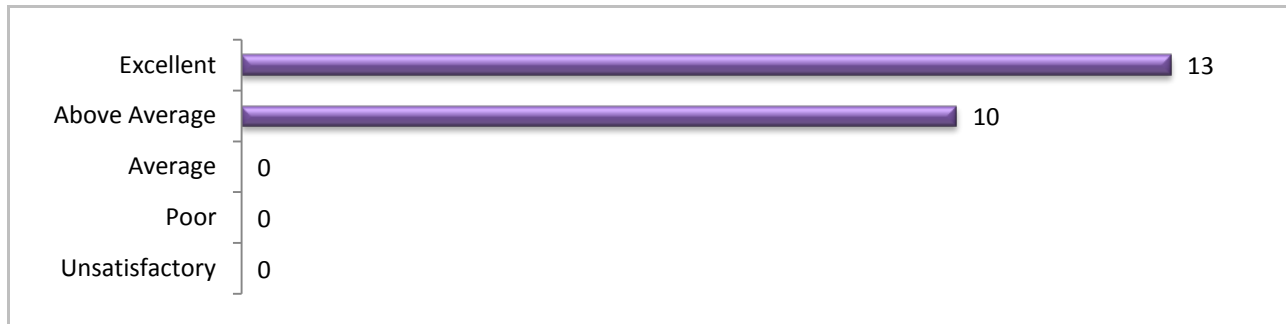


CBO MENTOR WORKSHOP

August 21 & 22, 2009

How would you rate the session, "Debt Financing?"**Please give us examples on how we can improve the session, "Debt Financing."**

1. None
2. Absolute best session so far.
3. Slow it down some.
4. Lori is clearly passionate about what she does; I'm glad she is coming back for a second session.
5. It would be very helpful to spend more time on this subject. It would be beneficial to be able to drill down on some of the aspects of the information that was discussed.
6. We were asked to bring laptops, and although I didn't bring one, some others did. I don't think they were really needed and we could see from the examples and the handouts how it is done.
7. Sometimes the presenters got too into their numbers. She was very intelligent, and at times could lose us. She is definitely worth bringing back and I learned valuable things from her.
8. More time. Fascinating topic.
9. I am just trying to absorb all the information I am given. Unless you can magically make more time in a day, so that we can spend more on the subject at hand, I can't see how you can improve the sessions.
10. No suggestions - excellently done.
11. This was my favorite (non Francie or Bill) presentation so far.
12. I felt that this was great information. I would like more info on how to read the reports that come back from the companies that serve us.
13. N/A
14. Nothing. Presenter was very enthusiastic and made the subject interesting.
15. The presenters were excellent. They gave great examples that related to everyday life and I was able to understand the concept they were presenting.

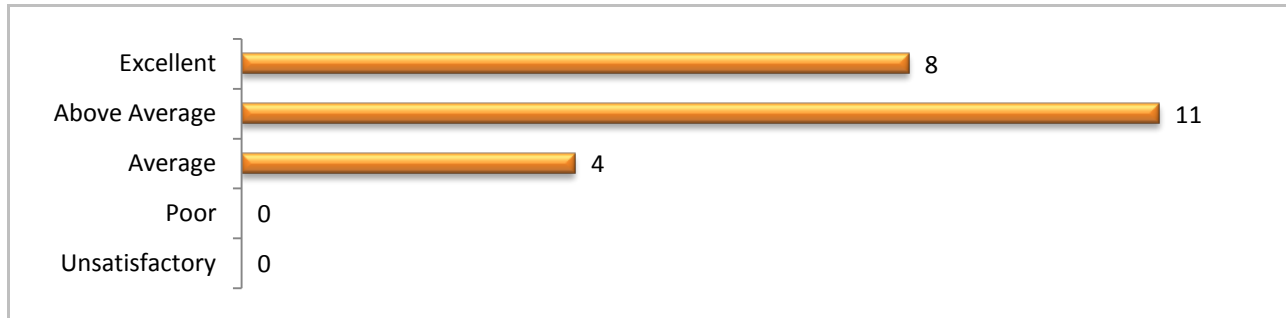
How would you rate the Friday evening session, "Financial Reporting?"**Please give us examples on how we can improve the Friday evening session, "Financial Reporting."**

1. It was perfect!
2. Seems like we do a lot in this area. All good information though.
3. I might be behind the class curve, but going over more items on the report and what they mean would have been helpful to me. I'm going to sit down with my Budget Director to increase my understanding - which may already be your expectation.
4. This topic is a huge area and could have easily spanned the entire weekend.
5. Having an engaging speaker for financial topics is incredibly important to keep the audience tuned in. Since that already exists, more examples of what to look for when problems exist would be great.
6. Keep us longer. 10 PM is no problem.
7. See above. There just isn't enough time!
8. No additional suggestions. Good Job.
9. We seemed to have to move rapidly through the material, but it was still good. Good use of the activity to break things up after hearing Lori.
10. N/A
11. N/A
12. No improvement needed.

How would you rate the Saturday morning presentation session, "Financial Reporting/Annual Audit?"**Please give us examples on how we can improve the Saturday morning presentation session, "Financial Reporting/Annual Audit."**

1. It was fine.
2. Maybe break this up into many (more) smaller sessions. Some of it seems like we have talked about before, but I could just be anxious to get into less familiar areas!
3. Very informative.
4. Time!
5. If I remember correctly, we really didn't get into our annual audits nor talk much about audits. But the information covered was well done.
6. This seemed a bit jumbled to me and this is an area that I feel I need more assistance with as our board really wants to know more about the audit and the firm we use. Good use of fingertip facts again though.
7. N/A
8. N/A
9. Great information.

How would you rate the Saturday working lunch session, "Strengths Based Leadership?"

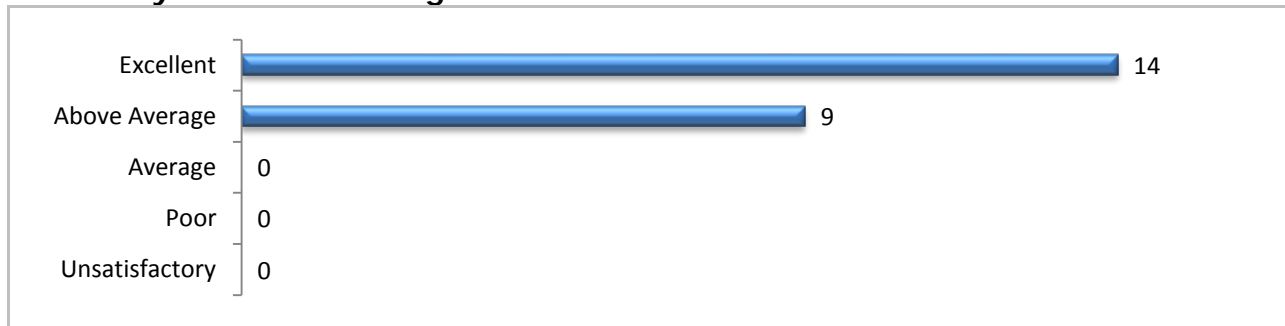


Please give us examples on how we can improve the Saturday working lunch session, "Strengths Based Leadership."

1. Comments by the team were positive and welcomed.
2. Great, but thought we would be spending more time on this. It seemed rushed.
3. I felt under prepared since I hadn't taken enough time to re-read the strengths and "analyze" each individual's strengths combined. My teammates were great and well-prepared.
4. Our table needed more time to share.
5. The catch here is that to truly know what the strengths are of those you are leading, they have to have taken the survey.
6. I'd like to hear from our group to see if anyone has been able to take what they've learned about strengths based leadership and put it into practice.
7. The exercise was interesting and I learned a lot, but the session was confusing. We weren't sure what we were supposed to do, but we winged it.
8. I enjoy talking about this.
9. It felt very rushed. Perhaps a little more time so we can discuss with our group more in depth.
10. I really enjoyed this session. Seeing where we all put each other was enlightening, although not necessarily pleasant!
11. I have to admit... I'm kind of burning out on the Strengths Based Leadership. I like the concept, but I think we're trying to tie too much logic and science by trying to quantify people into these sub-groups.
12. I think we could have had more of a discussion after our group work.
13. I wish I was more clear on the written part of the assignment, but I was able to participate based on how I had processed each person. The focus here seems to be how to work with other people's strengths when you don't necessarily know their strengths yet.
14. N/A
15. Nothing. It was interesting to hear how the rest of the team would place each other.
16. I love my group. We are awesome. We have great strengths.

How would you rate the Saturday afternoon session, "Financial Reporting?"**Please give us examples on how we can improve the Saturday afternoon presentation session, "Financial Reporting."**

1. N/A
2. I feel I've learned a lot through these sessions that have explained why my boss (Mary Hart) looks at things the way she does. In the past, I took her the reports, thinking I've looked at everything possible, and she tells me things she sees in the report that I didn't even think to look at, but they are similar to the things you guys are telling us and the "light bulb goes on".
3. I enjoyed the roles; I was just perplexed at why no one else at my table felt leaving the nearly \$1M reserve as undesignated was a problem, nor was it addressed until I asked - which led me to believe it wasn't important.
4. This was actually one of my favorite sessions. The group reporting was great.
5. None, sorry.
6. OK - I'm still trying to wrap my brain around the actuarial study.
7. Lots of information to learn about and be prepared to discuss with our board and associations.
8. N/A
9. N/A. It was a little overwhelming, but all good information.
10. None needed.
11. Many seemed to be confused on the actuarial study, maybe more background on that would be helpful

What is your overall rating of this session?**Please give us examples on how we can improve the CBO Mentor Project.**

1. Appreciated everything. It got a little long but not bad.
2. Complimentary access to SI&A Cabinet Report :) But really, this could be incorporated as a tool/lesson for CBO's in staying current in all school areas, not just business (which is what I hear Cabinet Report is).
3. I was a little worried coming into the program and not having the time due to the budget situation and cuts to my departments and extra time I would have to put in at work. I have learned a lot in the sessions we've had that have made my life a little easier.
4. I thought each session was excellent. I really don't have any specific ideas for improvement in any session. I know we are covering a lot of material very quickly, but the pace is correct and the activities make the time pass. So far, the overall program is outstanding.
5. I'm extremely happy with the course.
6. Thanks for having coffee Friday night and Sat. Traffic has gotten so bad driving back to the bay area that I would rather stay for a longer session on Sat than sit in traffic.
7. The information is very useful. I am still learning every time.
8. Regulate the temperature in the room it is too hot on Fridays and too cold on Saturdays!
9. Good, enjoyed the session.
10. This is the best training I have ever taken.
11. It is all about time. I know it would be nearly impossible to have more sessions, but that is the only way I can think of to improve the Project. There is just so much information. Has it always been like this or have all the budget and economic situations this year made it worse?
12. OK - I know this may irritate Bill, but I'd like to shift time away from the Strengths-based Leadership theme to the more thorough explanation of some of the accounting tools and procedures.
13. I think you are actually doing a great job. Lots to learn and so little time.
14. N/A
15. N/A
16. The group projects are great. Reporting out is fun. Your teaching styles are excellent.
17. I think having homework problems to perform in between sessions that reflect actual situations would be helpful. Then at the next class there would be some time set aside to go over the homework. An example would be calculating ADA and determining the best period to use.