

What Can Thunderhead Do For You?: 2008 Membership Survey

RESULTS

Retreat Recommendations:

What workshop topic(s) would you like to see for the 2008 Thunderhead Retreat? What areas is your organization most in need of help with that you would like the retreat to address? Do you have other recommendations that Thunderhead could use to make the retreat a success?

35 respondents answered this question, 1 respondent left this question unanswered

Integrating SR2S into a comprehensive bicycle advocacy G3; G3Strengthening networks by getting to know each other more deeply at the retreat.
1) building stronger more effective civic organizations.2) partnering to build more power in local communities.
1. Working with the System...So you love to ride your bike and you believe in advocacy. Now, it's time to learn the terms and speak the engineering language. 2. Growing up...Your organization is established. You have volunteers and at least one paid staff member. How do you make that transition? What kind of support should be expected from the board to continue growth? One paid staff person is not enough to get the job done right...let's talk about how to raise money and awareness by developing a solid workplan for the board and staff. 3. Understanding your state's bicycle and pedestrian laws and rights. This
Accounting and taxes
advanced skills fundraising activities
Advancing bicycling and pedestrian planning with State and County transportation agencies; Advancing our cause iwth the Media; Branding and Marketing - how to build awareness/recognition of our organizations
Developing an active Board of Directors; Fund raising and Membership Development; Making bicycle and pedestrian activism fun; Developing a budget for a full-time, paid position
Empowering volunteers to provide ideas, work, & leadership; Empowering staffers; building passion, effectiveness, and job satisfaction; How much can I commit? Making good estimates of organizational capacity in a young, growing organization (i.e., how to keep from taking on too big a project or contract); Partnering successfully with private consulting firms (if any Thunderhead orgs do this!); Developing effective boards and good board-ED relations
Fundraising workshops; How to build membership; Examples of new, winning programs for bike advocacy (I want to hear about some best practices from other communities!)
Fundraising, especially for bicycle infrastructure projects.
fundraising; planning and how we fit in the rest of the nation;
government grants; building membership for pedestrian organizations; basic legal issues
Grant Writing, Steady Funding sources, Hiring Staff, Doing Admin for staff, Building our board with the right members
Growing the organization from a relatively small non-profit of 1 or 2 people to a more substantial organization. ; Keeping board members engaged and successful recruitment of new board members.
How to argue bikes are a solution for CO2 reduction. Collecting and framing the data right. (And just getting the data collected!!); Partnering with Public Health.
I missed the last one (after having attended two others), but a couple topics that I would find interesting would be; - When an organization can expand to having a second (or third) employee, what roles/work focus should the additional staff have? When hiring additional staff, what's better: one full-timer or a few part-timers, each specializing in some area? Somewhat related to this, what are the advantages of a central office vs. home offices?; How can an advocate gain the expertise needed to win government contracts? Should there be any self-imposed limits on contractual work affecting only a subset of the area that we serve (e.g., one town out of a whole state)?
I'd love to see a focus on ecology, with plenty of excursions and field trips. I'd love to see my organization link itself to promoting urban ecology, and to undoing the false distinctions between city and nature.
Mailing list growth, Organization growth, Addressing issues, influencing policy makers.
Making a Difference: applying non-profit best practices (I recently did a workshop for the Philly Bicycle Coalition using this material); Starting the organization: a how-to workshop/guide
Marketing and communications plans; Successful examples of growing membership through leveraging other organizations; Trends - exciting new projects and trends that organizations are taking on; also exciting new partnerships
Membership and fundraising technology; Federal reauthorization; Bringing in more \$\$\$\$
Membership development; Fundraising with no strings attached

membership programs elsewhere (germany and the rest of europe, montreal...), programs that make money and get more people cycling, fundraising, why does NYC seem to working so well
more effective boards, organizational governance structure, paying for administrative staff
Moving Beyond Diversity—Social Equity!; Managing the Office in a Team Approach
Organzing in cold weather climates with long distances separating major populations
Pathways and schools (working with school districts to get easements), more insight on the use of the Thunderhead report issued last year, how can I assist Thunderhead alliance in my home state
Perhaps you already do this: partner new-comers with seasoned Thunderheaders to make sure someone 'mentors' them through the retreat?; Complete Streets and SRTS training—that allowed participants to leave prepared to go back into their communities fully equiped to educate and persuade. (The slide shows are excellent, thank you!)
Would like a discussion of successfully creating individual donors for a bike/walk organization. This can be difficult because we are all nonprofits that do not have a "bleeding heart" story that compels an individual to open up their pocket-book. We have a story of logic and practicality.

Mutual Aid:

What topic(s) would you most like to see covered by Thunderhead's Mutual Aid conference calls in 2008? Thunderhead Mutual Aid conference calls are monthly calls where leaders of Thunderhead organizations can share questions, tips and resources around a pre-selected topic such as "Membership Development & Retention" or "Creating Successful Partnerships"

30 respondents answered this question, 6 respondents left this question unanswered

Big event rides
Breaking down the industry barriers (helping shops be more friendly); Building a Tool Box for working with MPOs, County and State Transportation agencies; Promoting complete streets concept to all the players in development - from the realtors, developers to the city and county govt. that approve subdivisions and development projects; Solutions when the streets aren't complete - without costing the government tons of \$\$; Diversifying Cycling - stories of success
Building the Board with the right members
Creating THE FIRST budget for a new organization; How to? Walk/Bike Rally/Event for awareness and media coverage.
Dealing with the current issues as they arise.
Effective but minimal lobbying efforts (that won't jeopardize 501(c)(3) status).
Finding partners in other organizations; Gaining the support of bike clubs; Gaining bike-shop sponsorship; CAVEAT: All the conference calls I've taken part in—one with Thunderhead and two with another national organization—have been frustrating to me. People forget to say who is speaking, so it's hard to take notes or in some cases even get the meaning of what was said. I wonder if a web forum would be a better medium. Everybody could see who is typing, and presumably we all could capture the transcript at the end.
Finding your organization's voice. Getting the membership motivated, encouraging participation.
Fundraising!; Keeping our members and supporters involved.
Giftworks webinar
How to organize statewide alliances with other advocacy groups. Finding the statistics that will help you achieve your mission
I don't use these calls much these days
I'd like to see panel discussions by the staff of Thunderhead members who have specific expertise. They can help develop the agenda. Membership, IT, finance, contract management, major donor, marketing , etc.; Watch the list serve for topics.
I've been satisfied with the topics thus far, but have some thoughts on how they could be more effective. 1. A pre-survey of questions from the participants to the speakers so that a small section of the call can be tailored to answering anticipated questions and igniting further conversation.2. Each call should have a follow up email to the participants with a list of those on the call. This would help to further ensure the connection of groups and individuals across the country into a utilized network.
I'd like to develop strategies with peer organizations to enlarge the amount of resources for our organization at the same time as enlarging the amount of resources for theirs. I'd like to find ways to get out of the "zero-sum game" mentality with organizations whose mission or membership overlaps with my own.
If you developed a clone-able database, you could have a regularly attended call devoted to improvements and problem solving around the dbase.

It seems like there could be a natural partnership between the advocates and planners which I am not currently aware of. Are any organizations working with planning and design firms to build support for bike and ped projects?
Management Skills and Troubleshooting; Membership, membership and more membership; Prospecting for Donors
Membership processes and development; Fundraising ideas; Successful event strategies
Membership!!!; Fundraising
Not sure there.
Performance evaluations, keeping staff on target
planning for bike to work day, how to work with your city for this event.
Relating well with elected officials; Professional organizations (other than Thunderhead) that help us do our work well
Safe Routes to Schools
See above but more of a "how we did it right" conversation and idea exchange
Some of the items in (2) could be mutual aid conference calls.
SRTS rules and how to deal with States who are not following them
sustaining the organization with profit generating activities
The main thing is to make sure that you get some experts on the call. I've been on calls where everyone on the call is not interested because they don't know anything about the topic. Make sure that there are people on the call who are knowledgeable and able to share info.

Needed Resources:

What type of resource would you like to see made available in Thunderhead's web resources library? Feel free to name specific resources and give your suggestions for how Thunderhead could enhance our resource offerings.

35 respondents answered this question, 1 respondent left this question unanswered

A listing of workshop and speakers available for meetings and bike summits.
Bike-related legislation: Summary as well as the actual text. Even links to the legislative history might be helpful at times; List and discussion of bike-related federal legislation.
Campaign Materials. Yard Signs, Buttons, Fliers, PSA, etc. that are universal...and easily purchased in bulk at LOW cost to new organizations seeking to rally their own local campaigns. (See Keep Kids Alive Drive 25 Program. Maybe this could function as a fundraising program for Thunderhead as well?)
Cliff's notes on federal transportation policy
Collect more resources from member groups. You probably have all the topics already there.; Watch the list serve for resource needs. Archive or write up good list serve discussions.
Comprehensive research on 'cutting edge' transportation solutions—colored bike lanes, bike sharing programs, etc.
crash survey forms to compile information for a safety report to the city
grant opportunities for local projects list; event planning help
Guide to getting your advocacy organization designated as the local MPO's bicycle advisory entity, or convincing the local MPO to establish a bicycle/pedestrian/non-motorized advisory entity.
Hard data on mode shift, from anywhere. HARD, specific data. Counts & stats. Case studies. Similar to what the non-motorized pilot projects are measuring. But collecting even data from across the US re: project implementation and the before and after counts. Also analysis of how much mode shift is costing — what % of transportation budgets are the high bike mode share cities spending? how much has mode shift cost over time?
HR stuff like employee manuals, employee review docs,
I don't currently use the web site.
I haven't used this much but plan to; AASHTO & FHWA documents as they pertain to bicycling.
I need a comprehensive and updated contact list for my peers in the field of bicycle advocacy. I'd also like to tap into the connections with industry (in terms of sponsorship and collateral) that other member organizations have cultivated

I think there would be great value in having an on-line database listing of those campaigns/projects, achieved by member org's, that can be replicated elsewhere. Helps to avoid the effort and expense of re-inventing the wheel. Thunderhead seems an ideal group to head this; The database would be categorized into a wide range of topics. An example might be police enforcement classes and materials. Florida Bicycle Association could list their DVD and booklet, we could list our 4-hour class, warning citations, etc., and so on; Each entry could provide a very brief summary on the content, materials produced (that could be used elsewhere), how it was used, cost and how funded, an honest evaluation of the impact, and website link; Info could be gathered through phone interviews and/or written surveys of member org's. Organization leaders would be asked to limit their input to those projects/campaigns that could be replicated by others. Of course, some org's would have much more to contribute than others, but that's ok.
I'll have to spend more time looking at the resources already available but these come to mind; Statistics on ridership/transit mode share; Environmental impacts of motor vehicle/mass transit/bike-ped transport; Templates for donations, membership, etc.; Legal aspects of creating signed bicycle routes - liability aspects for municipalities
I'm not sure at this time. As we continue to grow, I'm sure we'll need access to more and more information. As that happens, I will be sure to send an email notifying your team of what's missing and what's been useful.
Leads to good management tools
Legal documents, disclaimers, "We're not responsible" templates.
Making a Difference: applying non-profit best practices (I recently did a workshop for the Philly Bicycle Coalition using this material); Starting the organization: a how-to workshop/guide
making documents that member orgs publish available in one spot
maybe e forums - like a conference on a specific topic - ride to work, bike parking - that our organisation folk could talk with the folk in other organisations doing the same work - not just the leaders
More on engineering and planning - what are advocates in other areas finding out about unique local designs and approaches
much-awaited Fundraising Rides manual
NBDA database for bicycle shops.
Not sure
Not sure, there is so much now I can barley get to it all.
Perhaps expert data base we could consult when facing local and state planning issues
Quick access to current facts and figures and content that help make our case to various constituencies. This would include people motivated by global warming/pollution concerns, child safety, traffic congestion, and public health. I think establishing a member-supported Wiki would be a good way to go about this.
safe routes to school
Safe Routes to Schools
scientifically backed statistics or links to good reports quantifying benefits of bicycling (e.g., productivity improvements for bike commuters); cost-benefit analysis templates (e.g., spreadsheets): e.g., for striping bike lanes, implementing a bike commuter support program, implementing a Complete Streets policy, providing youth bike ed, etc.
success stories from other orgs; more resources for pedestrian organizations
Traffic Justice Institute. Equity and justice for all road users especially cyclists and peds remains a core issue. Harnessing the momentum of successful efforts and sharing them real time is the main resource I need.
We frequently need statistics and information references (with sources cited) for the gammett of issues that bike/walk relates to - i.e. global warming, transportation costs, socioeconomic disparities, walk/biking to school numbers, air quality, etc, etc. Having one source for well-documented data that is user-friendly would be very helpful.

Member Benefits:

What would you like to see Thunderhead offer its members as a member benefit? Feel free to be as creative or idealistic as you want in your suggestions. Some proposals we've received so far and are considering are: Thunderhead brokering of event or liability insurance, discounts to national conferences, access to database technology, discounts on subscriptions, etc.

[33 respondents answered this question](#), [3 respondents left this question unanswered](#)

- A certification program for Professional Bicycle Advocates (PBS). An established, recognized body of knowledge that once achieved would earn the status and recognition of PBA.

1) customized database for managing a bike/ped org; we are currently working on one with a talented volunteer, but it is a long way from comprehensive. It would track members/donors, contracts, projects, volunteers, donated goods, items for sale (e.g., logo clothing), special events, etc.; 2) I really like the insurance idea above!; 3) discounts on appropriate computer software; 4) website or e-mail updates on pertinent grant opportunities (from US government agencies, foundations, etc.) with the user able to specify areas of interest (e.g., youth development, safety, research, trails, etc.); 5) Lists of FUN bicycle-related songs, games, videos, etc. that we can use at staff/volunteer/board parties or special events
A blank membership /contact database that is servable that orgs can take and make their own. In Filemaker?
A group insurance policy covering events, as well as a group rate on directors-and-officers coverage for our nonprofit boards.
Access to discounts on customized promotional materials (water bottles, reflective stickers, T-shirts, courier bags, etc.) that bear the logo/name/website/message of local advocacy groups.
Access to national press
all of the above
All the above sound good. Event insurance would be a big benefit for many small organizations.
Annual or bi-annual regional membership meetings. It is fantastic to have a network of individuals and organizations dedicated to the same overall mission, but in a world of technology we some times miss out on valuable face-to-face time with one another. Faces help in remembering names and organizations. Perhaps member organizations could work with Thunderhead to host these meetings in their town, revolving the meetings among members so that each organization has the opportunity to showcase their city and accomplishments. For example, Walk/Bike Nashville could host the first southeast regional meeting in Nashville and bring together folks from all over the southeastern United States. It doesn't have to be a big conference...just a half-day meeting with a group bike ride and a morning walk in the woods. Something fun and engaging.
Become a national organization like IMBA letting small bike/ped non-profits be a subunit or the national organization.
Better regular email bulletins w/ new & helpful info. of Best Practices of other groups; Better presence at National Bike Summit
Brokering event/liability insurance would be good, kind of what LAB does; (Co)sponsoring regional/local events; Some kind of nifty pin/sticker/etc for local members; Speaker's bureau with vetted folks around the country willing to, well, speak to civic and municipal groups.
D&O as well as liability insurance would dbe a great additoin; in terms of database technology, consider a pros and cons of what is out there currently rather than offering things yourself.
Discount at LAB Summit and Retreat; Access to fundraising information; Deals on technology, software (TechSoup)
Discounts are always good
Discounts at bike shops, Aid in getting Swag for events
Discounts on swag purchases. The price of things like reflectors, buttons, pins and stickers goes way down when a large number are ordered, but small groups like ours can't use and don't have space to store large amounts of them. It would be great if Thunderhead could facilitate us pooling our resources in this way. Creative and attractive newsletter templates would be another benefit. It can be hard to find someone locally with this skill who is willing to contribute their talent. I don't care if our newsletter looks just like the newsletter of other orgs, since our readers aren't likely to ever see them. Help with obtaining 501c3 status.
discounts to national conferences; membership incentives like insurance
event liability and planning resources, getting a statewide advocacy group going in Alaska
Free legal advise for establishing a 501 (c) 3. Can you provide an attorney who only works with new organizations to complete their first legal steps? ; Shared liability insurance...that's a perfect idea!; A beginning organizations OWN website as a sub-page off of Thunderhead's own site? (As when one works for a Mary-Kay or Tupperware type of business...they are offered their own ID# and were alloted their own website. Customers...or in our case members...were given the ID# to find their specific consultant (or organization) and then could access the correct site.)
Group health insurance for members, mini grant programs (\$100 to \$5,000) to help operational costs or small infrastructure needs such as computers,software, tools, web-site development, etc,
Group procurement on typical needed organizational items like health insurance for employees, liability insurance for organizations, software for managing donors, books, membership, etc.
I know Thunderhead is offering some sort of credit card service but we have yet to fully explore that option. This is something that I would definitely like some more information on.
I like the liability insurance idea.

I like the liability insurance topic, especially since one of our choices now (McKay) is in flux. Tailoring insurance to advocacy organizations' needs is good; Discounts are nice, too, as would be access to database technology; Here's a wild thought, don't know if it would work - sharing of a specialized, tele-commuting employee by more than one Thunderhead organization. For example, maybe 4 organizations are willing to fund a development/grants person at 10 hrs/week each, but they can't find someone good willing to work only part time. Perhaps they could "buy into" part of a 1-year contract with a full-timer hired by Thunderhead (with the org's paying a hiring fee). Again, it's just a wild idea. There probably aren't too many job tasks where <u>this might work, but foundation grant seeker may be one.</u>
i reckon we are often doing similar work and spending energy inventing wheels. Can thunderhead somehow facilitate the "franchise" programs to others
If TH could arrange to have smtg. equivalent to AAA for bikes, I think this would be great; We also need to push for cities to make bike transportation maps more user friendly--such as helping user to map a bike route on the internet. I think CA has some cities who already do this.
insurance idea is good one, also maybe credit card processing, conference discounts
Scholarships to national conferences!! We are a small nonprofit that needs all the education and professional development we can get in order to stay ahead of the game, but can rarely afford it. Regular notices that offer recommended reading or videos to watch that relate to our work.
Some easier way of getting colateral support. The conference calls leave me mostly confused-who were all those people, and how will I pay my long distance charges?
Thunderhead brokering of event or liability insurance, discounts to national conferences, access to database technology, opportunities to win general funding support (even just a few hundred dollars, but preferably a few thousand).
Unclear, we sre still new to the group and learning
Web hosting

Expertise:

What areas of organizational development or bicycle and pedestrian advocacy do you consider yourself an expert on? Legislative campaigns? Government contracts? Safe Routes to School?

[35 respondents answered this question, 1 respondent left this question unanswered](#)

1. Safe Routes to School. I have worked on Safe Routes in Texas and Tennessee and have written a number of winning proposals.2. Organizing a board into an effective working group. 3. Leading effective meetings. 4. Public outreach and involvement...getting creative and utilizing the underground to promote your cause.
An expert no - but I have garnered a certain understanding of the AASHTO structure, players and policies; Grant writer; Partnership development. Program development; Outreach to non-cycling organizations.
Bicycle Friendly Community campaigns; partnering with local government agencies (even when it's a love/hate relationship); creative strategies for community and leadership education
Bicycle infrastructure options; the link between alternative transportation and land use.
bicycle safety education; data analysis; cost-benefit analysis
Bike Parking, Government Collaboration, Community Stimulation
Campaigning, media, organizational development, high donor development
Communication; Visual Communication; design
Expert? Hardly. But, I can research like a fiend, put together a means Power Point, and talk to crowds without an introduction -
government contracts, federal legislation, vehicular cycling, grant writing
government relations/legislative
grassroutes emergency organization
I am an amateur at building momentum around cycling in suburban communities. This is where I started my career in bicycle
I am not an Expert of anything in particular, but I have spoken at City Council and privately with city councilors, county president, reps in Washington. I am fluently bilingual (Spanish) and would like to affirm Hispanic people's rights to commute
I Built a membership organisation of 42000, have set up many profitable mulit day rides and some one day ones too, spent some time helping organisations convert their members to donors, and have worked with levels of govt to make a fair start at the transformation of a western city in Aust, also spent much time looking at what is happening elsewhere
I don't condier myself an expert on anything. I something about SRTS, Share The Road license plates, and High Priority
I know how to lobby. I'm new to bike/ped advocacy, but have significant experience lobbying in other areas and could teach basics of a legislative visit and building on going relationships, (including the importance of relationships with aids, secretaries,

I'm a mover and a shaker.
I'm like a symphony conductor that can't play an instrument.
I'm probably more qualified in some specific campaign areas than in organizational development topics. My strengths are bike infrastructure planning (several bike plan contracts) and transportation policy issues. I could also speak on Complete Streets, bike mapping, motorist education, partnering with bike clubs, some legislative issues, etc; 6B) is yes, although I don't know yet
Major Donor fundraising; Building strong memberships; Building strong board of directors
Making a Difference: applying non-profit best practices (I recently did a workshop for the Philly Bicycle Coalition using this material); Board Development
Media, design and engineering for cycling and walking, taking the practical approach to advocacy
MPO transportation planning process.
MPOs and regional transportation plan revisions. Membership/PR, though that knowlege base is 6 yrs. old.
Press releases and handling news media.
Resource diversification, financial management, fundraising events
Sadly, I'm still trying to get up to speed on these issues myself.
Safe Routes to Schools
SR2S, Government Affairs, Local advocacy, fundraising
SRTS grant selection; Enjoying cycling and communicating that joy to others.
The potential for bicycle tourism and its benefits.
We have done a lot of media stuff as a result of a high level of pedestrian deaths in SF this past year.
working with local governments, organizing volunteer campaigns, event fundrasing
Yes

Other:

What other suggestions do you have for what you would like to get out of your Thunderhead Alliance membership? What could Thunderhead do to better serve you?

[28 respondents answered this question, 8 respondents left this question unanswered](#)

A small thing: it would be cool to create and distribute a "cheat sheet" for media interviews, with compelling responses, stats, and catchy phrases to many of the standard issues and questions asked by reporters anywhere in the country. I struggle with coming up with clever sound bites and remembering key points to make. This cheat sheet could sit right by the phone, ready to be used whenever; On #8 below: yes if you'd like to discuss any of these
anti-burnout activities more frequent than biennial retreat
Bring trainings across the border.
Closer ties with Thunderhead but I'm not sure how that would play out. Perhaps a roving band of speakers who would travel from member group to member group giving pep talks or something. Perhaps we could develop a "growth template" of sorts that would have general goals to be attained during certain points in an organizations growth. For instance, in the first year of organizational life by-laws and a constitution (with templates available for each), 501(c)3 or not?, creating a board of directors; third year - plan of action, assessment of goals and objectives, etc.
Hold more phone conferences on membership w/ membership leaders from various member groups; Ditto fundraising
How to develop better driver's ed classes for teens that makes bicycle related laws relevant to them? As I understand it, in some of these classes they word bicycle is hardly mentioned there.
I am actually trying to see how I can better serve you. I am the only member in Idaho and would like to be a better resource
I Love the interaction with other T-headers on the list-serv, but maybe a more enhanced list-serv (such as categorizing of discussed issues, easy photo uploading & viewing); and maybe opportunities for more interaction between t-headers in less costly events/activities (other than t-head retreats, trainings, etc).
I think you're doing a pretty good job. Not much I have wanted that Dominic or another contact wasn't able to answer for me. Thank you so much for everything. This has been very exciting every step of the way...thanks to the work you've done well before I came into the 'movement.'
i would like to see the best ideas and tested programs proliferate - can we takes some steps to move from collaborating islands to cooperative joint ventures
I'm new, so I'm not sure yet.

I've had quite a lot of trouble with the website over the past year. Jeremy worked hard last week to help clear up my problems, but I'm not sure it's all been solved. If there are software problems at the user end I'd like for that to be documented so I can tackle the company or even change the firewall I use; Anticipating the next question: I'm willing to talk with staff about this but won't have time for it in the next three weeks.
inspirational and experience
Keep up the good work.
Live networking opportunities; I'd like to see a Thunderhead presence at trail conferences like the National Trails Symposium.
More aide for middle-aged organizations
more emphasis on ped organizations and issues
National advocacy
Offer/facilitate:- directors and events (like LAB) insurance programs
Safe Routes to Schools
Some times I forget that Thunderhead exists. I know that sounds silly, but it's true and I imagine it might be true for others as well. Our work is our passion. We put ourselves into 110% and can get so caught up in our daily tasks and ultimate goals that we forget there is a resource out there to guide us in reaching our goals. So, I guess a little more contact from Thunderhead would be a helpful reminder.
Still learning
The key thing that is needed for CBF is to be able to have insightful dialogue and processing of national advocacy issues so that we are not pulled by so many different partners that play one another off another.
Thunderhead doesn't get much traction here. i guess I need some way to sell the value of the Thunderhead Alliance to our membership.
We are a small group that needs connections to larger groups. Our isolation and expense of networking is great, matched only by local cyclists' enthusiasm. Except in times of need, fortunately now is a lull, advocacy gets put on the back seat.
We don't take full advantage now because we are all volunteer with full time jobs, so it's tough to have the time to use all
We should talk about evolving the trainings to stay relevant.