

Comments Responses to Question #3 All-Member Survey

(Copied just as written by members)

- 1) **Do you think we should keep the club with the current cap of 400 members?** A **YES** response means that new members would be allowed only as spaces open up. A **NO** vote means that we should change the structure of the club.
- 2) **Do you think we should divide the club into 2 groups?** If you answered **YES**, please proceed to the next question. If you answered **NO**, please include suggestions for solutions to our challenges- #3.

Perhaps clubs that have a high attendance need multiple hosts/locations, i.e., if book club has too many people for one person to host, have too smaller groups each with their own host.

For popular events, offer more than one time. Add more administrative positions. I like having long term and new members together, but if we must divide, geographic makes the most sense to me.

Fun activities are often attended by same people, as if it's their own club. Seat-saving at events very off-putting. Perhaps frequent attendees at, for example, crafts could give others a chance.

I understand some of the concerns, particularly with finding venues that are large enough to hold more people. Perhaps those activities that tend to be oversubscribed could be separated out into two or three activities of the same.

Keep the way it is, and add more activities, and divide activity to small groups like A, B, C.

Continue as is, just expand as space becomes available. Ideas all sound great but will complicate management.

I think that a committee could be formulated to provide some activities for the newer members to attend minus the older members. This will let the newer members meet each other in a comfortable way and not feel like the new kid in town. Then they can comfortably assimilate into the main group knowing a few familiar faces.

You aren't able to meet all the members.

There is richness in having group members mingle from north and south as well as beneficial when fundraising so more meaningful contributions to causes we care about. Would it be possible to have more activity leads so that one activity can be led by more than one person thus expanding capacity?

I'm concerned that we will ruin our wonderful club. I'm for just admitting new people as spaces open up.

I think the club is currently too big to facilitate new close relationships.

Consider limiting attendance for indoor activities and encouraging the formation of more than one group - like book clubs, games, cooking etc. Keep outdoor activity attendance open unless it is inappropriate to the type of activity.

Keep our numbers around 400. Have a New "Welcome Club" within our Umbrella of The Newcomers of San Diequito just as Wave Riders, Chicks with Chains, Arts and Crafts, Book Club. Each NEW member is required to give back to the club. Give back as sign up to help with an event, share their home for book clubs, cards, mah jong, drive in carpools, if can't drive, help sign up a carpool for the many events, take in the \$, setup &, tear down A responsibility to be active.

Unfortunately, I honestly do not know what the challenges are so I'm not sure how to answer this question. I would probably be comfortable with whatever the majority decides. I'm of little help. Sorry

Our cap should be lower than 400. Maybe take no new members until our numbers decrease to 200.

Make sure the same people don't take the spots each month in the cooking, and arts classes and other activities that are very limited. Offer two activities each month for the limited ones. Maybe two leaders/teachers. The impacted areas should ask for help and take advantage of the help.

I have read the suggestions & feel the first division would be the most fair. If you divide by time in the club one group will probably have members that are older & that would decrease the diversity in time. Any criteria that includes time in the club would cause an age differential. A division by zip code is probably the most fair but more disturbing to some.

Dividing the club should be a last resort. Might try raising dues to a level that might weed out people who Jr rally don't participate. If that or other ideas that require some level of participation don't work, then consider dividing the club. Dividing the club will require 2 boards, etc which might be difficult to fill.

I could vote either yes or no. It is hard to vote if I don't understand the full degree of burden of a 400 person club. Also, a problem is if you split to 2 clubs of 200, then it could very easily grow to 300-400 again! So, I'd rather stay at this group of 400 versus split, start at 200 and then grow to 400 and have the same problems all over.

The large number of members is part of what makes Newcomers membership desirable. The larger size affords a large variety and frequency of activities, as well as increasing the likelihood that individual members will find other members with whom they click. Cutting the group in half will have a negative impact on the quality of the group. I think answer is to require all capable members to volunteer a specified number of hours to administer/organize the club and its activities. With more people

I'm ambivalent re: this since I don't participate in too many activities right now. Perhaps lower the Cap to 350 to be attained by attrition. No new members admitted until that goal is reached. Problem: how many drop out each year? I think one of the joys of the club is/was getting to know people living in different areas. However, when I joined, the club tried to keep membership to 200 or under. We had streets as boundaries not zip codes. Also, how many are active participants?

This is a lovely group. Anyway to include more people is great. Perhaps organizing the group by activities?

I have not had any problems signing up for activities of my choice. There are venues in the area who can accommodate us, so maybe raising the dues to cover these costs. I feel we should not cap at 400 members as our goal is to help people in need of friends. Maybe we can eliminate some of our inactive members which would reduce our numbers and not further burden the administration.

Not quite sure.

Maybe split membership in half depending on the last name of the alphabet or according to what her interests are.

I'm a newer member and perhaps would like meeting with others easier who have recently joined.

I'm curious as to how many dues-paying members are active in the club? With such a low annual dues, it's easy to just write that check and be inactive. I'm not sure how hard it would be to audit activity, but it's mind boggling to imagine 400 active members.

I've been in other Newcomers groups in other states. being a member after five years in the area seems unnecessary. If you've built strong friendships in Newcomers, you can take those friendships & live your life without the structure!

I don't think splitting the group is a good idea. I do however think that there are a fair amount of members who do not participate much if at all and perhaps there should be a members/non active or semi active group to make room for people who are very much wanting to join and be active. These people may go to one activity a year, maybe a large gathering where one extra person isn't an issue. I don't know how this would all work but it's my suggestion.

Whatever would make it more manageable for organizers maybe by region?

I am torn about this; I don't really like the idea of splitting the club into two groups, and wonder if the cap of 400 members is really necessary. We haven't reached that number yet and perhaps we won't get there due to normal attrition. It seems like a lots of members attend only a few activities that are not limited by numbers, so aren't really having a

negative effect on the club's operation. I think there is a great benefit in having newcomers and long-standing residents in one group.

I'm happy with the club as is. There are plenty of activities to choose from which I feel helps keep the number of participants for each activity low. If we were to divide the group, I would recommend doing by zip code as I tend to sign up for activities that are close to home.

I have to think about this

Have members step up to creating new activities and becoming chairpersons for either ongoing or one-time activities. They do not have to do this alone. They can have a co-chairperson or we can get them a co-chairperson.

Pass around sign-up sheets at Board meeting.

I think splitting the Club in any way would be difficult because it's already hard to find volunteers to be Board Members and Activity Chairs. Trying to find twice as many would be twice as difficult. I prefer to keep a cap of 400 and a waiting list.

Although there are 400 members, It seems that only a quarter are active members. I have not experienced any issues with participation in activities.

I am not sure how the Newcomers Membership groups would be divided.... Would it be an "age related" division? Hey! I feel young and vital... I wouldn't want to be shifted to the "old" group... :-)

If not already set-up, create subcommittees under the NC of SD umbrella.

Activities would then be grouped under one of the subcommittees. Each subcommittee would have a leadership team responsible for coordinating / communicating to members and up to NC of SD on any matters related to their grouped activities.

The biggest challenge I see are with certain activities that book asap. Dinner Club, game night etc. Otherwise, I don't really see an overload at general meetings or book groups or hiking for example. People come and

go as they see fit to most activities. It appears more of the problem is with specific activities. Can these be duplicated with 2 chairs ect? Leave the rest as is.

Require a certain amount of admin/activity assistance of each member in a given period of time. For example one year of communication group participation (i.e., website maintenance, newsletter week, etc.) every 4 or 5 years.

Also, move current members to inactive status if new applications are waiting and they have not participated in activities in 2 or more years. Inactive members may reapply and become active members again when there is room for new members.

I answered no because I don't think splitting into two groups would be a favorable change. I'm not sure how that split could be achieved without causing upset. I don't have any solutions to offer other than to keep our cap at 400 and see how we fare going forward. Maybe there are ways to encourage more volunteer participation? For example, to have two chairpersons per activity so that the burden of organizing can be shared.

I think we need to work finding additional chairs to help with the impacted events. With more chairs we can have more than one event with those that are impacted by venue size. Charge more dues so we can afford larger venues. It's a shame to turn any qualified person membership.

I think we ought to cap the membership at 300, raise the dues to \$75/100 and institute (somehow) a rule that if you're inactive for a certain time (12 months?/besides a medical situation) you would give up your membership.

I think 400 members is to many. We should reduce our number to 300 over time by natural attrition and not accepting new members for a while. There are other groups people can join as you know.

Determine which activities are consistently impacted over a 6 month period. After those activities are identified, add a second offering that month. For instance, if the activity In the Kitchen is consistently

impacted, offer it twice a month instead of once a month. Have 2 different women host the activity.

New members have to be encouraged to get involved and start new activities daytime and nighttime. The problem I see dividing the group is that the N. plus group will get larger every year so that group will be in trouble quickly. A large group can be very advantageous if there were more activities. For ex. We now have multiple book clubs.

I think that purging of the membership of those who really don't participate other than to show up for holiday parties would be the best way to go. I know you've said it would be difficult, but it seems there are at least 100 members who rarely participate.

As name tag chair, I have been trying to hand out the permanent name tags at general meetings, book clubs, new member coffees, outings etc. for the last year and still have 182 in my box that have not been picked up. This makes me wonder if the active membership is actually anywhere close to 400. Perhaps a significant portion of these people who haven't picked up their badges joined for boogie boarding only & breaking them off into a separate social sub group of Newcomers could be a solution?

Make some small groups like book clubs that are based on ongoing membership instead of signing up each time. Then group members will get to know each other. Game groups could work like this also.

For now keep it at 400. Then by attrition, let the membership count go down to a manageable number. This new capped number will have to be calculated based on the history of facilities available that can handle large groups & activities that are most desired & attended.

When a member leaves, do not fill the spot.

I think the membership fee should be increased. Current members that do not participate in activities might reconsider renewing their membership and make space for new members.

Other Comments & Suggestions All- Member Survey

I don't see the size of our club impacting many activities. Happy hour and a cooking class are the only things I can think of right now that fill up

quickly. I think we should keep things as they are. It is still many of the old timers that plan activities. If they were all in the social club you would lose a lot of leadership. Same if u divide north and south. I just don't see the numbers as that big a deal. Some people do only one thing!

I do not think part time retirees or part time residents should be members

Many members are not active. Don't know how you can keep track. Perhaps inactive members could be dropped to reduce the numbers.

reach out to members who have been in the club for a long time to see if they are active or if they would like to resign. I think that may also 'open up' a few spots. I think having an active current membership would be helpful.

This is a difficult situation for all. You are all doing a wonderful job

I would like our former Presidents to give us a plan. #1, the group noise should be controlled both in homes and commercial businesses.

I would like our hostesses to be assisted with controlling the numbers to visit thir home.

I am OK with our experienced ladies making decisions as reorganization works. I hope our club or each club will have a 200 cap and I am O. k. With the number of clubs being over 4. I hope the club will resemble our club of past years when size 200

I really like the group and am willing to do what I can to help ease the burden for the leaders. Thank you.

Haven't been in the club long enough to make any choices above

No splitting.

Since the members were unwilling to limit new members to only new to the area, it's become uncontrollable and therefore should be slip up. Some people have been in 20 plus years.

Keep each club at a 200 max membership only allowing new members as space opens.

The goal of the club is to WELCOME NEW PEOPLE MOVING INTO OUR COMMUNITY AND PEOPLE WITH LIFE CHANGES (I personally consider retirement a life change). We cannot meet this goal if we limit membership. I would like the split to be by zip code because I think people are going to be more active if they live in close proximity to new friends.

I don't agree in creating groups less than or more than 5 years. I think geographical is best.

I think the best way to maintain the original intention of the organization is to limit it geographically. That way it can serve the kinds of people who would need and be likely to participate in/benefit from the organization without it becoming unwieldy and impossible to maintain.

It's not clear how you would structure the two clubs. Sounds like two corporations or LLCs or possibly three. Seems like too much overhead to me. (tax filings, annual reports, websites etc.) This shouldn't require two boards and two sets of club rules-perhaps just two activity chairs for the more popular activities and two meeting places for these as well.

Instead of two tiers of old members and new members have a tier of payments, Active pays \$50, Not Active \$75 yearly dues. Active pay less because they are working at making our club better, taking on responsibility for a project. So who judges active or not. That would be up to the member.

Work on making simpler the website, it's just beautiful but how many use the calendar. Is it more work to get the calendar up monthly? They must look at the newsletter what is happening next month.

Sadly I can't choose any of the options. I think that people who only attend one activity and don't do anything else to benefit the club should not be in the club. New members need experienced members as guides. I also believe a requirement to join should be leadership in an activity.

We should not be split by location. Many of us who live in Del Mar, are close friends with members in Carlsbad to Oceanside. If we should ever split, it would need to be the choice of the member as to what group they would like to be with. If I had to choose one of the above options, it would be Option B, length of membership.

If you have to split it should be under 5 years and over 5 years. The only problem is in a few years all the members will have moved to the over 5 years and they will have close to 400 members.

Although I have been a member a short time I feel the strength of the club is its variety of members, all age groups, etc the friendliness of the members & the variety of activities With the expertise of the existing Board guiding & helping a division would be less painful All changes have repercussions & my opinion is a division by location would maintain your diversity.

People who are in club and don't belong to any activities within first six months should be asked to leave or placed on waiting list.

I think suggestion #3 is brilliant! It took 2 or 3 readings to understand it, but it makes very good sense) 393 friends is a very ambitious number to nurture. Additional newbies will have opportunities to start out with many experienced 1-5 yr members to guide them, and the ability to form wonderful friendships with 200 plus members right off the bat.

I like mixing new members with longer term members, as existing longer term members are a good source of info and ideas for people new to the club/area. Maybe a club with just new members would be difficult to run w/out long term member support? Option C seems to make a small club for new members to more easily meet up/participate while keeping a "big" club selection open for all who are in right now.

You shouldn't decide how each club chooses to operate. If the group is split, then it should be their choice on how to proceed. They will no longer be part of the club for newer members.

If you use attrition method and it works, then I would continue to use that for a few years to get to a reasonable number.

I've been a member for 15 years. The club was a close knit group when I joined and it seemed easy to make friends. If we split by North and South zip codes, it would be polarizing. We all have friends in both zip codes. It would be like starting over. I think the newer members (0 - 5 years) need to pick up the gauntlet and create their own club. They are truly the Newcomers!

Hope it works out wonderful club.

Some thoughts:

Our club has a diverse membership with all kinds of talents. Hate to see some of those talents denied membership.

If divided into two groups, how will the zip codes be chosen for each group?

Newcomers tried dividing years ago and many members chose to remain and not go to the Newcomers 2 group.

I think Option A and C are okay if the No votes win.

People have made friends with both groups of B.

If we have to split the group, I think the C option would be best, but I think there is value in having both new residents and older residents together in one club. It seems like it is already hard to get enough activity chairs and board members for the group and having two sets of them would be even harder. People who have lived in the area longer often have good knowledge and perspectives on activities and offerings in the area that can be valuable to newcomers.

I've met so many lovely friends and wouldn't want to change a thing. Splitting the group sounds unnecessary, as long as the group membership is kept at a reasonable number. Weeding out members that are completely inactive to make room for new members is a good solution. Only allowing new people as they fit the qualifications and room allows, is fair.

It's a wonderful club that I am so grateful to be a member of.

I have not been that active recently due to other commitments but have kept up my dues. I wonder how many of the members are also like me. It would be interesting to figure out participation (or popularity of) in the different activities and see how they can be accommodated. I have tried to attend some of the outings but have been closed out - is it possible to do two or three sections for an outing to allow for more space.

Wish I had some suggestions but think any of these would help. Thanks for all the efforts put into the proposals.

Maybe add weekend activities or more activities but encourage people to volunteer. I would be willing to volunteer to do weekend local hikes or walks but can't commit to volunteer during the week.

I am choosing an option, although I voted not to split the groups. This is because I am concerned that those who voted NO above, will not get a choice in how we split, if the vote favors YES voters.

Truly appreciate all the thought and work that is going into making this decision.

I don't think splitting the group into two groups is a good idea. The complicated splits mentioned above are sure to cause many hurt feelings. The split will also result in many more volunteers needed to take Board, Chairs and other leadership roles. Capping the current group At 400 and adding members as space is available makes more sense than splitting current group. There are only maybe 100 current active members who regularly attend activities.

Let's not split the group at all. Rather, let's just close new admission until we reach the number that is optimum for the group. At that point we can add people as space opens below the optimum number.

In the meantime we can continue to offer other options for people who would like to join a club and/or otherwise become more involved in the community.

Option A is the only fair option besides keeping the membership to 400. With some exceptions Options B and C would result in younger women being separated from older women. It is ageist.

I have been with the Newcomers for two years and have found there are ample opportunities to be involved. Yes, some events do fill up, but that is life. If someone is not happy with events filling up, maybe they could step up and be an Event Chair and plan activities. I say focus on what you have already built and support those who feel overwhelmed. Thank you for taking the time to listen to the participants opinions.

Just wondering what the rules are now for vaccinated or non vaccinated members. Could participation be a mask or proof of neg. Covid test??

Not splitting. Hard to leave friends you had going into another group, or cancel activities one group and not the other just because the organizer is in a certain group.

Option- Cap at 400 members with waiting list.

Out of all those members, not everyone participate in the same activities anyway. Besides maybe the Xmas luncheon or end of the year party. They are enough variety of activity to please all members.

If I had to choose it would be B.

Require a certain amount of admin/activity assistance of each member in a given period of time. For example one year of communication group participation (i.e., website maintenance, newsletter week, etc.) every 4 or 5 years.

Also, move current members to inactive status if new applications are waiting and they have not participated in activities in 2 or more years. Inactive members may reapply and become active members again when there is room for new members.

I honestly don't know which option makes sense. 400 is too large. But there are many people who live north & south who participate in various activities.

If I had to choose, I would select option #3 because it offers more choice than the other two. That said, I'm not 100% sure I understand the concept as explained. "Newer members (0-5 years) would be able to be in both clubs, or could choose which club to be in." If a person can be in both

clubs, I believe many would choose to do so. How would you limit numbers in this case?

To many people are signing up for activities and then cancelling at the last minute. I unithat everyone has to occasionally cancel but it is sometimes a third or more of the members who sign up. This makes hosting and planning activities stressful and is just rude.

After being in the club 2 years I know maybe 10-15 women by name and the activities some of them chair, but that's about it. My observation - women who has been in the club for 10+ years are long time friends which is wonderful, but for newer women it's hard to form friendships. Maybe women in book clubs who are consistently together once a month have been able to form friendships? IDK - Something to assess.

In any case, both clubs need to set maximum numbers.

Maybe we should examine if there is a large group of members who only do a single activity (boogie boarding, Pickleball etc) If so, it seems like considering making social groups out of some of those activities might be a solution rather than dividing the whole group. In my opinion, the limited spots in Newcomers should be reserved for people who want to participate in multiple activities, attend some general meetings and welcome new people. If there was a split, I'd vote for Option C.

I'm sorry but I haven't been involved with all of these discussions and I'm not quite sure I understand exactly how it would work. I know there's a lot of people much smarter than myself to make these decisions and I know I'm not one of the more involved members. However, I do know that I don't enjoy doing things with 20 people! Thank you for all your efforts and continued hard work!

Dear Committee,

Growing pains are very difficult in every way. That is what has happened to NewComers especially since Covid.

It will take time to get a balance back to this organization. I hope with patience & understanding, it will become clear what is for the best for Newcomers.

Option A allows me to meet new members in my general area.

My choice of Option B is that someone who has been with the club many years is no longer "new" to the area or life changing event but I think it would be great if the two groups could mingle a few times a year in addition to outdoor activities. I am a newer member and due to Covid and having an elderly mother I have not yet participated in many indoor activities but the outdoor activities I have participated in I have really enjoyed and outdoor is more where my interest lies.

I realize 400 members seems daunting but it is rare that we have more than 100 members at big events on a regular basis and other activities usually have less. I still feel those who have been on the roster but never or rarely attend need to be called and encouraged to attend or discontinue their membership.
