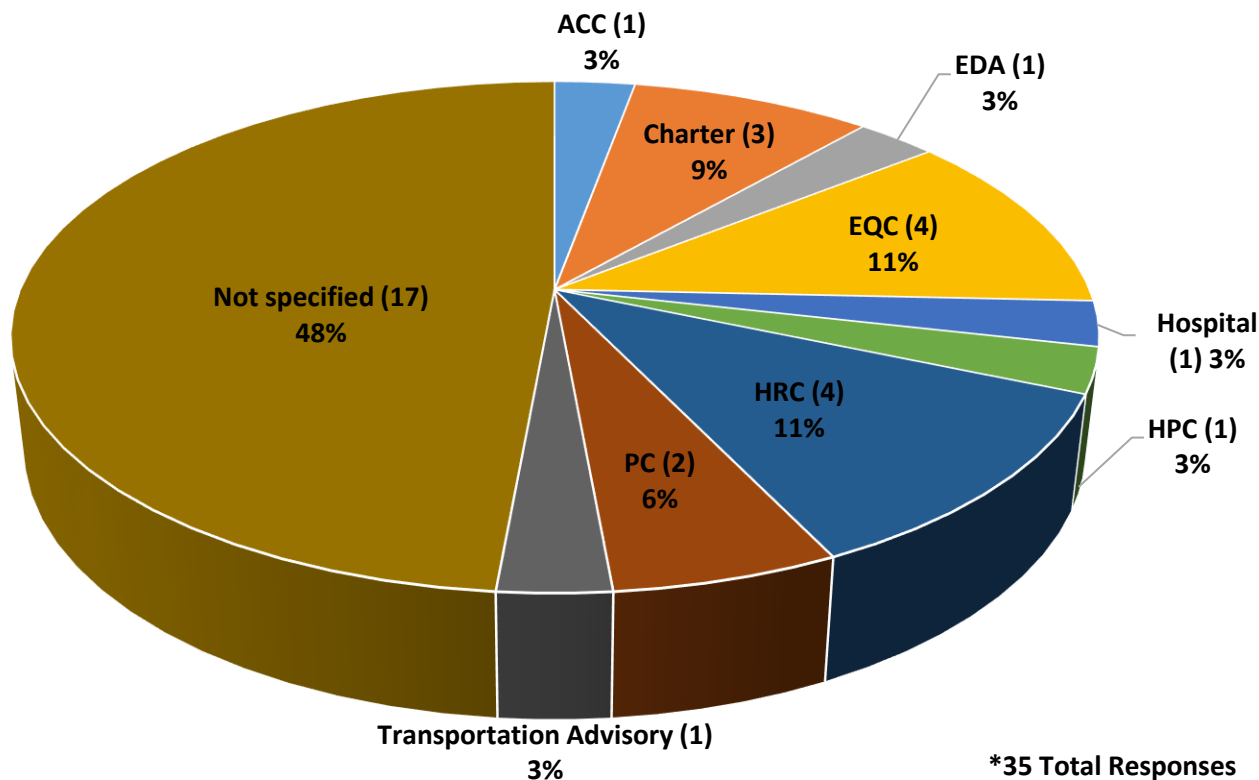


2021 Board and Commission Survey Results

2021 Board & Commission Survey Response Summary



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The below comments have not been altered in content, although specific names in some responses have been replaced with an individual's role.

Question 1: In what ways is your board/commission working well?

- Majority of the EQC commission is very passionate about the Northfield environment and its carbon footprint.
- Lots of participation
- It is a working committee- lots of hands on work
- As a group I think overall the EQC is making some strides towards helping implement the CAP goals, however it is a struggle to feel that these goals are taken into consideration fully by other boards and commissions that intersect with these goals.
- We are developing procedural guidelines for conducting meetings
- Collegiality, commitment to Northfield
- Great functioning team where everyone's strengths and insights complement each other well.
- We meet monthly as a commission and meet semiregularly as smaller working groups. I feel like communication is strong.
- We have very few absences, and commission members are prepared for discussions.
- Broad variety of perspectives and experience.
- The members are supportive; we have a good group of people.
- The members of this B/C bring a good variety of expertise and perspectives. The members often raise relevant questions not otherwise addressed in applicants' materials. Members often contribute relevant current research and best practices. All of this supports robust discussions, and recommendations that the Council often accepts. I hear from members of the public that they also appreciate the full, understandable explanations of policy issues that they receive from this B/C.
- Attentive staff – timely response to questions; staff accommodating to covid safety practices; Committed commission members who come prepared for meetings; The location, time and frequency of meetings make serving on the commission very comfortable and manageable; Having the ability to use sub-committees between meetings to meet the time constraints of applicants serves the public well and works for committee members.
- We share a common passion and are motivated to learn and keep up with current issues
- The EQC commissioners come from varied environmental backgrounds, and as a result offer the City a broad set of skills and experience to deal with environmental issues in Northfield. We are respectful and collaborative in our work, and we have a great City liaison to convey our work to the Council.
- I think the board functions well as a team and is in a good relationship with the administration. The board members are engaged and informed and regularly participating in the meetings.
- We have good discussion, input and suggestions on agenda items.
- It holds regular meetings.
- attendance, participation in meeting discussions
- I appreciate the diversity represented on the HRC. It is a group of people very dedicated to improving inequities and to making sure all people are included in the activities and opportunities in Northfield.
- We generally have good attendance and members seem to care about each other and our mission.

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- It works well in that it keeps attracting new people to join. Having one year positions with or without voting allows more people to apply.
- Clarifying our relationship with staff Planning for issues to be resolved at future meetings Determining that we cannot kick the can; we need to be decisive
- Positive open dialogue among commissioners
- Starting to address implementation of park projects.
- I think that we are working well toward our goals. I attribute much of that to the organizational skills and knowledge of our staff liaison. We have a work plan; we need to update it. One of our tasks is to track and support implementation of the Climate Action Plan. Members of the Commission have each taken on one aspect of the CAP. People are working diligently on that.
- Good Issue related content.
- The members attend. Give good input.
- Handling work/requests brought to us by the public. Well-run meetings. Commission members take their responsibilities seriously and come to meetings well-prepared. Commission has good mix of backgrounds and interests.
- The commission members bring a variety of relevant experience, do their homework, and are have thoughtful, effective discussions. The commission expertise is significant and it shows in members' ability to bring in relevant policy, ask better questions, and make good decisions.
- Members are committed to board mission, interested in moving work forward, want to have a plan. Members get along well, and readily share ideas, opinions, concerns.
- I think the members of the board are respectful of one another, attend regularly and genuinely want to listen to issues that arise.

Question 2: What are its strengths and successes?

- Majority of the commission is laser focused on carbon reduction efforts at all levels of generation.
- We are able to accomplish something every month
- A new city ordinance, a cultural plan, a public art policy
- It has been great to see progress on bike commuter lanes and the City's internal progress towards more environmentally friendly energy use and efficiency upgrades, as well as upcoming implementation of greater urban tree planting and forestry.
- Diverse group representing multiple stakeholders
- Independent thinkers and willingness to work together are strengths Success is developing the guidelines
- Responding to the concerns of citizens about parks,
- Great dialogue and insights. Respectful commentary. Solid participation.
- The primary strength of our commission is the commitment members exhibit to advancing Arts and Cultural initiatives in Northfield. We have a number of events each year which are typically well attended and successful.
- Really no successes in the last couple of years. Before that, we issued a couple of substantive opinions.
- Strengths - Multiple perspectives and expertise on technical issues. Passionate about fulfilling our mission.
- The subcommittee meetings allow for more in depth conversation and work.
- In addition to what's listed in #1, the City Council often adopts this B/C's recommendations.
- The members are diverse in their professional backgrounds and experiences which enables us to consider issues from a variety of perspectives. We listen to and value the opinions of others.
- Again, diversity of experience and skills are a strength. Because of this, we have an ongoing agenda of items that range from renewable energy assistance to water conservation to planning for expansion of the City's urban forest, and many other issues. "Environmental quality" is a large, expansive area, and the EQC is well-staffed to cover that.
- Good board members and a strong administration that work well together.
- There is an opportunity for broadening input on various projects that are on the horizon for the city.
- It is an important commission and has accomplished several important things that are visible in the community
- We have a lot of great ideas; some more practical than others. Good follow up by some members and good participation in events.
- As noted above for strengths. Successes include working to get the Land Acknowledgement Statement approved by the Council, raising awareness working with Red Wing HRC to begin work banning conversion therapy. Those come to mind right now.
- One strength is that we support arts in Northfield in a wide variety of ways. Recent successes include: 1% for the arts passage & putting in place a system for spending that money on public art (e.g., roundabout murals); Art in City Hall; Young Sculptors Project; Selection of Artists on Main Street grant recipients
- The commission now has a presence in our community that was not so evident years ago.
- Strength is its members -- we know the community, are smart and collaborative
- Experience of commission. Willingness to engage on the issues facing the commission
- Actual implementation vs planning -- Oddfellows restrooms
- The question above covers some of this. Also, we have discussed the problem of Xcel grid congestion. This creates a considerable problem as we work to meet our goal of installing rooftop solar and other renewable energy in our community. Some of our members with the appropriate technical background to look into that. They have attended

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additional online presentations and discussions of this problem. Another example: a commissioner who is the liaison to the CAP water team has been working on a draft of an application for a rebate for purchase of home water efficiency products.

- Various.
- They participate. Good variety of views.
- Quite efficient. People who are willing to learn more to improve their knowledge base upon which to make decisions.
- Again, because of the strength of the individuals with a common commitment to good government and policy-based decisions, we've created a thoughtful workplan, provided the Council with recommendations beyond what is required, and have made good recommendations or decisions.
- I would say that members are committed and thoughtful.

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Question 3: In what ways is your commission not working well?

- The commission's strength is also its weakness. Carbon reduction focus is so intense as to not consider the costs and long term impacts to the city of the decisions being made.
- Not everyone can make every meeting At times it's hard to know what our current focus should be
- There is a lot of work to do, and we have members who can't or are not interested in doing more that meet once a month
- As mentioned earlier there are places where it seems that EQC runs loggerheads with other boards and commissions on all being on the same page for CAP goals. This may be because other boards and commissions don't fully understand these goals or for other reasons. Also many of these goals stated in CAP are not funded in a way to make them achievable, so I think that needs to be addressed on a council level, if goals such as tree replacement are stated as a City priority funding can't be left only to grant writing. Also much of the focus has been working on a homeowner level for change alongside the City decarbonization goals for operations, our own CAP shows that major carbon contributors are actually the commercial industries in the community so I believe more work needs to be put towards working with these industries towards our goals. We have been working with work groups who helped write CAP and it may be time to shift focus as many of these groups have lost their original drive.
- City is short staffed causing delays in getting things done
- None at this time
- Not being clear about our role in thinking about big picture, especially about obtaining funding; having only a limited sense of our role in developing the city.
- I can't think of any
- As a volunteer group made up of many new members, we struggle to advance new initiatives and often question whether or not we should continue to advance past initiatives that seem to lack meaning to our new membership.
- One or two members engage in behaviors that might be described as filibustering (i.e., taking too much time to say essentially nothing or changing the subject mid-discussion).
- Staff and commission have different understandings of the HPC's responsibilities toward certificate of appropriateness requests and compatibility with the historic district.
- Communication to members could be improved when urgent developments occur between meetings. At times, discussion has been limited, which increases a lack of awareness of the situation/development.
- There appears to be, unfortunately, a lack of shared understandings between B/C members and staff around a number of important issue
- Being told we had to limit our work plan to one action item a year did not make the commission feel valued; members reported that they didn't receive orientation materials (commission-specific materials and general materials) nor guidance that many/most are on the web; No response to requested meetings to 1) finish an action item from 2 years ago nor 2) to meet to review our 2022 action plan; The frequent staff comment of "if you don't approve, you will make the City subject to a law suit" is not conducive to the problem solving approach (working collaboratively with applicant to find a win-win compromise) that has been the Northfield culture in the past. Does not make the boards feel needed nor valued. A compromise that applicants can work with, meets the regulations, and addresses commission concerns is often possible; Do not always feel the commission is receiving all of the relevant information; lack of transparency affecting sense of trust (related to issue in bullet point above).
- Recent staff actions have caught commission members by surprise, so there's undoubtedly room for improvement in the working relationship between staff and commission members.

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- Nothing comes to mind. It is occasionally frustrating to realize that the EQC has no real power beyond advising the Council, and that the Council/City doesn't necessarily have to act on the recommendations that are drawn from our collective expertise.
- We do not have a full complement of board members - have 7 instead of a typical 9 - and this makes some committees short staffed for board members.
- With the time limitations of committee meetings, we tend to spend so much time on items at the top of the agenda that there is little or NO time left to discuss items nearer the end of the agenda.
- We don't have a clear focus. We haven't been able to determine what our goals are. The chair of the commission dominates discussions and makes it very challenging for members to actually share their opinions. The meetings always seem to focus on what the chair thinks and believes.
- I'd like to see more involvement from some members of HRC; more participation. Sometimes we feel a bit constricted by the staff liaison, but in general appreciate the input
- I think we are working well together.
- Members do not seem to have much time or energy for subcommittee work or other work outside of the monthly meeting; doesn't seem to be much interest in taking on leadership roles, which may cause a leadership vacuum at the end of this year.
- As with all the other commissions, not offering childcare, compensation for low income people and more flexibility in the meeting hours is an obstacle to diversify the commissions in terms of age groups, income levels and other categories such as different ethnicities.
- We just need to make stronger decisions and get things done. Too much process in the past; we need to DO rather than discuss.
- As the newest member, although at the end of Covid, I wasn't as "welcomed" as I could have been so I could have been brought up to speed as quickly as I could have.
- Developer park fund is absurd
- We are a bit short-handed; we need one more commissioner, and one more non-voting youth member.
- When members use it as a social event and when it becomes "chatty."
- Too much for them to accomplish. They take on too many projects. Ask too much of city staff.
- Trying to walk that thin line between getting at things we think we can contribute and adding work to an already overloaded city staff. We strive to improve without losing members whose motivation to volunteer was to get some things accomplished.
- The Planning Commission relationship with staff members is poor. Staff fail to share relevant information, do not carry forward PC recommendations to the Council accurately, and undermine the information we have taken great care to provide. Rather than trying to work with the PC on better practices, we have simply received emails with multi-page legal memos which do not address specific potential issues, but create a significant chilling effect.
- Getting stuck in the weeds, instead of looking at bigger picture. This is often a result of staff input and direction. Lack of a plan/framework from which to operate. We need to be reminded/review plan regularly, and have time on our agenda to discuss the items.
- I would say that there are procedural concerns, about knowing precisely what is desired or expected of the commission, what is within its purview or off limits, and knowing precisely how any disagreements over policy interpretation (both between commission members and between the commission and city staff) should best be handled.

Question 4: What are opportunities for improvement?

- Commission should always wear two hats in determining both pro's and con's of decisions they are considering.
- Not sure
- New strategic plan can identify a way forward
- I think we need to build new connections and focus on how we will actually meet these goals. I think both educating internal boards and commissions about CAP and serving as a resource to answer how the other boards and commissions can help with CAP goals, but also further expanding community connections with major businesses/industry likely need to be priorities, we need to make sure our actions are focused on the biggest levers for our goals.
- May want to have some meetings in the evening to encourage greater public attendance
- Not sure
- Having a dedicated time each meeting to think about funding, ways to increase public awareness of the underfunding of parks in our city.
- Potentially recruiting more people from the business sector
- Partnerships across the city that assist with and support our initiatives. Additionally, I think the city needs more paid employees to advance some of the work that these volunteer commissions are trying to and struggling to complete.
- None, really. All members meet the qualifications for membership.
- Increased communication between staff and members, commission work sessions. Also recruiting future members and learning from more experienced members.
- Allowing enough time for open discussion at meetings and include more training on how our board can work with the city (if people ask our commission about pursuing a project, who are the contact people in the city we can talk with to provide them with the resources they need?)
- In my understanding, Council need and expect staff and the B/C to work together to provide Council with - a set of relevant options - a supported set of pros and cons evaluating those options. These may lead to a recommendation, or not. Rather than working together to provide this, in my experience, staff or the B/C develops a point of view. The other then develops materials offering an opposing point of view. The result may be the complete set of material the Council needs and wants. It may not. It will be interesting to hear the Council's view. But it doesn't feel like a collaborative effort to develop a full set of pros and cons.
- Bd. Opportunities; Take advantage of opportunities to learn more about regulations and best practice; suggest to staff that more development opportunities are needed. Staff opportunities
- Better training on quasi-judicial decision making and Robert's Rules, and the opportunity to discuss some of our tougher issues outside of a regular public meeting.
- The EQC and all of the commissions would benefit from being better known to the citizens of Northfield, and therefore better engaged with people.
- Add members to bring us up to a full complement.
- Because all items deserve some time for discussion, perhaps it would be good to keep in mind that other items on the agenda deserve at least some time for discussion.
- I'm hopeful that when the chair's term ends, we will be able to elect a new chair who can lead us without overpowering us.
- Although this is a volunteer exercise, I'd like to be clear on what the expectations are. For example, to attend all HRC sponsored events; to join at least one sub committee, etc.

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- Increased HRC members ability/willingness to participate in special projects
- Maybe more agreement about priorities and accountability about making progress on things?
- Offering childcare, translation as needed and stipends for low income people will allow for the commissions to diversify.
- Time together as a board -- building trust with time.
- Since many of the commissioners have a long tenure, there could be more time spent on level setting.
- Funding of projects
- There is always room for improvement. Our staff liaison has been looking at other cities' work plans and we will be taking a look at those.
- Stay purely on agenda.
- Scale back on what they are doing. Not ask for so much from City Staff.
- There are several opportunities for training that not only Commission members, but related city staff, would find interesting and would make the work easier in some ways.
- The PC brings significant experience and expertise to the table which could help the Council do its work more effectively and carry out its policy goals more fully. Finding ways to allow the PC to do this in conjunction with staff is the biggest opportunity.
- I think training from outside experts would be very welcome. And perhaps training for chairs about parliamentary procedures.

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Question 5: What specific suggestions do you have to improve the functioning of your Board/Commission?

- Commission should always wear two hats in determining both pro's and con's of decisions they are considering. 2030 and 2040 are fast approaching and I feel the commission needs to focus on the larger carbon generation at the city level and work on developing a large scale answer to energy use in the city.
- Not sure
- Please allow input and a say in new or returning members. We need people willing to work. We need more than one person deciding who joins or stays on the commission
- Again I think internally we need more support from the other boards and commissions with those boards and commissions understanding the goals of CAP and asking for help from EQC when they run across things that may go against the goals in CAP or things that the EQC could help with as well. I can think of the issues that have been brought up with the Kraewood Project, that conflict with the CAP goals and I admit those are not easy to automatically fix, but the proposed tying of TIF funds to CAP related goals for development I think is a great step, but I think it is working to provide a more unified front, if CAP is sincerely something the City considers to be important then EQC needs the support of the rest of the boards and Commissions and alongside we will do our part to provide education and answer questions for the other boards and Commissions, understanding that each Board and Commission has a lot on their plates at times.
- None
- None at this time.
- Strategize about using the PRAB to raise public awareness of park funding issues.
- recruit more business-oriented people
- I believe we function well as a team made up of individuals with very busy schedules. More flexibility in how to attend monthly meetings would be nice (i.e. Zoom, web conferencing, or even phone meetings for those who can not attend in person)
- Give our chair a control panel with mute buttons for members. Also, it would be helpful to disinvite our staff liaison. They sometimes talks out of turn.
- Training for new and ongoing members regarding HPC mission and procedures, preservation tools, and mission for our stewardship of historic resources.
- The parameters and leadership role of the chair should be clearly defined
- Our field -- I suspect every field -- is full of powerful new tools that communities like Northfield are using to accomplish critical goals. It is not clear that Northfield is aware of many of these tools. How can we bring these tools to the attention of B/C members, and perhaps educate them in their use? There should be a clear, funded way for B/C members to stay current in the field. If such a mechanism is in place for staff members, perhaps B/C members could share in it.
- Staff Opportunities; Provide a special mailing to new members either providing pdf copies of orientation materials or a list of those materials that they will find on the home page and provide a 1-2 sentence summary explaining the content of each; Schedule time for commissions to focus on the work plans in a timely manner and respect their priorities; Involve commissions in planning decisions that fall under their domain and make it clear to the public which groups (city and community) have been involved; respect the recommendations of commissions that are consistent with Comp Plan and LDC; Utilize more of a problem solving/positive resolution approach; be transparent with commission; if compromises have been worked out before coming to commission, be transparent about that and involve the commission when appropriate; trust/respect the commission perspectives. Efforts to present an

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application as “clean” to avoid controversy results in the opposite, i.e., political polarization. A transparent problem solving approach would prevent subsequent discord with commissions and the public. This change in the culture of the “way of working” has been quite discouraging. I have one more year in my term and I will not be reapplying; I know that I am not the only one for which this the case.

- 1) Training on quasi-judicial decision making w/ a chance to ask specific questions 2) More opportunity for work sessions 3) Support from staff for a Board/Commission strategic planning
- None come to mind.
- We need to not be afraid to have serious discussions and be open and forthright with others in the City.
- Expectations based on the guidelines; commission chair meeting regularly with the city liaison (who by the way is fantastic); a clear way to interact with city council members as a commission
- I think it would help to have technology for interpretation during the meeting.
- Same suggestion in prior questions and that it would be great to keep having the option of virtual meetings and/or mixed ones. If during the health emergency it could be done we should push the rules to keep allowing as it was great and more people were able to join the meetings, despite the City using a very bad online system, zoom is so much better. Even meetings with the Department of Human Rights, and by popular demand, changed into zoom.
- Better communications with staff/city.
- Have meeting devoted solely to its work plan.
- Must have a budget -- not \$0
- Do not go off topic.
- Scale back on what they are doing and not ask for so much from the city staff.
- Continue to seek volunteers from the community with helpful backgrounds. At the beginning of each year (when new officers are elected) have an optional training session for chairs on running a meeting and rules of order and city organizational structure, and the Open Meeting Law--those sorts of things that you observe when you're not chair, but that become immediately important once you are in charge of a meeting.
- Much of the dysfunction happens between the time the PC takes action and the time those recommendations are presented to the Council (or not), when the PC makes recommendations which are within its purview of comprehensive planning and land development but beyond particular development regulations, and when PC members interact with the public, the three suggestions are: 1. The PC should make its recommendations by written resolution and make findings of fact, rather than by motion and presuming staff findings are sufficient. These should be presented to the Council as adopted. If the Council has questions, these should be directed to the commission. 2. Encourage the PC to make its best recommendations for carrying out the policies the Council has adopted. We understand the Council allocates funds and makes final decisions, so our recommendations may be accepted, rejected, or modified. Consider how the PC can extend staff capacity. 3. Allow the PC to meet with individuals, present to groups, and be the local, trusted conduit between city government and residents that we are intended to be. Provide better training about information which must be disclosed, but focus on the value our connection to the community provides rather than telling us not to speak with people but refer them to staff.
- It is hard to join a conversation already underway. I would suggest some sort of training (not burdensome) for new members.

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Question 6: Do you have any ideas about how to keep the City Council informed of the work of your board or commission? If so, please share those here.

- No
- Maybe once a year our commission could share about the work we have accomplished
- They can read the monthly reports that are submitted by the subcommittees that detail ongoing projects
- Hopefully the City Council is getting regular updates from our staff person, who I think is doing a great job, but it would also be good to get updates from the other Boards and Commissions about items that they think may be relevant to us. It's hard to always try to read meeting notes for other commissions, it would kind of be nice if there were some sort of summaries that could be made about meeting highlights from each Board/Commission to allow all groups to have a better sense of what things are in process...
- No
- None at this time
- Maybe ask for a chair's report quarterly?
- I think the city council should read the minutes from each Commission each month so that they are aware of the topics we are covering
- One of our earlier chairs appeared before the council. I was there. It did not go well. There are currently video records of our meetings, as well as minutes from previous meetings, so it's not hard to find out what we're up to.
- City wide calendar! This will help spread the word about organized events to the City Council and general public. This would be huge.
- Our B/C encounters substantial challenges in having our perspective carried to Council. Memos are not necessarily delivered to Council quickly, or in advance of relevant Council discussions. The specific suggestion is that staff - immediately deliver to Council materials adopted by the B/C for delivery to Council, in case Councilors have questions about it; and - again provide the material when relevant to Council agenda item.
- I believe that each Council member is a liaison to a board/commission. Time often runs out at Council meetings to report. Perhaps the chair of each board/commission could briefly summarize what their board/commission is working on the reports could be compiled and sent to Council electronically.
- When the EQC, or any other commission, has reached a point in a given task that they are prepared to make a policy recommendation to the City, the EQC chair or an WQC commissioner designated by the commission should be allotted time on the Council's agenda to formally present and explain the recommendation. This is not to say that the liaison is not capable of presenting the recommendation, but it would help establish a more direct connection between the commission and the Council, and would allow for in-depth question and answer from the Council to the commission.
- We have a regular City Council Liaison who is present and reports on the meetings. We also have had a member of City Council sitting on the board. Not sure if both are necessary for reporting to Council or how it is perceived by City Council?
- Having the mayor and councilors attend meetings provides an opportunity for keeping the Council informed
- They seem to know what they want to know, which at this point doesn't appear to be much. I've seen other boards make recommendations and suggestions that have been completely dismissed.
- I liked having a Council Member sitting in with us at meetings. Our staff liaison is wonderful and helpful in communication with the council, but perhaps a five minute presentation at each council meeting by different commissions? Eg. Arcadia presents to the Northfield School board once/year. Each commission could present to the council for 15-30 minutes at least once per year.

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- I think at least a quarterly report to the Council would help to share the work we are doing and also to add any support from the Council that would help us do our work better.
- Having City liaison staff part of the commissions work well. From time to time we visit the City Council with updates.
- Perhaps we should report 2x per year. Not a staff report. A member report.
- Have the commission chair regularly update the mayor/ or a designated council member.
- Council should show up at meetings, not just the mayor
- None
- Minutes from each board and commission used to be a part of the city council packet. But that ended some time ago. Perhaps that would help.
- Perhaps Council could have a rotating schedule of updates from Boards and Commissions throughout the year-- perhaps as part of a "report" during a meeting or perhaps as part of a work session.
- 1. Because we are advisory to the Council by statute, the Council should understand the work of the PC by the recommendations we make; removing the overzealous staff filter between PC and Council would be very helpful.
2. Know that the PC wants to do more for the City to implement the policies the Council adopts. Empower us to do this and report to the Council directly.
- Get a report from the Council member assigned to the board.
- No

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Question 7: Please use the space below to share any other comments, and any information and/or issues you feel would be helpful to include in the future training of our Advisory Groups.

- I did not go to the last B&C training session, although I have been to several in the past. I have heard from attending members that it was pretty awful- speaker not prepared, and a board/commission member was very disruptive. Glad I was not there
- I personally haven't been attending these trainings as I don't think that in person trainings, with eating food unmasked is particularly safe in our ongoing pandemic. If these trainings could also have virtual attendance that would be a benefit for those of us who are more risk adverse.
- I think limiting term length would encourage broader participation
- None
- How to stay aware of and complement the ongoing work in the various boards
- None at this time.
- It would be better to leave training up to the individual groups. In self-government, things should flow from the bottom up, not the top down.
- New member training for boards and commissions in general would be great.
- Northfield is a small town with simply enormous assets and potential. Those assets (together with a lot of problems that affect everyone) are also creating a substantial challenges. The status quo is a) not making available to Council the skills & knowledge available in this community, and b) is creating unnecessary conflict in the community. The Boards and Commissions do not operate on their own, but as part of a system. Improving what the Boards and Commissions provide to our community will require not only better B&C training, but changes to the whole system.
- I feel it would be very healthy to have a discussion about what kind of communication and among whom can it take place within boards/commissions, with staff, with the public, etc. I would also like to know why the board/commission members contact information has been removed.
- It is always helpful to clarify the difference between board responsibilities and personal interests.
- I think it's important that each board member clearly understand the roles and expectations of their board. It seems that many boards are perfunctory...often just serving as "rubber stampers" for the City Council.
- I think a clear presentation of our roles as commissioners and how our commission relates to the city council would be helpful. 'here are your bylaws' is not the same thing.
- No comments, as our independence is critical.
- I think it would be helpful to have an orientation packet specific to the work of each commission especially the one the new person is assigned to.
- I wish the agendas done by the City, in general, would have less paper. They should be more compact. We usually don't need to print them but when we are it is too much paper.
- I would like to see more collaboration between other boards/ commissions with similar charges.
- None
- How to run a meeting is always something that can be useful especially for the Chairs.
- I think it is all listed above.
- General training is fine, but it would be much more helpful to fund training specific to each board. Please do not produce any more "fun" videos, but take training with the seriousness it deserves.
- Specific training would be great. My commission currently does not provide any.