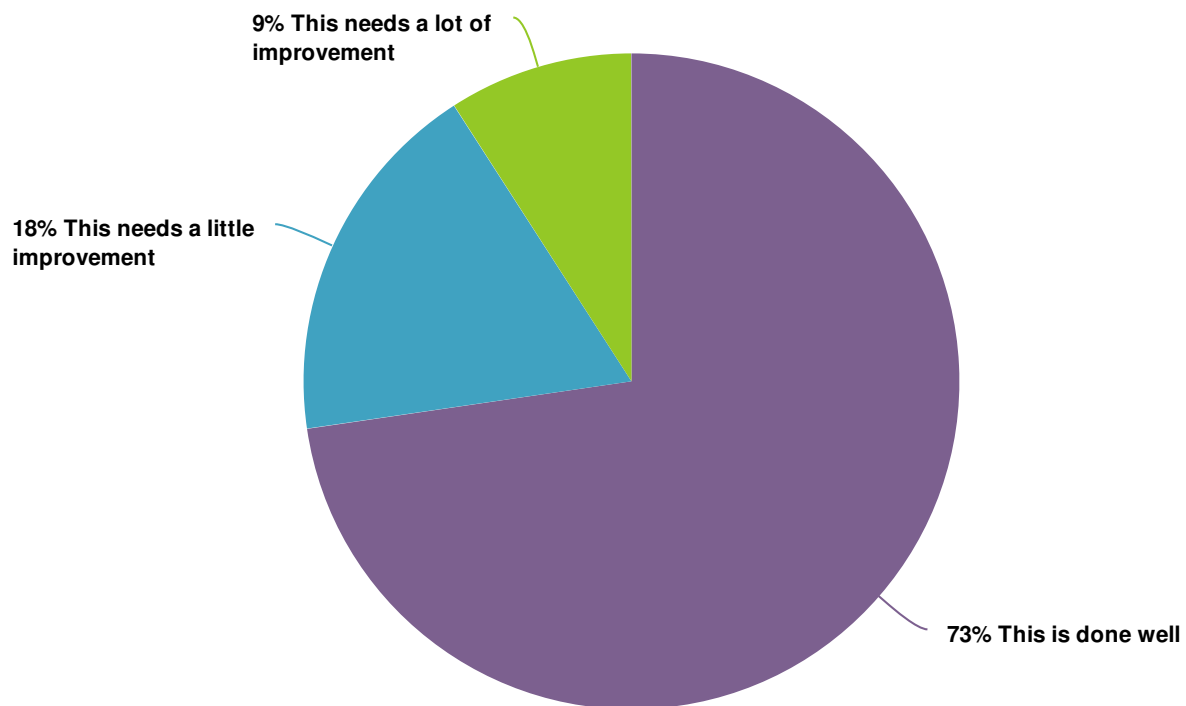
Value		Percent	Responses
This is done well	<div><div></div></div>	66.7%	8
This needs a little improvement	<div><div></div></div>	33.3%	4
Total: 12			

10. The board provides leadership in determining MAC's long-term goals.



Value		Percent	Responses
This is done well		41.7%	5
This needs a little improvement		50.0%	6
This needs a lot of improvement		8.3%	1
Total: 12			

## 11. The board is actively engaged in strategic thinking.



Value		Percent	Responses
This is done well	<div><div></div></div>	72.7%	8
This needs a little improvement	<div><div></div></div>	18.2%	2
This needs a lot of improvement	<div><div></div></div>	9.1%	1

Total: 11

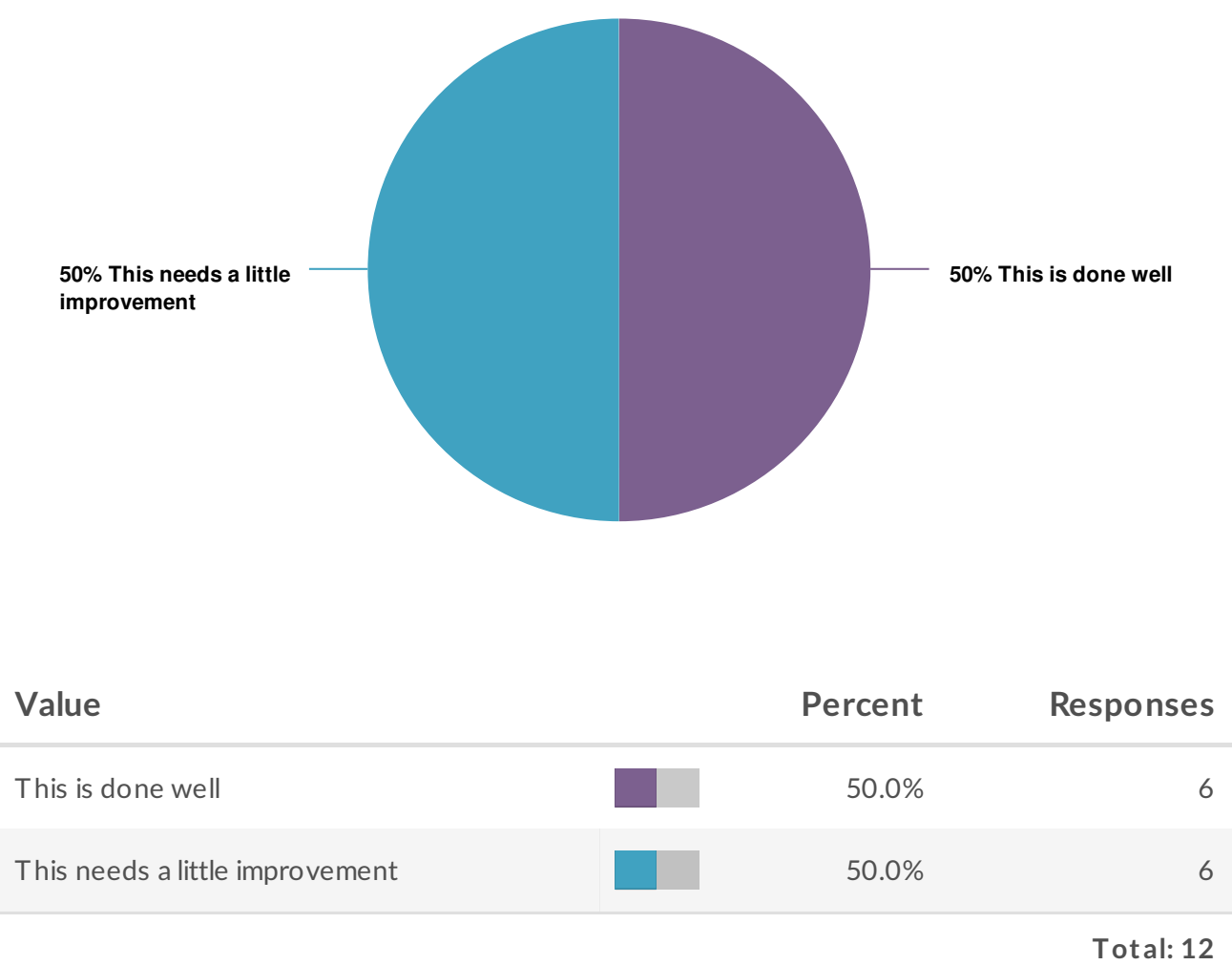
12. Is there anything you would like to add about the board's leadership?



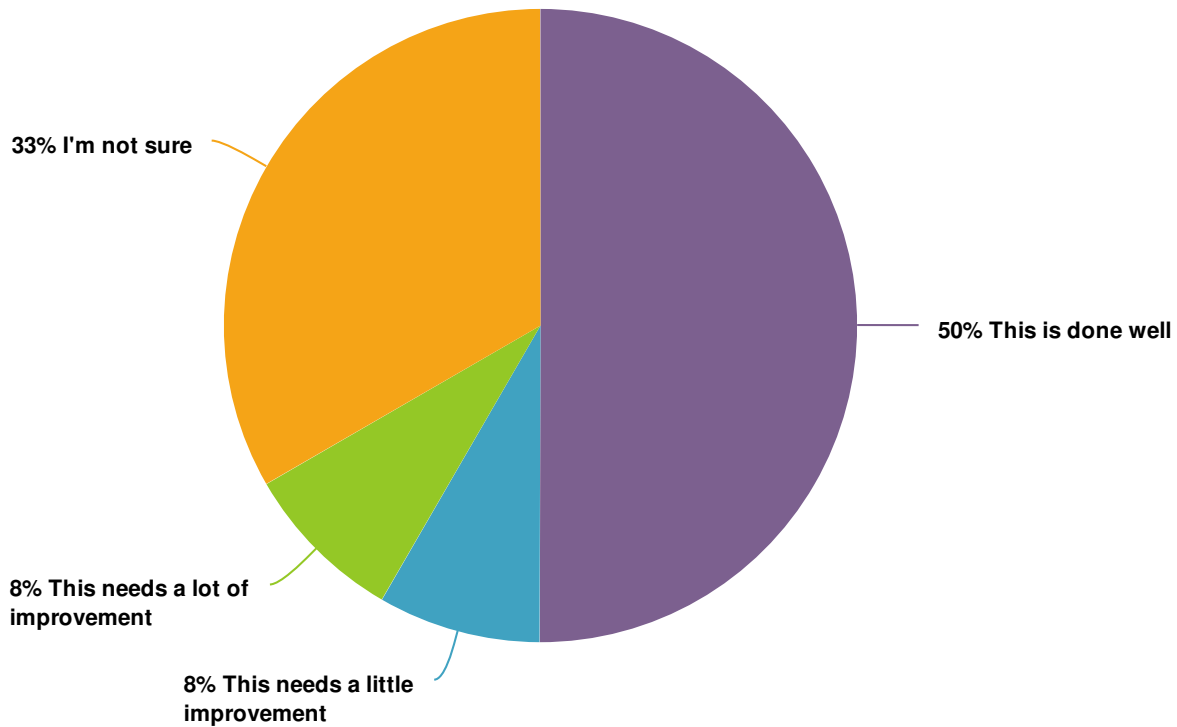
Count	Response
1	I feel like the board is largely hitting on all cylinders. There is certainly room for improvement in committee work and attendance, but doing well otherwise..
1	I think the Board and staff are working well together and I would like to see more Board members bring up ideas on where MAC should be going or helping with ideas for strategic planning in the future. I think now we are working on what we came up with last year but just continuing to think of new ideas of where to go in the future so we don't get in the rut of keeping with the same ideas. For now though there is so much to work on and I think we are going in the right direction.
1	MAC has come a long way and it is due to our leadership.
1	The strategic thinking portion has always been a goal however, just recently with the new ED is where we really pushed forward with the concept.
1	Things are improving, but growth is still needed.







13. The board understands and follows its bylaws.



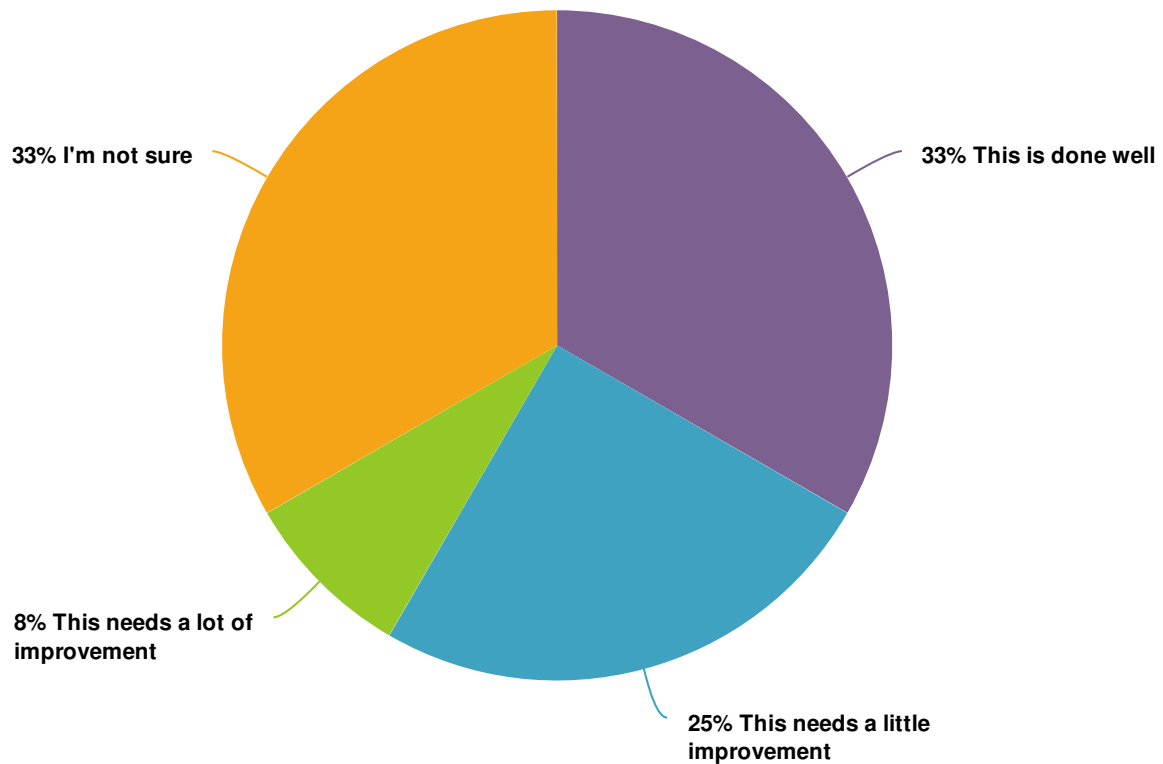
14. The board monitors compliance with state and federal reporting requirements.



Value		Percent	Responses
This is done well		50.0%	6
This needs a little improvement		8.3%	1
This needs a lot of improvement		8.3%	1
I'm not sure		33.3%	4

Total: 12

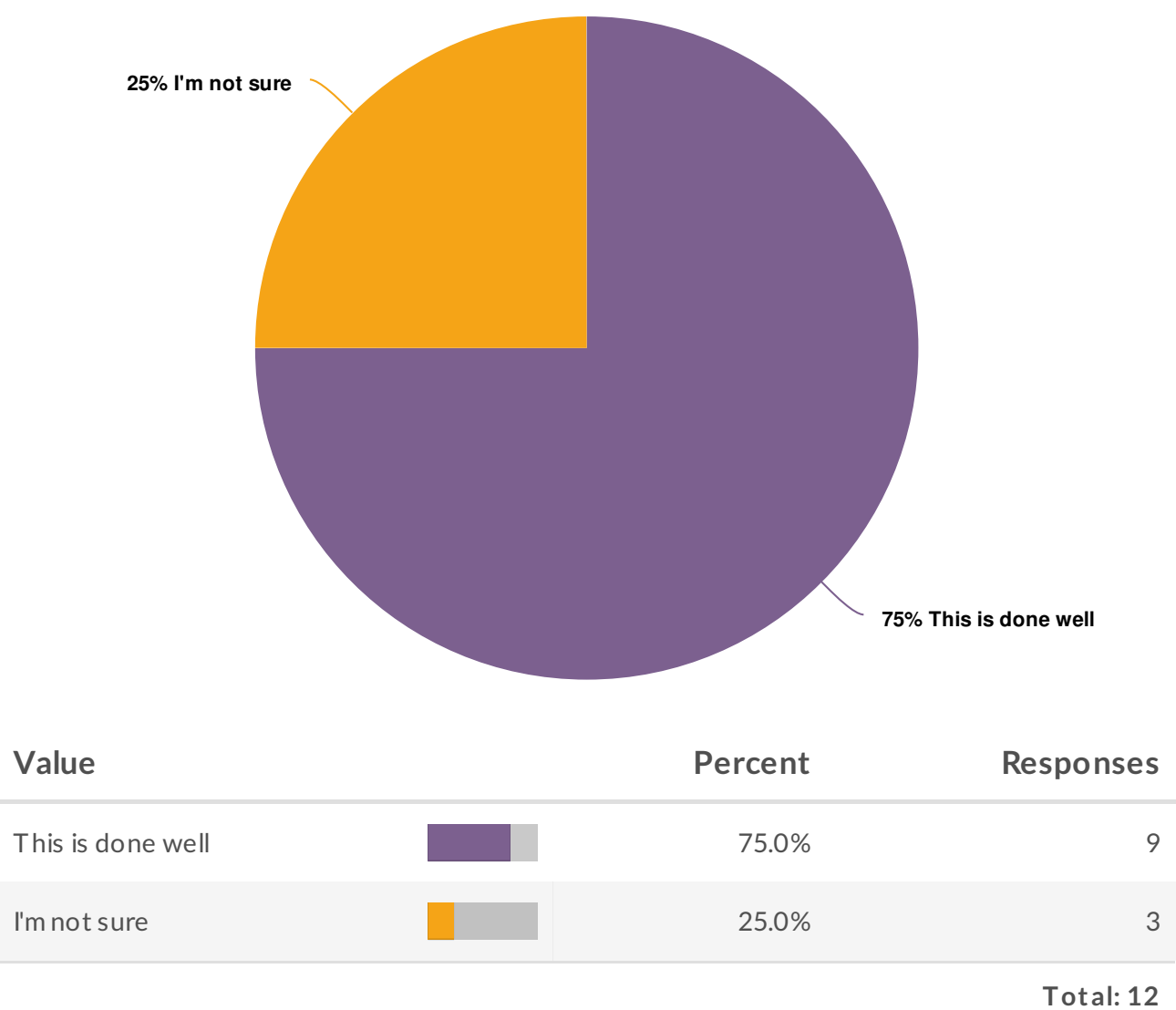
15. The board ensures MAC is in compliance with any existing mandates.



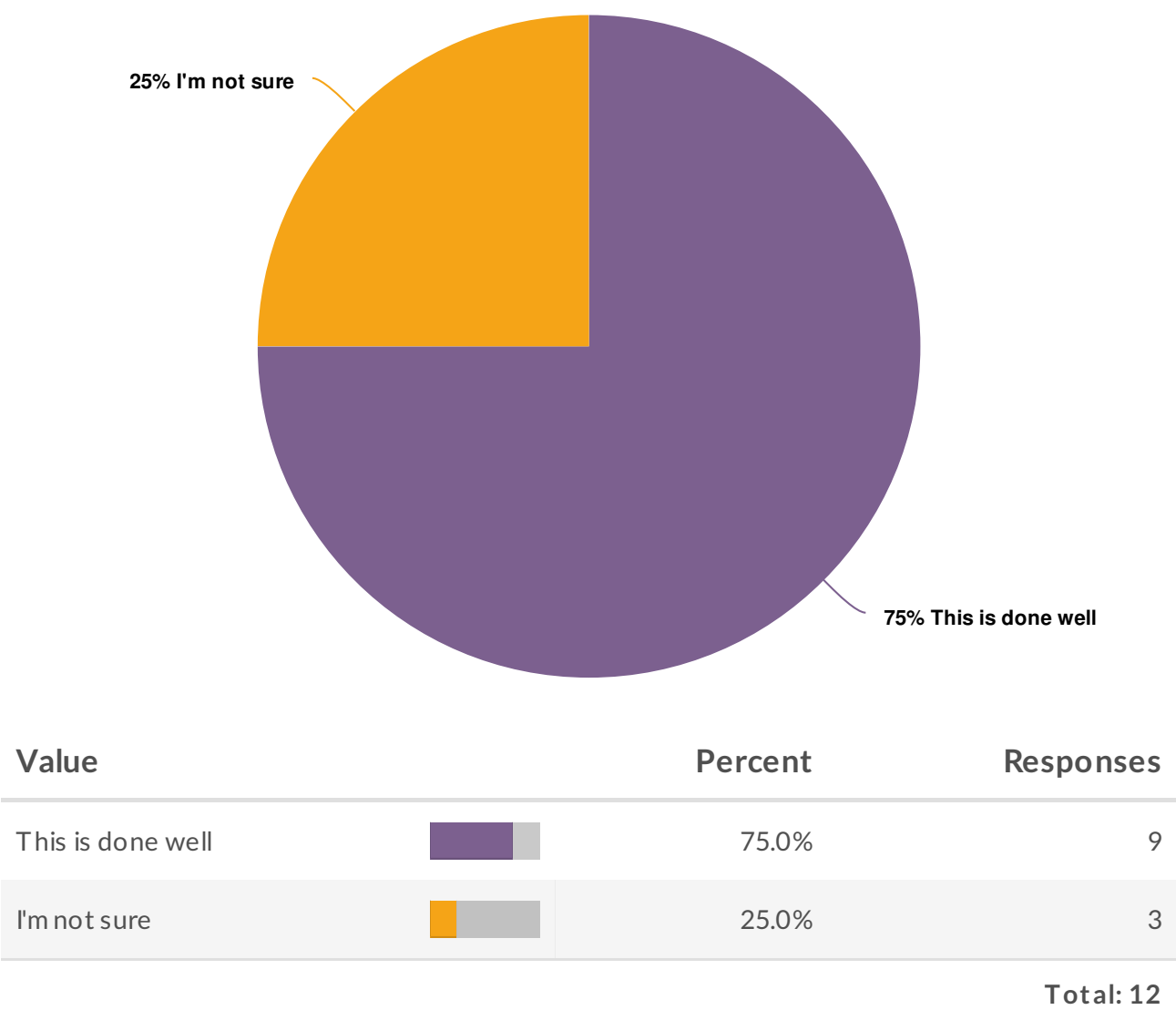
Value		Percent	Responses
This is done well		33.3%	4
This needs a little improvement		25.0%	3
This needs a lot of improvement		8.3%	1
I'm not sure		33.3%	4

Total: 12

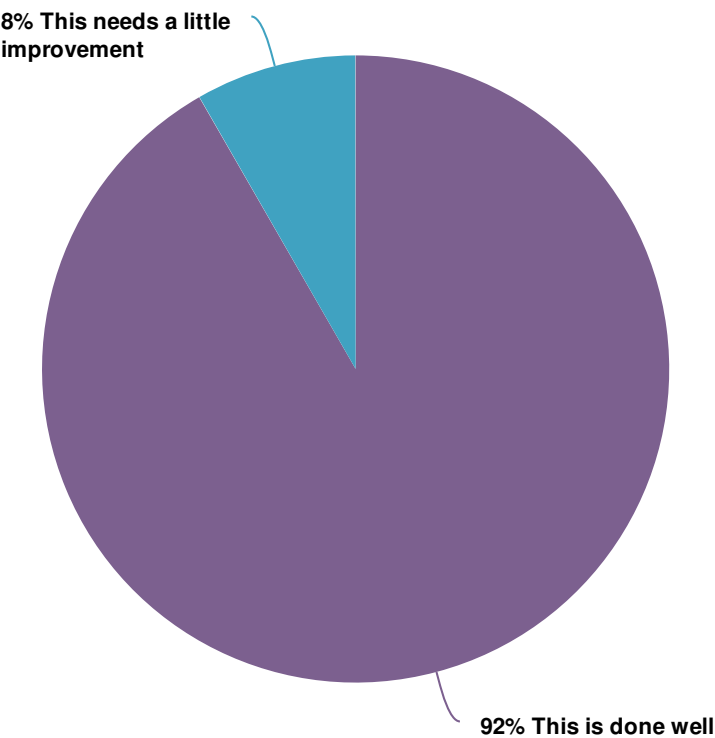
16. The board signs an annual conflict of interest policy.



17. The board has policies and practices in place to protect the safety and well-being of staff, volunteers, members and those served by MAC.

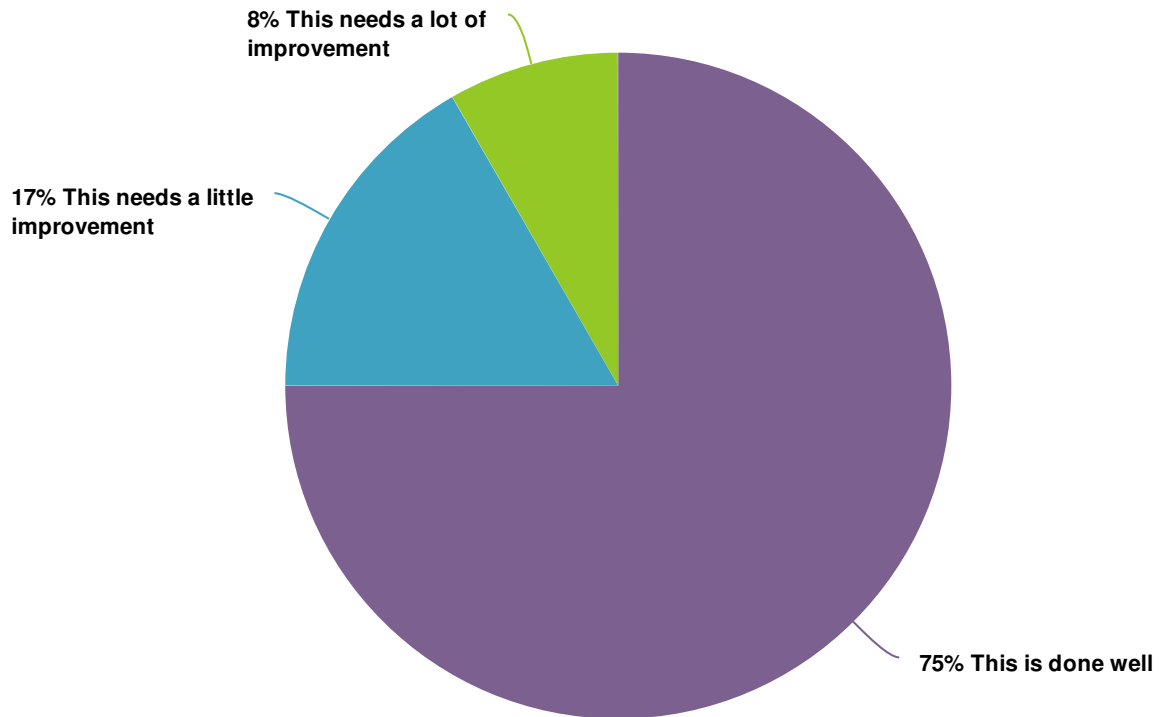





18. The board monitors the financial performance of MAC.



Value		Percent	Responses
This is done well	<div></div>	91.7%	11
This needs a little improvement	<div></div>	8.3%	1
Total: 12			

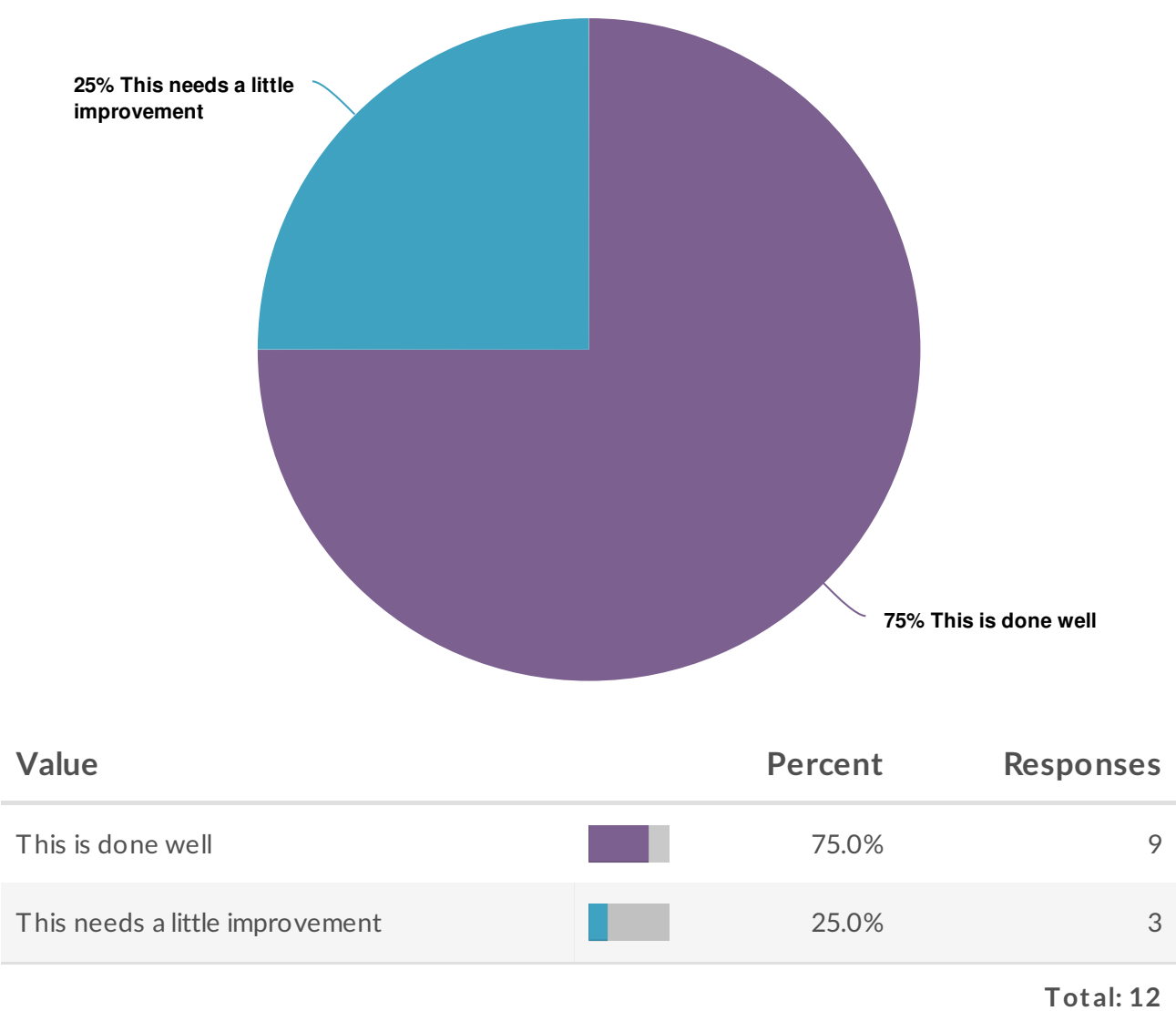
19. The board establishes an annual budget that is in alignment with MAC's mission.



Value		Percent	Responses
This is done well		75.0%	9
This needs a little improvement		16.7%	2
This needs a lot of improvement		8.3%	1

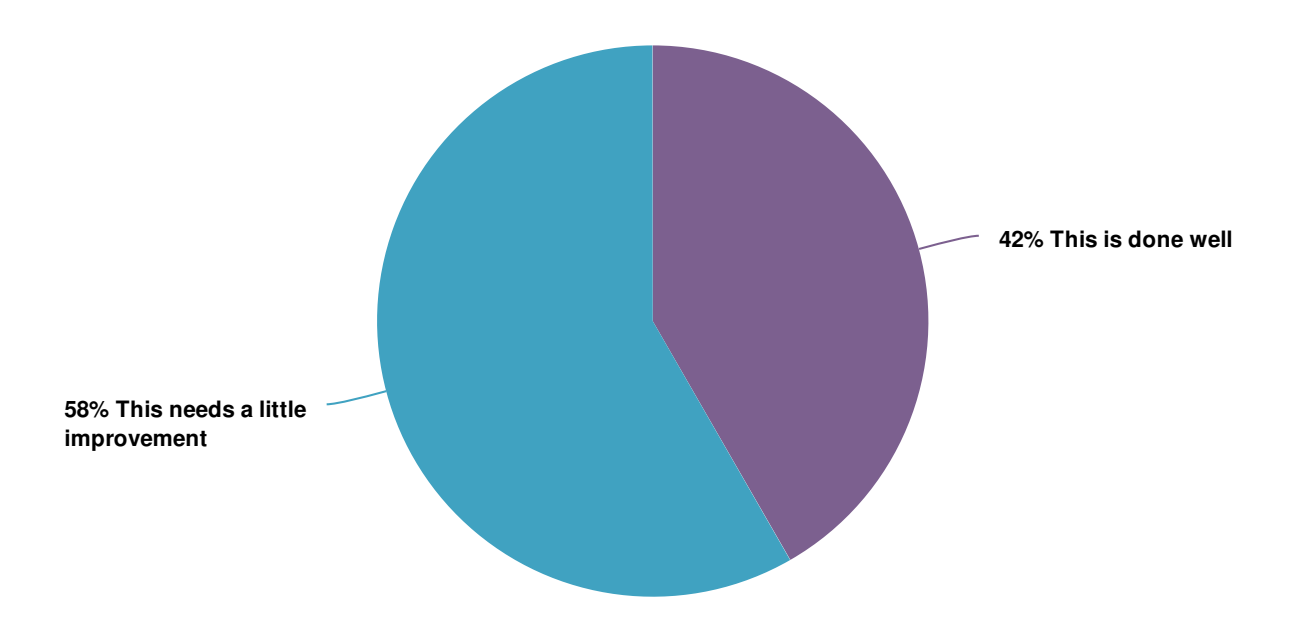
Total: 12

20. The board reviews comprehensive financial statements.





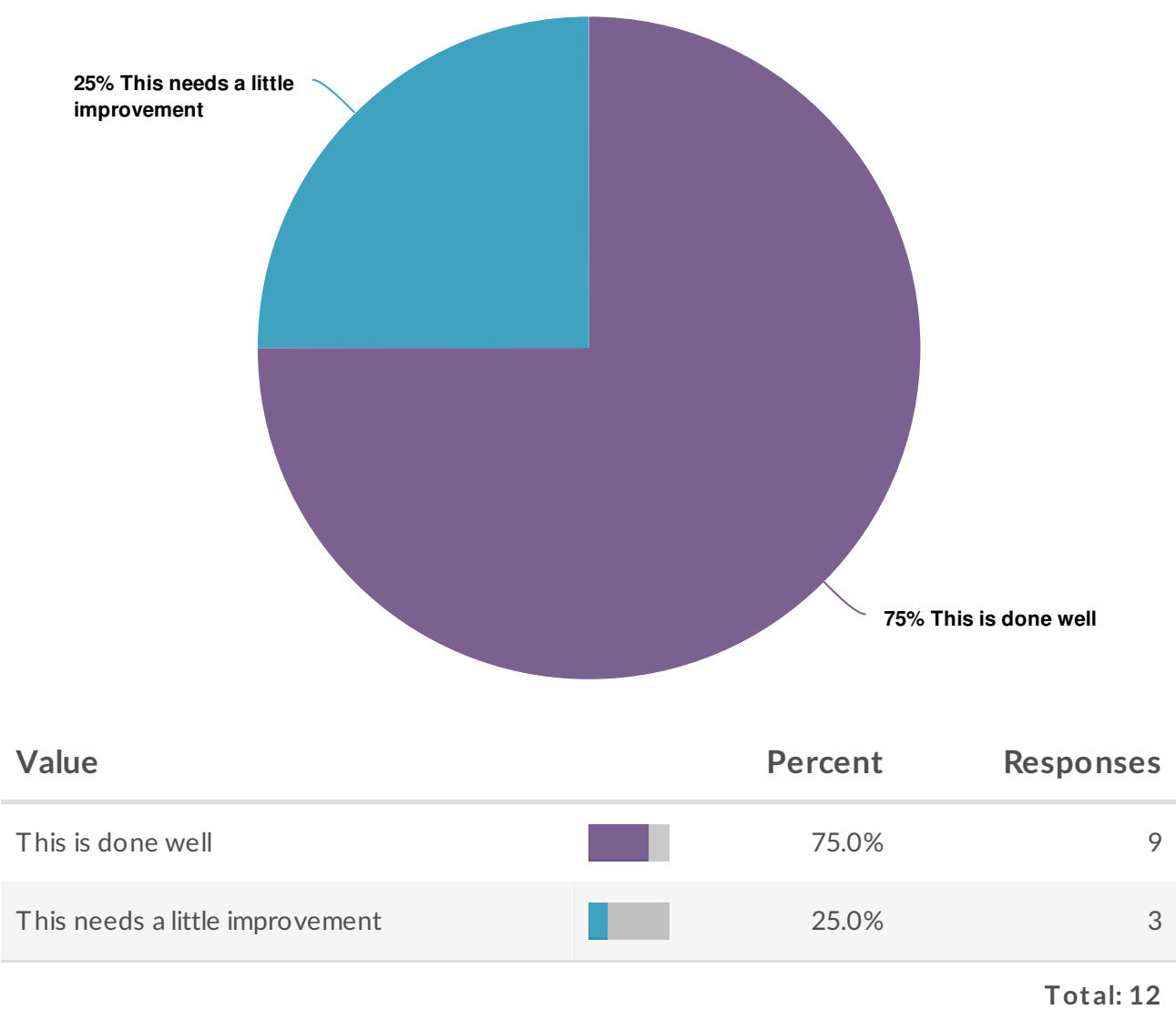
21. The board knows how to interpret and ask questions about financial documents.



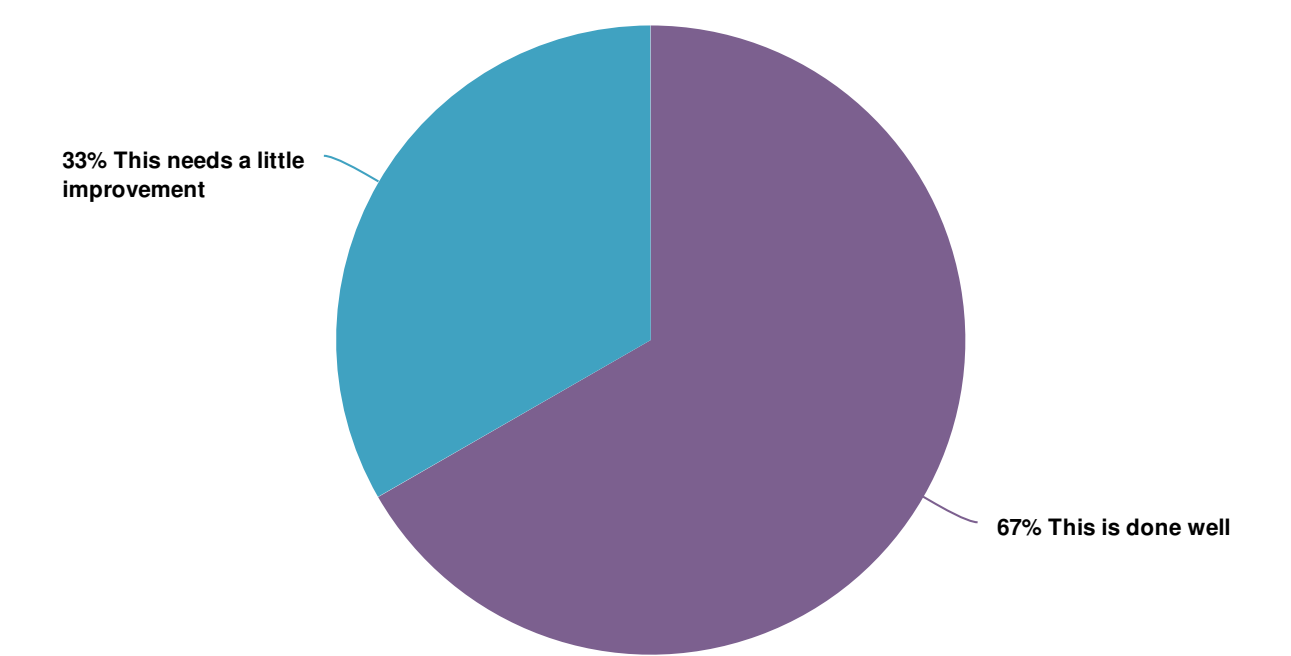
Value		Percent	Responses
This is done well	<div><div></div><div></div></div>	41.7%	5
This needs a little improvement	<div><div></div><div></div></div>	58.3%	7

Total: 12

22. The board uses MAC's mission and vision to prioritize its activities.



23. The board monitors MAC to determine if it is advancing its mission.



Value		Percent	Responses
This is done well	<div><div></div></div>	66.7%	8
This needs a little improvement	<div><div></div></div>	33.3%	4

Total: 12

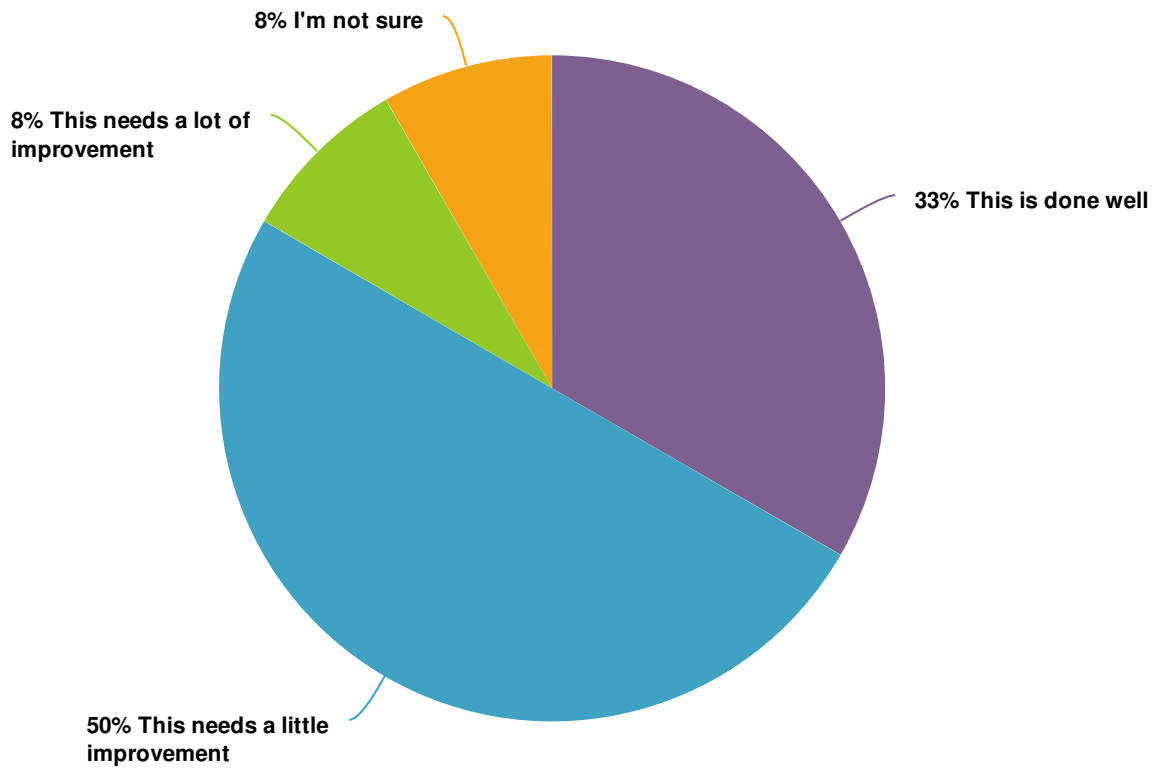
24. Is there anything you would like to add about the board's oversight?



Count	Response
1	Because I am still new, I feel like I'm in the learning process.
1	I feel like a lot of these categories are led by the executive team. In MAC, the executive team has done a great job providing leadership and sharing the information necessary for the board to do its work as well.
1	I know that I do not always understand all of the financial details. I don't feel like I always need to ask questions because I trust the staff and board members that have been primarily involved in finances. But as a board member, I should really have a better understanding, whether I'm more consistently involved or not.
1	I think this is going well. If there are questions about bylaws and policies many board members are looking straight to them to make sure we are doing what we need to do and following it. We have been reviewing and making changes when needed.
1	No. Sorry I cannot remember for the life of me if we signed a conflict of interest form. I'm sure we did but I just cannot remember.
1	The budget is something the board needed a lot of work on in the past and it is now coming around.



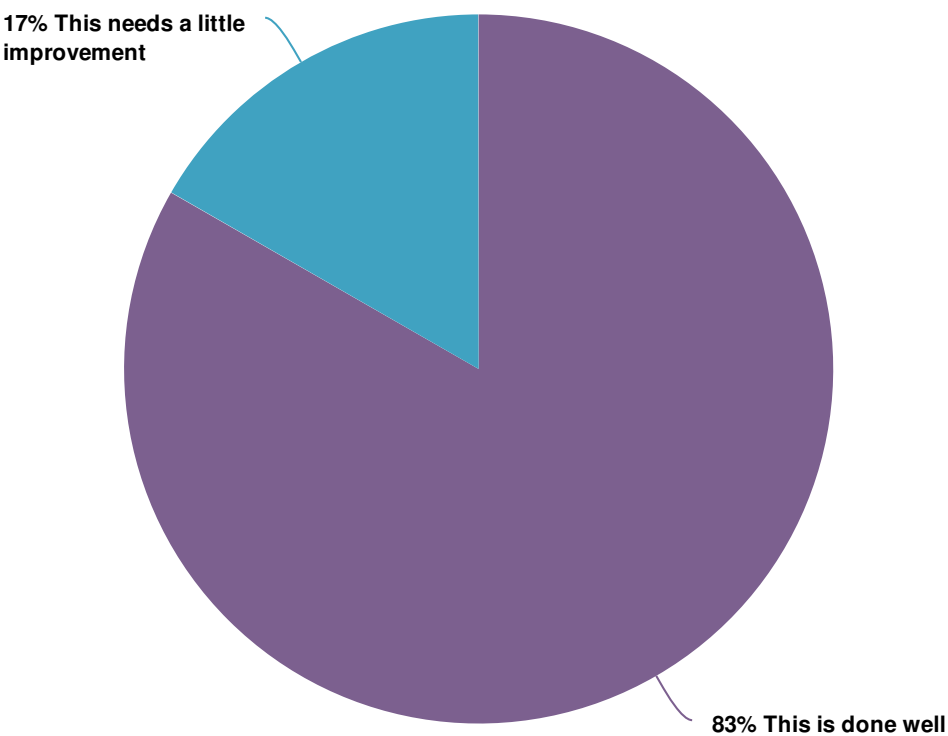
25. The board communicates to MAC the needs of the communities being served.



Value		Percent	Responses
This is done well		33.3%	4
This needs a little improvement		50.0%	6
This needs a lot of improvement		8.3%	1
I'm not sure		8.3%	1

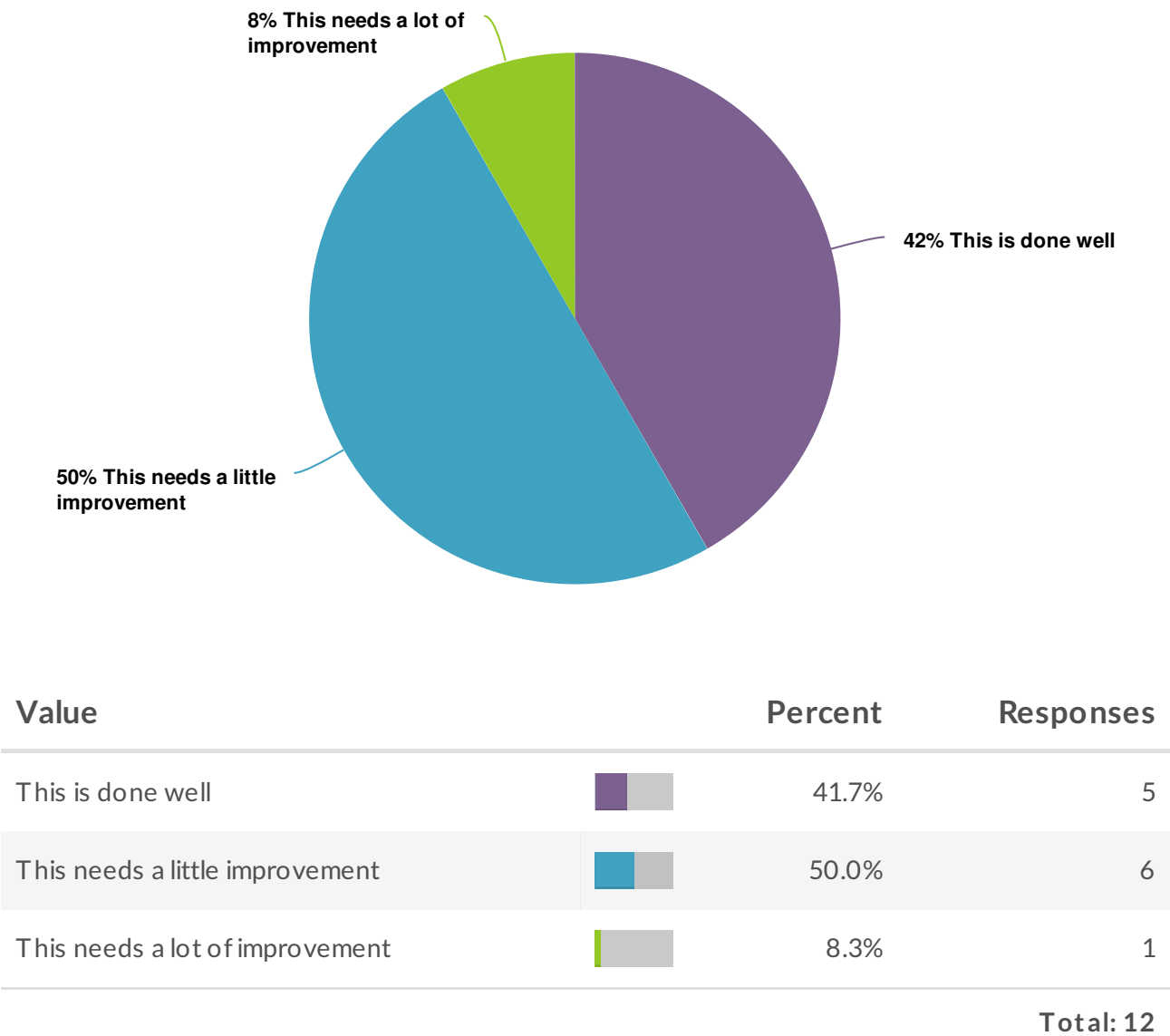
Total: 12

26. The board is responsive to the needs of MAC’s members.



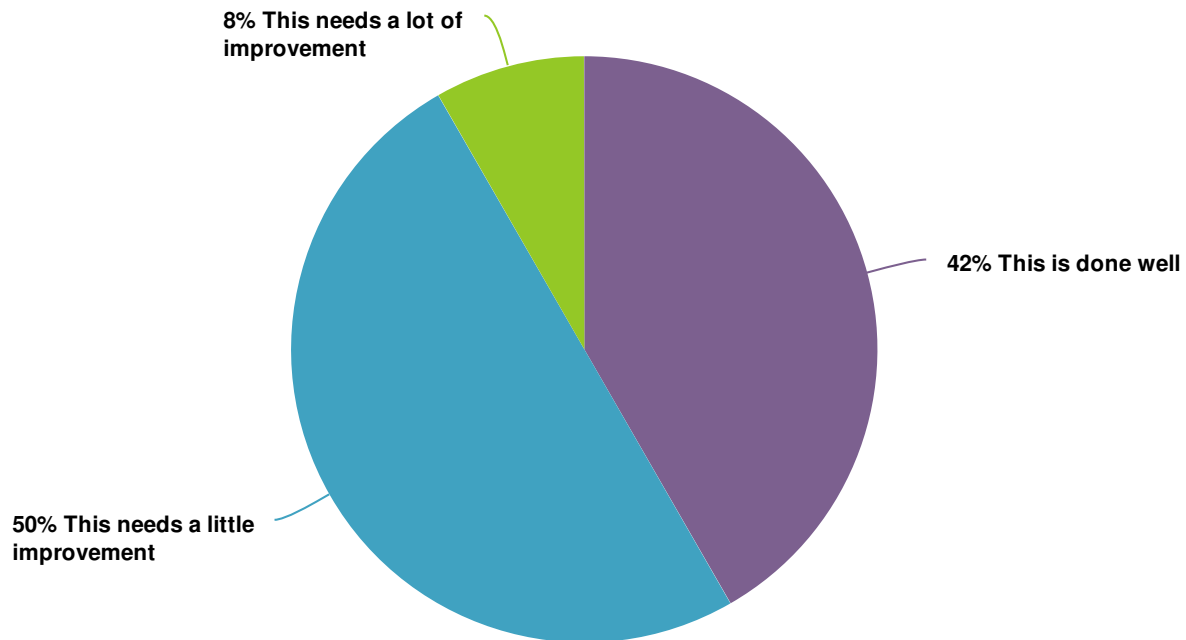
Value		Percent	Responses
This is done well	<div><div></div></div>	83.3%	10
This needs a little improvement	<div><div></div></div>	16.7%	2
Total: 12			

27. The board is involved in building the reputation of MAC.



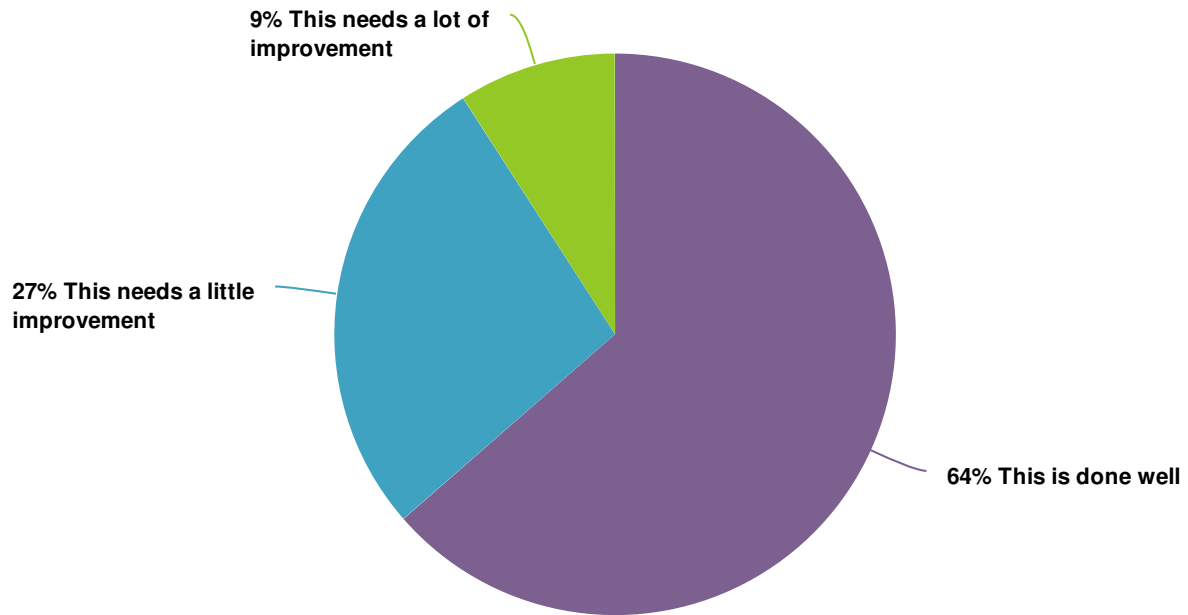


## 28. The board advocates on behalf of MAC with key stakeholders.



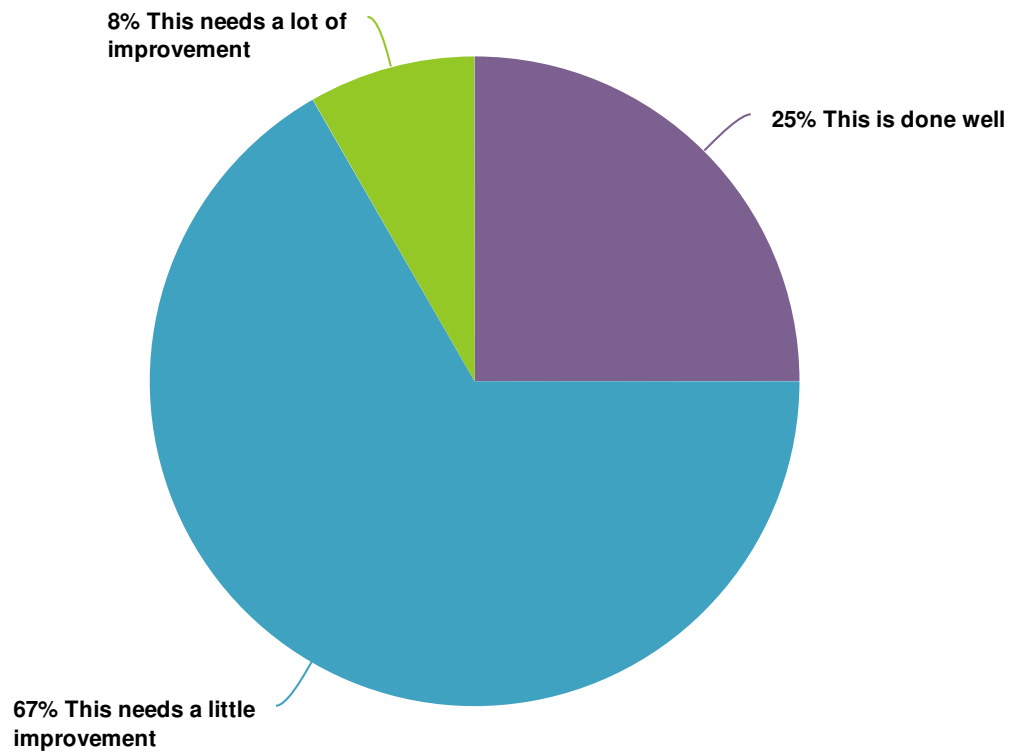
Value		Percent	Responses
This is done well	<div><div></div></div>	41.7%	5
This needs a little improvement	<div><div></div></div>	50.0%	6
This needs a lot of improvement	<div><div></div></div>	8.3%	1
Total: 12			

## 29. The board engages in defining MAC's positions on public policy.



Value		Percent	Responses
This is done well	<div><div></div></div>	63.6%	7
This needs a little improvement	<div><div></div></div>	27.3%	3
This needs a lot of improvement	<div><div></div></div>	9.1%	1
Total: 11			

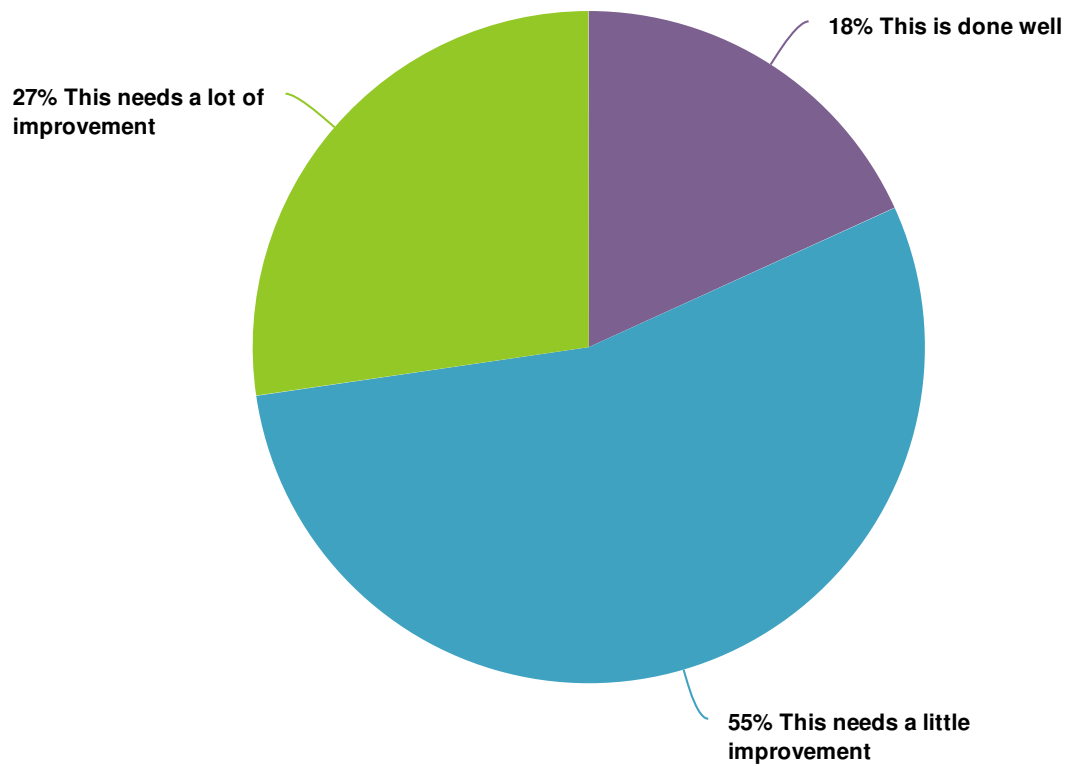
### 30. The board understands its role in fundraising for MAC.



Value		Percent	Responses
This is done well	<div><div></div></div>	25.0%	3
This needs a little improvement	<div><div></div></div>	66.7%	8
This needs a lot of improvement	<div><div></div></div>	8.3%	1

Total: 12

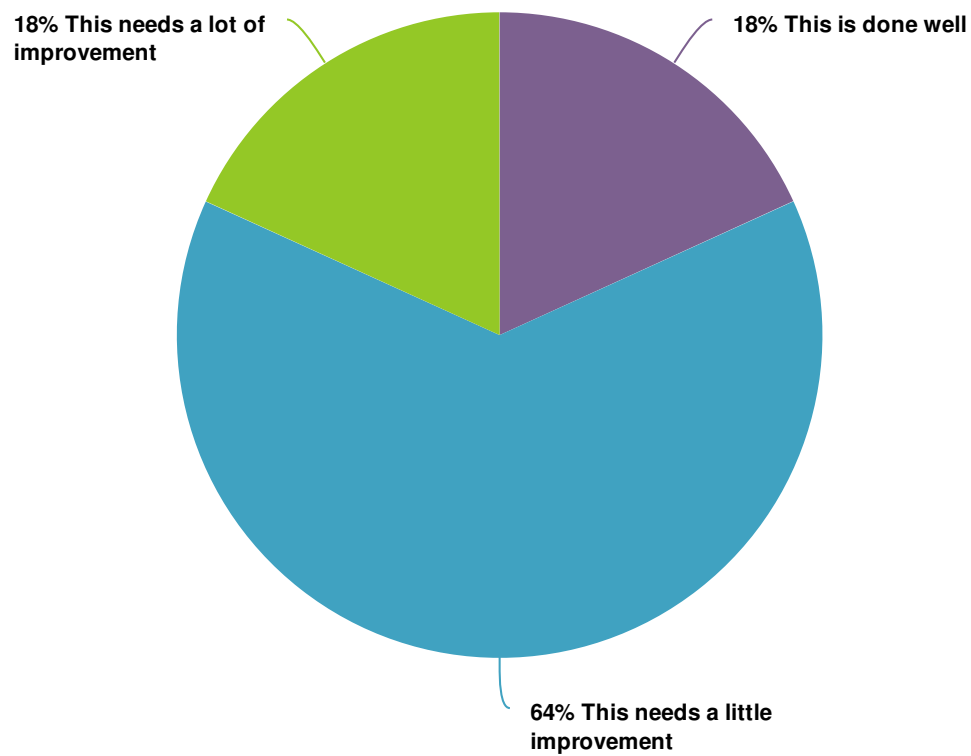
### 31. The board has the tools it needs to fundraise for MAC.



Value		Percent	Responses
This is done well	<div><div></div></div>	18.2%	2
This needs a little improvement	<div><div></div></div>	54.5%	6
This needs a lot of improvement	<div><div></div></div>	27.3%	3

Total: 11

### 32. The board is involved in fundraising for MAC.



Value		Percent	Responses
This is done well	<div><div></div></div>	18.2%	2
This needs a little improvement	<div><div></div></div>	63.6%	7
This needs a lot of improvement	<div><div></div></div>	18.2%	2

Total: 11

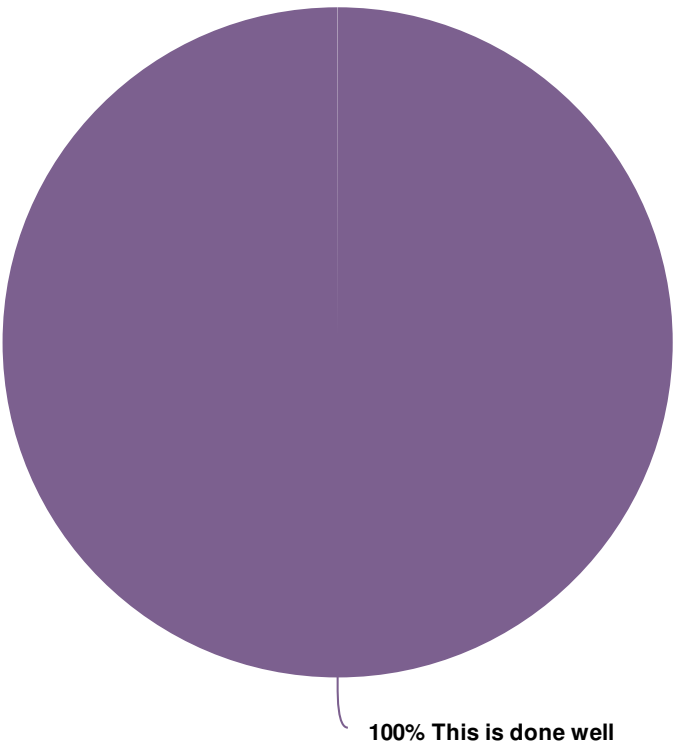
33. Is there anything you would like to add about the board's stakeholder engagement?



## Count    Response

1	Everyone on the Board needs to be helping with the fundraising and I don't see that right now. Only a few have looked for programs and no one has looked for funders or spoken with them. Many board members I feel come to the meetings, give input but they aren't doing anything out in the community. I am hoping this changes in the coming years.
1	I have never participated in fundraising before, I would like a quick training on best practices.
1	I think some additional work on fundraising for the board would certainly be beneficial as well. The board is making some strong attempts, but is likely limited by other time commitments and lack of experience.
1	I think we will get more stakeholder engagement as MAC increases its presence and has additional staff; too many new changes this year.
1	No.
1	The public policy committee seemed to do a good job with understanding what was going on in the public policy arena this year. This is an area I know is a weakness for me. I recognize there is more we could be doing as a board to get involved with fundraising, as well as engaging in more conversation about MAC with stakeholders, partners, and community members.

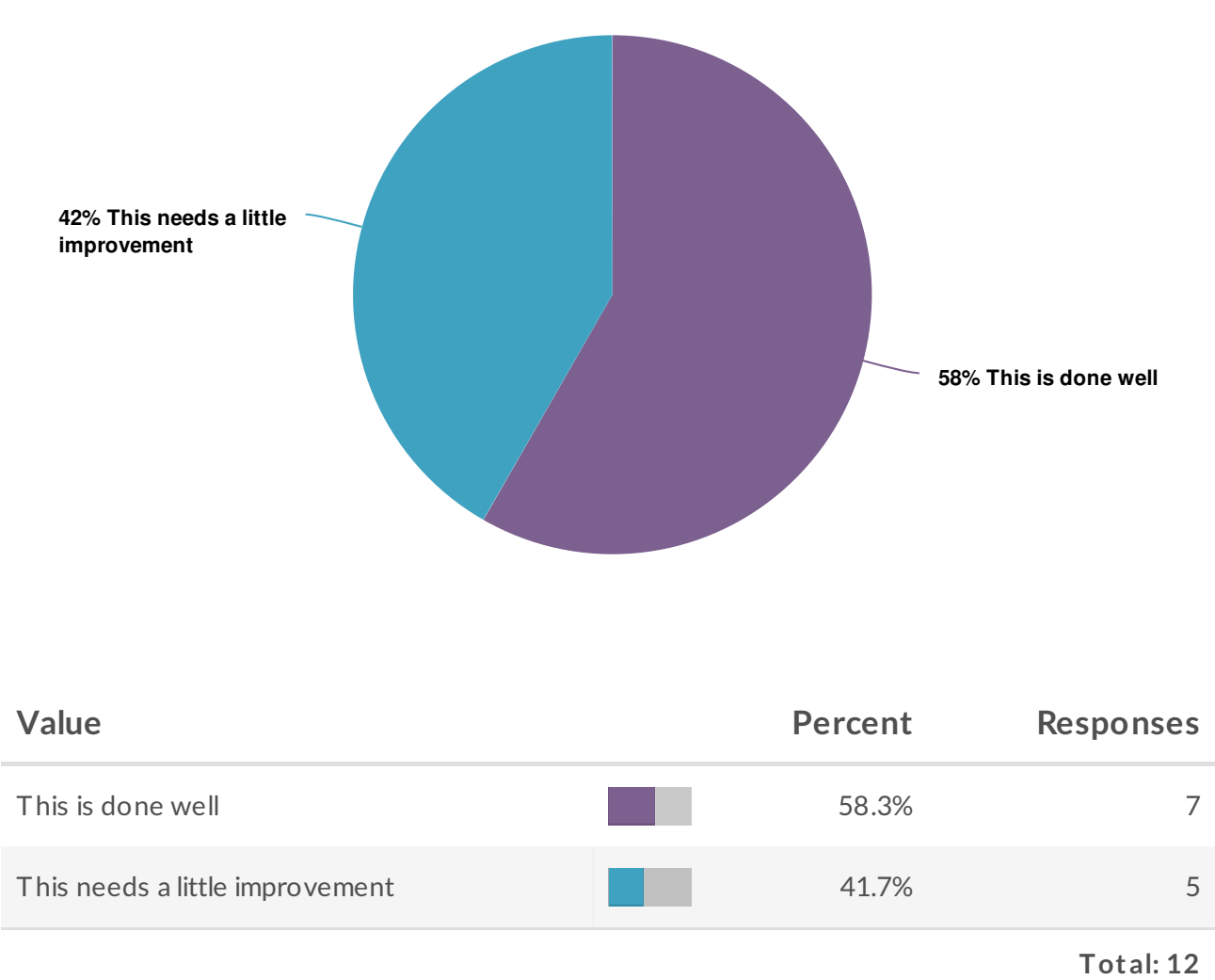
34. The board and executive director have a productive working relationship.



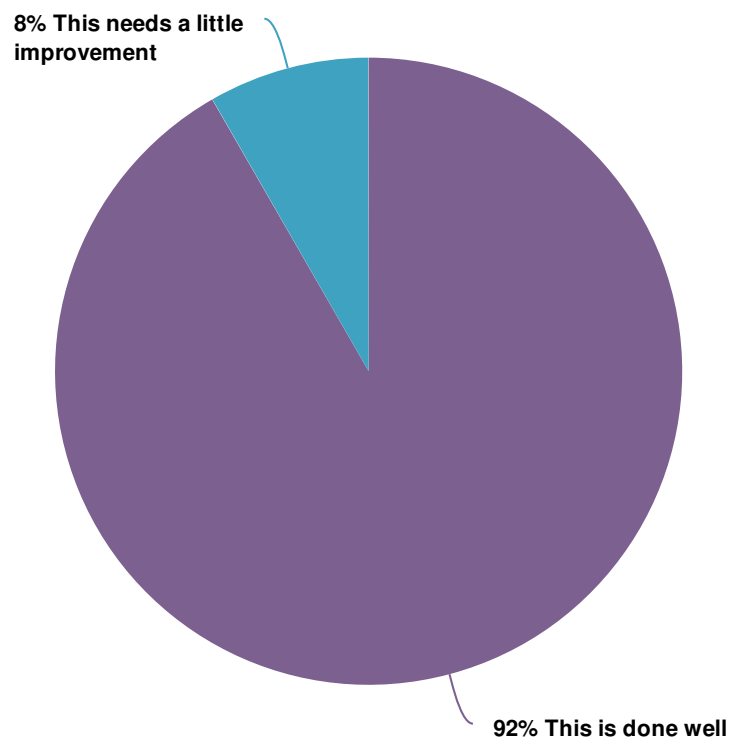
Value		Percent	Responses
This is done well	<div></div>	100.0%	12
			Total: 12



35. The board and executive director understand the different and shared roles of board and executive director.



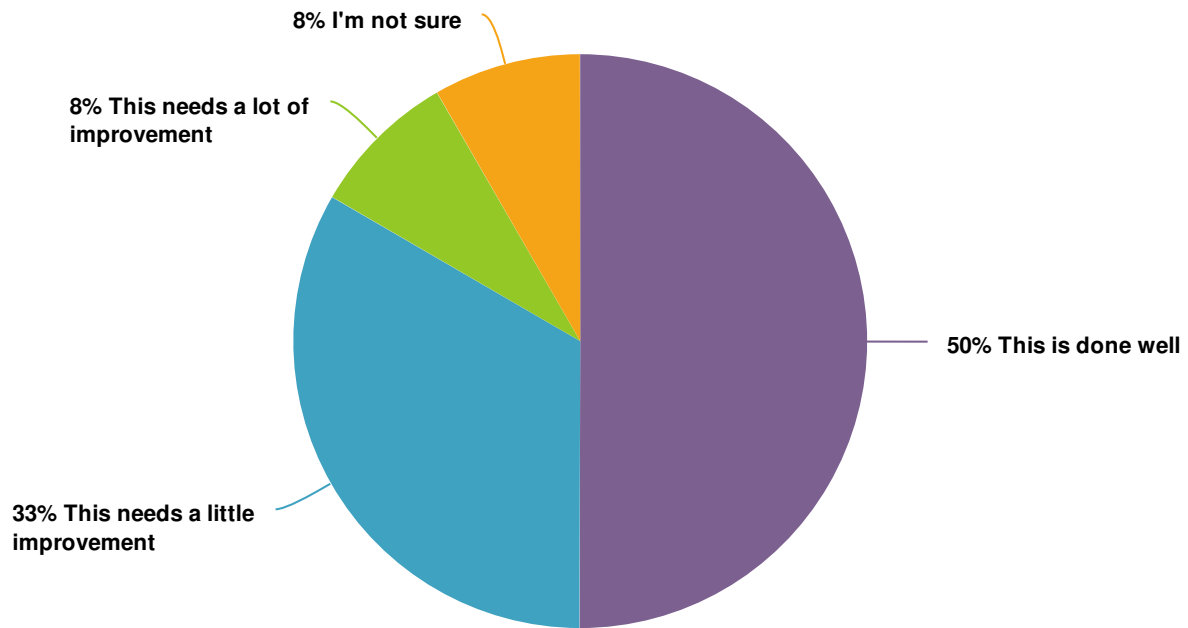
36. The executive director informs the board of important organizational issues.



Value		Percent	Responses
This is done well	<div><div></div></div>	91.7%	11
This needs a little improvement	<div><div></div></div>	8.3%	1

Total: 12

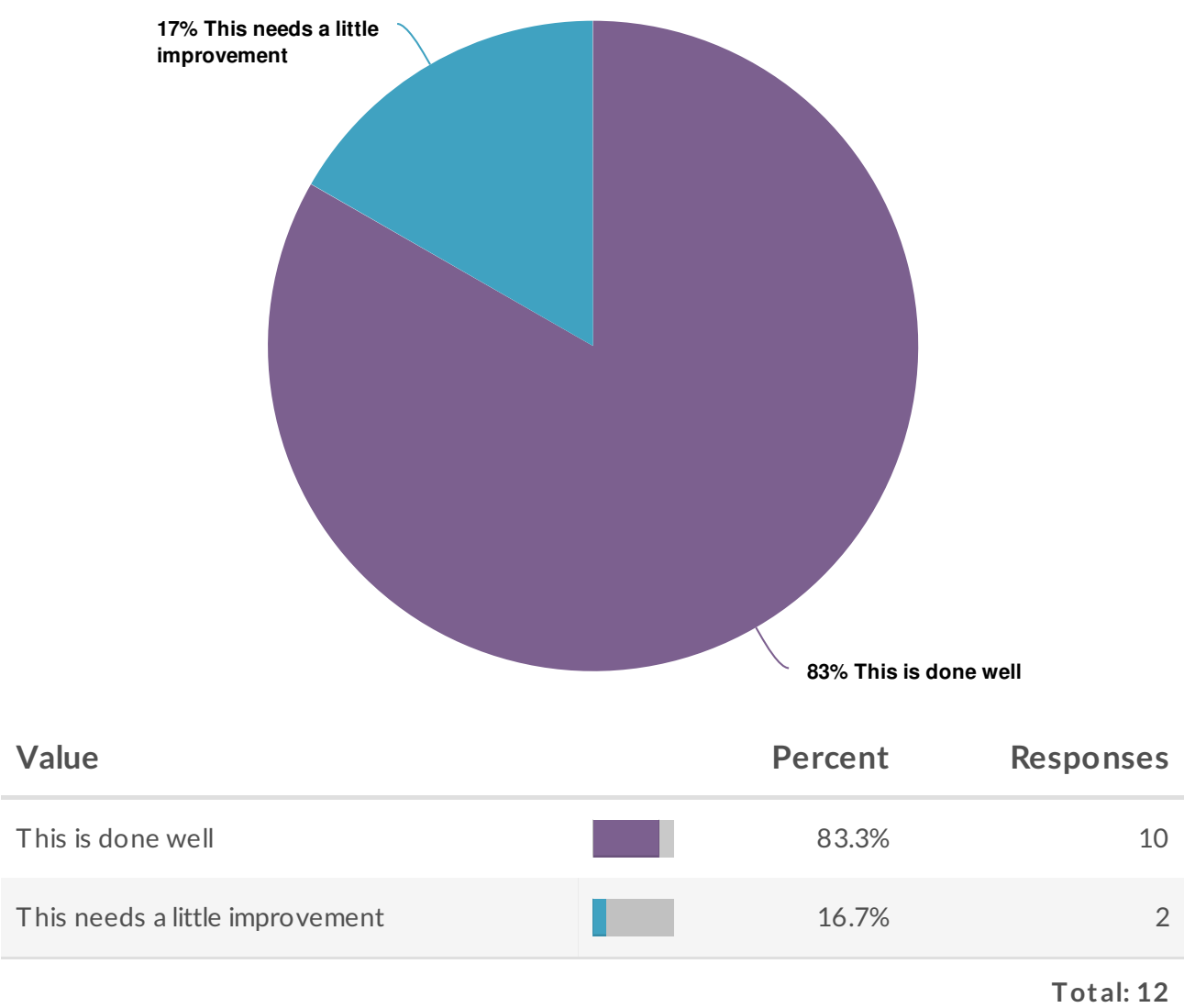
### 37. The board provides advice and counsel to the executive director.



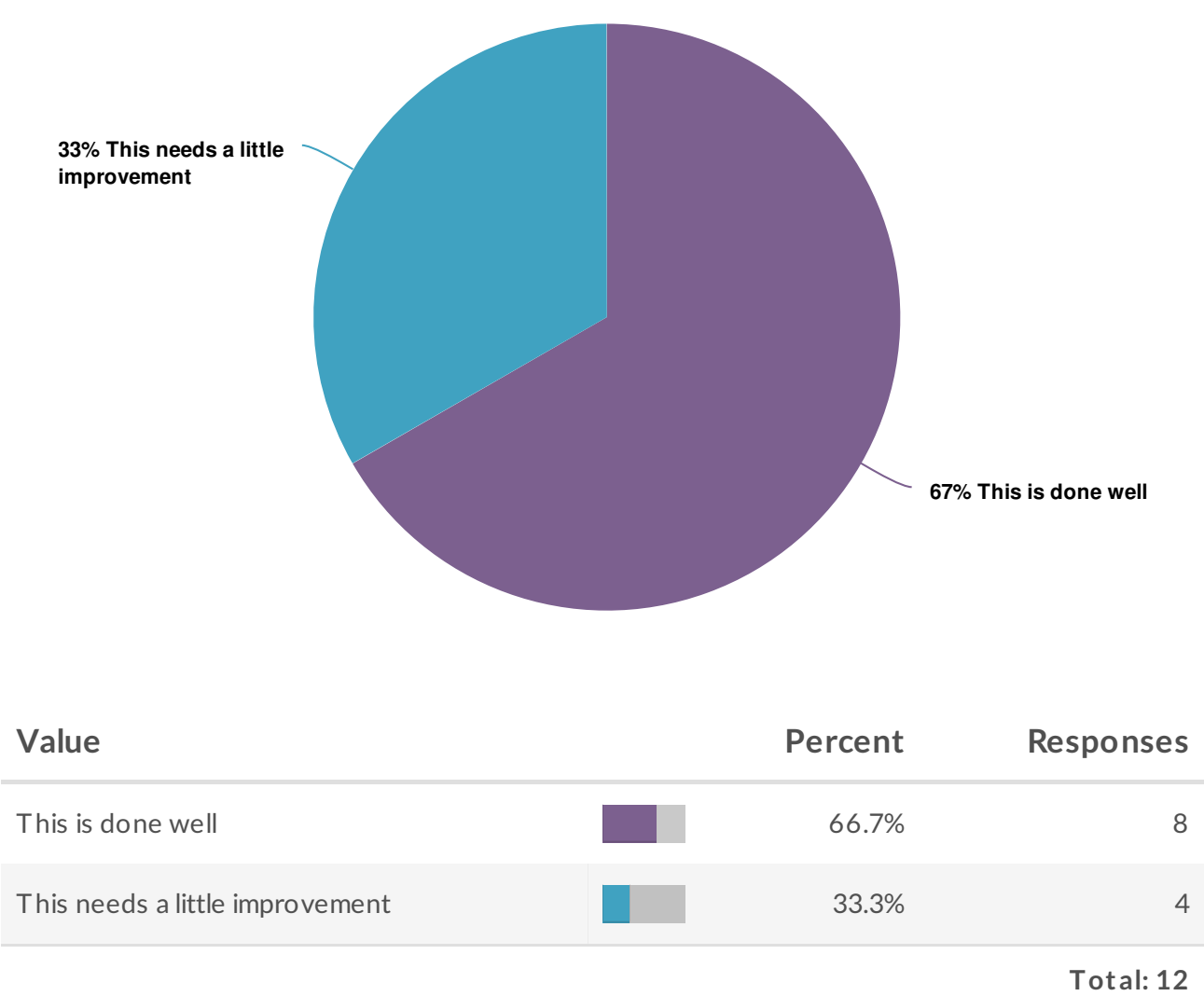
Value		Percent	Responses
This is done well	<div><div></div></div>	50.0%	6
This needs a little improvement	<div><div></div></div>	33.3%	4
This needs a lot of improvement	<div><div></div></div>	8.3%	1
I'm not sure	<div><div></div></div>	8.3%	1

Total: 12

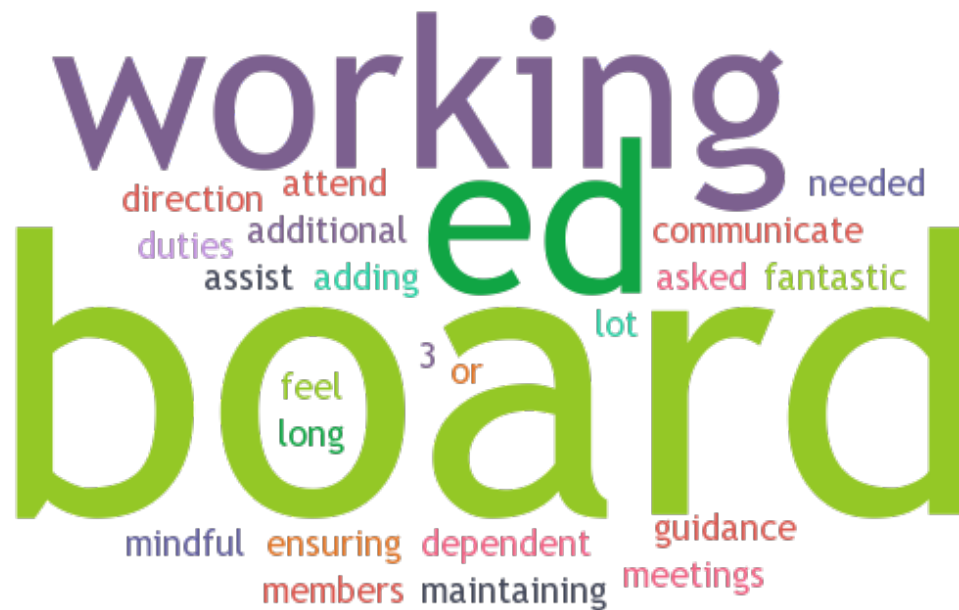
38. The board reviews the performance of the executive director annually.



39. The board communicates with the executive director to establish annual organizational goals.



40. Is there anything you would like to add about the board's relationship with the executive director?



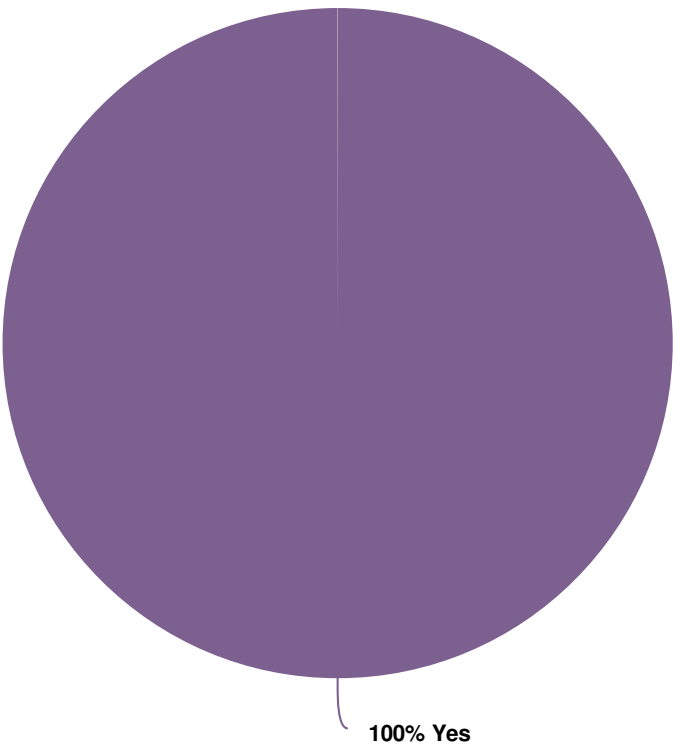
Count	Response
1	I think the ED and Board are working very well together. I would like the Board to provide additional resources or guidance to the ED before it is asked for maybe?
1	No.
1	Overall I think things are going in the right direction however we still need a lot of work. I feel since the new ED took over, the board doesn't do much to assist other than communicate when needed and attend meetings.
1	This relationship is fantastic overall.
1	We have come a long way since adding new board members, refocusing the board, and working through strategic planning. The board has not had to take on as many duties now that we have 3 strong staff members. But I think we need to be mindful of not getting too dependent on staff, and ensuring we are still maintaining responsibilities that are ours as a board.

41. Is there anything that we have not covered in this assessment that you think is important in understanding the strengths and challenges of MAC board?



Count	Response
1	MAC has come so far in the past 2 years and I am so excited to see where MAC is going. I would like members of the Board to participate more- MAC isn't about attending meetings, it is also helping out where needed and being involved in the committees. If you aren't able to commit to the time to appear in person or by phone at the meetings than you need to say so. Help find funding sources and assist with finding new board members. That is how MAC is going to continue to grow.
1	No
1	No.
1	The challenge for the board will be to continue the momentum that we have started from the strategic plan moving forward the next few years as board members leave and new individuals start. Want to keep the energy level going!

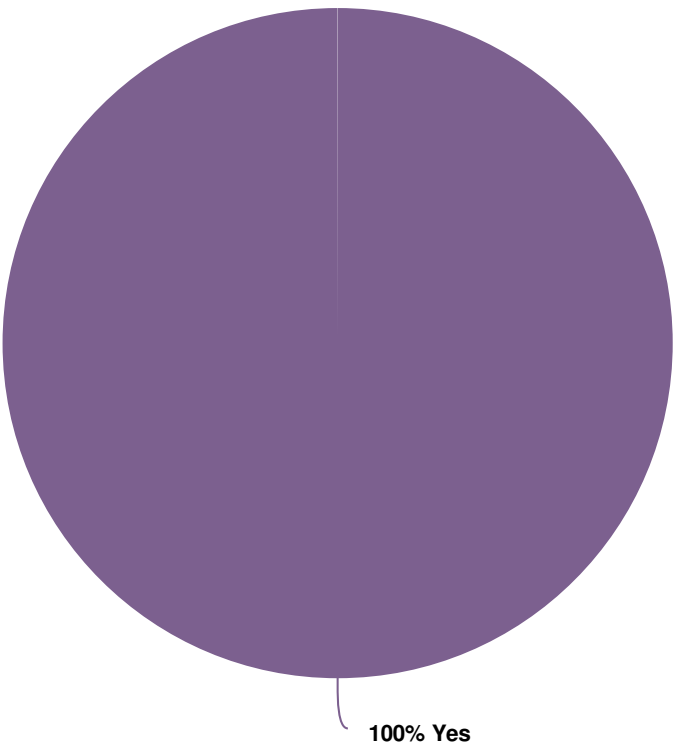
5. I understand and support the mission of MAC.



Value		Percent	Responses
Yes	<div></div>	100.0%	12
			Total: 12

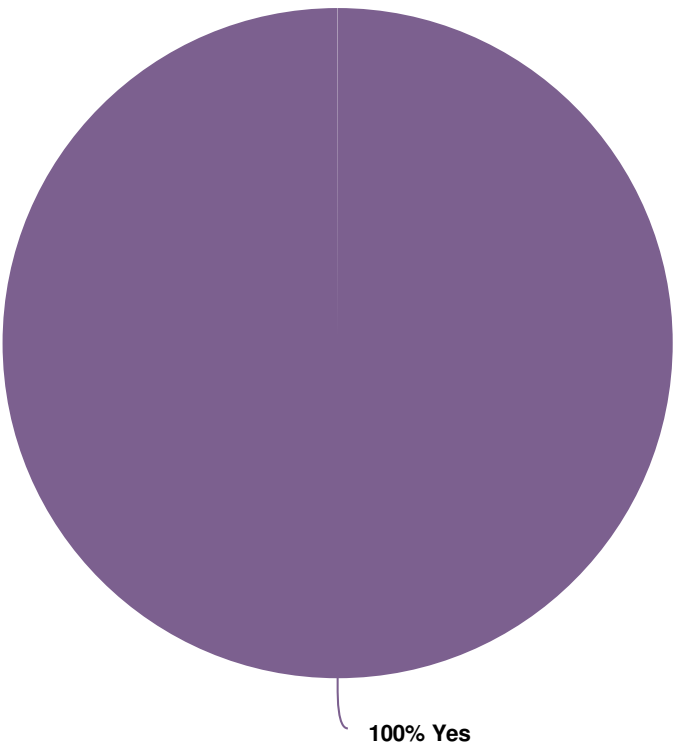


6. I am knowledgeable about MAC's programs and services.



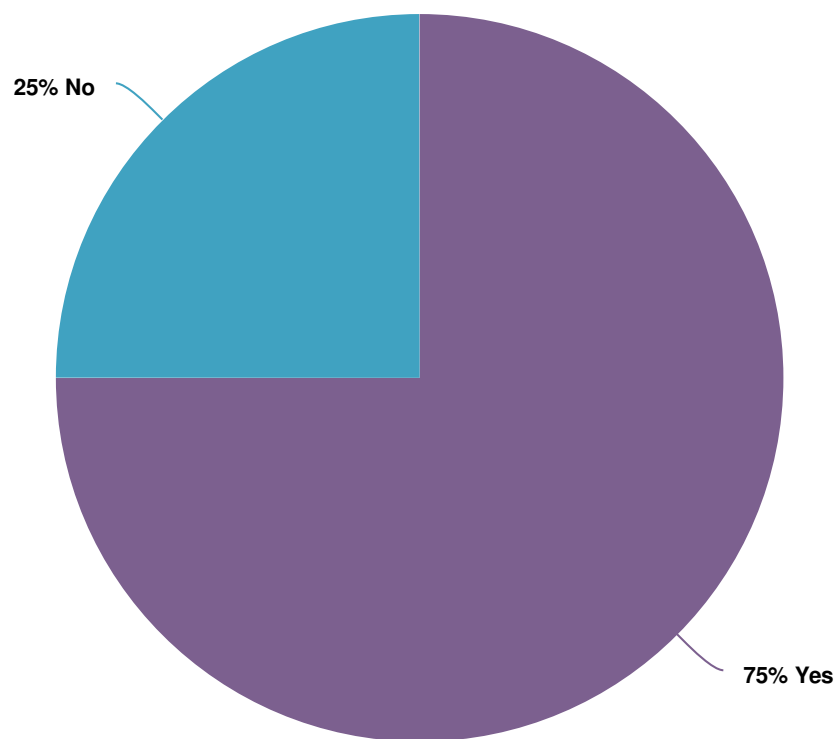
Value		Percent	Responses
Yes	<div></div>	100.0%	12
			Total: 12

7. I follow trends and important developments related to MAC.



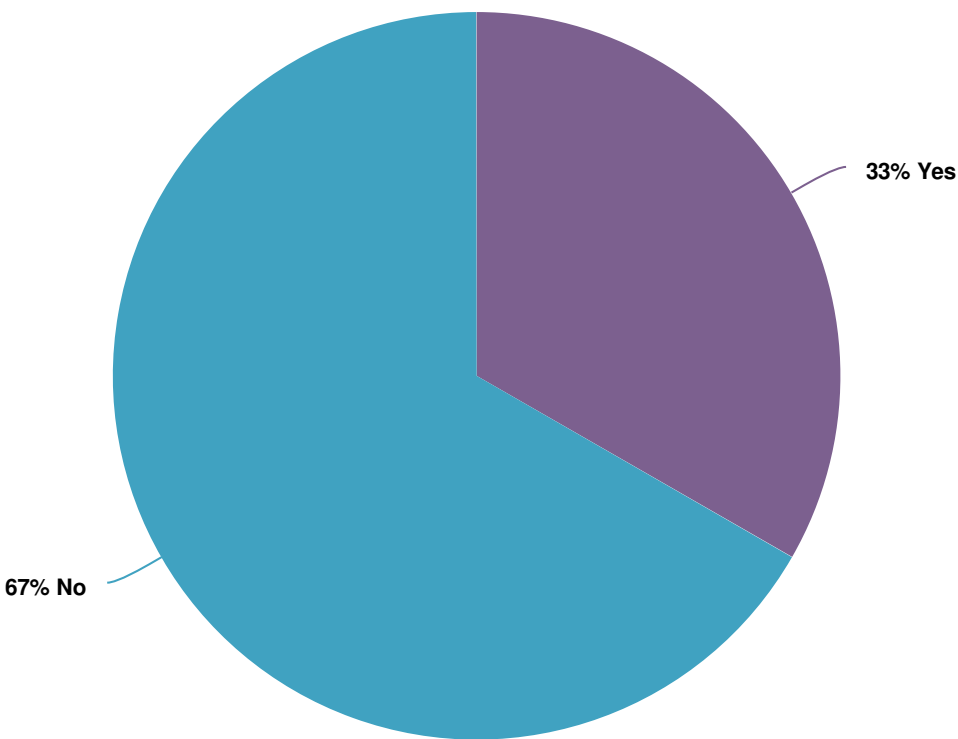
Value		Percent	Responses
Yes	<div></div>	100.0%	12
			Total: 12

8. I assist with MAC's fundraising.



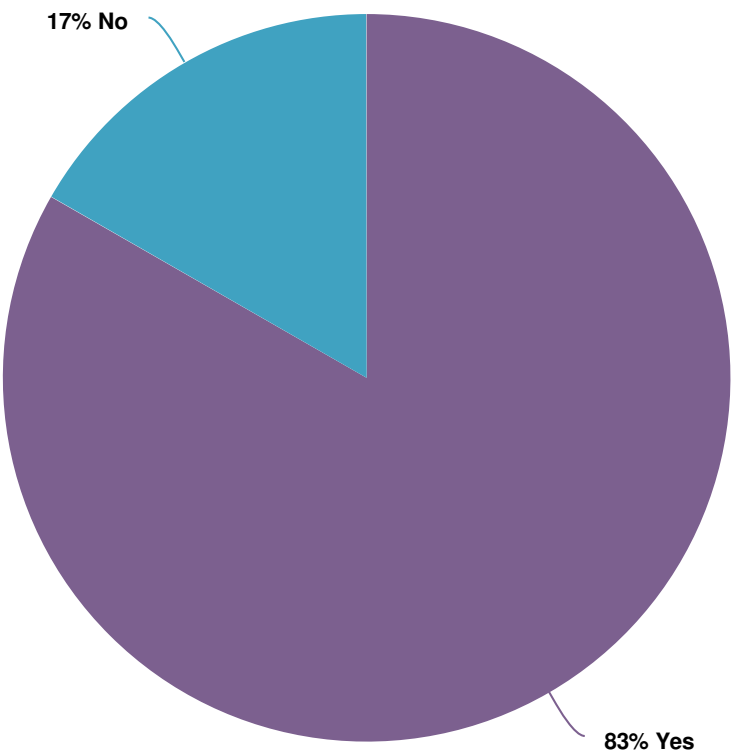
Value		Percent	Responses
Yes	<div><div></div></div>	75.0%	9
No	<div><div></div></div>	25.0%	3
Total: 12			

9. I give a significant annual gift to MAC.



Value		Percent	Responses
Yes	<div><div></div></div>	33.3%	4
No	<div><div></div></div>	66.7%	8
Total: 12			

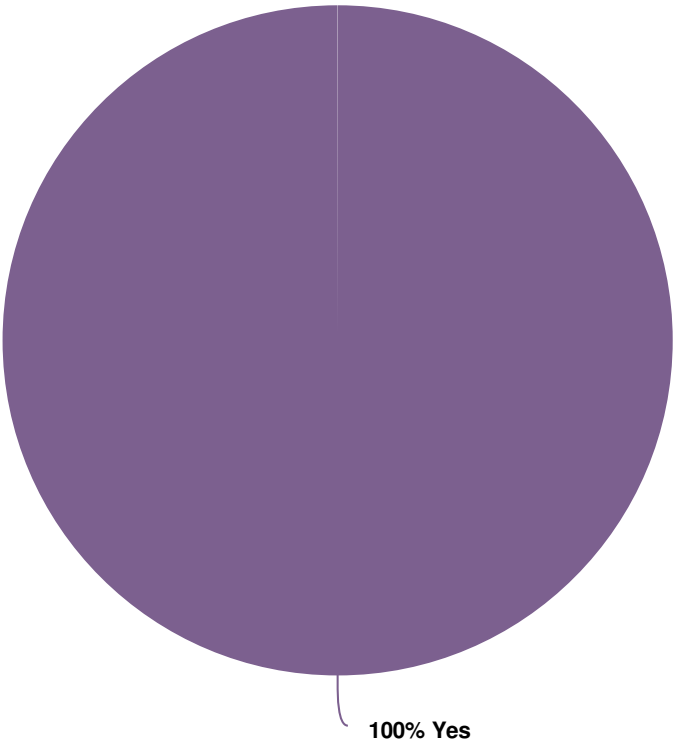
10. I read and understand MAC's financial statements.



Value		Percent	Responses
Yes	<div><div></div></div>	83.3%	10
No	<div><div></div></div>	16.7%	2

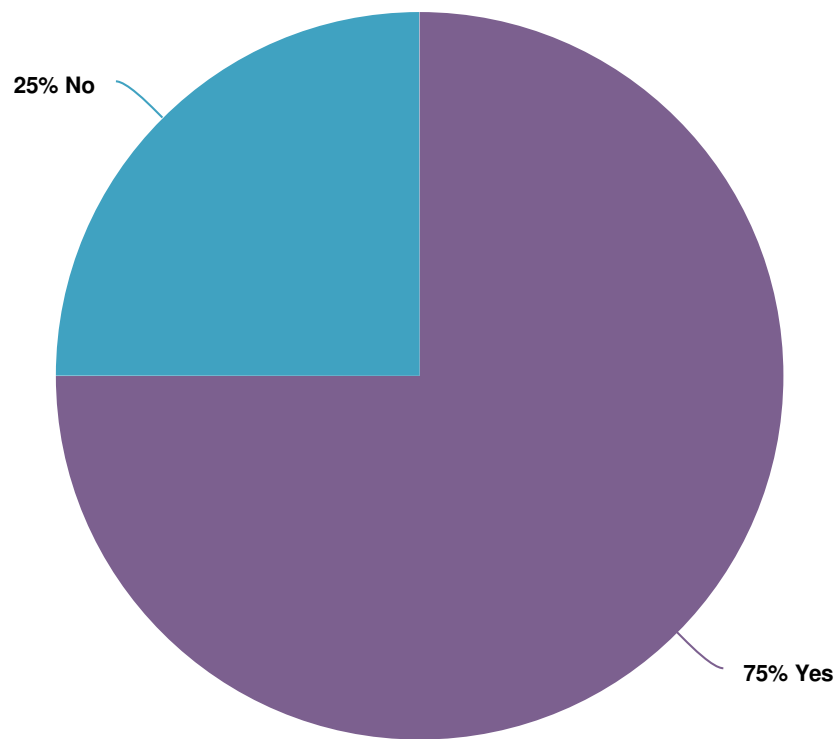
Total: 12

11. I have a good working relationship with the executive director of MAC.



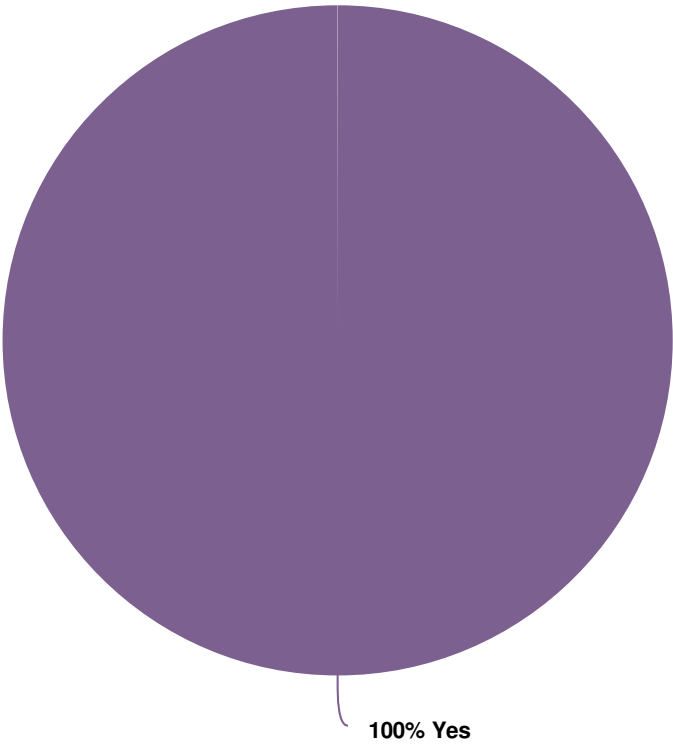
Value		Percent	Responses
Yes	<div></div>	100.0%	12
			Total: 12

12. I recommend individuals for service on this board.



Value		Percent	Responses
Yes	<div><div></div></div>	75.0%	9
No	<div><div></div></div>	25.0%	3
Total: 12			

13. I prepare for and participate in board meetings and committee meetings.

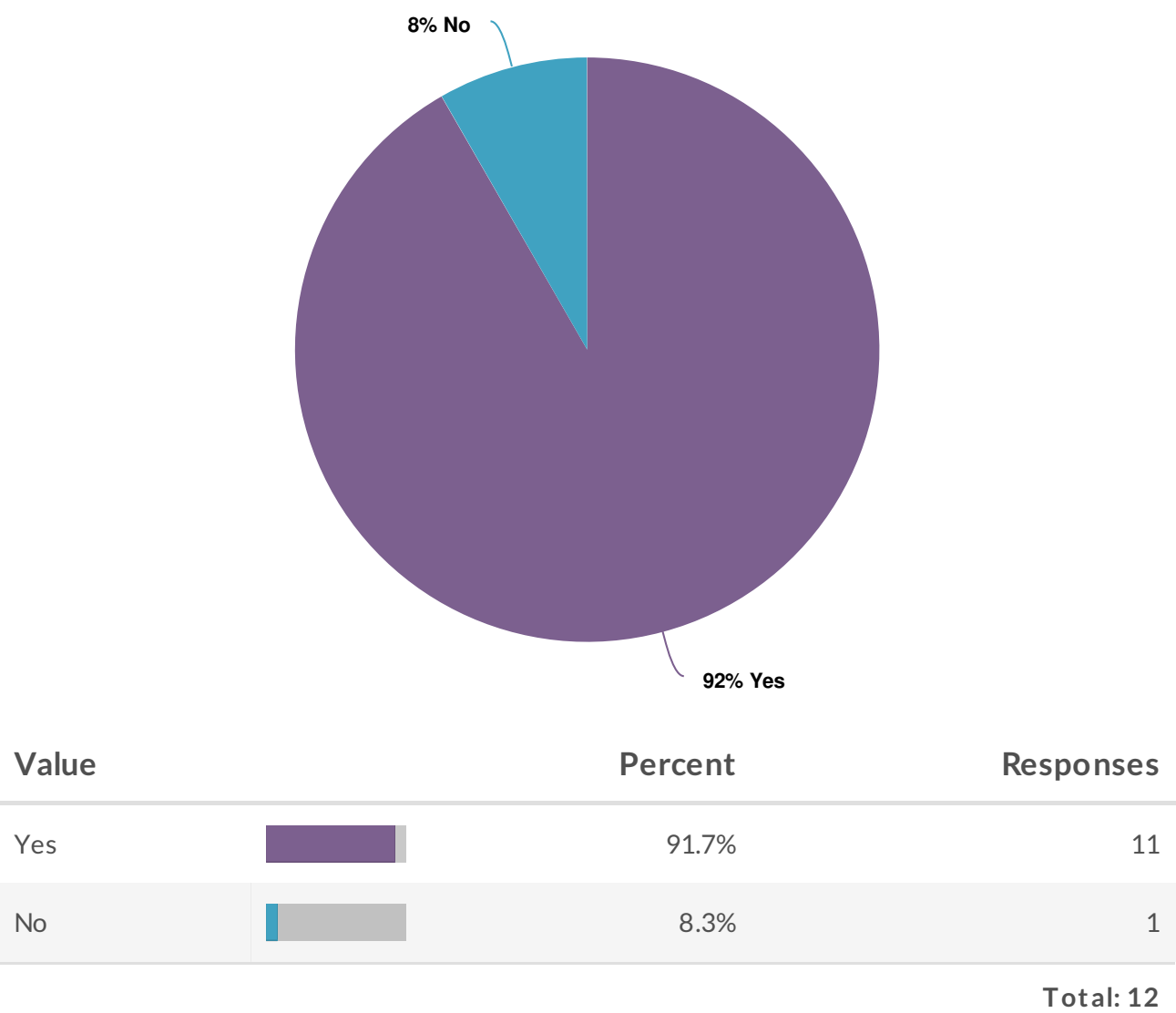


Value		Percent	Responses
Yes	<div></div>	100.0%	12

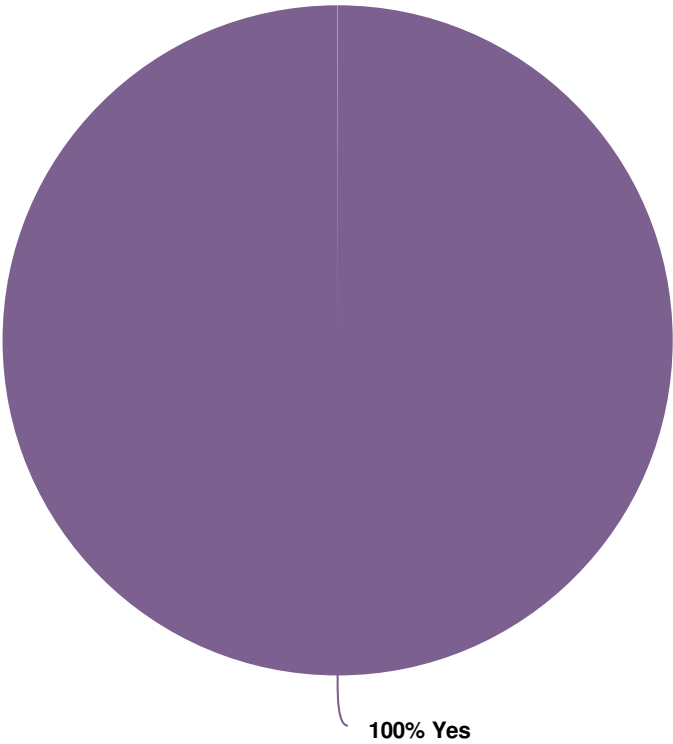
Total: 12



14. I act as a goodwill ambassador for MAC.



15. I find serving on MAC's board to be a satisfying and rewarding experience.



Value		Percent	Responses
Yes	<div></div>	100.0%	12
			Total: 12

16. Do you have anything else you'd like to add about your own performance as a MAC board member?



Count	Response
1	I have truly been honored to serve on the MAC board for that last 6 years- especially the past 2- where I have been the most proud of what we are doing. I am sad to be leaving the Board but so so excited on where MAC is heading and the upcoming board of directors.
1	I really value my opportunity to serve on MAC's board. I hope that my regular work schedule may level off over the next year to allow my opportunity to serve MAC to stabilize as well.
1	I would participate in more fundraising, but I'm not comfortable with it on my own without training. When I was recruited to be on the board, I was not told initially I would be required to provide a significant annual gift. This should be told to those who are recruited. I was also not told about fundraising. I feel like I walked into this blind. I am happy to help in any way I can, but this should be mentioned to people we are recruiting.
1	No.
1	Some of these I have lacked in over the last year due to a change in job description and lack of time. I could answer something other than yes or no for a few.