



SOROPTIMIST

Best for Women

Membership Merger Survey 1

January 13, 2021

Rocky Mountain Region – Data Usage

Soroptimist International of the Americas

The data contained here within was collected from the Soroptimist Rocky Mountain Region Membership for use exclusively by the Rocky Mountain Regional Board and associated Merger Task Force. No one member, club, or board member will be held accountable for the views contained here within, inside the limits of the Rocky Mountain Regional By-Laws. Data was collected anonymously and is to be used for informational purposes only.

EXECUTIVE SUMMARY

The intention of the survey was to gain initial feedback from membership. Looking specifically at the three questions seeking open feedback from participants, the positive responses outnumbered the negative in every instance. The top positive responses of the merger were an increase to membership and supplemental ideas from new members. The top negative response centered around the large geographical area of the merged region. A little over half of the respondents responded positively to a regional name change upon merging. It should be noted that a large portion of the participants were eager to maintain a semblance of the current regional name by keeping the word “Rocky” in the merged region name.

While membership is primarily positive with regards to the merger, additional communication is recommended. Surveys, open-house style Zoom calls, and FAQs are recommended by the author.

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1.0 GENERAL INFORMATION

1.1 Scope of Document.

The scope of this document is constrained to the scope of the survey conducted, and the subsequent analysis of the data collected.

1.2 Purpose of Survey

In early December 2020, the Rocky Mountain Region (RMR, “the Region”) was approached by Soroptimist International of the America’s (SIA) headquarters requesting that the Region consider merging with the North Central Region (NCR). The “Membership Merger Survey 1” (“the survey”) was created in an effort to gauge the initial sentiment of the Region’s membership (“the participant[s]”) regarding a possible merger between the Region and the NCR.

1.3 Targeted Demographic & Contact Method

The entirety of the membership of the RMR was the target demographic for this survey. Membership was contacted via email from the main RMR email account, siarmr@gmail.com. A complete list of the members contacted is found in Appendix A. The survey was sent to 420-member email addresses. Membership was contacted on the following dates regarding the survey:

- Tuesday January 05, 2021,
- Wednesday January 06, 2021,
- Thursday January 07, 2021, and
- Friday January 08, 2021.

1.4 Timeline

The survey was opened to membership on Tuesday January 05, 2021 at 11:22am and was closed Tuesday January 12, 2021 at 11:30am MST. The survey was open for 7 days.

1.5 Analytical Methodology

The survey questions, as listed in section 2.2, and with the exception of Question 1, were written as opened ended questions. Question 1 required a simple “yes or no” response. Questions 2, 3, and 4 required the participant to provide a written response.

1.5.1 Response Ranking

Questions 2 and 3 in the survey were ranked according emotional sentiment perceived in the response. Responses were ranked as, “positive”, “neutral”, and “negative”. Responses containing both positive and negative sentiment were ranked as “neutral”. Responses with no identifiable sentiment were ranked as “neutral”. Additionally, common comment themes were accounted for via literal explanation and visual graph.

Question 4 was a two-part question. Participants were asked an open-ended question and asked to provide a suggested name for the merged region, see section 2.2. The first part of the question followed the ranking system used for questions 2 and 3. Additionally, if a name was suggested for the new region, a summary of common themes was noted.

Interpretation of the responses provided for questions 2, 3, and 4 part 1, are wholly those of this document's author and reviewing party. The ambiguity of the questions posed does not allow for a concise analysis of the responses collected. Future surveys to membership may be required.

2.0 SURVEY SPECIFICS

2.1 Format

The survey was created using Google Docs in the RMR_2020_2022 folder system. A copy of the survey can be found in Appendix B.

2.2 Questions Posed

A total of four questions were posed in the survey. An opening statement was included to provide context to membership:

“Rocky Mountain Region & North Central Region Merger

As we move into a new year, Rocky Mountain Region will be moving into a new era. Soroptimist International of the Americas, Headquarters reached out to Rocky Mountain Region (RMR) in December 2020 to discuss a merger with North Central Region (NCR). The North Central Region has approximately 200 members and 10 clubs. The region consists of North and South Dakota, Nebraska, Minnesota and Iowa. The board of directors for RMR and NCR are very excited about this merger, increasing our membership and expanding our region.

We want to hear from you. Prior to completing this survey, read the Soroptiblast issued January 3rd, 2021. It contains important details regarding the merger.

Please respond to all the questions in the survey. Responses are collected anonymously.”

2.2.1 Question 1

*“I have read the January 2021 Soroptiblast issued on January 3rd. *”*

*Note that question 1 required a response in order to submit the survey. All other questions were optional.

2.2.2 Question 2

“As a Soroptimist member of the Rocky Mountain Region, what do you feel will be the most positive outcome of our region merging with the North Central Region? Please explain.”

2.2.3 Question 3

“As a Soroptimist member of the Rocky Mountain Region, what concerns you the most about the merger with the North Central Region? Please explain.”

2.2.4 Question 4

“As part of the merger between the Rocky Mountain Region and the North Central Region a new name for the resulting conglomerate region is required. Here we have the opportunity to celebrate the old and the new by selecting a name that honors our past regions while still embracing our new region. What are your thoughts regarding naming of the new region? Do you have any concerns? Please explain. Your input is essential to the merger process.”

3.0 SURVEY RESULTS

3.1 Response Metrics

The survey was sent to 420-member email addresses on file with the region. A total of 122 members responded to the survey. This equates to a 29.05% survey participation rate from region membership, see equation 1. Two of the surveys were blank with the exception of question 1, a mandatory question. Bearing that in mind, the total number of surveys submitted has been adjusted to 120. This adjusted value has been utilized when calculating response percentages for questions 2, 3, and 4, see equations 2, 3, and 4. A copy of the responses for all questions can be found in Appendix C.

$$\frac{122}{420} * 100 = 29.05\%$$

Equation 1 - Overall Membership Participation

Question 1 was required thus the individual response rate was 100%.

Question 2 received 114 responses and had an individual response rate of 95.00%

$$\frac{114}{120} * 100 = 95.00\%$$

Equation 2 - Individual Participation, question 2

Question 4 received 104 responses and had an individual response rate of 86.67

$$\frac{104}{120} * 100 = 86.67\%$$

Equation 3 - Individual Participation, question 4

3.2 Response Analysis - Question 1

The first question was a “yes or no” query to determine if members read the January Soroptiblast prior to taking the survey. As shown in Figure 1, 91.00% of members responded that “yes” they had read the January Soroptiblast. While 9.00% responded that “no” they had not read the January Soroptiblast prior to taking the survey.

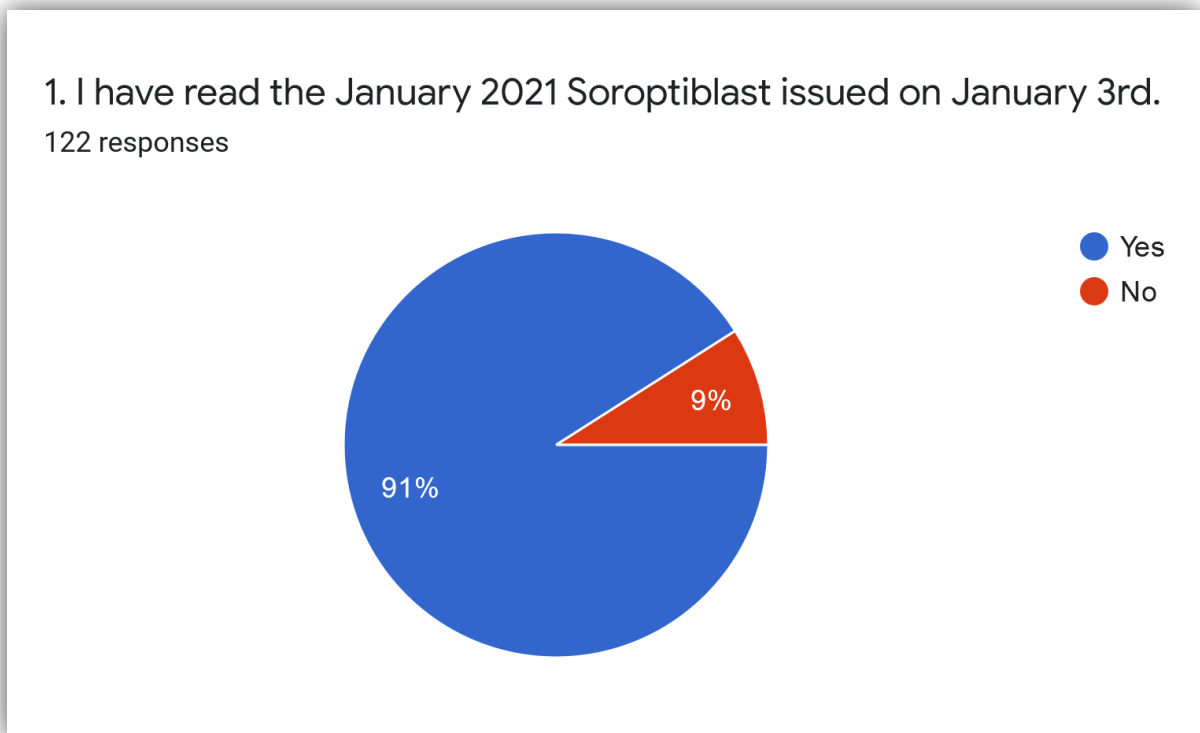


Figure 1 - Visual of Question 1 Responses

3.3 Response Analysis - Question 2

The second question asked participants to provide their thoughts on a positive outcome of the merger, see section 3.2.2. 95.00% of participants responded to this question, see equation 2. 107 positive, 6 negative, and 1 neutral, comments were collected, totaling 114 comments.

Of the 107 positive comments; 82 referenced an increase in membership as a benefit to the region and 25 referenced an increase in resources and new ideas available to the region.

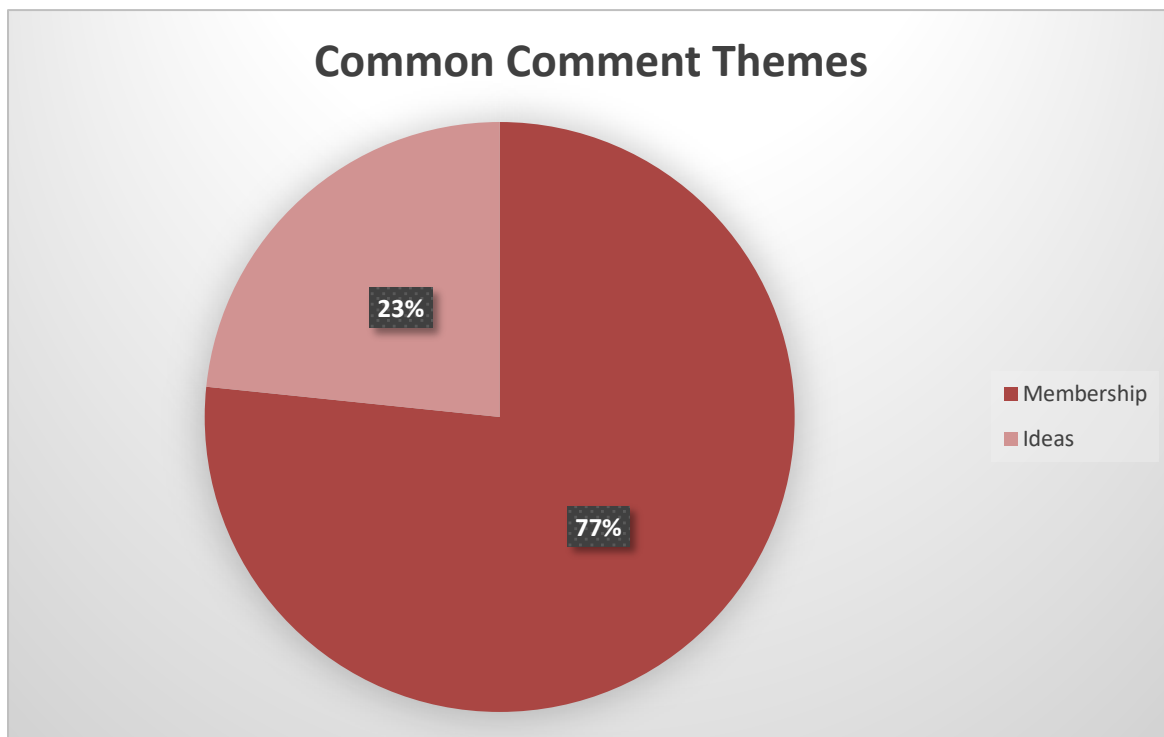


Figure 2 - Positive Comment Themes, Question 2

The 6 negative comments received centered around concerns related to geographical area, differences in clubs/members due to location, and the merger process.

3.4 Response Analysis - Question 3

Question 3 asked participants to provide their thoughts on a negative outcome of the merger, see section 3.2.3. 100.00% of participants responded to this question. Of the 120 responses: 109 participants expressed a concern; 9 participants had no concerns; and 2 participants left a positive comment.

Breaking down the 109 concerned comments received; 98 cited concern for the geographic expanse of the merged region, including and not limited to: lack of regional connections, travel distance, and travel costs; 6 comments cited concerns regarding communication and club involvement in a larger region; 1 participant was concerned for the lack of existing on-line meetings; 1 participant was concerned that the merger has already been decided on; 1 comment was concerned for our regional resources; 1 participant was concerned for the logistics of the merger; 1 participant was concerned for member retention in the larger region. A visual of the results is found in figure 3.

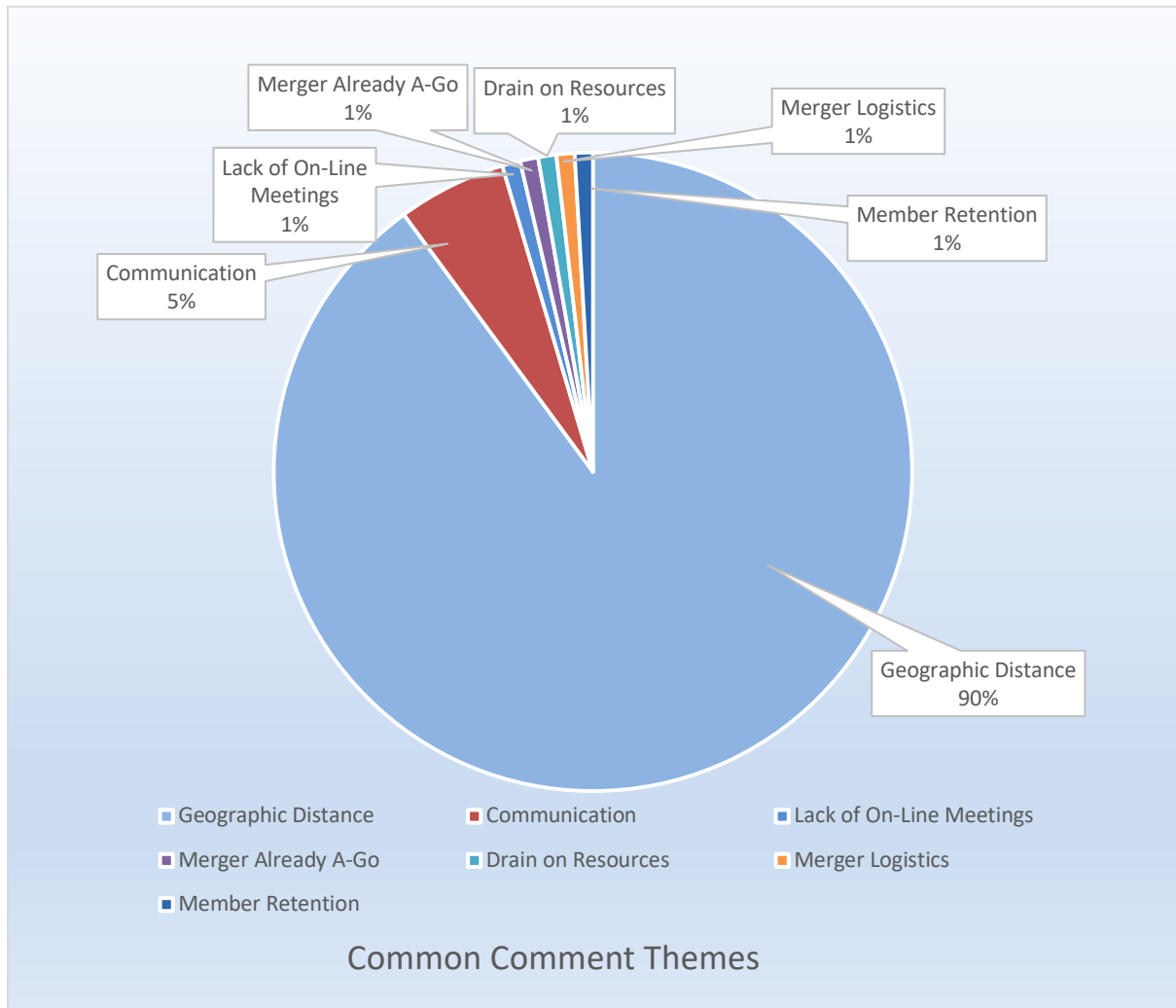


Figure 3 - Concerned Comment Themes, Question 3

3.5 Response Analysis - Question 4

The final question of the survey asked participants to express their thoughts regarding the name change required if the merger was to follow-though. The question also prompted participants to suggest a name for the merged region. 104 responses were received for this question. Of those responses, 62 were considered positive, 24 responses expressed no concerns, and 18 responses cited concerns for the name change. This breakdown is visualized in figure 4.

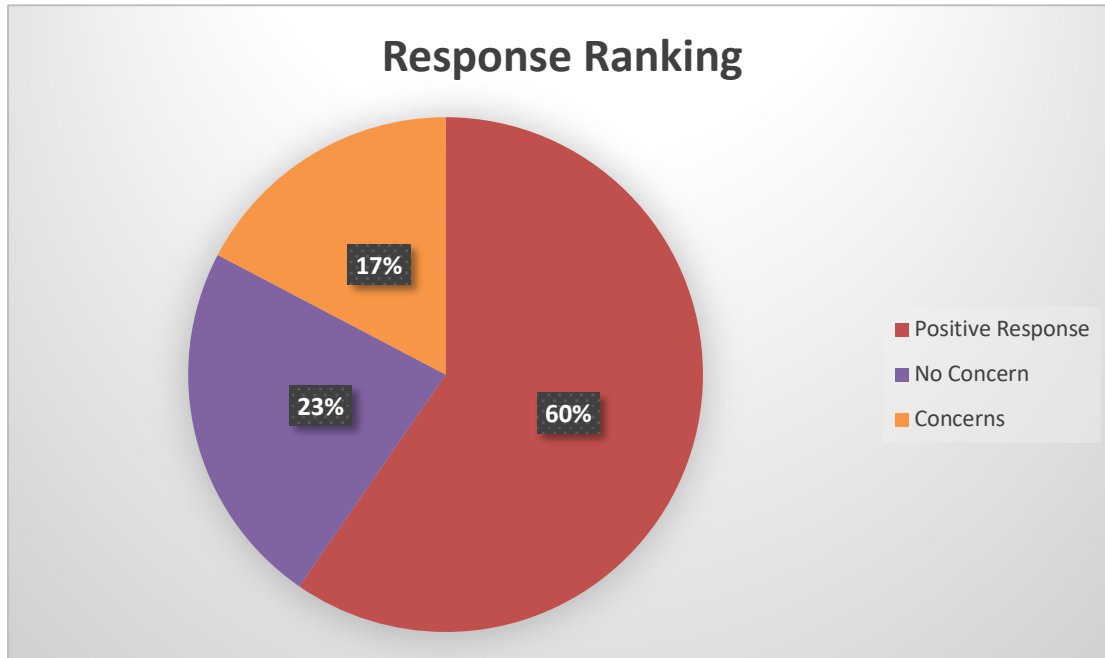


Figure 4 - Response Ranking, Question 4

In the second part of the question, members provided name suggestions for the new region. The majority of the names suggested incorporated a component of each region i.e., “Rocky” and “Central”. In both the positive and negative responses, a loss of region identity was frequently noted.

4.0 DISCLAIMER

4.1 Limitation of Data Use

The data contained here within was collected from the Soroptimist Rocky Mountain Region Membership for the sole use by the Rocky Mountain Regional Board and associated Merger Task Force. No one member, club, or board member is to be held accountable for the views contained here within, inside the limits of the regional by-laws. Data was collected anonymously. The data is to be used for informational purposes only.

4.2 Data Interpretation

Interpretation of the responses provided for questions 2, 3, and 4 part 1, are wholly those of this document’s author and reviewing party. The ambiguity of the questions posed does not allow for a concise analysis of the responses collected. Future surveys to membership may be required.

Respectfully submitted by Christine Keech, RMR Regional Secretary.

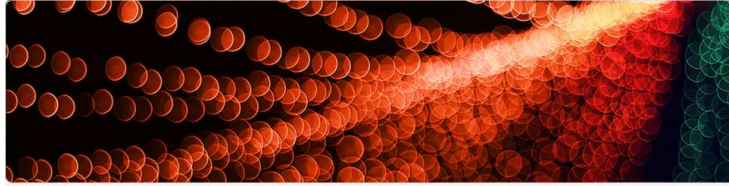
Reviewed by Teresa Eicher, Governor RMR.

APPENDIX A – MEMBER CONTACT LIST

Membership Merger Survey 1
Revised January 13, 2021
Page II of 24
Version 01/18/2021

Appendix A – Member Contact List, has been omitted from this document version in the interest of protecting member privacy.

APPENDIX B – SURVEY



Soroptimist Region Merger - Member Survey

Rocky Mountain Region & North Central Region Merger

As we move into a new year, Rocky Mountain Region will be moving into a new era. Soroptimist International of the Americas, Headquarters reached out to Rocky Mountain Region (RMR) in December 2020 to discuss a merger with North Central Region (NCR). The North Central Region has approximately 200 members and 10 clubs. The region consists of North and South Dakota, Nebraska, Minnesota and Iowa. The board of directors for RMR and NCR are very excited about this merger, increasing our membership and expanding our region. We want to hear from you. Prior to completing this survey, read the [Soroptimistblast](#) issued January 3rd, 2021. It contains important details regarding the merger.

Please respond to all the questions in the survey. Responses are collected anonymously.

1. I have read the January 2021 Soroptimistblast issued on January 3rd. *

Yes

No

1. I have read the January 2021 Soroptimistblast issued on January 3rd. *

Yes

No

2. As a Soroptimist member of the Rocky Mountain Region, what do you feel will be the most positive outcome of our region merging with the North Central Region? Please explain.

Long answer text

3. As a Soroptimist member of the Rocky Mountain Region, what concerns you the most about the merger with the North Central Region? Please explain.

Long answer text

4. As part of the merger between the Rocky Mountain Region and the North Central Region a new name for the resulting conglomerate region is required. Here we have the opportunity to celebrate the old and the new by selecting a name that honors our past regions while still embracing our new region. What are your thoughts regarding naming of the new region? Do you have any concerns? Please explain. Your input is essential to the merger process.

Long answer text

APPENDIX C – SURVEY RESPONSES

1.I have read the January 2021 Soroptiblast issued on January 3rd.	2.As a Soroptimist member of the Rocky Mountain Region, what do you feel will be the most positive outcome of our region merging with the North Central Region? Please explain.	3.As a Soroptimist member of the Rocky Mountain Region, what concerns you the most about the merger with the North Central Region? Please explain.	4.As part of the merger between the Rocky Mountain Region and the North Central Region a new name for the resulting conglomerate region is required. Here we have the opportunity to celebrate the old and the new by selecting a name that honors our past regions while still embracing our new region. What are your thoughts regarding naming of the new region? Do you have any concerns? Please explain. Your input is essential to the merger process.
1 Yes	Great for membership, helping out a struggling region	Geographical distance	Excited about a new region and a new beginning for both regions
2 Yes	More fellowship , expanded good works, opportunity for more and exciting views	I have none	I see only good coming from this merger
3 Yes	It will give us more strength and utilize the valuable knowledge of the existing members of the NCR.	It will certainly increase traveling distances for region conferences.	I propose retaining the "R" for Rocky and the "C" for Central; therefore the RCR region.
4 Yes	Possibly more ideas and projects with more clubs involved	The distance it covers geographically	No ideas for the name
5 No	More memberz	The area of coverage. People will not want to travel for regional meetings.	
6 Yes	larger membership	travelling to conferences that are now further away	Central Mountain Region / Central Rockies Region
7 No	streamlined leadership	that all club's voices are heard	
8 Yes	Increased vitality, ideas, energy and ability to attract new members.	Increased boarders - travel in RMR is extensive already. I'm not worried about meshing membership as I believe we all have the same core values and ideals.	I think keeping the traditions of both will be important. Combining the two names isn't the best idea, but using the best of both in coming up with a new name will be important to our members. I don't have a suggestion for a new name at this time.
9 Yes	More members for the region and hopefully more participation for region committees and support - and will help both regions recruit new members and charter new clubs (hopefully)	Whether when travel is allowed if that will impact attendance due to how and where meetings will be held - I think it would be nice to consider still having some meetings thru zoom still- and whether region dues need to be increased	North Central Rocky Mountain Region, North Midwest Rocky Mountain Region, Rocky Mountain North Central Region, Rocky Mountain North Central Region, Rocky Mountain Central Region, Central Rocky Mountain Region, North Mountain Region, Central Mountain Region, Central Rocky Region, North Rocky Region - I'm not real creative with names - just tried combinations of the existing region names; I don't have any big concerns; would like to keep some version of Rocky Mountain in the name.
10 Yes	Not sure	Larger area makes it more difficult to get together.	North Central/Mountain Region
11 Yes	Hope we can be a part of the solution and benefit Soroptimist as a whole.	Hope that we can infuse a positive attitude for growth and not let it pull the Rocky Mountain Region down. It seems that if we can embrace change and not get stuck in too many ideas, we can all move forward.	Proud of our Rocky Mountain Region and love the identification. We all ROCK together, but have no idea how to make that work in a new name?
12 Yes	I believe it would strengthen our region for the future.	Perhaps the increased distance would make travel more difficult for members to attend "in-person" district and or conferences. I've always enjoys those gatherings but I do realize that there need to be changes in order to let Soroptimist clubs strengthen again and hopefully thrive.	Rocky Mountain has a special place in my heart but the Soroptimist future is much more meaningful and important to me and a new name that is inclusive to both regions would and should be welcomed by both.
13 Yes	Lots of new ideas about how to do things.	The region will be too large and will prevent many members from attending Region meetings. For instance, I do not fly so I would have to drive many days to get to a meeting in Minneapolis.	No matter what you name it, our past identities may be lost. My only question is "why?" I don't agree with the alternative decision made by SIA. This is not the only viable option. Why have you rolled over on this so fast?
14 Yes	Quick and proactive merger of the Region Board, establishment of District boundaries, and communication/networking between members of each legacy region.	the resulting region will have a huge geographic footprint; may be challenging to span all of the time zones and make travel/in person participation of Meetings, Conferences, and Conventions. Given all we've been able to adapt to in 2020 - I'd like to see all future meetings be provided options for virtual participation.	Inland Northwest
15 Yes	More resources with more clubs	More travel distance	Rocky central region
16 Yes	Keeping the North Central Region clubs active	It's a vast area to cover - but this opens up many opportunities for visiting new areas for region conferences	No problem on my end - just happy to be part of this great organization
17 Yes	I feel that it will be a healthy merger. Both of our regions will be stronger together.	I am not concerned about the change. It seems like a positive move to m me.	Suggested name: "the Rocky Mountain and North Central Regions." Although the name seems long, it would honor each region.
18 Yes	We would be able to survive as a region & there is potential for growth in South Dakota I think as they have only 1 club? Of course we have only 1 in all of Colorado!	The distances involved. Would need to consider locations of conferences, etc.	That's a tough one. (Mid-America)
19 Yes	a stronger region	distance of clubs from each other and not being able to coordinate meetings of the whole region	losing our identity as we merge with another region
20 Yes	Increase in region membership and number of clubs	Large travel distance	A name should reflect both of the combining regions
21 Yes	Increasing members in our Region. All working toward the same goals of helping women and girls.	Distance to District meetings and Conferences. More expense for Board member travel	No concerns at this time. I would like the name to be unique to the area of the country that we encompass.

1.I have read the January 2021 Soroptiblast issued on January 3rd.	2.As a Soroptimist member of the Rocky Mountain Region, what do you feel will be the most positive outcome of our region merging with the North Central Region? Please explain.	3.As a Soroptimist member of the Rocky Mountain Region, what concerns you the most about the merger with the North Central Region? Please explain.	4.As part of the merger between the Rocky Mountain Region and the North Central Region a new name for the resulting conglomerate region is required. Here we have the opportunity to celebrate the old and the new by selecting a name that honors our past regions while still embracing our new region. What are your thoughts regarding naming of the new region? Do you have any concerns? Please explain. Your input is essential to the merger process.
22 Yes	More members make for a stronger organization!	No concerns at this time.	Renaming two regions into one will be difficult while trying to embrace both of them equally...
23 Yes	Helping another region. Will we lift them up?	Attending regional conferences will be more time consuming and expensive. Will they drag us down?	Mountain and Plains, Prairie and Mountains,
24 Yes	Increasing our membership and getting new perspectives	The very large distance in miles that the region will cover.	I think it would be a good idea to rename since Rocky Mountain Region did not really include all all the Rockies. I am going to throw out the name Mountains and Plains Region. I really don't know the names of the other regions.
25 Yes	It is a win-win for both. This should make our region conferences more vibrant since more members would be attending. More members = more engagement and positive interaction. I look forward to it. Only downside is the further distances to travel. Making it possible for those who cannot attend in person via Zoom, would be a big help.	See above. Travel distances.	That is a tough one. I would propose a contest to come up with a name.
26 Yes	Strength in numbers	Travel as the new region would be much larger geographically. When does this go into effect? What happens to the Regional Boards?	Agree that new name is a new beginning for both regions
27 Yes	I feel this will strengthen both regions by coming together. I feel with the Covid Pandemic we will see a drop in membership in both areas and we need to join together.	It will be more difficult getting people to the conferences as the travel will be farther.	West Central Region
28 Yes	It's important to break the barriers or walls for step-up..	It is too wide area to gather.	Sorry ! no idea.
29 Yes	More people more ideas stronger membership.	More distance means fewer opportunities and more expense to attend district events. Members who do not attend a district event and see an overall picture of Soroptimists during the first two to three years of membership are less likely to maintain membership as changes happen on a local level.	Heartland Region. If you look at the map with those states in a different color, it looks like the center or heart of the entire country.
30 Yes	It can help membership and informational growth. I personally think that it will give us more incite to soroptimist members on a broader aspect.	My biggest concern is the distance for meetings District and Conference. And the fact that we have many members that don't fly or travel now in our smaller Region. I am not sure that we will increase the attendance or if it may hinder. We will lose the closeness we have developed with current members of our region.	I haven't really thought about a name for the merger But like the idea of keeping the name of and combining (Perhaps Rocky Mountain Northern Central Region.) RMNCR Soroptimist of Americas?
31 Yes	Meet new people and expand our region	Distance to travel for meetings	
32 Yes	More members to fill Region Leadership positions	The travel Distance for District meetings and Spring Conference - we will need to plan to do much more video conferences by having a live feed at the meetings.	Something about Rocky & Cental America Region. I'm sure someone will have a much more creative idea...like Terry Willis.
33 Yes	helping a struggling region to not fold	the travel - Our region is pretty large and travel is an issue for us currently. I see it becoming more of an issue with an even larger region.	I hate to see the name Rocky Mtn Region disappear. Rocky Mtn conjures an image in the mind. It would be nice to hold onto both names but not sure how you do that without too long of a name.
34 Yes	That our region would be able to join with other Soroptimist sisters that share our desire to help women and hopefully grow and learn from each other.	Distance of this area from some of our more western districts.	By no longer being Rocky Mountain Region we lose some of our distinct recognition as a Region of SA.
35 Yes	Increased membership, new and different points of view from another region of the country.	The geographical distance	No concerns about the name
36 Yes	We have a great member base, who are all welcoming and forward thinking women, so we'll welcome them with open arms! And hugs, when possible!	Future travel distance for meetings.	The new name should be SOROPTIMIST ROCKY and NORTH CENTRAL REGIONS. This title shows us individually, together!!
37 Yes	Our region will grow by 10 clubs.	The far reaching expanse between all the clubs. The feeling of closeness that is felt in RMR will be lost. There is a real challenge to make this expanse work logistically and keeping a feeling of closeness within the region. We suffer getting members to meetings, with this expanse a real issue of member participation will be difficult.	Letting go of a name after an 80 year rich history is difficult. By joining with North Central history of the RMR will be just that, and what occurs going forward will be a brand new region and history. Changing the name is affirmation of the change and the Region as we know it will be no longer.
38 Yes	I think with additional members, especially ones with a lot of experience they can help us with our fund raisers for example and give us ideas on what worked for them, to help increase our fund raising balance.	Possibly where to meet?? Cant really think of a lot of problems with the merge since I'm still kind of new.	I have no concerns about changing the region to a new name. We can brainstorm snd I'm sure we could come up with one that the ladies would agree on.
39 Yes	Helping them to continue the objectives of Soroptimist	Larger region	I am okay as I want to support Soroptimist
40 Yes	NCR has the same problems we have. Together we will work out some issues.	The we get lost in a bigger area with different needs.	

	1.I have read the January 2021 Soroptiblast issued on January 3rd.	2.As a Soroptimist member of the Rocky Mountain Region, what do you feel will be the most positive outcome of our region merging with the North Central Region? Please explain.	3.As a Soroptimist member of the Rocky Mountain Region, what concerns you the most about the merger with the North Central Region? Please explain.	4.As part of the merger between the Rocky Mountain Region and the North Central Region a new name for the resulting conglomerate region is required. Here we have the opportunity to celebrate the old and the new by selecting a name that honors our past regions while still embracing our new region. What are your thoughts regarding naming of the new region? Do you have any concerns? Please explain. Your input is essential to the merger process.
41	Yes	More resources, idea, and ladies to share with	Distance between us	no concerns
42	Yes	Keeping clubs going; it seems that more and more clubs of all sorts are struggling and if we can merge and help each other, that's all to the good.	I don't attend many conferences, etc because of the distance and expense, so it won't make a difference to me but it may for some members.	No comment
43	Yes	Ability to support a region that is struggling to further our mission	Ability to "connect" and feel like we are one region	
44	Yes	Synergy from their clubs, new ideas, greater impact	Large geographic area, will have to travel further for district and regional conferences	Name should be reflective of the area represented.
45	Yes	Greater membership and capacity for achieving our mission.	Ability to network and get acquainted with other members in such a large geographic area.	No specific recommendations
46	Yes	Stronger participation	Traveling farther for meetings?	The name should incorporate both regions. No concerns.
47	Yes	We meet more people, see new places, learn new customs.	The region needs to be better equipped to handle on-line meetings. This will be the new normal.	I hope we can find a name that honors both regions.
48	Yes	Adding more Soroptimist friends to our region.	The distances involved for meeting in person.	I am reluctant to give up our region name because of our rich history and accomplishments.
49	Yes	I understand due to the declining memberships we need to combine some of our clubs. However, how we choose to combine should be reviewed.	The proposal I believe is actually large of an area for club membership due to the area geographically for conferences. It will be more difficult for board directors, Officers, etc to manage. It makes it difficult to travel for the spring and fall meetings which are very important for our regional business gatherings and unity. I believe actually breaking up maybe the Dakotas into the Rocky Mountain Region with Iowa and Minnesota being combined into another region would be more manageable. Although the mention of splitting regions was mentioned, we are all soroptimists and can make friends and relationships based on our shared mission.	I do not have a new name as of yet, but I think we could possibly think of some fun ways to come together in renaming our region with unity and pride in what we do.
50	Yes	The opportunity to learn from more members and expand our mission.	We need to be open to change and being inclusive for a larger geographic area.	Change is always difficult. I think a taskforce comprised of members from both regions should be created to look at name possibilities.
51	Yes	More members could translate to more engagement.	Long distance to get to region meetings may be difficult to get many to attend.	I agree a new name is needed; suggest a committee to figure it out.
52	Yes	Increasing our Region Membership & number of clubs.	Our Region is already very large, covering parts of 4 very large states and a small portion of a 5th state. We already struggle to get participation/attendance for Region events due to the long distances/expenses of travel.	Rocky Mountal & Central Plains Region
53	Yes		RMR region should stay the same and add the Dakotas as they are rural like many of our clubs, but not as far as Minnesota and Ohio. My greatest concern is that this merger feels like it's already been decided prior to a vote from the regions or feedback from members.	
54	Yes	I suppose rescuing/preserving clubs within NCR, and hopefully encouraging their members and ours. Making new friends.	The large area is a concern. I am not sure I would regularly attend a region meeting if it was too far away from my home (I am in Utah). I am not sure of the rationale of not splitting the region. Part of Nebraska is already in our region, adding the rest and North and South Dakotas seems logical to me. Iowa and Minnesota seem too far. If I were to drive to a meeting in either place it would take at least 2 days, unless I flew, which would be a more expensive venture.	Mountain North Region? I understand if the NCR clubs don't want to be split up, but I also think we are all Soroptimists and need to do what is best for all members. It is painful to decline and as I "mature" I sometimes need to do hard things and strive for and expect the best to be ahead. From my perspective without the benefit of knowing the demographics, splitting the region seems logical. What is the difference of having 1 region go all the way from Canada to the southern border or having one as large as merging in total RMR and NCR?
55	Yes	Perhaps an increase in membership?	The physical distance between the areas. What does that look like and get address for conferences?	
56	Yes	It will provide strength in numbers to both regions and allow more sharing of ideas, etc.	Distance to travel for meetings	No opinion
57	Yes	Expanding the member experience.	Distance for face to face meetings. Would recommend continuing streaming meetings when meeting in person to expand the opportunity for individual connections and experience.	Plains and Mountains Region; Plains to Mountains Region;
58	Yes	more clubs and members to help keep our region healthy	travel distances and expenses and integrating clubs and members because of distance	I wonder how that can be accomplished. Would it be best to go with something that reflects the culture of the two regions. Something like Homeland Region.
59	Yes		Traveling further for Regional meetings	

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60 Yes	More members with greater interaction over more states.	Travel for regional meeting will be more costly as the meetings will be held on states further away from each other. This will restrict the ability to drive in some instances to district meetings, thereby resulting in more costs to the clubs. I think this factor alone outweighs any good the merger would create. I am not in favor of the merger.	The name really does not matter to me. RMR would not be appropriate if the mid-west clubs are included. NCR is not appropriate either, since there are clubs that are in the northwest. The name would have to reflect the newly formed group, perhaps without the regional designations other than "northern" region.
61 No	Only number of members	Travel times will be farther; Lincoln-Omaha members will not travel this far as I have not seen that done in other organizations I have been involved with. The Dakotas are the same situation. The bigger the region the less apt members will travel because of distance	No suggestion
62 Yes	Diversity of members and new ideas.	It becomes a huge geographical area which may make meeting in person difficult.	Maybe it's time to dispense with geographically focused names and use something inspiring - like Wide Opportunity Region. Of course, I will embrace the new region regardless of what it is called.
63 No	I doubt there would be any positive outcomes, but maybe more ideas from more members?	We would most likely have to travel longer distances to attend regional meetings.	I would prefer not to merge. No names come to mind.
64 No	Resources	Nothing	No suggestions
65 Yes	Greater fellowship/support/opportunities with other clubs/members	Travel distances for conferences	
66 Yes	Reaching more amazing women & helping them grow their clubs	Drain on our resources	No concerns
67 Yes	Larger Region with the opportunity to help more women and girls	None at this time	I like the idea of combining the Regions. Concern would be the distance to District and Conferences. I would like the name to encompass both areas of the country
68 Yes	Centralized resources	Lack of regional specialized resources	No thought on this
69 Yes	Expanded membership	Too broad geography for conferences, added expense for members	
70 Yes			
71 Yes	A sense of commitment to the national organization	Having longer travel to meetins	None
72 Yes	To give support to them.	The increase of the size of the region.	Sad for the Rocky Mountain "big rock" name change.
73 Yes	More ideas, energy and programs	Logistics of combining the 2 regions	Yes
74 No	I know they need support to continue, but that large area might just be too hard to bond as one group. I find it hard to feel positive about a merger.	The total area covered by the new region would be huge and would involve many miles of travel for the governing body. That stretch of country would be a hard drive in some seasons, and would probably discourage members from attending meetings. I don't have a solution to offer, though.	
75 Yes	Ensures the clubs in the NCR continue and have needed support	The farther away the clubs may make it difficulty to attend Region meetings at some locations.	
76 Yes	Bringing the ideas and enthusiasm of other Soroptimists to our Region as well as meeting new like minded women who share our cause.	It makes it quite a big region for travel to and from Conference.	None
77 Yes	Expanding our circle of friends. The more heads and and hearts coming together.	I'm concerned about the logistics of how we will fairly get representation from all geographic areas on our Board and whether we will have to raise dues to pay for their travel.	I suggest North Central Rocky Mountain Region (NCRMR). Since both Regions have a long history they do not want to lose, it seems we should just combine our names instead of coming up with something radically different.

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		Obviously those members cannot participate in our hands-on service projects. They will have influence without impact. It seems the only benefit to our region is that we will receive their dues and the possible prestige of having a larger region. I would be opposed to paying any of their expenses to travel to our conferences should they choose to do that. Those resources are for needy women. I expect that their local projects will dilute the resources for our own projects. Our expenses may increase if we feel we need to accommodate them by hosting conferences in their States. I don't know if this could result in higher dues for our members but I would be opposed to that. Again, I donate money to help needy women not to pay travel expenses to conferences. They have been unable to keep or increase their membership. How long can they sustain the members they currently have and what happens if they all stop participating? Do we go back to the RMR? Currently the bulk of the responsibilities for our region fall into the hands of a few. And those same few are repeatedly asked to donate their time and money. Will this merger further tax those few who actively participate or will the members of that region ease our burdens? Will we have to add another chair or committee person to coordinate with that region? Will we have to organize their events or will they do that themselves? What is the net result to our resources (people, time and funds) of this merger?	Rocky Mountain North Central Region
78 Yes	The region will be larger which may result in increased perceived prestige.		Rocky central region? Share both?
79 Yes	Growth of numbers and the potential to help that region grow membership	Traveling further for regional meetings and needing to host/manage more numbers	
80 Yes	Strength & growth in numbers!	Communication	No concerns !
81 Yes	The ability to meet new people and share ideas.	Longer distance to travel which would result an increase in cost to attend.	If possible, combine the names of the two regions so both regions can keep some of their identity.
82 Yes	Increased membership; sharing best practices from different states may help both regions	losing our Rocky Mountain identity/name; unsure of how representation on SIA board will work going forward; LYD awards at region and federation level; geographic distance between clubs greater than ever	I understand that a new name for the new region is needed and makes sense, but I'm concerned about how we can really "honor our past regions" in the process. I have no idea what the new name could be.
83 Yes	Both regions have lost clubs in the past few years. A larger, combined club should provide greater stability.	The only concern I have would be the greater distance needed for travel within the larger geographical area.	Mountain Central Region, maybe? No concerns.
84 Yes	More members and clubs build confidence that we can do all we need to be successful.	The distance between clubs and how the district's will be decided.	This will take a lot of thought. All clubs will need to be involved. A contest with a great prize would be fun. I have no suggestions at this time but will be thinking on this. What is the projected time line for the change?
85 Yes	It's close to our region and very similar. I've lived in both regions and income level is similar.	Distance will be greater.	How will it affect our clubs in the west.
86 Yes	growth and the ability to network and help more women	no concerns	no concerns
87 Yes	More clubs in one region - but not sure how that really shakes out	Added geographic distance to travel for region events. We're going from a day's drive to either having to fly or a 2 day drive, or always having events in a central location. Also, how many districts will this become and how does it affect LYD awards?	No particular thoughts on this
88 Yes	larger group to network and learn from/with	not sure	none
89 Yes	Potential growth and new friendships	Nothing	No concerns at all.
90 No	Organizations are having trouble with membership. It will strengthen membership.	Travel distance	Northern Region
91 Yes	Fresh ideas from a like region.	Travel distance for meetings.	Rocky Mountain North Central Region
92 Yes	More amazing women with talents we can draw from.	That they won't feel welcomed into the Rocky Mountain Region. It will be our responsibility to make sure we are inclusive!	The name change will be a challenge to embrace both geographical regions. I will have to think about that one. I don't see any real downfalls to expanding our region. The more the merrier and it will help our region become a healthier one. :)
93 Yes	New stimulus. More ideas.	Geographic distance. The region would contain a lot of miles.	A name suggestion is West Cenrtal Region. I think it would be a positive consolidation.
94 Yes	Rocky Mountain Region will be stronger, as will Soroptimist in general.	The large geographic area and potentially the increased expense of administering it.	Makes me sad, but everything changes. I can get behind a name change but don't have any idea what that should be. Sorry.
95 Yes	I agree they would be a good addition to our region	While it makes us larger , it will hopefully help them to become a part of a thriving group	Great Central Mountain Region

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96	Yes	Stronger membership, more opportunities to share with a wider range of women.	The distance involved.	No real firm answer, but probably something combining both names
97	No	I think it would or is a great idea to merge with these clubs to enable them to continue to serve as a Soroptimist.	none	no concerns!
98	No	The combined region will have more member to draw board members from	The geographic distance	I really don't care what the combined region is called
99	Yes	Retain the Region and membership. Make new friends and support each other!	Perhaps traveling.	I don't have any concerns. Soroptimist Sisters are the most creative and caring women I know!
100	Yes	In light of the alternatives considered, this does seem to make the most sense for our Soroptimist sisters in the NCR.	The distance to potential locations for region conferences.	I would hope that "rockies" could be incorporated in the new name.
101	Yes	New and/or different perspectives.	Increased costs, longer distances and less influence.	I would prefer not to merge.
102	Yes	We should be able to tap into their experience and use some of their ideas. The merger will help pay the region expenses and prevent duplication of officers and expenses.	Travel will be difficult. We all miss the personal contact with long time friends at meetings and this arrangement will create problems. With technology, I guess we can overcome this problem with the help of Zoom.	I don't think the name matters all that much.
103	Yes	Broader reach and ideas.	Our region like NCR is struggling with membership retention and recruitment. What are we going to do to incentivize or reward members to stay?	I struggle to think of an appropriate combined name. What is the reasoning for including the NCR with RMR instead of with the more South Eastern States?
104	No	Larger pool of members for leadership positions.	Some loss of personal connections with others in the larger region.	
105	Yes	We will be able to gain more friends and work with a larger group and hopefully serve more women	The distance and some of our members (older ones and some with less income or on fixed income won't be able to attend all the district meeting and conferences)	I am sure we will get a new name and I hope we can include all areas and clubs.
106	Yes	I understand the need to to merge because of low membership.	My concerns are the size of the new region. I enjoy the connections I have with the RMR and with a bigger district I am concerned that we would loose that. I try to go to the region spring and fall conferences and could not guarantee that I would be able to do that with the region being so big.	I like the name we currently have and the connection it gives the Rocky Mountain Region. It would be great to make sure that we still have the identification of the current region.
107	Yes	Fresh ideas from a like region.	Travel distance for meetings.	Rocky Mountain North Central Region
108	Yes	Meeting new ladies.	The vast geography	You should ask members to have ideas and share them to choose the new name. We have many creative women who might come up with something wonderful
109	Yes	Retain the Region and membership. Make new friends and support each other!	Perhaps traveling.	I don't have any concerns. Soroptimist Sisters are the most creative and caring women I know!
110	Yes	Increasing our regions membership.	concern that the area is too large. Clubs will not come together since the distance would impact that. Also the area does have different concerns...how do we do justice to all.	
111	Yes	More women, new ideas	Travelling further to regional meetings	Rocky Mountain North Central Region
112	Yes	Our region will become stronger because we will have more clubs and more members	Geographically, travel to the clubs in the North Central Region would be much farther.	I hate to lose the name Rocky Mountain Region. I love it. Can we be Rocky Mountain/North Central?
113	Yes	More membership so larger participation.	Travel will be difficult.	
114	No			
115	Yes	Fresh ideas from a like region.	Travel distance for meetings.	Rocky Mountain North Central Region
116	Yes	I do not see a positive outcome for our RMR.	I think it will cause lower participation for travel to meeting and higher costs for attending meetings.	I just feel that it will cause a financial hardship for our RMR in the costs associated with setting up new logos on all of our materials, etc.
117	Yes	Too Large of territory for traveling to and from Region conferences.	The distance between clubs	I can see no positive outcome for this merger
118	Yes	The most positive outcome that I can see at this point with the information provided, which is not all inclusive of what will be need to be done prior to the actual merger is that both Regions are on the low club requirement and this could possibly save the clubs that we currently have.	I think the major concern is that the milage between the farthest club in Rocky Mountain to the farthest club in Midwestern Region is extreme, which could make it very hard for club members to travel to Region meetings, which would contribute to less members attending. I would have to ask: "What is the best option for both regions and still keep clubs and members that we already have.	I have been a member of Rocky Mountain for more than 49 years and I know that the Rocky Mountain Region was one of the first ones to be organized. I would not want the name of Rocky Mountain to change to a point that we would lose our identity that we have experiences for so long.
119	Yes	We need to maintain the members and keep soroptimist alive.	Proximity. If NCR is willing to travel our way that would be great.	Just add to Rocky Mtn Really spreading the region to cover everyone very thin. It is too spread out. Name change I don't agree

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120 Yes	Rising tides raise all ships - that's one of my bosses favorite sayings it means ... anytime we have the opportunity to help lift others we should.		
121 Yes	keeping the clubs alive	difficulty in getting to the district meeting and annual convention	I really am not too thrilled with the merger, but understand that it may be necessary
122 Yes	Strength in number of combined members and clubs. Most clubs have seen a reduction in members.	No strong concerns. Some of our members raised concern with distance for District or Region meetings may require additional travel costs.	I really like the Rocky Mountain name however I don't have any concerns with changing the name.

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