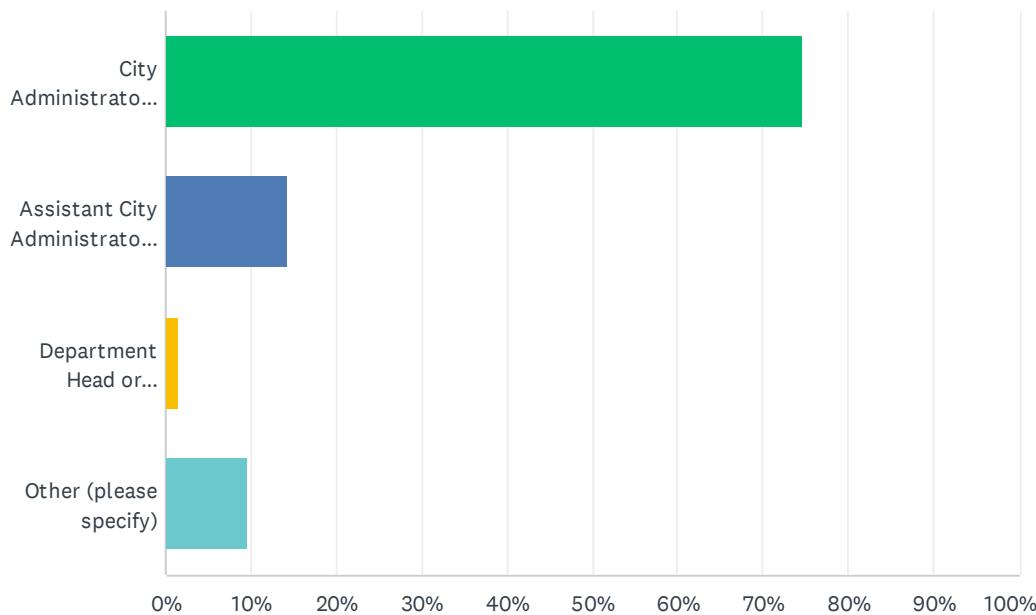


Q1 Which job title best describes your position?

Answered: 63 Skipped: 0

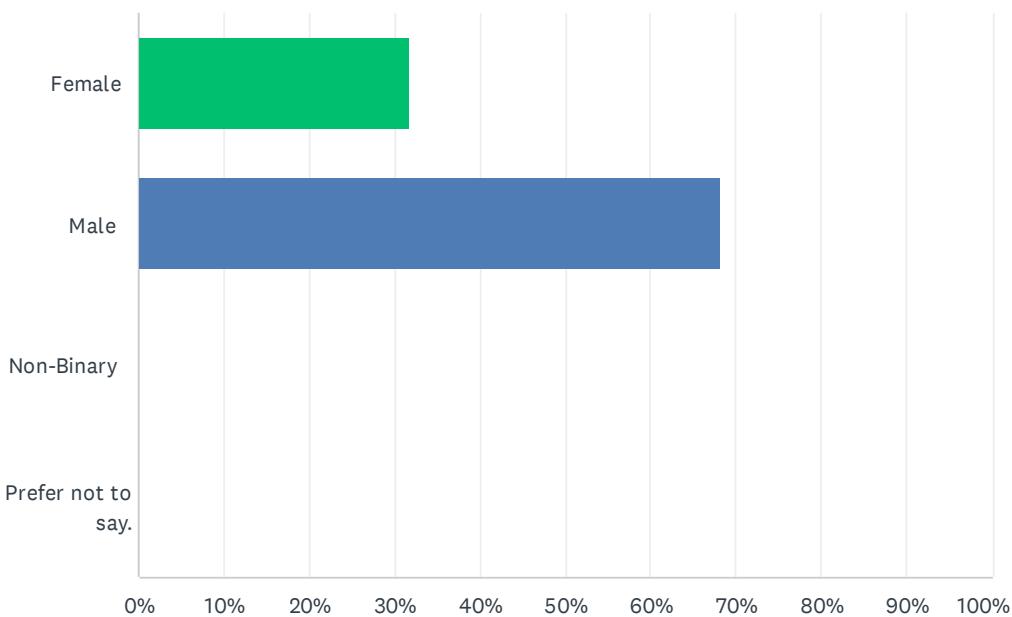


ANSWER CHOICES		RESPONSES	
City Administrator/Manager		74.60%	47
Assistant City Administrator/Manager		14.29%	9
Department Head or Director		1.59%	1
Other (please specify)		9.52%	6
TOTAL			63

#	OTHER (PLEASE SPECIFY)	DATE
1	County Administrator	1/31/2024 8:11 AM
2	Retired Manager and Senior Advisor	1/30/2024 8:14 PM
3	Retired	1/30/2024 7:46 PM
4	local government services director - regional council	1/30/2024 11:07 AM
5	Manager in transition	1/25/2024 12:41 PM
6	DEI Administrator	1/25/2024 10:42 AM

Q2 Do you identify as a

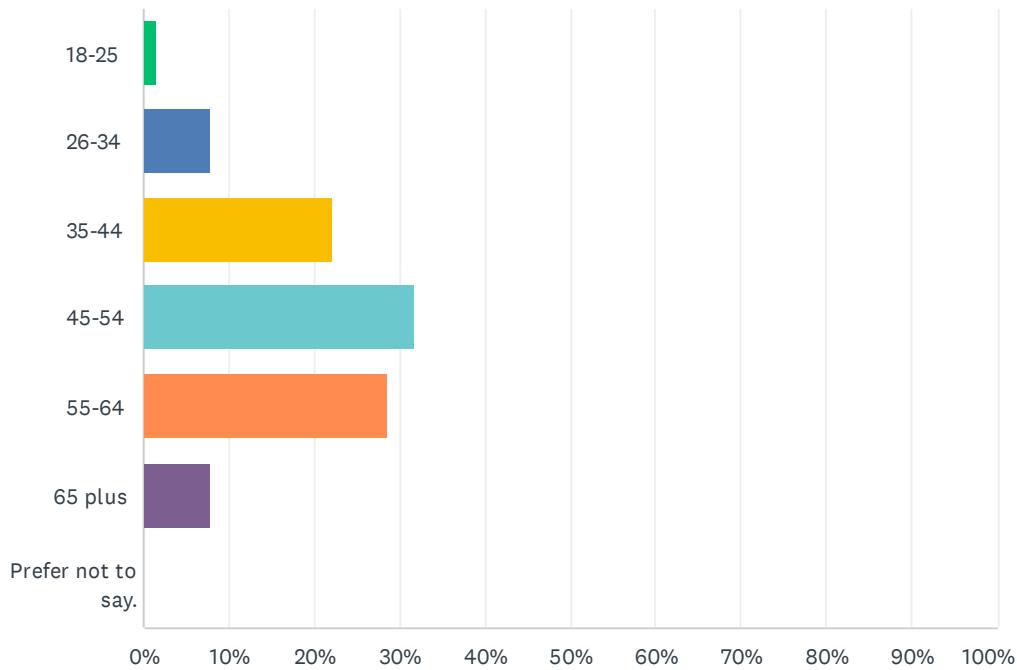
Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	31.75%	20
Male	68.25%	43
Non-Binary	0.00%	0
Prefer not to say.	0.00%	0
TOTAL		63

Q3 Which age range do you fall into?

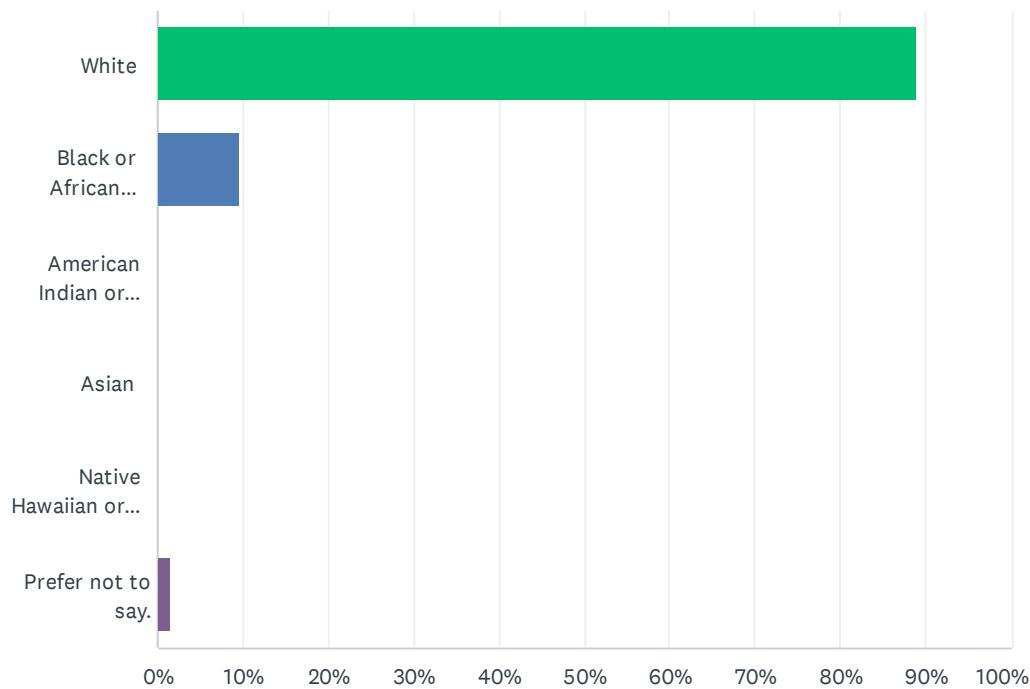
Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
18-25	1.59%	1
26-34	7.94%	5
35-44	22.22%	14
45-54	31.75%	20
55-64	28.57%	18
65 plus	7.94%	5
Prefer not to say.	0.00%	0
TOTAL		63

Q4 Which race best describes you?

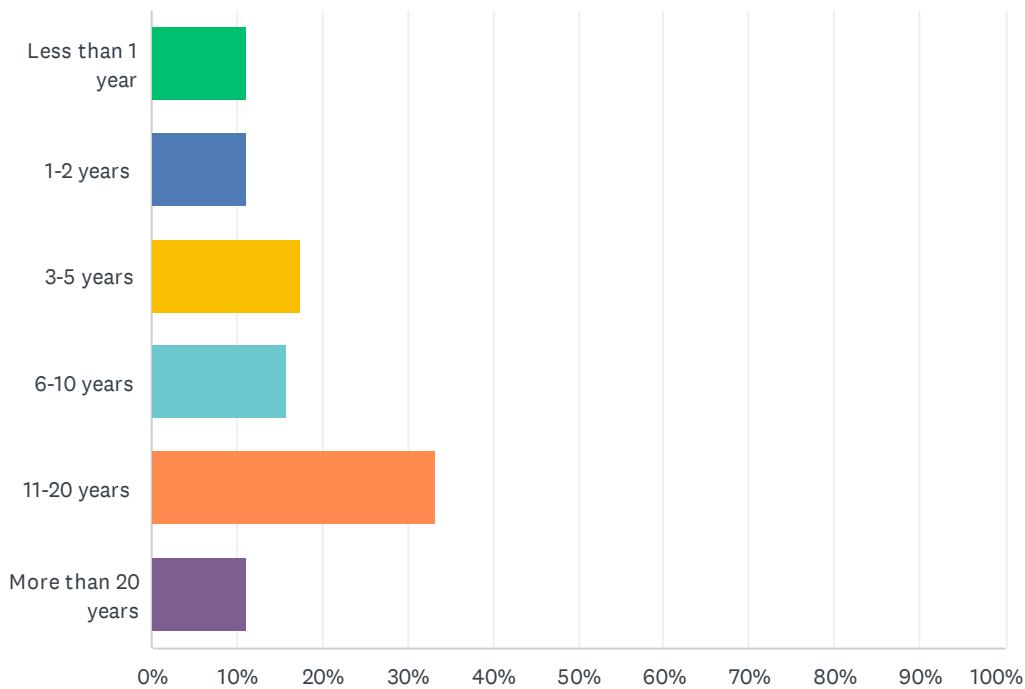
Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES
White	88.89% 56
Black or African American	9.52% 6
American Indian or Alaska Native	0.00% 0
Asian	0.00% 0
Native Hawaiian or Other Pacific Islander	0.00% 0
Prefer not to say.	1.59% 1
TOTAL	63

Q5 How long have you been a member of MCMA?

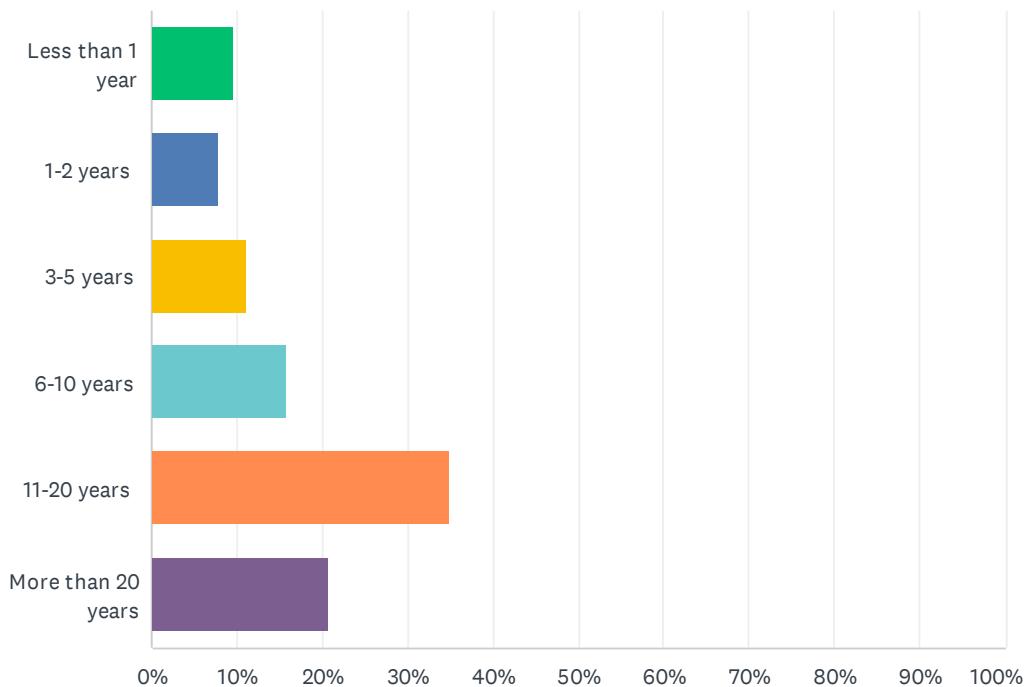
Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	11.11%	7
1-2 years	11.11%	7
3-5 years	17.46%	11
6-10 years	15.87%	10
11-20 years	33.33%	21
More than 20 years	11.11%	7
TOTAL		63

Q6 How long have you been in municipal a leadership position?

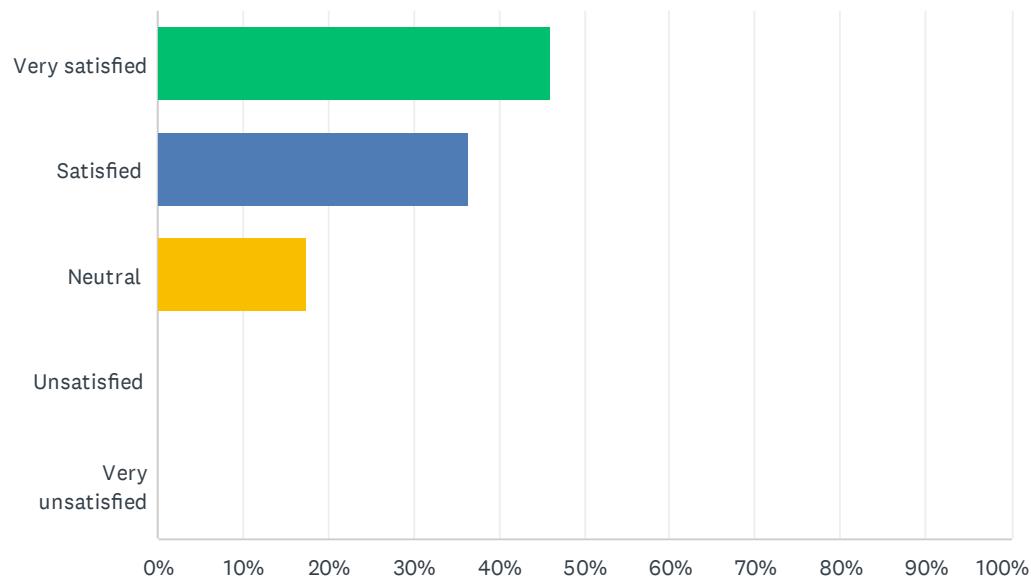
Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than 1 year	9.52%	6
1-2 years	7.94%	5
3-5 years	11.11%	7
6-10 years	15.87%	10
11-20 years	34.92%	22
More than 20 years	20.63%	13
TOTAL		63

Q7 How satisfied are you with your MCMA membership?

Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very satisfied	46.03%	29
Satisfied	36.51%	23
Neutral	17.46%	11
Unsatisfied	0.00%	0
Very unsatisfied	0.00%	0
TOTAL		63

Q8 Please describe the "why" behind your rating.

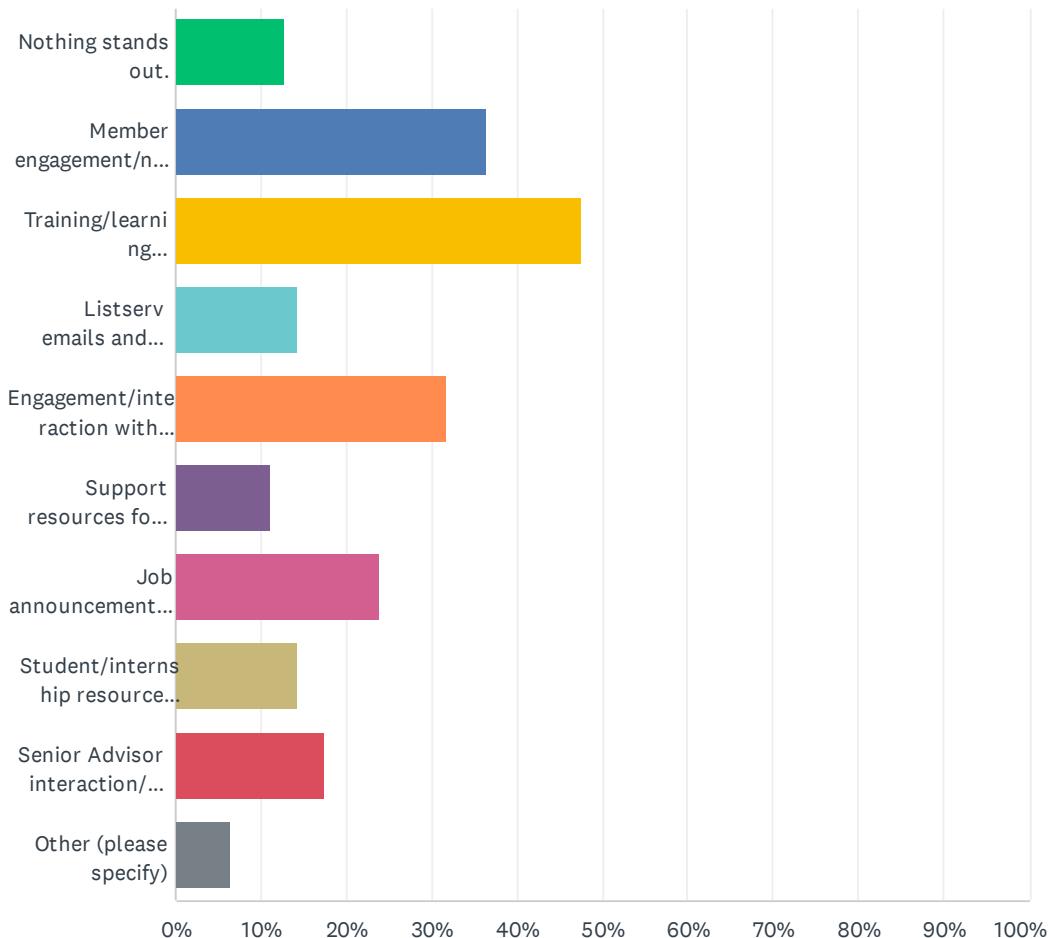
Answered: 49 Skipped: 14

#	RESPONSES	DATE
1	mcma is not as active as other groups I am in	2/6/2024 4:04 PM
2	The professional network, resources, and expertise shared among the membership.	2/6/2024 3:33 PM
3	Lots of good information. I really like the listserv.	2/5/2024 12:32 PM
4	Comm is good and responsive to requests	1/31/2024 4:56 PM
5	Networking and relationship building opportunities, attending conferences and access to listserve.	1/31/2024 2:44 PM
6	Out of several organizations I'm involved with, MCMA has been very easy to engage with and there is tremendous value in the low membership cost.	1/31/2024 11:23 AM
7	Ability to network	1/31/2024 8:30 AM
8	Workshops are informative and thought provoking, and I'm given the opportunity to interact with other professionals in the field.	1/31/2024 8:04 AM
9	Responsive and educational.	1/31/2024 8:03 AM
10	MCMA has always provided outstanding services/benefits provided at reasonable cost	1/30/2024 8:14 PM
11	The org provides an incredible amount of value relative to the cost. Conferences are fun and informative and the listserv is invaluable.	1/30/2024 5:01 PM
12	Too new to my position and the organization to know	1/30/2024 3:55 PM
13	It is very helpful with common questions that need an answer.	1/30/2024 3:08 PM
14	I'm sure there is more I could get out of my membership as I don't often attend meetings but have not been inspired by meeting content.	1/30/2024 2:41 PM
15	Excellent resources, networking, and training opportunities	1/30/2024 2:39 PM
16	The value has increased each year - giving more benefit to members.	1/30/2024 2:11 PM
17	MCMA is a good organization but it isn't the first organization I think of when/if I need something. The one thing I use most often is the listserv.	1/30/2024 1:45 PM
18	Excellent resources	1/30/2024 1:32 PM
19	I think the organization should focus on getting language to protect City Managers and the profession as a whole. The members-in-transition session was great, but what are we actually doing to protect us and our profession? Perhaps take a page from the MPCA and get us protection like the Police Chiefs have. I for one would be willing to pay hire dues if it meant they were going to a resource establishing better Statute protection for the profession.	1/30/2024 11:52 AM
20	The quality of the trainings in recent years has been one of the most valuable of all memberships, especially for the price point. I like that the association has a blend of organizational assistance but also a commitment to focus on the city manager's needs as well. The network is active in assisting others.	1/30/2024 11:49 AM
21	Good connections with other managers, guidance when needed, some fellowship thrown in.	1/30/2024 11:29 AM
22	I fall into a gray zone of MCMA membership since I work for a regional council and not a city. I don't get to access many of the member benefits including discounted conference rates and the listserv. Yet, I'm not a vendor. I'm interested in the networking and professional development to support me in my role that is directly service delivery with and among local governments. The annual fee is nominal; otherwise, I would likely drop my membership.	1/30/2024 11:07 AM

23	like the listserv, like the training, reasonable cost -- good "bang for the buck"	1/30/2024 11:03 AM
24	NA	1/30/2024 10:59 AM
25	I look forward to taking advantage of everything the organization has to offer.	1/30/2024 10:28 AM
26	Great networking opportunities and the listserve is extremely valuable.	1/30/2024 10:21 AM
27	The organization needs to balance its focus and in trainings and in its legislative advocacy include parks and recreation, among other interests. Parks and Recreation department heads, parks and recreation departments, and their interests should be as valued as other department heads as they are a co-equal department within a municipality.	1/30/2024 10:12 AM
28	I know the organization will be there for me when needed.	1/30/2024 10:10 AM
29	Opportunity to learn through peer interaction; shared experiences; opportunity to paint forward by mentoring newer managers as I benefited from my peers; educational opportunities	1/30/2024 10:04 AM
30	The support and information sharing among our colleagues is priceless.	1/30/2024 10:02 AM
31	Great conferences and the listserv is a fantastic resource!	1/30/2024 10:01 AM
32	I have not participated a lot.	1/30/2024 9:59 AM
33	HAVE MADE VERY GOOD CONTACTS AT THE EVENTS .	1/30/2024 9:59 AM
34	I think it does well with being a voluntary group.	1/30/2024 9:54 AM
35	I like the information from MCMA and the other administrators around the state. However each time I have requested anything, I have not had any feedback.	1/30/2024 9:52 AM
36	Because I am satisfied with my membership	1/30/2024 9:51 AM
37	Dedication to the profession; networking of peers	1/30/2024 9:51 AM
38	The meetings and events and members	1/29/2024 12:15 PM
39	I think MCMA is a great resource for those in the local government administration world.	1/29/2024 11:13 AM
40	Just now getting engaged.	1/25/2024 4:05 PM
41	Good information at conferences and invaluable email list serv	1/25/2024 12:48 PM
42	The networking and support opportunities	1/25/2024 12:48 PM
43	Provides good training. Could have better communication about available services.	1/25/2024 12:44 PM
44	Great networking and professional development	1/25/2024 12:41 PM
45	The support from MCMA and the managers within the organization are amazing.	1/25/2024 12:41 PM
46	Strong educational opportunities and peer support	1/25/2024 12:37 PM
47	Great value, connections, relevant programming	1/25/2024 11:42 AM
48	Good membership benefits. Fair pricing.	1/25/2024 10:53 AM
49	I'm still new to my position and have not been to many MCMA events.	1/25/2024 10:42 AM

Q9 What aspects of your MCMA experience do you believe could be enhanced? (Select all that apply)

Answered: 63 Skipped: 0



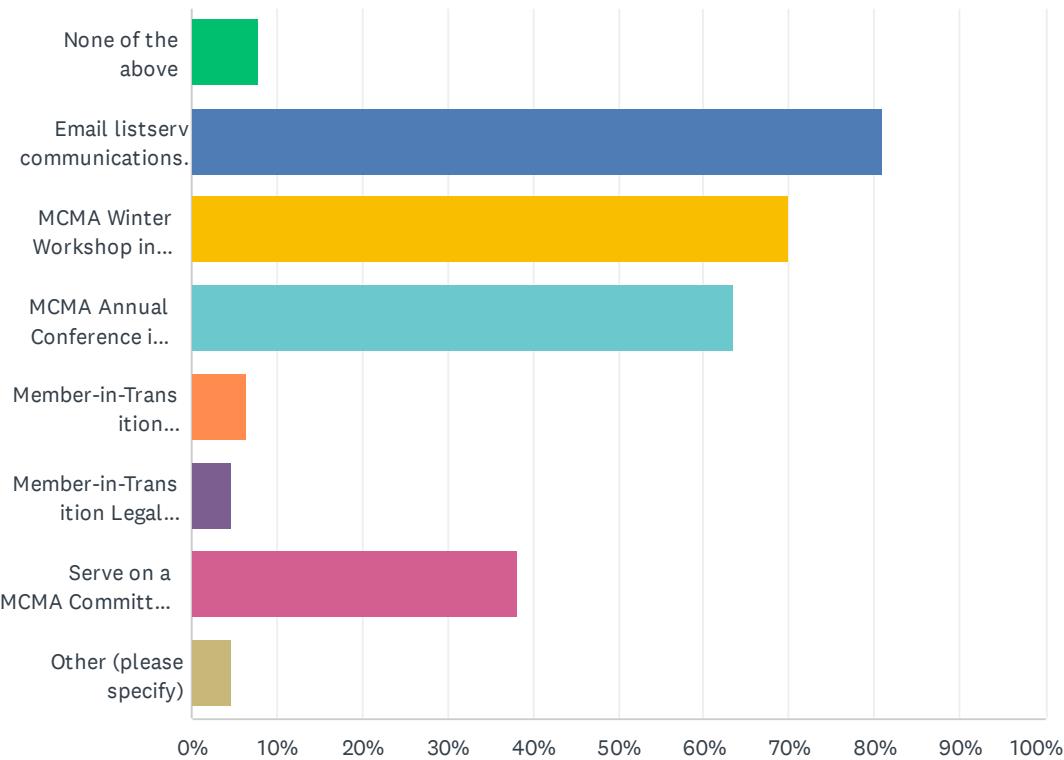
ANSWER CHOICES	RESPONSES
Nothing stands out.	12.70% 8
Member engagement/networking opportunities.	36.51% 23
Training/learning opportunities.	47.62% 30
Listserv emails and communication from/with MCMA network.	14.29% 9
Engagement/interaction with new members.	31.75% 20
Support resources for Members-in-Transition.	11.11% 7
Job announcements and postings.	23.81% 15
Student/internship resources and opportunities.	14.29% 9
Senior Advisor interaction/mentorship opportunities.	17.46% 11
Other (please specify)	6.35% 4

Total Respondents: 63

#	OTHER (PLEASE SPECIFY)	DATE
1	Ethics related training	2/1/2024 11:52 AM
2	Improved interaction with regional MPA programs	1/30/2024 8:14 PM
3	Making it easier to find the archives to look up questions and examples.	1/30/2024 3:08 PM
4	I think the organization should focus on getting language to protect City Managers and the profession as a whole. The members-in-transition session was great, but what are we actually doing to protect us and our profession? Perhaps take a page from the MPCA and get us protection like the Police Chiefs have. I for one would be willing to pay hire dues if it meant they were going to a resource establishing better Statute protection for the profession.	1/30/2024 11:52 AM

Q10 Have you used or participated in any of the following resources/activities in the past year? (Select all that apply.)

Answered: 63 Skipped: 0



ANSWER CHOICES		RESPONSES	
None of the above		7.94%	5
Email listserv communications.		80.95%	51
MCMA Winter Workshop in January.		69.84%	44
MCMA Annual Conference in Spring.		63.49%	40
Member-in-Transition Resources.		6.35%	4
Member-in-Transition Legal Services.		4.76%	3
Serve on a MCMA Committee or Board.		38.10%	24
Other (please specify)		4.76%	3
Total Respondents: 63			

#	OTHER (PLEASE SPECIFY)	DATE
1	Served as an MCMA/ICMA Senior Advisor	1/30/2024 8:14 PM
2	Didn't know there was MIT legal assistance available. I have been through a transition in another state. Glad to know this might be available. It should be better publicized.	1/30/2024 2:41 PM

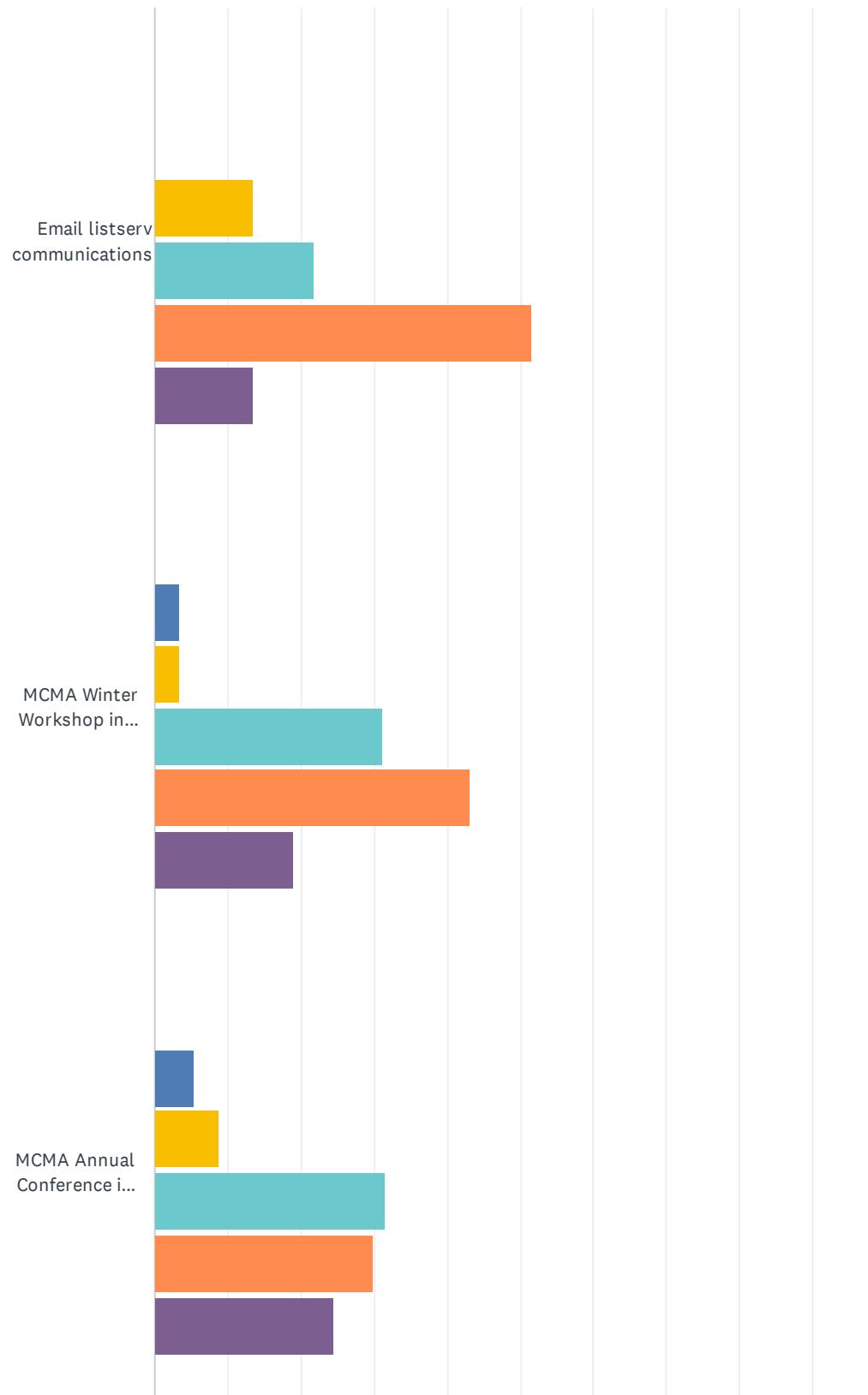
3

none of these - but not for lack of trying

1/30/2024 11:07 AM

Q11 For each program you've used, please rate your satisfaction on a scale of 1 to 5 (5=Excellent, 1=poor).

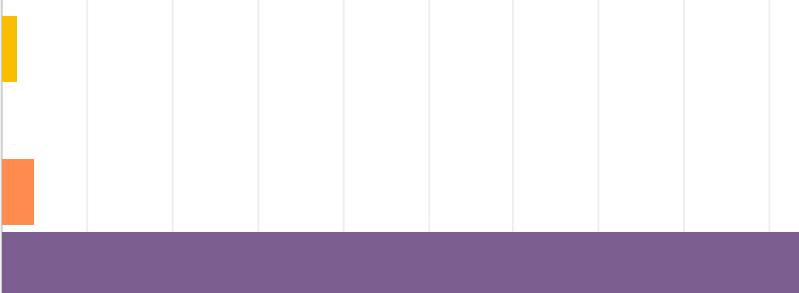
Answered: 62 Skipped: 1



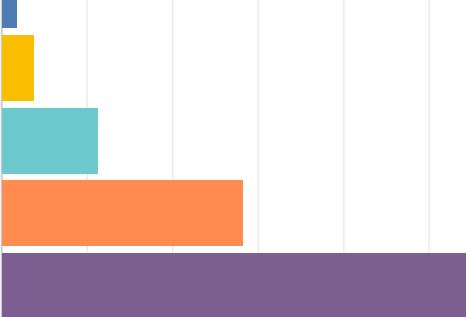
Member-in-Trans
ition Resources

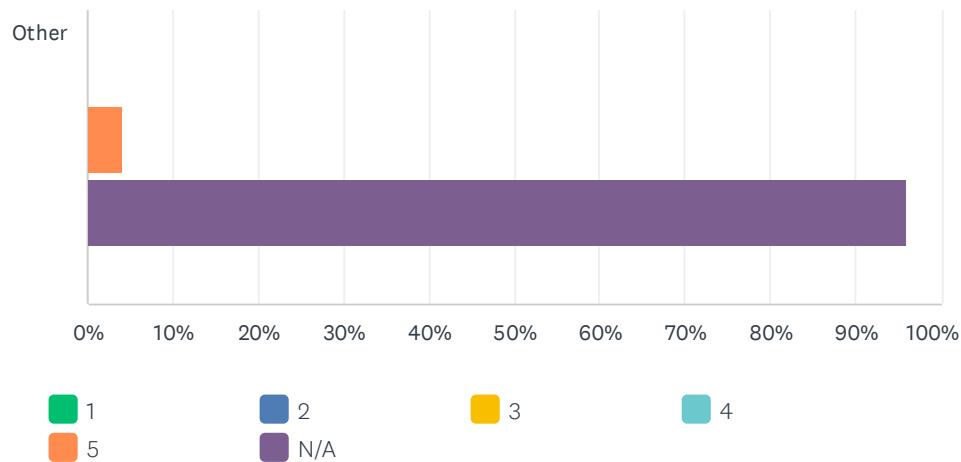


Member-in-Trans
ition Legal...



Serve on a
MCMA Commit...



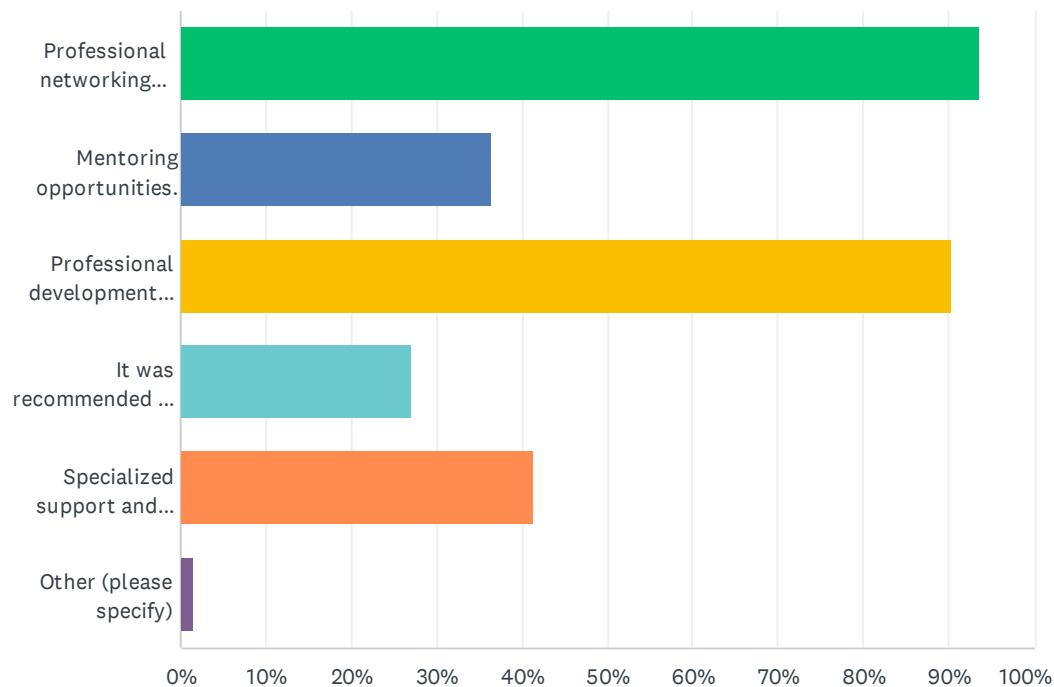


	1	2	3	4	5	N/A	TOTAL	WEIGHTED AVERAGE
Email listserv communications	0.00% 0	0.00% 0	13.33% 8	21.67% 13	51.67% 31	13.33% 8	60	4.44
MCMA Winter Workshop in January	0.00% 0	3.45% 2	3.45% 2	31.03% 18	43.10% 25	18.97% 11	58	4.40
MCMA Annual Conference in Spring	0.00% 0	5.26% 3	8.77% 5	31.58% 18	29.82% 17	24.56% 14	57	4.14
Member-in-Transition Resources	0.00% 0	0.00% 0	3.70% 2	0.00% 0	5.56% 3	90.74% 49	54	4.20
Member-in-Transition Legal Services	0.00% 0	0.00% 0	1.96% 1	0.00% 0	3.92% 2	94.12% 48	51	4.33
Serve on a MCMA Committee or Board	0.00% 0	1.89% 1	3.77% 2	11.32% 6	28.30% 15	54.72% 29	53	4.46
Other	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.00% 1	96.00% 24	25	5.00

#	OTHER (PLEASE SPECIFY)	DATE
1	Used the MIT template employment agreement.	2/6/2024 3:33 PM

Q12 Why did you choose to join MCMA? (Select all that apply.)

Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES
Professional networking opportunities.	93.65% 59
Mentoring opportunities.	36.51% 23
Professional development opportunities.	90.48% 57
It was recommended by my superior.	26.98% 17
Specialized support and resources.	41.27% 26
Other (please specify)	1.59% 1
Total Respondents: 63	

#	OTHER (PLEASE SPECIFY)	DATE
1	I have been a member of ICMA and have greatly benefited.	2/2/2024 5:28 PM

Q13 What would make our conference/training sessions more impactful?

Answered: 36 Skipped: 27

#	RESPONSES	DATE
1	fellow administrators as speakers on specific subjects (ie economic development, utility matters, blighted properties	2/6/2024 4:04 PM
2	Breakout sessions and/or greater interaction among participants	2/6/2024 3:33 PM
3	More focus on technical issues, such as new ideas in HR or technical advances.	2/5/2024 12:32 PM
4	The sessions are mostly repeats. It would be helpful to have more updated sessions on a myriad of topics, shared services, managing staff shortages, collective bargaining, how to incorporate DEI initiatives, etc.	2/2/2024 5:28 PM
5	I would conclude the Winter Workshop no later than 3:00 p.m.	1/31/2024 2:44 PM
6	Extended duration or more nuts and bolts sessions	1/31/2024 11:23 AM
7	more discussion about Council/Staff communication	1/31/2024 8:30 AM
8	Ensure topics are focused on current issues/trends	1/31/2024 8:11 AM
9	N/A	1/31/2024 8:04 AM
10	I think MCMA is doing a great job now - keep it up	1/30/2024 8:14 PM
11	No suggestions at this time.	1/30/2024 7:46 PM
12	I think they are great now	1/30/2024 5:01 PM
13	No suggestions; I think the training opportunities are great.	1/30/2024 2:39 PM
14	n/a	1/30/2024 2:11 PM
15	Nothing to add, it's been great.	1/30/2024 11:49 AM
16	The improvements made the last 4 years are heading in the right direction. Better speakers, quality location, good socialization opportunities.	1/30/2024 11:29 AM
17	The sessions I have attended in recently years are much improved from when I first joined MCMA 10+ years ago.	1/30/2024 11:07 AM
18	n/a -- I always think the training is worthwhile	1/30/2024 11:03 AM
19	I like the panel style sessions. This is our only local opportunity to really learn from our peers that are doing things right. As someone that is still relatively new to Missouri, I am always excited to see what other cities are doing and how they are doing it. I think it would do wonders to have some very specific sections tailored towards economic development and development incentives.	1/30/2024 10:59 AM
20	Add another day to both the winter workshop and the spring conference.	1/30/2024 10:21 AM
21	Relevance to all department administrators.	1/30/2024 10:12 AM
22	The winter workshop felt really curated to what is current in our day to day. Especially with the topic on campaigning as we approach the April election. That is critical to keeping us engaged.	1/30/2024 10:10 AM
23	Less focus on ICMA agenda on big picture goals and more day to day management issues of importance to managers in smaller cities	1/30/2024 10:04 AM
24	I think we are doing a great job with finding quality speakers.	1/30/2024 10:02 AM
25	Perhaps to record them for future playback?	1/30/2024 10:01 AM
26	So far have been good.	1/30/2024 9:59 AM

27	More sessions on what Administrators are facing in the changing climate today.	1/30/2024 9:54 AM
28	N/A	1/30/2024 9:52 AM
29	I cannot think of anything	1/30/2024 9:51 AM
30	No suggestions - very impactful	1/30/2024 9:51 AM
31	Time for structured engagement among members	1/29/2024 12:15 PM
32	Discussions on subjects that will support central missouri managers	1/29/2024 11:13 AM
33	Love hearing real issues and resolutions	1/25/2024 12:41 PM
34	This was probably the best workshop I've attended yet	1/25/2024 12:41 PM
35	Continue to focus on key skills city managers need to be successful	1/25/2024 11:42 AM
36	Figuring out how to ensure topics touch on DEI	1/25/2024 10:42 AM

Q14 What would make our conference/training sessions easier to attend?

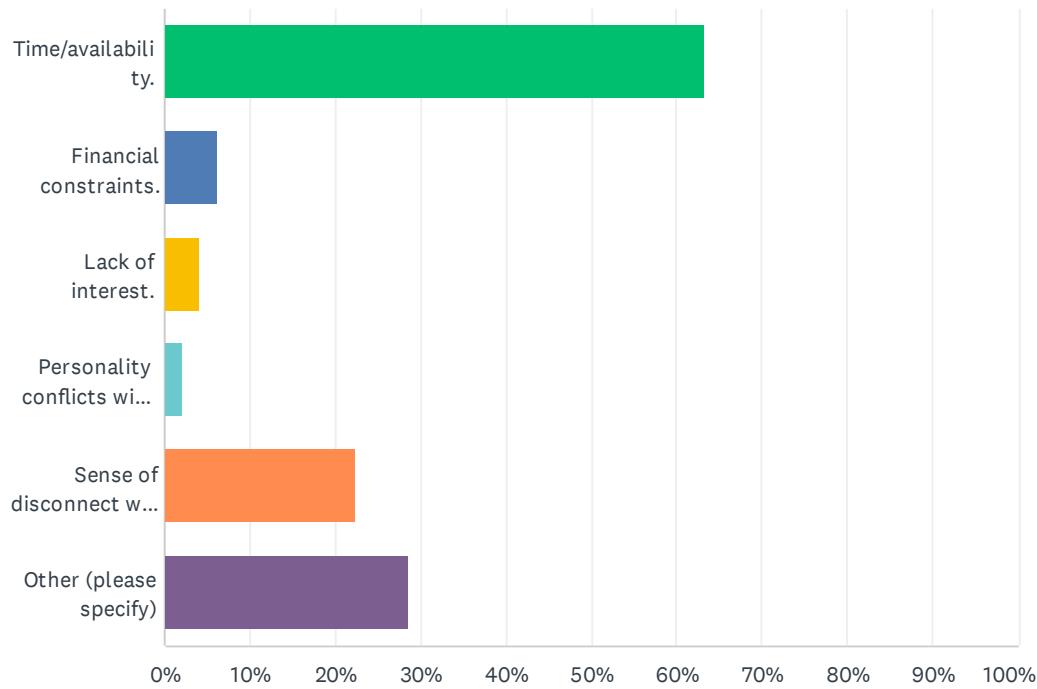
Answered: 34 Skipped: 29

#	RESPONSES	DATE
1	I don't believe there is any problem with the ease of attending	2/6/2024 4:04 PM
2	I'll defer, as I generally like the current locations and logistics.	2/6/2024 3:33 PM
3	No issues from my perspective	2/2/2024 5:28 PM
4	Continue to schedule the interesting speakers and use our members as speakers/panelists.	1/31/2024 2:44 PM
5	Virtual option, varying locations	1/31/2024 11:23 AM
6	Digital attendance opportunities, webinars	1/31/2024 10:06 AM
7	no suggestion	1/31/2024 8:30 AM
8	N/A	1/31/2024 8:04 AM
9	I think current locations are pretty easy for most members	1/30/2024 8:14 PM
10	No suggestions at this time.	1/30/2024 7:46 PM
11	nothing really	1/30/2024 5:01 PM
12	Timing usually conflicts with other local issies	1/30/2024 2:41 PM
13	No suggestions.	1/30/2024 2:39 PM
14	n/a	1/30/2024 2:11 PM
15	If their was a virtual option, especially for the Winter Workshop. A location other than Lake of the Ozarks for the May Conference.	1/30/2024 1:45 PM
16	Events often conflict with Board meeting but fully understand that this is difficult to coordinate with a multitude of meetings schedules.	1/30/2024 1:23 PM
17	I have no concerns about this.	1/30/2024 11:49 AM
18	The winter seminar needs a new home, but Columbia is a convenient location.	1/30/2024 11:07 AM
19	Different time of year for the winter workshop as travel can sometimes be hazardous that time of year and changing the date away from a second or fourth Thursday as that conflicts with our City Council meetings	1/30/2024 11:03 AM
20	NA. In my last state, the spring conference was always in the same location. The summer conference always floated around the state to different resorts that could accommodate. It was nice to see other cities and line up sessions with those cities but I don't know that we are losing anything by keeping our conferences at the same location.	1/30/2024 10:59 AM
21	Can't think of anything	1/30/2024 10:21 AM
22	NA	1/30/2024 10:10 AM
23	A location that is more handicapped friendly. Camden on the lake is NOT HC friendly in terms of layout; distances to walk for meal functions;	1/30/2024 10:04 AM
24	I can't think of anything.	1/30/2024 10:02 AM
25	N/A	1/30/2024 10:01 AM
26	Nothing I can think of.	1/30/2024 9:59 AM
27	Mid-week seems easier to miss council nights.	1/30/2024 9:54 AM
28	I am in northwest Missouri and have children in sports, so it is not your fault.	1/30/2024 9:52 AM

29	The January session is always on a Council meeting day so I cannot attend. Not your fault	1/30/2024 9:51 AM
30	No suggestions - schedule and locations are centralized and convenient	1/30/2024 9:51 AM
31	n/a	1/29/2024 11:13 AM
32	4pm is a late stop for those of us traveling any distance at all. I wonder if an afternoon one day followed by a morning the next wouldn't be better	1/25/2024 12:48 PM
33	Nothing. It's centrally located for the state.	1/25/2024 12:41 PM
34	The spring conference is always the first week of May. I suggest alternating to some other week every other year. The first week every month is challenging for me to always attend due to my wife's work schedule	1/25/2024 11:42 AM

Q15 What are the barriers to your engagement with MCMA? (Select all that apply.)

Answered: 49 Skipped: 14



ANSWER CHOICES		RESPONSES	
Time/availability.		63.27%	31
Financial constraints.		6.12%	3
Lack of interest.		4.08%	2
Personality conflicts with members/colleagues.		2.04%	1
Sense of disconnect with organization.		22.45%	11
Other (please specify)		28.57%	14
Total Respondents: 49			

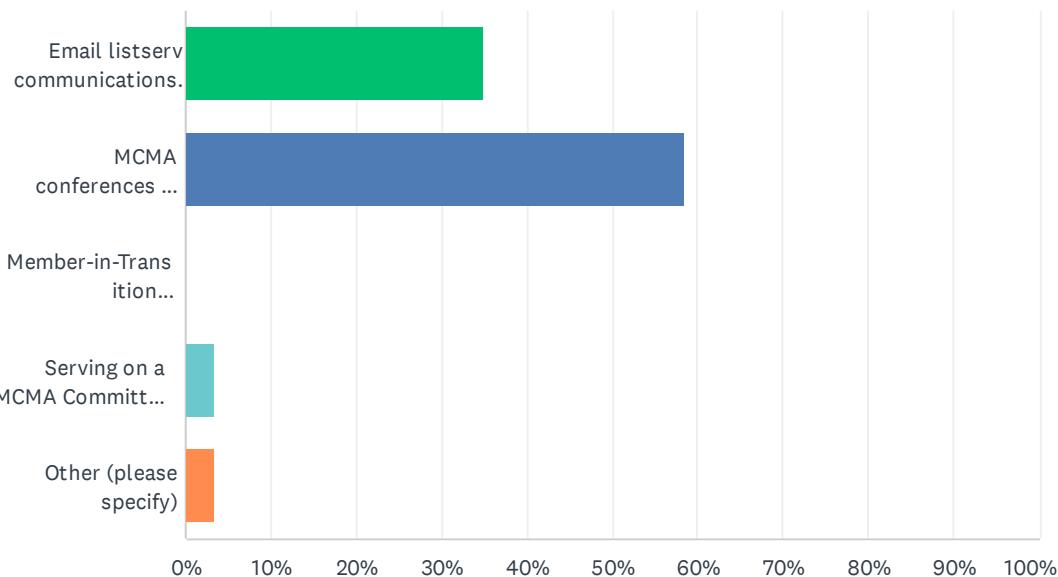
#	OTHER (PLEASE SPECIFY)	DATE
1	Time/availability, though I am still able to participate and interact.	2/6/2024 3:33 PM
2	I have participated but often am disappointed in the sessions. I have no personality conflicts but the groups are hard to break into if you aren't one of the cool kids.	2/2/2024 5:28 PM
3	Nothing	2/1/2024 11:52 AM
4	None. I participate fully.	1/31/2024 2:44 PM
5	Retired	1/30/2024 7:46 PM
6	Other priorities in my life right now. Family time. Have to balance. I'm away from home enough	1/30/2024 2:41 PM

with work meetings that time away for work networking is hard.

7	None	1/30/2024 2:11 PM
8	being classified as a vendor	1/30/2024 11:07 AM
9	With three staff from our City being members, we have to "stagger" our participation.	1/30/2024 11:03 AM
10	Relevance	1/30/2024 10:12 AM
11	N/A the issues regarding a few members behaving in an unprofessional manner have been addressed in recent years. It has created a positive shift in the overall culture of the organization that is very appreciated.	1/30/2024 10:02 AM
12	I don't think the central state managers have enough opportunities to connect.	1/29/2024 11:13 AM
13	It is a priority for me...I will be there	1/25/2024 12:48 PM
14	No barriers	1/25/2024 10:38 AM

Q16 What is the most important MCMA member benefit to you?

Answered: 60 Skipped: 3



ANSWER CHOICES		RESPONSES	
Email listserv communications.		35.00%	21
MCMA conferences and workshops.		58.33%	35
Member-in-Transition Resources.		0.00%	0
Serving on a MCMA Committee or Board.		3.33%	2
Other (please specify)		3.33%	2
TOTAL			60

#	OTHER (PLEASE SPECIFY)	DATE
1	Supporting the MCMA organization in Missouri	1/30/2024 7:46 PM
2	email listserv and conferences/workshops are tied -- but it will only let me pick one	1/30/2024 11:03 AM

Q17 What suggestions do you have for improving onboarding and connecting members?

Answered: 33 Skipped: 30

#	RESPONSES	DATE
1	provide more support for smaller community administrators	2/6/2024 4:04 PM
2	Greater awareness among the membership at large as to the importance of this; if each member would take a little time to help, I think this would go a long way to make new members feel more a part of the group.	2/6/2024 3:33 PM
3	Not being new, I don't know.	2/5/2024 12:32 PM
4	n/a	2/5/2024 9:22 AM
5	Assign someone to greet & introduce new/first time attendees	2/1/2024 11:52 AM
6	There should be a deliberate effort to meet new members at the Winter Workshop and the Spring Conference. Perhaps, a reception for new members. ICMA does this and we can borrow from this.	1/31/2024 2:44 PM
7	Connect them with peers in their neighborhood of the state	1/31/2024 11:23 AM
8	contacting new administrators	1/31/2024 8:30 AM
9	If we don't have a "buddy" system I'd suggest creating a group of seasoned members that are assigned to a new member. The "buddy" would then keep in contact with the new member through the year and linking up with them at the conferences to ensure they feel welcomed and part of the organization.	1/31/2024 8:11 AM
10	early and often	1/31/2024 8:04 AM
11	I think recent MCMA emphasis on connecting new members is working well. Keeping Senior Advisors in the loop on this will allow them to reach out more often as well.	1/30/2024 8:14 PM
12	No suggestions at this time	1/30/2024 7:46 PM
13	I think the direct outreach has really improved the new member experience	1/30/2024 5:01 PM
14	Maybe assign mentors to new members?	1/30/2024 3:55 PM
15	No suggestions	1/30/2024 2:39 PM
16	n/a	1/30/2024 2:11 PM
17	Regional welcome teams that reach out to new members.	1/30/2024 1:45 PM
18	I still find that there are a number of city managers around me that aren't engaged with the organization. I would like to see a push to engage those individuals that aren't members, especially from mid-sized cities and find out what their reasons for not joining/attending are. We have a lot to learn from each other collectively and a diverse representation would be good. Personally, hand written notes welcoming someone to a position go a long way and offering to connect them with other MCMA members in the area will help.	1/30/2024 11:49 AM
19	Does MCMA do targeted outreach when Assistants/CA's are newly appointed?	1/30/2024 11:03 AM
20	Not being new to the profession when I came to Missouri, I signed up for MCMA without prompting. I used MCMA's/MML's job board to find employment here so I can't speak to this one.	1/30/2024 10:59 AM
21	Sending a list of new members would help, or those who have changed cities.	1/30/2024 10:21 AM
22	Broader relevance.	1/30/2024 10:12 AM
23	Providing networking opportunities that look different than normal happy hours. Not everyone is	1/30/2024 10:10 AM

comfortable in that setting and some really enjoy that setting.

24	New manager workshop day before conference	1/30/2024 10:04 AM
25	Could be hard to administer, but some kind of formal welcome into MCMA?	1/30/2024 10:01 AM
26	I think more communication would help.	1/30/2024 9:54 AM
27	N/A	1/30/2024 9:52 AM
28	You may already have it and I am unaware but maybe a "welcome" from a nearby member when someone starts a new job?	1/30/2024 9:51 AM
29	Various regional groups are helpful but we've had difficulty finding time/commitment despite efforts	1/30/2024 9:51 AM
30	This has gotten much better. Maybe a new member name tag so we know who they are.	1/29/2024 12:15 PM
31	Introductory emails from members group.	1/29/2024 11:13 AM
32	Have a session at MML for cities located king for managers and invite those on transition.	1/25/2024 12:48 PM
33	Mcma can sometimes feel clique-y. Better integrating new members would help	1/25/2024 11:42 AM

Q18 What additional benefits or services would you like to see included in your MCMA membership?

Answered: 16 Skipped: 47

#	RESPONSES	DATE
1	Greater emphasis on identifying, recruiting, and mentoring the next generation of municipal leaders.	2/6/2024 3:33 PM
2	None	1/31/2024 2:44 PM
3	nothing more	1/31/2024 8:30 AM
4	No suggestions at this time	1/30/2024 7:46 PM
5	No suggestions	1/30/2024 2:39 PM
6	n/a	1/30/2024 2:11 PM
7	I'm pretty happy. Thought the legal services was a good optional addition.	1/30/2024 11:03 AM
8	There may be interest/benefit in establishing a more formalized mentorship program. I had an assigned mentor when I first got into the profession. I didn't utilize this mentorship as much as I should have but it still gave me someone to use as a sounding board when needed.	1/30/2024 10:59 AM
9	Broader relevance. Collaborative relationship with MPRA.	1/30/2024 10:12 AM
10	NA	1/30/2024 10:10 AM
11	N/A	1/30/2024 10:01 AM
12	I think maybe more forms and programs that other cities have used successfully.	1/30/2024 9:54 AM
13	N/A	1/30/2024 9:52 AM
14	None	1/29/2024 12:15 PM
15	supporting or promoting a Certified Public Manager Program	1/29/2024 11:13 AM
16	Would love to see an MCMA t shirt to wear proudly	1/25/2024 12:48 PM

Q19 Are there any current services or benefits that you believe should be removed from your MCMA membership?

Answered: 17 Skipped: 46

#	RESPONSES	DATE
1	No.	2/6/2024 3:33 PM
2	None	1/31/2024 2:44 PM
3	no	1/31/2024 8:30 AM
4	No suggestions at this time	1/30/2024 7:46 PM
5	No suggestions	1/30/2024 2:39 PM
6	n/a	1/30/2024 2:11 PM
7	Nothing comes to mind.	1/30/2024 11:49 AM
8	No.	1/30/2024 11:03 AM
9	NA	1/30/2024 10:59 AM
10	NA	1/30/2024 10:10 AM
11	Subsidies for ICMA activities like conference subsidies for first time attendees (which largely go unclaimed);	1/30/2024 10:04 AM
12	No	1/30/2024 10:01 AM
13	No	1/30/2024 9:54 AM
14	None	1/30/2024 9:52 AM
15	No	1/30/2024 9:51 AM
16	No	1/29/2024 12:15 PM
17	N/A	1/29/2024 11:13 AM

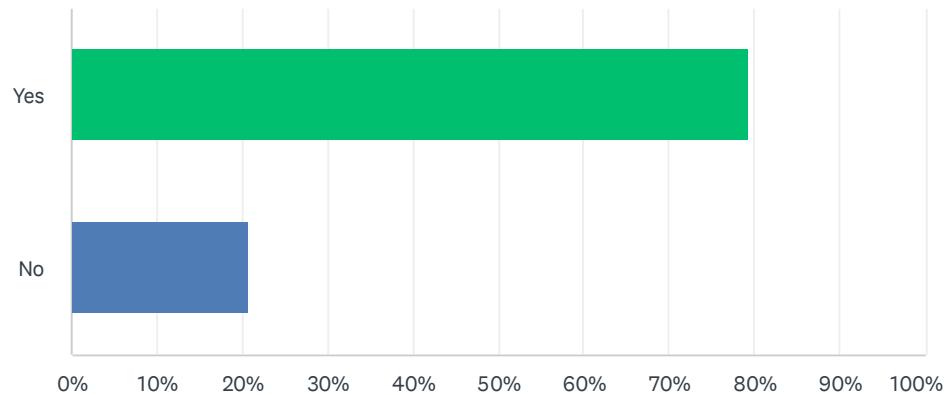
Q20 Please share any suggestions you may have to enhance our existing membership offerings.

Answered: 15 Skipped: 48

#	RESPONSES	DATE
1	regional meetings	2/6/2024 4:04 PM
2	Greater awareness of the existing benefits and resources available to the membership.	2/6/2024 3:33 PM
3	nothing else	1/31/2024 8:30 AM
4	No suggestions at this time	1/30/2024 7:46 PM
5	I was not previously aware of the member in transition legal assistance	1/30/2024 2:39 PM
6	I am very pleased with my MCMA membership.	1/30/2024 2:11 PM
7	I think the organization should focus on getting language to protect City Managers and the profession as a whole. The members-in-transition session was great, but what are we actually doing to protect us and our profession? Perhaps take a page from the MPCA and get us protection like the Police Chiefs have. I for one would be willing to pay hire dues if it meant they were going to a resource establishing better Statute protection for the profession.	1/30/2024 11:52 AM
8	I like the one-day training events as they are easy to attend (but I know they take a lot of planning).	1/30/2024 11:03 AM
9	NA	1/30/2024 10:59 AM
10	Broader relevance. Collaborative relationship with MPRA.	1/30/2024 10:12 AM
11	Add a day to the conference to offer variety of nuts and bolts training especially for managers in smaller cities where the CA is the staff and responsible for hands on work on Budgyongz; revenue forecasting; utilitiy management; HR	1/30/2024 10:04 AM
12	Thank you for serving!	1/30/2024 10:01 AM
13	Just more communication.	1/30/2024 9:54 AM
14	None	1/30/2024 9:52 AM
15	n/a	1/29/2024 11:13 AM

Q21 Are you currently a member of ICMA?

Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	79.37%	50
No	20.63%	13
TOTAL		63

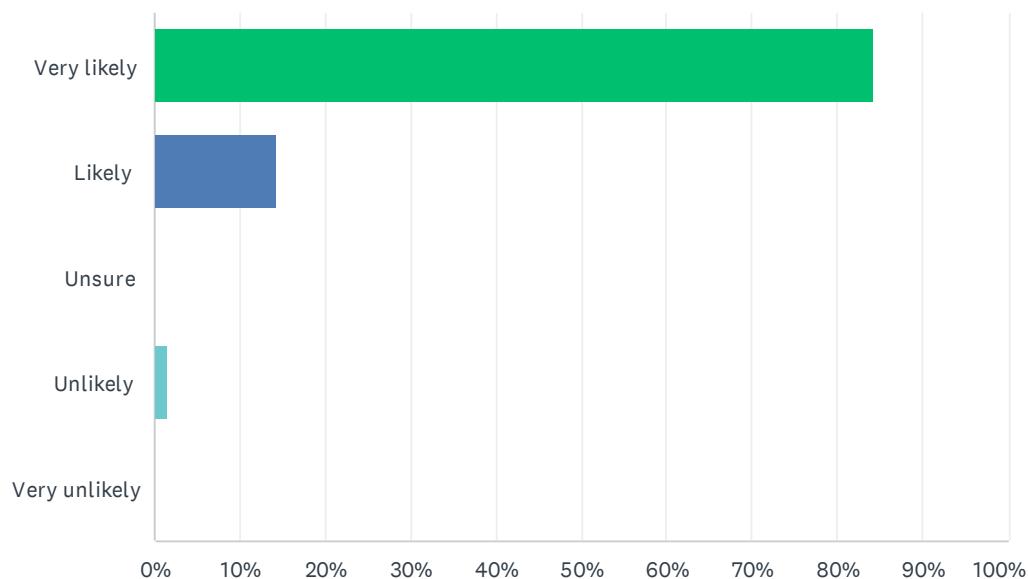
Q22 Is there a specific reason that you are not a member of ICMA?

Answered: 10 Skipped: 53

#	RESPONSES	DATE
1	Time and budgetary constraints.	2/6/2024 3:33 PM
2	no	2/5/2024 9:22 AM
3	Don't know anything about it	1/30/2024 3:55 PM
4	No	1/30/2024 3:08 PM
5	Financial constraints from my employer	1/30/2024 2:39 PM
6	Yes / dues too high; xtra ordinary cost for ICMA training programs; ICMA focus on Credentialing id nothing more than an effort to raise funds by mandating use if their products (ie... 180 degree evaluation format)	1/30/2024 10:07 AM
7	No.	1/30/2024 9:59 AM
8	Time and unfamiliar with the organization.	1/30/2024 9:52 AM
9	Cost	1/29/2024 12:15 PM
10	Cost	1/25/2024 12:48 PM

Q23 How likely are you to continue your MCMA membership?

Answered: 63 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very likely	84.13%	53
Likely	14.29%	9
Unsure	0.00%	0
Unlikely	1.59%	1
Very unlikely	0.00%	0
TOTAL		63

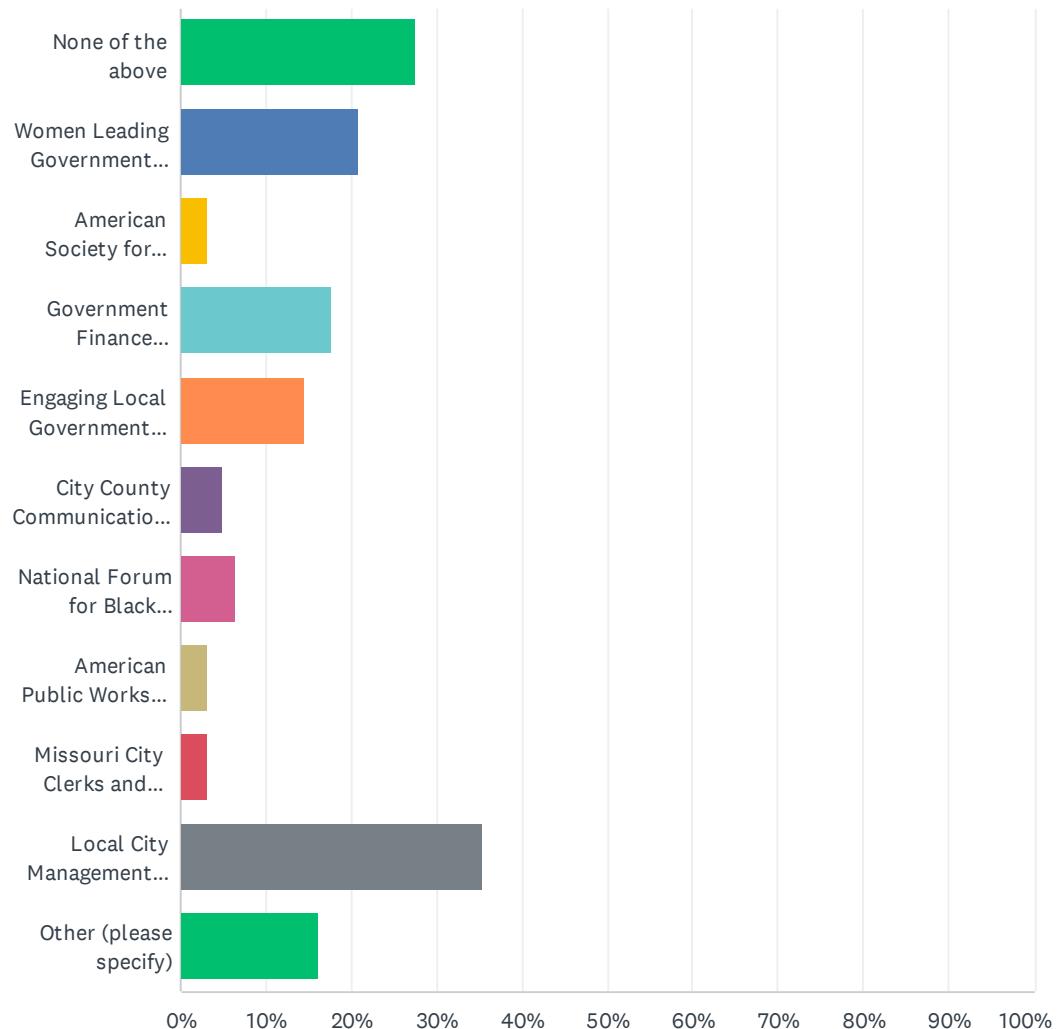
Q24 Is there a specific reason that you will not continue your MCMA membership?

Answered: 1 Skipped: 62

#	RESPONSES	DATE
1	Need broader relevance and collaborative relationship with MPRA.	1/30/2024 10:12 AM

Q25 Are you currently a member of any of the following professional organizations (check all that apply)?

Answered: 62 Skipped: 1



ANSWER CHOICES	RESPONSES
None of the above	27.42% 17
Women Leading Government (WLG)	20.97% 13
American Society for Public Administration (ASPA)	3.23% 2
Government Finance Officers Association (GFOA)	17.74% 11
Engaging Local Government Leaders (ELGL)	14.52% 9
City County Communications (3CMA)	4.84% 3
National Forum for Black Public Administrators (NFBPA)	6.45% 4
American Public Works Association (APW)	3.23% 2
Missouri City Clerks and Finance Officers Association (MoCCFOA)	3.23% 2
Local City Management Association/Chapter	35.48% 22
Other (please specify)	16.13% 10
Total Respondents: 62	

#	OTHER (PLEASE SPECIFY)	DATE
1	mpua, mec	2/6/2024 4:05 PM
2	Serve on a local Econ. Dev. Council Board	2/6/2024 3:34 PM
3	American Institute of Certified Planners	1/30/2024 1:46 PM
4	SLACMA	1/30/2024 11:53 AM
5	Public Sector HR Association (formerly IPMA-HR)	1/30/2024 11:06 AM
6	Missouri Parks and Recreation Association. The lack of mentioning this organization demonstrates the points noted in the survey. MCMA and MML intentionally ignore one sector of municipal management.	1/30/2024 10:13 AM
7	MEDFA	1/30/2024 9:51 AM
8	ULI, ASCE	1/25/2024 4:06 PM
9	MPUA MML	1/25/2024 12:49 PM
10	Missouri Economic Development Council	1/25/2024 12:42 PM