

2025 Rotary Club of Seattle Future Vision Member Survey

1. What does being engaged members mean to you? (select all that apply)		<u>Percent</u>	<u>Number</u>
• Regular attendance at meetings		91.67%	143
• Attending fellowship events		60.90%	95
• Volunteering at service projects (e.g. Wellspring and/or Rotary Boys & Girls Club)		60.26%	94
• Serving the club (e.g. greeters @ meetings, fundraising, serving in leadership)?		58.97%	92
• Other (please specify)		24.36%	<u>38</u>
Total Responses:			156
<u>Comments:</u>			
1. Donations			
2. At least a few of the above opportunities.			
3. LEADING projects and DESIGNING grants. not just attending.			
4. Join at least 1-3 committees.			
5. I have access to all of these now, but don't feel engaged. Being engaged is wanting to participate in these activities with other Rotarians. It means having both personal and professional friendships that extend beyond meetings and a sense of community within the club and its activities.			
6. Spending time with Rotarians at non-Rotary events.			
7. Participating as a full donor to SRSF and TRF.			
2. How often should we meet as a club (e.g. meetings, service projects, fellowship)?		<u>Percent</u>	<u>Number</u>
• Once a month		7.74%	12
• Two times a month		29.03%	45
• Three times a month		27.74%	43
• Weekly		35.48%	<u>55</u>
Total Responses:			155
3. How often should we meet for lunch?		<u>Percent</u>	<u>Number</u>
• Once a month		13.55%	21
• Twice a month		55.48%	86
• Three times a month		14.84%	23
• Weekly		16.13%	<u>25</u>
Total Responses:			155
4. How much are you willing/able to spend in total, for club lunch meetings each month?		<u>Percent</u>	<u>Number</u>
• Under \$50		27.56%	43
• \$51-\$70		28.21%	44
• \$71-\$85		5.13%	8
• \$86-\$100		16.03%	25
• \$101-\$125		11.54%	18
• Over \$125		11.54%	<u>18</u>
Total Responses:			156
5. How often should we meet "after work" in the evening?		<u>Percent</u>	<u>Number</u>
• Once a month		83.22%	124
• Twice a month		16.11%	24
• Three times a month		0.67%	1
• Weekly		0.00%	<u>0</u>
Total Responses:			149

6. How much are you willing/able to spend in total each month for evening meetings with light appetizers (no meal)?

	<u>Percent</u>	<u>Number</u>
• Under \$20	22.37%	34
• \$20-\$30	44.74%	68
• \$31-\$45	21.71%	33
• Over \$45	11.18%	<u>17</u>
Total Responses:		152

7. How often should we have a virtual club meeting? (e.g. via Zoom)

	<u>Percent</u>	<u>Number</u>
• Once a month	43.79%	67
• Twice a month	11.76%	18
• Three times a month	1.31%	2
• Weekly	10.46%	16
• Never	32.68%	<u>50</u>
Total Responses:		153

8. Do you prefer to attend meetings in person?

	<u>Percent</u>	<u>Number</u>
• Yes	85.90%	134
• No	14.10%	<u>22</u>
Total Responses:		154

Comments:

1. Nice to network with fellow members and catch up in person. (X9)
2. Yes, but I've been a member for a long time and don't really know many other members. So, in-person meetings when I don't know people are a bit stressful for an introvert like me.
3. Better communication.
4. Interpersonal relationship
5. Meet people.
6. Relate.
7. Sometimes, but it is harder to attend since retirement.
8. It's easier to have conversations with other Rotarians and guests.
9. That's how you really get to engage with others.
10. The commute to downtown is not always possible with work schedule.
11. Depending on how often we meet, some should be in person and some should be virtual.
12. I enjoy connecting with fellow Rotarians and also meeting the speaker in-person.
13. Time out of the day is hard for me, difficult access.
14. Location
15. I personally have sworn off going downtown whenever possible. Between bike lanes with no bikes, bus lanes with no buses, driving and parking are a real hassle. I find that while I miss the around-the-lunch-table fellowship, getting the program by Zoom still delivers a lot. I know we are historically the "Downtown Club" but it would be interesting to poll the members to see how many walk to downtown meetings vs. drive. A venue somewhere between the Ship Canal and Sodo with easy driving and parking might be great if the majority of members drive anyway.
16. But it depends on timing, I can't always meet in the middle of the workday.
17. Nourish relationships, learn about our community, see the progress in downtown recovery.
18. People to people connections are best in person.
19. Attending meetings in person is an important way to build friendships, develop interest in programs and strengthen our Club's mission and purpose.
20. Better direct engagement.
21. I would prefer to meet in person, but I no longer work downtown (semi-retired) and the cost of lunch meetings with parking downtown has reached \$60+.
22. Because I joined for fellowship and to be around other Rotarians. I joined for the community.
23. Nothing replaces a face-to-face experience.

24. Fellowship plus program.
25. Prefer in person to deepen relationships with members and to get to know new members.
26. I find the connections much more meaningful and the meetings more engaging in person.
27. Networking and fellowship.
28. Tough work and family schedule.
29. To interact with people.
30. As a working professional it's too challenging to get to meetings during the workday.
31. Better interaction.
32. It is not often practical for an out-of-state retiree.
33. More opportunities to engage with other members. I enjoy the events more. Feel more connected.
34. Depends on location and accessibility from parking.
35. There is no way to build relationships with other Rotarians in a virtual setting.
36. Schedule gets busy, I like a mix of both.
37. Nice to see folks in person, I already have too much zoom time!
38. Fellowship.
39. To get to personally know each other.
40. I make more meaningful connections with people in person.
41. The synergy that face-to-face meetings create is what makes the meetings interesting and enjoyable.
42. The quality of interaction is much better.
43. RETIRED; NO LONGER IN SEATTLE.
44. Online meetings do not generate the connections necessary to hold the club together and drive member involvement.
45. I like both the virtual and in-person meetings and options.
46. Sometimes, but it is harder to attend since retirement.
47. Prefer in person to deepen relationships with members and to get to know new members.
48. As a working professional it's too challenging to get to meetings during the workday.
49. The whole idea of Rotary is personal interaction which requires face-to-face involvement.
50. Parking hassles, rotating locations. No routine. When it was always at the Westin for example, it was possible to get into a routine.
51. It is easier to have conversations with other Rotarians and guests.
52. Better interaction.
53. To interact with people.
54. Personal interaction and exchange of ideas with friends.
55. This is how we connect with people and understand Rotary better.
56. If we don't meet in person, we can't make connections with other members. This, in my opinion, is a big part of the experience.
57. More opportunities for fellowship and collaboration.
58. I find the connections much more meaningful and the meetings more engaging in person.
59. I attend for fellowship and to meet people.
60. Better experience and social interaction.
61. History, we used to meet in person weekly.
62. Opportunity to network/connect with club members.
63. Personal face-to-face contact is best to get the most out of Rotary. I believe that 4 times a month, whether at lunch, service committee meetings, club service events, etc.
64. The people interaction time good for the soul!
65. I like to connect with people in person ... but it does take time to get there and get back. This means that the program needs to be compelling OR I need to know that there is someone else who will be there with whom I would like to connect.
66. Pretty hard to socialize/connect with other members over Zoom.
67. I personally have sworn off going downtown whenever possible. Between bike lanes with no bikes, bus lanes with no buses, driving and parking are a real hassle. I find that while I miss the around-the-lunch-table fellowship, getting the program by Zoom still delivers a lot. I know we are historically the "Downtown Club" but it would be interesting to poll the members to see how many walk to downtown meetings vs. drive. A venue somewhere between the Ship Canal and Sodo with easy driving and parking might be great if the majority of members drive anyway.
68. You don't get to know other members on a Zoom call.

- 69. It is not possible to develop new relationships or enhance existing ones over Zoom.
- 70. Because I value seeing and talking with people; I only do zoom if I cannot make the in-person meeting.
- 71. I spend way too much time on Zoom. Plus, Rotary about relationships.

9. Do you prefer to attend meetings on Zoom?	Percent	Number
• Yes	29.49%	39
• No	74.51%	114
Total Responses:		153

Comments:

1. Not good on zoom.
2. Impersonal and it feels disconnected. (X5)
3. Easy. (X7)
4. If I can't make it in person because of timing. (X3)
5. Less engaging. Less personal. Less festive. Less special.
6. Attending meetings on Zoom during COVID was a practical and essential way to bring our members together. My preference is to meet our fellow members in person and strengthen the purpose of our Club.
7. More disconnected, but nice to have the option.
8. Cost to attend in-person meetings.
9. I would never join a zoom meeting. We have too many in our day-to-day lives as is and it's not as personable nor does it feel as meaningful. The reason I joined the Rotary was to be with like-minded individuals and this (zoom) doesn't do that for me.
10. Do not but realize that it allows for remote speakers and flexibility.
11. Miss fellowship.
12. Only when that is the only meeting scheduled.
13. Prefer in person. Zoom is critical when traveling or do not have time to drive and park.
14. They definitely have their place, but in-person is more personable :-)
15. I don't feel like I'm connecting with others or engaging with the meeting while on Zoom.
16. Occasionally it works if you want to just listen, but i prefer to engage with real people.
17. Sometimes it is easier to join.
18. Hard to connect with people.
19. When I can't attend in person.
20. Not meaningful.
21. It is easier to get distracted, it feels more hermetic.
22. Too much screen time and little meaningful interaction
23. Tired of Zoom, maybe for committees
24. Not prefer but don't dislike; like to have both.
25. Prefer in person. Zoom is critical when traveling or do not have time to drive and park.
26. It is not as engaging and that's how the club dies.
27. Distance to meetings is a problem.
28. The questions make it hard to answer truthfully as they are weighted toward specific results. Zoom is an important component of all Wednesday meetings.
29. Once a month is a nice balance, since it does open up speakers who are geographically constrained.
30. Lack of in-person engagement.
31. I am out of state for half the year.
32. Too many Zooms for work.
33. Cost to attend in-person meetings.
34. Sometimes. I like the option.
35. Not meaningful.
36. Does not appeal to me.
37. Not as easy to connect and meet folks.
38. The lack of interaction with our fellow Rotarians.
39. Less engaging. Less personal. Less festive. Less special.

40. Generally uninterested in speakers ... interested in my fellow members.
41. Hard to connect with people.
42. I don't prefer; however I understand the need for this service.
43. Usually the sound is lousy, but being in person allows one to talk to people and not just hear the main speaker.
44. Zoom meetings do not allow interactions with other members. You can't develop relationships if you don't have the opportunity to meet people in person.
45. But I do when I travel.
46. That's not why I am part of Rotary.
47. Lack of personal contact which raises the quality of the club experience.
48. It is harder to connect with content.
49. I like the option of attending Zoom on days that I can't make it (or don't want to attend) in person.
50. Zoom is OK for meetings re: projects, programs, events but NOT for primary club meetings
51. Yes, because I can watch expressions. No because face-to-face is much more important.
52. It's my only option, due to where I live.
53. You build stronger relationships in-person and there is a higher energy at the meetings.
54. While Zoom is an excellent option for Committee meetings and working meetings, it is not an effective platform for social engagement and connection.
55. Zoom is only good if it's the only way to attend. Getting downtown for lunch is a big hurdle, that has only gotten bigger despite the decline of activity downtown.
56. If there is an interesting speaker we cannot get in person, then I am open to zoom.
57. Too much time on Zoom for work.

10. If you do not attend in person or on Zoom, do you watch the meeting recording on YouTube?	<u>Percent</u>	<u>Number</u>
• Yes	19.87%	30
• No	80.13%	<u>121</u>
Total Responses		151

11. If you attend club meetings on Zoom, would you pay a small fee to access the meeting online (i.e. \$10-\$20 per meeting)?	<u>Percent</u>	<u>Number</u>
• Yes	35.76%	54
• No	64.24%	<u>97</u>
Total Responses		151

12. Did you attend a club fellowship/social/networking event in 2024?	<u>Percent</u>	<u>Number</u>
• Yes	62.82%	98
• No	37.18%	<u>58</u>
•		
Total Responses		156

Comments:

1. I do like these--but didn't get a chance to attend because evenings are harder for a working mom.
2. Limited by childcare issues and working remotely but this has changed
3. Year-end Presidents Party (X14)
4. Holiday Party (X8)
5. Tried for Cisco, became confusing of where to go...
6. Pls explain Zoom fee (from last question.)
7. Ethnic dinner.
8. Tour of Navy ship.
9. Frye, ethnic meal, FVTF.
10. Meeting at Rainier Club to consider the future of our Club, including International Service Committee.
11. Mohai and Frye
12. Cisco Morris, and a few others. I love the after-work mixers as no one is in a rush to get back to work etc. We can be more relaxed and develop relationships.

13. Some evening socials, and the Rainier Club meetings.
14. MOHAI
15. Cisco Morris, Columbia Tower Club
16. Large Grant presentations.
17. Seattle Rotary Foundation charitable interviews
18. Many of them.
19. Two of the evening gatherings.
20. Rainier club report meeting.
21. I attended all of them
22. Rotary Boys and Girls Club in April, Ethnic Dinner in January and May 2024
23. Cisco and ethnic dinner
24. Donor Recognition event at SYC and Ethnic Dinners.
25. I have a standing conflict for the second Wednesday of the month so missed all of them; I did attend the president's party. I do find the yacht club venue a bit tight and worry about catching something.
26. Frye, RC

13. Are there enough opportunities for fellowship/social/networking with other club members?	<u>Percent</u>	<u>Number</u>
• Yes	69.08%	105
• No	30.92%	<u>37</u>
Total Responses		152

Comments:

1. I actually don't know. (X2)
2. Some weekend events and fun things like music shows
3. Three in-person meetings per month
4. Group visit to sporting event.
5. Happy hours once a month, either in the evenings or a weekend lunch
6. Joint projects and social meetings
7. I believe so.
8. This year has been very demanding
9. Maybe there are but I sometimes feel not engaged, maybe a personal invite or by group or age or hobby to connect with people of similar interests, careers, age, etc.
10. Frequent, informal mixers. Invites to committee meetings.
11. Less speakers; more table talk.
12. I dislike the subtle frowning on business networking and find it hypocritical because that is what Rotary was founded on. Also, members don't 'walk the walk'. I spent hours calling members to set up coffee meetings to get to know them one-to-one and never received return calls which is incredibly rude.
13. With working members.
14. Occasional table talks at lunches are welcome.
15. We continue to need structured time at meetings for topical conversation and deliberate social networking.
16. Enough. But more are always welcome.
17. Events at people's homes or neighborhood venues, like Fedva's restaurant events
18. I think it would be interesting to have a meeting with an opportunity to choose between several topics for small group conversations. (this would require a room with good acoustics!) You could choose a topic, listen to a fellow Rotarian give a brief discussion of the topic, then have a focused conversation about one aspect of the topic. The topics could be serious or fun.
19. I wish there was more time during lunch to talk to table mates.
20. MORE FELLOWSHIP ON THE EASTSIDE.

14. Did you recruit a new club member in 2024?	Percent	Number
Yes	16.00%	24
No	80.00%	<u>120</u>
Total Responses		144

If not, why not?

Comments:

1. I tried and do have some follow up for 2025.
2. I hardly ever attend myself. I don't get much, if anything, from the meetings. So, it's not something I'd be a good ambassador for.
3. Limited engagement myself.
4. I tell people about it but interest seems low.
5. Haven't been around.
6. Didn't know of anyone.
7. Job priorities.
8. Slipped my mind.
9. Limited time.
10. My schedule has made it difficult for me to attend meetings and really engage in Rotary. It will likely be this way through July of 2026 after the FIFA World Cup event.
11. Didn't come across a good candidate.
12. My network is fairly small and most are too busy.
13. Not as interested in doing that as my own attendance has dropped this past year.
14. I'm new. (X4)
15. I had a baby and did not socialize.
16. I had two potential opportunities, which are still pending.
17. I don't know whom to ask.
18. Most of my acquaintances do not live downtown & are of my generation.
19. I was at one time a regular attendee. I quit coming during COVID and the few times I did go the programs sucked.
20. Don't feel too engaged.
21. Too busy, want to make sure it's a dynamic club to invite them to join, many contacts don't live/work in Seattle
22. I've been disappointed in the quality of the meetings. Jon is a great guy but tries to be funny all the time. That doesn't feel right. Also, the program committee I think is more concerned about booking the calendar than finding really high-quality guests/speakers. Our programs are the best recruiting tool we have. They need to feature really great speakers and topics. Honestly, they feel pedestrian to me. We need more home runs when it comes to programs. I would feel more comfortable inviting a new member if that were the case.
23. I tried to recapture members who resigned. Still working on it.
24. Tried.
25. I invited people to meetings, but none joined.
26. I'm retired and don't have the connections in the business community I once had.
27. The people who I have shared Rotary to have not seen the value of being part of the club.
28. I am retired and don't have easy access to potential members.
29. Not sure.
30. The candidate was not able to attend meetings due to work.
31. I did not have new recruit potential.
32. I don't currently know any prospects in downtown Seattle.
33. Invited five for lunch but no one applied.
34. My contacts are either too old, already members, or dead.
35. Too much club instability with changes - acceptable but not wanting to bring people in while there is a lot of negative chatter in meetings about the changes and food.
36. I am not as interested in doing that as my own attendance has dropped this past year.
37. I was unable to attend in person meetings this year. Hopefully I will be able to attend in 2025.
38. With all the transition going on, I don't know that it would make the best first impression. Especially our boxed or catered meetings at the church.

39. I am now retired and not in work force.
40. I changed employers and moved and didn't have an opportunity to.
41. Conor Law is my recruit.
42. Have sponsored members in the past; mainly worked to retain members during the past year.
43. I have not been able to be as active as I would have wished this year.
44. Meeting location and food too erratic
45. Don't know whom to ask.
46. Not sure.
47. I am retired and don't have easy access to potential members.
48. Difficulty in getting schedules to align.
49. Few other contacts these days. Have been retired for over 15 years.
50. I have talked to a few people about membership, but none have said yes. This may be partly because I'm in a professional transition at the moment.
51. I tried. Too expensive for her.
52. I do not live in the state any longer.
53. The lowering of over quality of the Rotary Experience and lower fellowship experience. It is no longer a place bring together industry leaders and community leaders to make big things happen.
54. My friends are not interested and do not want to spend money.
55. Been there done that. My contacts are not in the target demographic. I'm too old.
56. It is very difficult to find anyone interested.
57. Haven't been active myself.

15. Would an incentive (e.g. a bottle of fine wine) motivate you to recruit a new member?	<u>Percent</u>	<u>Number</u>
Yes	20.81%	31
No	79.19%	118
Total Responses:		149

16. Are you familiar with the New Member Onboarding/Orientation program introduced in Fall of 2024?	<u>Percent</u>	<u>Number</u>
• Yes	54.67%	81
• No	45.33%	68
Total Responses:		150

17. Are you a new member who joined the club in 2023 or 2024?	<u>Percent</u>	<u>Number</u>
• Yes	18.00%	27
• No	82.00%	123
Total Responses:		150

- 18. If "yes", what was your reason for joining the Rotary Club of Seattle?**
1. I really enjoy the programs with Rotary and having a network of like-minded people that are invested in our Seattle together is an excellent benefit.
 2. I moved back to Seattle from Bellevue.
 3. Membership assigned to me as part of external relations.
 4. Invite from a friend.
 5. I'm a former Rotarian from Portland.
 6. I had been a member years ago and Jon Bridge recruited me.
 7. Attend mtgs to see presentations. Meet active smart people in Seattle community.
 8. Philanthropy, social, connect with local community.
 9. I'm interested in the efforts to revitalize downtown Seattle.
 10. Looking for community and networking in Seattle, as well as opportunities for local and international service.
 11. Long time member.
 12. To engage more in community volunteering.

13. Opportunity to meet other passionate professionals who want to give back to the Seattle Community. Professional Growth. Community service opportunities.
14. Legacy from being an executive director of Leadership Tomorrow.
15. Service opportunities, professional networking, mission.
16. I was invited by Jon Bridge. Rotary would also be helpful to advance my organization's nonprofit work on behalf of Washington students who are furthest from education justice.
17. Volunteer and hopefully meet some nice people.
18. Nancy became President.
19. To meet new folks.
20. I wanted to meet people and to try to make a difference for Seattle and for the activities of Rotary International.
21. I've been looking for professional networking/ service.
22. I am interested in revitalizing downtown.
23. Networking for my business.
24. Fellowship, being a well-informed leader through excellent programs focused on business, health, education, government and building relationships with community and industry leaders to make things happen in the community.
25. Social networking, in-person meetings, the ability to make a real difference with dollars towards social impact, interesting and engaging speakers, and our international work.
26. I wanted to find a way to come out of the pandemic to reconnect with my city. I considered many organizations and Rotary most closely aligned with my goals.
27. Networking, community engagement.
28. Opportunities to connect with like-minded people and do good in the community.
29. I was invited by a friend; interested in learning from lunch speakers and participating in fellowship and service aspects of Rotary.
30. Darlene Corkrum told me that it was a "must do" from a career perspective. Everyone who was anyone in Seattle was a member. (This was 22 years ago or so.)

19. If "yes", was the New Member Onboarding/Orientation helpful?	<u>Percent</u>	<u>Number</u>
• Yes	18.33%	22
• No	1.67%	2
• Not Applicable	80.00%	<u>96</u>
Total Responses:		120

20. Who should be our target audience for recruiting new members (check all that apply)?	<u>Percent</u>	<u>Number</u>
• People who will bring more diversity into our club	67.79%	101
• People who come from a strong business background	77.85%	116
• People from the private sector	72.48%	108
• People from the public sector	58.39%	87
• People from the non-profit sector	45.64%	68
• People who live/work in Downtown Seattle	69.80%	104
• Other targets	31.54%	<u>47</u>
Total Responses:		149

21. Are you a member of a service committee today?	<u>Percent</u>	<u>Number</u>
• Yes	55.41%	82
• No	44.59%	<u>66</u>
•		
Total Responses:		148

22. How should the Club's service priorities be decided?	<u>Percent</u>	<u>Number</u>
• By club members	62.77%	86
• By small service committees	37.23%	<u>51</u>

Total Responses

137

Comments:

1. Either are fine--whatever is least work intensive.
2. Club members should set the direction and then the service committees can operationalize.
3. A strategic plan from many years ago had the right idea: poll the members each year to identify the membership's service priorities for each club year, and direct service efforts and SRSF grants generally to those areas of most interest to members. There should also be a small amount of money made available to each Service Committee for small projects.
4. By the SRSF Board with input from the general members.
5. Committee grants should be decided by committees but large grants by the whole club.
6. Let service committees promote to club members.
7. By club members on service committees, except for large grants.
8. Members who have interest in community service.
9. It depends on the committee, I think.
10. The Foundation should choose a project PRIOR to the SRSF fundraising campaign.
11. Recommendations by service committees and approved by club members.
12. This needs to be done jointly between the club and SRSF.
13. I like the current system -- service committees take applications and evaluate and then recommend to SRSF who makes final decisions.
14. Or by people who donated!
15. I don't know if our priority is aligned.
16. I like the larger grants culled and voted for by members.
17. Both.
18. Service committees make recommendations to SRSF who knows.
19. Except the one large grant which nicely engages the whole club.
20. The committees are the best source of this decision factors and specific possible projects. The club members as a whole should have input as to the category priority.
21. Club members need to be more informed if they are to set the priorities, which means more time at the podium to inform club members about the issues in our region.
22. By our foundation that is legally responsible for grants with input from our committees and club members.
23. By cooperation between club members and small service committees.
24. Let ALL members participate directly when deciding on grant recipients.
25. With strong, informed recommendations from service committees.
26. Poor question. Overall strategic priorities should be decided by members. Once funds have been allocated to the committees, the service committees should decide.
27. By people who will step up to volunteer AND make contributions to support those activities.
28. There should be a way for members to select grant recipients.

23. Should future service committees be in alignment with the club's chosen service priorities?	<u>Percent</u>	<u>Number</u>
• Yes	84.89%	118
• No	15.11%	21
	Total Responses:	139

Comments:

1. Better strategic alignment
2. It seems to make sense.
3. Some can be. Should allow other committees to exist where there is interest.
4. I don't understand the "no" answer.
5. Keeps us on focus and biggest impact.
6. Allows for greater diversity of community involvement, as long as the committees are in alignment with the Club's core values.
7. I remember when the International Service Committee used to be in conflict with the service committees whose focus was more local, for example.
8. I do not know the best pathway.

9. Ensures we are all focusing and working towards the goal of the Rotary at large.
10. It just seems like a good idea so that we don't have mission creep.
11. There are highly motivated people in n areas that aren't club priorities.
12. Members' priorities.
13. For consistency in strategy.
14. Limited members with limited time they're willing to commit.
15. If there are Rotarians that want to do service together, it should not need to align with the club's chosen priorities.
16. There should be broad alignment across the club.
17. I like how we are approaching it this year. There are probably some things we can button up, but ultimately, I think we took a good step in the right direction.
18. Getting on the same page is important for bringing the club together, but there also needs to be room for people to pursue their passions and bring new ideas to the club.
19. We should also take into account RI priorities.
20. To evolve with emerging priorities seems smart with maybe a 3–5-year lifespan to revisit.
21. Our service projects should be driven by the membership at large and should be timely and relevant. there's too long of a lag between the decision to fund the project and the actual execution of it.
22. Not sure what they are.
23. I could go either way. Many committees allow for more individual interests to be served. but as we get smaller we may need to pair back.
24. No opinion.
25. ISC gets 25% of available funds. Let's save lives.
26. But not necessarily. Individuals and committees should be able to generate worthy service opportunities, outliers, so to speak. The initiative and imagination of such opportunities build excitement for the club. We must encourage such initiative.
27. Yes, but not exclusively. Focus may be on downtown while maintaining a strong international involvement.
28. It depends on how we resolve how grants are handled and who proposes grants. If it remains with the service committees, then those committees need to be aligned with priorities. Alternatively, if service committees are people who have interests and it is not their role to propose grants, perhaps they each have operating budgets to have events, do hands-on service projects, bring awareness to the club as a whole.
29. Focus achieves goals
30. Service committees should organize hands-on (unfunded) volunteer service opportunities of interest to members; keep the funded projects large, impactful, visible and prioritized via direct input from ALL members.
31. Let's focus on the heart of downtown Seattle, where our city needs help the most: 3rd Avenue, CID, Belltown.
32. It depends
33. Members have different interests
34. Far better to do a few things well than lots of things poorly. Good to sunset all committees for fresh perspective. When our membership was high, we could support lots of committees. That was then, this is now. The more pride and enthusiasm members have for 1, 2 or 3 projects, the more they will be inspired to be members. Now our service work is amorphous. There is a sense that service is going on, but what and where is not well known. It's hard to get excited about a broad concept with little understanding of how it is being carried out. By contrast, look at the purpose driven club Virginia McKenzie had started. Those members know exactly what service is going on, why it's important, and why they are justified in being proud of their accomplishments. Seattle 4 needs to find a small number of projects members are excited about so they can take pride in what we accomplish.
35. Everything with regard to grants and service priorities should align.
36. That aligns with the membership's priorities.
37. Club leadership needs to own service priorities, from researching what is available to what club members would be interested in doing. Based on the FV update from Nov. we do not seem to have even "concepts of a plan." Club leadership on service and community impact should quit dithering and start doing. Governance should recruit leaders that can actually lead.
38. Being focused on priorities will lead to better, more effective recommendations.
39. Offering a variety of service committees will engage more members and members will gravitate to service committees they have a passion for and are interested in.
40. Allows for greater diversity of community involvement, as long as the committees are in alignment with the Club's core values.

41. I think the majority of our work should be focused on our established priorities, however if individual members or groups of members have great projects we should consider and fund them. Also, if other local rotary clubs come to us with great projects, we should be open to funding and helping with them. That is what Rotary is all about.

24. Did you participate in a hands-on service project in 2024?

	<u>Percent</u>	<u>Number</u>
• Yes	42.57%	63
• No	57.43%	85
Total Responses:		148

Comments:

1. I have in years past but not in 2024.
2. One (X18)
3. Two (X14)
4. Two-Three (X2)
5. Three (X7)
6. Four (X3)
7. Six (X1)
8. Time conflicts. (X3)
9. Two, One was the Hearts Seattle clean up project, and the other because it was before our membership meeting.
10. Business mentors met weekly for 3 months.
11. Rotary Boys & Girls Club clean-up opportunity, food bagging events before meetings.
12. Food Packing twice.
13. But not a Rotary project. I grew Play It Forward from raising \$2,000 annually for five years to raising \$330,000 in 2024.
14. Probably 6 or so. I enjoy these although the more I'm learning from the grants committee Rotarians by these non-profits can be more of a burden that is worth for them. I'm not sure what a good solution is because I really like service work.
15. One, plus a trip to Rotary B&G club, more in the past, but the timing hasn't worked much lately.
16. At least three; two at Wellspring.
17. One -- Kenya Malaria trip.
18. The Literacy event, before I moved away in early March. But, I mentored a student with Reading Partners two times per week for 12 weeks or so.

25. Is volunteering for a Rotary service project a priority for you?

	<u>Percent</u>	<u>Number</u>
• Yes	58.33%	84
• No	41.67%	60
Total Responses:		144

Comments:

1. Working in nonprofit and spread too thin.
2. No- but I'm happy to do it if it's a project that I'm interested in and have room on my calendar.
3. Greater opportunity for community impact through service.
4. Too many other things on my plate.
5. Depending on what and where it is.
6. Meet Rotarians.
7. I volunteer in so many other ways.
8. Service and fellowship.
9. Bandwidth availability.
10. To see a broad spectrum of the community.
11. "Service above self" is not just writing a check.
12. Been there done that enough.
13. Put our priority efforts into action.
14. In a way.
15. Hopefully yes.

16. I have health issues and am having to prioritize time and energy in multiple areas of my life.
17. I care about the cause as well as Rotary needs support for it.
18. It depends on schedule.
19. Too busy.
20. I'm just getting started with Rotary.
21. Rotary should be defined by Service Above Self. In my opinion, this is best achieved by active service projects as much as possible, and not primarily limited to just financial contributions.
22. If we had more than going to Wellspring, it would be more engaging.

26. Should club members be expected to participate in at least one hands-on service project each year?

	<u>Percent</u>	<u>Number</u>
• Yes	57.24%	83
• No	42.76%	62
Total Responses:		145

27. The Seattle Rotary Service Foundation's (SRSF's) goal is to raise \$200,000+ for grants in 2025-26, with the objective being to have impact and visibility. Please indicate your preference for how funds should be allocated

	<u>Percent</u>	<u>Number</u>
80% local / 20% international	41.22%	61
70% local / 30% international	31.76%	47
60% local / 40% international	4.73%	7
50% local / 50% international	10.81%	16
100% local	11.49%	17
100% international	0.00%	0
Total Responses:		148

28. The "pay as you go" model for lunch meetings is intended to be equitable for all members. Is it working for you?

	<u>Percent</u>	<u>Number</u>
• Yes	84.83%	123
• No	15.17%	22
Total Responses:		145

Comments:

1. Not paying for meals I don't eat.
2. Prefer annual.
3. I pay annually.
4. Need to Zoom.
5. I prefer front-loaded costs.
6. I work for a nonprofit, which means I have limits on my giving capacity.
7. I like it. I think too it should give the folks planning some flexibility if they need to charge more (or less) for a particular meeting. I don't mind it one bit though.
8. My experience may not be typical as my law firm pays club dues -- part of the compensation I negotiated.
9. I would love to see better catering.
10. I can't remember to register ahead of time.
11. It is helpful for those who have unpredictable travel schedules for work.
12. Yes, but it is sometimes hard to remember to sign up for an event or luncheon.
13. Maybe with a purchased ticket you get calendar hold so you know you are confirmed?
14. I like the flexibility but the cost of lunch for what we get is too high.
15. It works but it is complicated to RSVP and pay frequently.
16. It works well (when I remember to register in advance - old habits die hard...)
17. Makes Rotary more affordable.
18. Now that I'm retired, I don't attend nearly as regularly as I once did, so pay-as-you-go makes sense for me.
19. There is no alternative.

20. It seems expensive, and I don't always like the venue and menu. I would prefer a consistent meeting place with a predictable cost that I can pay monthly.
21. Because I travel.
22. I'm not the one to ask. I was in favor of the prepayment model which favors those who attend in person.
23. Attending remotely, lunch costs are not a factor.
24. A lot to remember to register for meetings. It has become a psychological barrier to have to pay \$40-\$50 for lunch versus a set monthly fee.
25. I do not attend meetings. But, if I were there, the pay as I go may be a disincentive for me to attend meetings, as the cost of lunch has gotten very expensive.
26. As a method of paying, it creates a barrier to attending.
27. I attend mostly by zoom.
28. It's working for me.
29. I like to attend and lunches cost. They should be decent and add some cookies!
30. There is less stress with Quarterly or Monthly billing. Cash Flow will be smoother and predictable!
31. I vastly preferred having it paid for upfront but I'm ok with the current model.
32. Sensible approach to individual schedules.
33. I don't mind spending the money, however I would actually prefer the subscription model because getting a ticket is one more thing I have to do every time and it creates an opt-in hurdle which is a systematic pressure against attendance. It is unclear to me how Pay as you Go is an equitable model for Rotary members, but I don't have all the data.
34. It wasn't fair for members on the former "Program Plan" to pay for all meetings (whether or not they attended all meetings) while other members only paid for the meetings they attended.
35. Yes, but it is sometimes hard to remember to sign up for an event or luncheon,
36. However, when one pays monthly, people are more likely to show up for speakers when they are not particularly interested in the speaker.
37. Yes and No. I think it puts a damper on bringing guests.
38. Out of Seattle for months a year.
39. I don't go anymore. I used to go when I was able. Now with the new RSVP I have not been in a long time.
40. Maybe with a purchased ticket you get calendar hold so you know you are confirmed?
41. It is more cost effective when I can't attend due to illness, vacation, etc.
42. Not very good food for way too much money. It is ridiculous to have dinner style food at lunch.
43. It works to pay for what I want to attend.
44. It's logical, AND...it's still a challenge to remember to RSVP in advance :)
45. I'm a Zoom attender usually.
46. Have to remember to register - then submit receipts for reimbursement.

29. The club is trying to balance its operating budget for office rent, staff salaries, District and International dues, technology, etc. Operating expenses are covered by member dues (currently \$60/month) and have remained unchanged in seven years. Should club dues:

	<u>Percent</u>	<u>Number</u>
• Be increased?	53.74%	79
• Stay the same?	42.18%	62
• Be decreased?	4.08%	6
Total Responses:		147

30. What else would you like to share about the implementation of our Future Vision?

Comments:

1. As the answers to this questionnaire probably illustrate, I am not a very active member and frankly should probably be asked to resign my membership for lack of participation. I've had one foot out the door for quite some time but haven't left because I thought Rotary was great when I joined years ago (and because I feel as though I'd be disrespecting Adm. Bridge, who sponsored me years ago). I'd love to see it become something I can really get excited about again.
2. The board seems to continue to be led by folks who are reluctant to see the Club change. That is a problem.
3. Let's keep working to see how we bring in new members and visit companies around the region in person and invite their leaders
4. I always liked our well-organized meetings with a variety of interesting speakers and topics. We should be careful about implementing things from other clubs. For instance, I don't see the value of something like Happy Bucks. However, we should have the opportunity for anyone to share their good news - a very nice and interesting thing to do!
5. I need to ponder it a bit more.
6. Survey too long; increase velocity; one or two- or three-minute presentation by one member on what he/she does for work, investments, nutrition or exercise or more than one of those.
7. Great job to the Task Force!
8. Have members opt out of lunch, rather than opt in
9. N/A I am a new member who is still evaluating.
10. Only my apologies that I'm not able to be more involved right now due to my work demands.
11. I have enjoyed Rotary for over a decade. Covid made us all rethink how we connect and showed us that virtual can work. However, it does not replace the in-person engagement experience. My strongest connections to Rotary were made when I volunteered, joined a committee or deeply engaged with someone in conversation at lunch. I think our biggest challenge today is that the workforce is being asked to do more and finding time during the work week is challenging for members, including executives. The workplace culture doesn't align with our interest in engaging a working community in service. I don't have any solutions. I wish I did!
12. Right now meetings are opt in rather than opt out. We need to attract more of the right type of members that attract more members. We need to streamline operations so that members can see more value from the meetings. The YouTube recordings do not add any value and may detract from value. Get rid of the AV team and use simpler AV to save costs. We can then have a better venue and lunch. Right now, our venue and lunch isn't attractive and doesn't help us recruit new members. Consider more collaboration with other Seattle institutions like the Rainier Club. Perhaps do joint meetings with the Rainier Club where our meeting is open to Rainier Club members and is a joint event. This way, we may be able to spread the costs and also recruit Rainier Club members or members of other social clubs.
13. People in this club only pay lip service to the 4-way test. Is it the truth? Fair to ask concerned? Too much politics in this club. Too many cabals. Many members seem obligated to be at the club, because of their position. They don't really want to be here. (e.g. the president of KCB&G club resigned from Seattle4 after end of her presidency).
14. Wish there was a way to find a single convenient "downtown" location for all luncheon meetings.
15. I appreciate the amount of member input being sought by the Future Vision leaders. I also have to say that efforts to expand overall Rotary membership have hurt, probably permanently, Seattle #4 membership. The Passport Club was the first to siphon off members. Then the well-intended special purpose clubs (e.g. sex trafficking) siphon off members. Those areas of focus should be committees within Seattle #4, rather than a separate club. Our club always allowed members with special areas of interest to dive in and address those interests, but under the umbrella of our club. So, membership is not going to grow; we are in competition with other forms of "Rotary" clubs, so we need to have a future that is right sized for a club of about 300.
16. I would like to be part of bringing our members together, to discuss the best implementation of our Future Vision.
17. I would encourage alignment and partnerships on service projects with other organizations and not just recipient orgs. (e.g. Wellspring).
18. Change is hard but needed. Thank you
19. We need to have a good answer as to why the club lost so many members because the word is getting around that the club is failing. Will it survive? If so, what is the club doing differently? People don't like to climb aboard a sinking ship.
20. Consider consolidating service committees to have fewer and more with focused missions.

21. As a young member, I have had some difficulty feeling engaged with the club for two main reasons: 1) the lunch meetings and many smaller service opportunities are scheduled during weekday working hours which make it difficult to skip work to attend (in my case, I cannot leave my 9 to 5 job to attend these events), and 2) there seem to be very few service opportunities where I feel I can actively participate (my finances are limited as a young professional, but I really enjoy rolling my sleeves up for hands-on service work like the Rotary Boys & Girls club clean-up project). Ideally, having around 2 evening meetings or events per month and at least one active evening or weekend service opportunity per month would help me and others in my position feel more engaged. I understand my circumstances may be unique, but these alterations may also allow similarly situated young club members to get engaged without having as much to contribute financially or with more rigid weekday working hours.
22. Do not eliminate ZOOM access to any meetings. It has become very important, especially while traveling.
23. Change is hard, but I'm glad the club is evaluating its operations and future
24. Thanks for your work.
25. If dues are to increase, members who can afford to contribute can additional funds to support the club.
26. It seems Rotary is suffering what other service organizations have faced for years: a major decline in membership. It's a different world and finding a model that will work for us today is imperative! It seems that Bellevue has a huge demographic of younger workers while downtown Seattle does not ... & Seattle has lost a lot of large (& small) business owners who participate in Seattle Rotary. Would merging Seattle Rotary with another club get both over a critical number of members for better health of both clubs?
27. I love to see so many passionate people at Rotary 4. I feel that people are increasingly energized. I enjoy the speakers and would love to see even more community leaders. As a younger member, I would like more networking and mentoring opportunities to connect with many of our wise members. :)
28. Regarding #29. The club has a large nest egg that would support many years of operations under the current dues model. We are not struggling financially, we are struggling to be relevant for a larger, more diverse membership.
29. This Rotary club seems to be dying to be honest. I used to attend the luncheon meetings. In the four years since COVID no one has reached out to say, "we miss you". Instead of trying to get members back involved the board seems to be in change, change, change situation and the changes are failing. If you really want to get the club going my suggestion is to reach out to inactive and former members. Invite them to lunch. Get solid programs. When the old members come back get them to engage. The Seattle Freeze seems to have taken hold on this Rotary Club. Forget about how much lunches and other activities cost. I cannot believe that the minimal cost of lunch is beyond the reach of members. The average cost of lunch in Seattle is \$50 or \$60 minimum and inflation is probably here to stay, and lunches are going to get more expensive. I am very involved in the community in things that enthuse me. I am not going to get involved in service projects in which I have little interest. I do not think I am alone in that.
30. Personally, it's been hard for me to engage, partly my schedule, but I also don't feel connected to many or really invited personally. It feels a little impersonal and for me whose works thrive on creating and fostering relationships, I would like a more personal touch. I kind of feel like I'm floating out there, my expertise is not needed, unlike at other clubs where I was involved in international grants, global grant scholarships, and the student exchange program.
31. Thank you for your continued work to improve our Club!
32. If a physical hands-on work project is required ... I will quit the club after nearly 20 years.
33. Require 90 per cent attendance to meetings or events.
34. I appreciate the engagement with members.
35. I think new membership should be a main priority. There is a lot of talk about the grants and the international what have you, but some really devoted outreach could help. I mean we're not begging; this is an organization that attracts members not the other way around, but being more visible with that in mind could have some positive outcomes with regards to membership.
36. There should be an expectation that each member will attend at least one service event. I have organized a number of events only to have only one or two members show up, which is frustrating and has made me give up on investing my time to organize these events. Not good since we are supposed to be about "service above self."
37. Have the staff go 100% remote to save on operational costs or have a Rotary member offer office space for the staff.
38. The changes have been hard for me, but if it brings in more active members, it will be great.
39. The programs over the past year have been good, but the limitations of time is tough. Need to cut down on the President's remarks and give it to the program presenters. The President is merely the MC for the event, not a presenter. And for the major program presenter to have to end at 1:18 is no good. The previews and ending comments should take no longer than 5

- minutes. Also, we really need a top-level presenter at least once a year, if possible. The president of Microsoft was great. Memorable were the US secretary of state, James Baker, and Archbishop Tutu.
40. Keep on plugging away and we will get there with a sustainable plan for our Seattle 4 Rotary future! Thanks for your efforts:).
 41. Keep it up! We are being brave to look so deeply. Changing, stretching and trying -- all impressive!
 42. Be inclusive of diverse perspectives, opinions even though we are in Seattle, especially with speakers and comments from the podium; not everyone is liberal/progressive and that might help with recruitment too.
 43. We need to have a better strategy to attract young tech workers to our ranks. High-profile service projects would help. More evening meetings with great topics/speakers would help too.
 44. We should retain the core structure of lunch meetings in downtown Seattle with a simplified payments structure.
 45. Is it time to give up the office and simply rent storage space somewhere in the downtown area?
 46. While I support increasing dues, it could be counterproductive to growing the club membership -- so it likely needs to be done with caution.
 47. The quality of our speakers needs to improve. Less non-profits and more local businesses.
 48. The Club should conduct regular strategic evaluations of its mission, objectives and progress. The Board should develop strategies and tactics to achieve its mission.
 49. We are still too large to have a one-size-fits-all approach. Retired, long-term members are valuable, but evening social events may not appeal to them as much as to newer younger members, for example. Also, we have to continually emphasize that we are a Rotary club, part of RI. Otherwise, we are just another lunch club.
 50. Scale DEI efforts way back.
 51. Fantastic work. Poor communication. We need more than an evening club meeting and 10 seconds of podium time to bring members along for the journey.
 52. Wish there was a way to find a single convenient "downtown" location for all luncheon meetings.
 53. Thanks for reaching back in this way.
 54. It has been effective in 2024.
 55. Thanks for your work.
 56. THANK YOU FOR ALL OF YOUR WORK ON THIS!! I know it's time consuming to plan a good fellowship/service project. How about this... What if we did a field trip of the other fun events throughout our region? Let's go to: The Rummage Sale on Bainbridge Island, Oktoberfest in Edmonds, Blues & Brews Festival in Des Moines, Big Taste at Magnuson Park with University Sunrise Rotary, Disco Gala with Bellevue Rotary, etc. That way we can meet other Rotarians and see how other Rotary Clubs work and get to enjoy events they planned. Help our members attend other District events like the Rotary Symposium on April 19, District Conference, Rotary Foundation Dinner, RI Convention (only a 90m flight away in Calgary!!) Can we get some new Seattle Rotary logo wear? It's always fun to wear logo wear to interact with other Rotarians!!!! I am hopeful the \$75k project we select is a huge success. I want it to be a source of pride for our members and help us be known as a Rotary Club in downtown Seattle. That would be wonderful!! Thanks again for all this work on Future Vision. It's a lot of work, I know.
 57. Club needs to right-size & streamline ASAP while letting go of its "baggage" and embracing a leaner, more diverse, more impactful position in the Seattle community. If we backslide on the Future Vision, the club is doomed to continuing its steady, predictable decline.
 58. If we are trying to align SRSF and the Club, and the Club wants a greater level of engagement from members, making sure that the grant selection criteria are aligned will be important - and the meetings should include information/education for members and activities related to the projects we are funding.
 59. While social events are fine for getting to know other members, my reason for being a member is informative programs that are relevant to issues our city is dealing with. Good speakers, ideally with ideas of ways to get involved in resolving those issues. Potential new members with the time and money to participate don't want to waste either on programs/events that don't give them opportunities to make a difference, directly or through their connections/influence. One other thing: we need consistency of location for lunch meetings.
 60. I think it is important to do more than just survey people on some of these issues and maybe conduct focus group sessions with diverse groups of people to get a better understanding of nuances of these issues.
 61. I would like to see the Rotary Club of Seattle continue to set themselves apart, being unique, innovative and creative and doing things differently and better than other clubs in all areas. Programs, Service, Fellowship, Venues and Food. Strive for excellence and do not reduce standards! Create an experience that members and prospective members cannot get anywhere

else, which will entice people to want join, be active, engaged and excited. Unfortunately, the current vision is to go the opposite direction.

62. Only my apologies that I'm not able to be more involved right now due to my work demands.
63. It's absolutely ridiculous that members don't make their required and expected minimum contributions to TRF and SRSF. If they can't make the minimum to which they agreed upon joining the club, they should make at least a small contribution. This isn't trying to be elitist, but rather, making people accountable for their commitments. Rotary can't do good without funding.
64. I think it is great we are trying to figure out what is best to help Seattle 4 thrive. It is not easy. This is an excellent survey. I thought the questions were far more pertinent than the prior surveys . I hope lots of members respond. Thanks to the leadership for keeping at this hard work.