

Appendix A: Current GLIA Overview and Structure

The Great Lakes Islands Alliance encourages relationship building, fosters information exchange, and leverages resources to address shared challenges and embrace opportunities to benefit islands.

GLIA is a binational group of concerned individuals, business owners/leaders, elected officials, governmental agencies and units, tribes, NGO's etc. from *fifteen* islands in the Great Lakes with year-round populations in the Great Lakes, sharing common interests and concerns unique to being surrounded and isolated by water.

Our membership is made up of:

- Participants – these are islanders who take part in GLIA activities. They may represent island organizations or participate as individuals. Their role is to actively learn from other islands and to help transfer ideas to and from their own community. Participants attend our member teleconferences and annual Great Lakes Islands Summit. Islanders looking to contribute in additional ways may serve on our steering committee, help advance GLIA ideas or lead specific projects, or serve a Summit host.
- Supporters – these are individuals and organizations that provide financial or other support to the organization. Contributions of all sizes contribute to the success of GLIA and may be recognized on our website and annual report. See Supporter Levels below to learn about levels of financial giving.
- Partner Organizations – partners are mainland organizations that provide additional strategic support to help strengthen GLIA's impact. They may serve as strategic advisors, act as fiduciary, provide staff support, etc. They may be recognized on our website and annual report.

We are governed by a steering committee and set of alternates who serve staggered two year terms. This group meets monthly via phone to advance the business of GLIA.

We have at-large members who serve as liaisons to their individual islands.

We have a strong non-profit fiduciary that holds and manages our financial accounts.

Our major expense is hosting our annual in-person multi-day GLIA Summit on a different Great Lakes Island each year.

We currently have no staff and yet aspire to be supported by staff to be able to strengthen and diversify our program work.

On our website, www.glialliance.org, you can learn more about individual islands, make an online contribution, see reports from our past Great Lakes Islands Alliance Summits, learn about the upcoming summit, find our island community resource directory and more.

The Stewardship Network recommends that GLIA begin to develop giving levels, that allow individuals, businesses and organization to make tax-deductible financial contributions to support GLIA programs. This philanthropic giving will be vital investments in GLIA's ability to develop and deliver program. Example giving levels are offered below.

GLIA Supporter Level Examples:

Individuals, businesses, and other organizations may choose to support GLIA with a tax-deductible contribution and will be recognized as a supporter on our website and annual reports.

Individual Giving Levels:

\$25 – Skiff – student

\$50 – Crew

\$100 – Bosun

\$250 – First Mate

\$500 – Skipper

\$1,000–\$4,999 – Compass

\$5,000–\$9,999 – Waypoint

\$10,000–\$24,999 – Anchor

\$25,000+ - President's Circle

Business/Organization/Government Giving Levels:

\$100 – name listed on website

\$250 – name listed on website

\$500 – logo on website

\$1,000–\$4,999 – logo and link on website

\$5,000–\$9,999 – logo and link on website

\$10,000–\$24,999 – logo and link on website

\$25,000+ – logo and link on website & eternal gratitude

	Organization Information						Comparative Matrix Data Collection							
	Mission Statement or Vision	Age	Audience (members vs. general public)	Jurisdiction/reach	Governance structure	Paid Staff? How many?	Tax Status: 501(c)(3)?	If yes, for how long?	If yes, what prompted 501(c)(3) status?	If no, who acts as the fiduciary?	How does this organization deal with working across inter-jurisdictional boundaries?	Organizational Chart?	Membership? If yes, who? (individuals, orgs, reps)	Cost
California Landscape Stewardship Network	This Network focuses on three key areas: Peer Exchange: Creating opportunities for personal and professional connections and information exchange Systems and Solutions Development: Providing a virtual clearinghouse of best practices, agreements, and other resources Developing and improving effective regional data sharing platforms and systems Exploring next steps to increase permitting efficiencies for restoration and environmental stewardship Identifying potential foundation, public funding, and philanthropic support Movement Building: Increasing awareness and appreciation of this work and effectively articulating its value to funders, policymakers, and other key stakeholders	4 years	Partners (they use the word Participants)	State of California	10 person Steering Committee	None	No official tax status.	--	--	Golden Gate National Parks Conservancy	--	None.	30 collaborators that represents around 200 agencies, organizations, working lands owners, or community groups	--
The Island Institute	The Island Institute works to sustain Maine's island and coastal communities, and exchanges ideas and experiences to further the sustainability of communities here and elsewhere.	37 years	Members	Maine's Island and Coastal Communities	Governed by a board of directors with different subcommittees for governance, finance, and programs. The president answers to the board which has its own executive committee that is responsible for the president's annual performance review.	Approximately 50 paid staff. Of these each year between 8-12 of them are Island Fellows who have two year contracts to live and work within the community on community driven projects.	501(c)(3)	1987-33 years	It was designed as a non-profit right from the start so they could fundraise.	--	--	Yes. We have it.	Yes. Individuals. Over 3,000 members around the world who share our commitment to the future of Maine's islands and coast	Differing membership levels: Year-round island resident — \$25 Senior & Student — \$30 Crew — \$30 Boat — \$100 First Mate — \$250 Skipper — \$500 Compass — \$1,000-\$4,999 Waypoint — \$5,000-\$9,999 Anchor — \$10,000-\$24,999 President's Circle — \$25,000+
The Stewardship Network	Empowering communities to care for land and water by training and supporting local leadership so that they may have the tools, information, and experience to effectively lead their group.	22 years	Landowners, non-profit organizations, private businesses, governments, tribes, researchers, students, and volunteers	Great Lakes Region	Board of Directors—4 members	Yes, 5	501(c)(3)	2004-16 years	Started as a project of the University of Michigan and became a 501(c)(3) after six years. 501(c)(3) status was promoted because the relationship with the fiduciary no longer worked for TSN.	--	--	Yes. We have it.	None	--
West Michigan Conservation Network	The West Michigan Conservation Network is an effective, diverse, and sustainable partnership of environmental groups, educational institutions, governmental organizations, and private citizens working to conserve and enhance our natural communities through ecosystem restoration and public education.	14 years	Partners and General Public	Seven Counties in Western Michigan: Allegan, Kent, Montcalm, Muskegon, Newaygo, Oceana and Ottawa Counties	5 person Steering Committee	6 full time staff members	WMCN is housed within the Ottawa County Conservation District. They are not a separate 501(c)(3), but they are still tax exempt.	--	--	Ottawa Conservation District	--	Yes. We have it.	Informal Partnerships with Environmental, Governmental, Non-profit and Private groups	None
Northwest Illinois Invasive Species Co-op	We are a group of woodland owners educating ourselves, other landowners, and the public through workshops and field events. Using practical examples, landowner experience, and professionals' expertise, we want to help everyone realize the potential of their woodland. We also hope the public will come to understand the economic and environmental benefits of sustainable forest management.	34 years	Members	Illinois, primarily Carroll, Jo Daviess, Lee, Ogle, Stephenson, and Whiteside counties			501(c)(3)						Yes, individuals	Membership dues are \$15 if we can send our newsletter to you via email, or \$20 if you wish US Postal Service delivery of our newsletter.
One Tam	The open spaces on Mt. Tam are a mosaic of interlocking protected areas primarily managed by four public agencies: the Marin Municipal Water District, National Park Service, California State Parks, and Marin County Parks. These agencies have the honor of protecting some of the most beautiful, ecologically rich, and well-loved open spaces in the region, and an important source of drinking water for Marin County residents. One Tam brings these four agencies together with the nonprofit Golden Gate National Parks Conservancy to leverage the skills and resources each partner and inspired community members to support the long-term stewardship of Mt. Tam.	6 years	Individuals, community organizations, local businesses, and the participating public agencies	Mt. Tamalpais Range (Marin County, CA)	Executive Committee oversees Working Groups. Subgroups are organized functionally and cover "Conservation Management," "Communications," and "Program and Stewardship."	Because they are a partnership organization, they have staff supporting the One Tam mission from all five partner organizations. Some of these staff support One Tam full time or almost full time, and some may contribute maybe 10% or 20% of their time to the One Tam mission and work plan. In a sense, this staff time is donated by each of the five partners to the One Tam collaborative. One Tam has also specifically fundraised for "One Tam" staff and we have 10-15 staff.	501(c)(3) status is held under the Golden Gate National Parks Conservancy.	--	--	Golden Gate National Parks Conservancy	--	https://www.onetam.org/sites/default/files/inline-files/TLCS%20Structure%20graphs%205-21-17%20email_0.pdf	Individuals, community organizations, and local businesses	Individuals: \$40-\$99 \$100-\$249 \$250-\$499 \$500 \$1,000 or more Businesses: \$10,000 Premier Sponsor \$5,000 Three Peaks Club \$2,500 Rock Spring Club \$1,000 Panoramic Club \$500 Bojack Club
Central Algoma Freshwater Coalition	The Central Algoma Freshwater Coalition (CAFC) is a not-for-profit organization dedicated to the protection, improvement and restoration of the watersheds throughout the Central Algoma Region, a region that stretches from the easterly boundary of Sault Ste. Marie to the easterly boundary of the Municipality of Huron Shores (including St. Joseph Island).	11 years	General Public, Cottage Associations, Municipalities, NGOs	Easterly boundary of Sault Ste. Marie to the easterly boundary of the Municipality of Huron Shores (including St. Joseph Island).	4 Board of Directors	None	Not a 501(c)(3)	--	--	When asked about a fiduciary, they stated "We are a very small organization - we do have our books reviewed by an accountant from time to time."	--	No, just a small board of 4 people	Yes	Differing Membership Levels Fresh-\$50 Fresh+-\$100 Fresh+-\$200 Blue Level-\$250
Alliance for the Great Lakes	The Alliance for the Great Lakes connects and empowers people to advocate, give back, and take action to protect the lakes. We accomplish this with three connected approaches: Advocacy & Leadership: We partner with communities and decision makers to develop actionable solutions that protect the lakes and our communities. Education & Action: We empower people and communities to protect the lakes by providing action-oriented information and programs. Research & Analysis: We inform community leaders and guide policy to protect the Great Lakes.	50 years	General Public	Great Lakes Region	Board of Directors (Executive committee of 7 and 13 Directors)	23 staff members	501(c)(3)	1971-49 years	The individual I spoke with said, "I can't find the answer - that was a long time ago!"	--	The Alliance doesn't have nonprofit status in Canada. They are a U.S. organization. When they work on programs and issues that cross the border, they partner with Canadian or bi-national organizations that take the lead in Canada.	--	None	--
Healing Our Waters	The Healing Our Waters-Great Lakes Coalition will endeavor to make our work more relevant and impactful by ensuring that the people of the region have access to clean, affordable, and safe drinking water; can eat fish that are not toxic; and are able to live healthy lives that are not undermined by pollution. Equity in our work means we will strive to intentionally include those who have been historically excluded—specifically people of color and people from impoverished backgrounds—and work to break down barriers to their inclusion within the Great Lakes community, so that the Great Lakes can be enjoyed and used by people now and for generations to come.	16 years	Partners and General Public	Great Lakes Region	Governance Board of 19 organizations provides strategic guidance to the coalition	6 staff members	No	--	--	National Wildlife Federation and National Parks Conservation Association	--	None	Yes, 150 environmental, conservation, and outdoor recreation organizations; zoos, aquariums, and museums	None
Middle Rock River Conservation Partners	Assisting and coordinating with citizens, agencies, and non-governmental organizations in working together to protect and steward habitat for species in greatest need of conservation in the Middle Rock Region. Our partnership grew into a prescribed fire crew, stewardship work days scheduled on sites within the COAs, volunteer training seminars, sharing labor and equipment, and educational programming.	Informal collaboration started in 2001.	Both. Serve members via collaborative organization. Serve public via natural area values and richness. Utilizing accepted management techniques, and seeking innovative methods, we continue to provide stable and responsible professional administration and on-ground management for natural areas within Lee and Ogle counties.	Lee and Ogle Counties, in northern IL	MRCF is governed by a three person Board of Directors who serve staggered two-year terms. Members elect the Board of Directors at the annual meeting. The Board elects the Officers who serve one-year terms.		501(c)(3)	3 years / incorporated 2017		NA			To qualify as voting member, an individual will annually have participated in an approved Stewardship event and made financial gift of any amount.	Financial gift of any amount qualifies
Southern Illinois Prescribed Burn Association	SIPBA was designed to overcome the barriers preventing landowners from using prescribed fire, including liability concerns, lack of training and equipment, limited resources and the absence of a crew.	14 years	Members.	11 counties of southern Illinois			501(c)(3)	Incorporated 2006, C2000 grant to start. Did first grant with local CWMA in 2015.		NA			Yes	\$50 annually
River to River Cooperative Weed Management Area	partnership of 13 federal and state agencies, organizations and universities aimed at coordinating efforts and programs for addressing the threat of invasive plants in Southern Illinois	14 years		11 counties of southern Illinois										
Headwaters Invasive Plant Partnership	Our mission is to reduce the impact of invasive plant species in east central Illinois. By sharing limited resources we can improve effectiveness and efficiency across these areas: Education and Awareness Prevention Early Detection and Rapid Response Control and Management Rehabilitation and Restoration	5 years	Members and General Public	East central Illinois, Champagne, Coles, Cumberland, DeWitt, Douglas, Edgar, Ford, Ingham, Livingston, Piatt, and Vermilion counties									Yes, organizations, agencies, municipalities, nonprofits, community organizations, or individuals responsible for managing natural areas or rehabilitating/assisting those who do so	--
European Small Islands Network	ESIN main objective is to help small islands communities remaining alive. To this end, ESIN acts at two levels: 1 Local level: ESIN aims at strengthening islands cultural identity, facilitating the circulation of information between its members. It allows comparison on how different countries cope with issues and it gives support to each other through the sharing of knowledge. 2 European level: ESIN also aims at informing relevant EU institutions and at influencing EU policies and rules by increasing awareness and understanding of small islands issues.	15 years, Informal Operation Since 2001	Members and General Public	Europe	11 Board Members. Each ESIN member is entitled to one board member and one nominated substitute. The number of board members therefore is the same as number of ESIN members	None	--	--	--	--	--	No chart. 1 chair and 2 to 3 vice chairs representing geographical areas (one for the south which is currently vacant, one for the north, and one for the west). These are elected positions that come from the 11 board members who take part in the regular ESIN meetings.	European countries that have island communities within them	All members pay an annual membership fee for ESIN (running and administrative costs- the fee to be determined according to budget at the annual meeting. About 250 euros/year.
International Small Islands Studies Association	ISISA is a voluntary, non-profit and independent organisation. Our objectives are to study islands on their own terms, and to encourage free scholarly discussion on small island related matters such as islandness, smallness, insularity, dependency, resource management and environment, and the nature of island life.	28 years	Members	Global	Executive Committee of 9 Members that manage the affairs of the association	None	Non-profit, formed in the UK	--	--	--	--	None	Yes, individuals.	Present subscription rates are: Ordinary Individual Member: US\$ 20 Life Membership in ISISA is available at: US\$ 200
Island Conservation	Island Conservation's mission is to prevent extinctions by removing invasive species from islands.	26 years	General Public	Global	Board of directors - 12 members, and an Advisory Council composed of notable conservationists and advocates	37 staff members	501(c)(3)	23 years	Founded originally through UC Santa Cruz and then applied for 501(c)(3) status once they were large enough to qualify. The staff member I spoke with said that she assumed this was so foundations and individuals could donate to their work.	--	--	None	Not a membership organization.	--

Membership		Financial		Unknown		
Benefits	Responsibilities	Annual Budget	Revenue Sources	GLIA or NISC	Marketing plan	Operational Plan
The network shares resources, information, and professional linkages with the partners. This includes information exchange, networking opportunities, providing a virtual clearinghouse of best practices, agreements, and other resources, data sharing, and identifying potential foundation, public funding, and philanthropic support.	Form thematic working groups to carryout the network's mission and vision	2020-2021: Planning to spend about \$500,000. Mostly meeting and conference expenses.	Grants, Private Donors.			
Home delivery of ten issues of The Working Waterfront newspaper. 10% discount at Archipelago (the retail store). Invitations to member events. Members at the \$100 level and up also receive the annual Island Journal.	The Island Institute hosts an annual event for donors at the \$10,000 level and above where they get to go to an island and meet other donors and learn first-hand about the community and our work there. They also get visits from our President and/or Fundraising director with solicitations for specific programs that align with their interests or when we launch a capital campaign. The expectation, unwritten, is that at these higher levels, the donors will help introduce us to other people they know who would be interested in helping to fund our work.	Annual budget is about \$7.2 million. 2019 annual report is here: http://www.islandinstitute.org/sites/default/files/Philanthropic_Report_2019.pdf	Foundations, Grants (2.4%), Donors, and Members (97.3%) and ad revenue through the newspaper (3%). A small percentage comes from their retail store.			
--	--	2018 Annual Expenses: \$645,439	Donations, Grants, Event Fees, and Program Services			
Opportunities for participation in Network projects, the opportunity to increase organizational capacity and expertise through Network-coordinated trainings and tools, and access to conservation-themed presentations and events.	Representatives from the members form the steering committee. Contribute to the strategic plan. Manually contribute to the mission and goals of the network.	All depends on grants and funding. We hire and grow based on the year and what funds we have at the time.	Grants including a Michigan Invasive Species Grant Program through the Department of Natural Resources, Environmental Quality and Agriculture and Rural Development as well as funding from the United States Forest Service	GLIA, NISC		They have a strategic plan
		\$4369. Annual budget can be found here: http://www.mifares.org/page-18113	Membership Dues \$1,980, Dinner Income \$459, Chain Saw Seminar Fees \$1,840, Donations \$90	GLIA		
One Tam trail map Magnetic One Tam bumper sticker Access to monthly member hikes Members-only e-newsletter Other benefits include (depending on membership level): One Tam edition of Barry Spitz's definitive guide to Mt. Tam trails, Limited edition poster of the Michael Schwab designed Mount Tamapais logo, Limited edition One Tam jacket. By contributing as a One Tam Circle member, you will have special access to Mt. Tam events such as our Pancake Breakfast, gatherings with park leaders, and our One Tam hiking series	One Tam's institutional members (public agencies) cooperate and collaborate on program planning, design, and implementation including review and oversight of conservancy plans. One Tam's public, individual members do not have explicit responsibilities.	Forecast 2020 Projects and Program Expenses: \$4,079,473 https://www.oneamtam.org/sites/default/files/2020-01/01hr%20budget%20update%201hr%202019_05_31%20SU%20MAY.pdf	Individual Gifts, Events, Corporate Giving, Foundation Grants, Government Grants, Agency Contributions, Parks Conservancy Contributions	GLIA		
Inside scoop on opportunities to help out in the member's community, CAF's Quarterly Newsletter, and a Welcome Package.	Promoting Water Quality and Biodiversity in north Lake Huron	About \$1500 plus any projects (usually about \$7500)	Government Project Grants Municipal Partners Memberships			
--	--	2019 Expenses: \$3,551,263 2019 Annual Report https://greatlakes.org/wp-content/uploads/2020/03/AGL_2019AR_web_2_final.pdf	Grants 57%, Individuals 22%, Businesses/ Organizations 13%, Events 3%, Government 4%, Other 1%			
Access to the resources and partnerships built by the coalition. The listserve, website, and strong membership network in each state allows partners to plug into the advocacy efforts of the coalition on issues pertinent to the Great Lakes.	19 representatives from the member organizations form the governance board.	\$1.5 million	More than \$2.9 billion in federal funds to clean up toxic pollution, reduce polluted runoff, stop invasive species, and reversed habitat destruction. Additionally they receive support from foundations.			
	NA, other than governance roles			NISC		See attached
	Provide proof of property liability insurance Be present and assist on their burns (or supply a representative) Contribute \$100 fuel surcharge on the year that you burn Assist on at least one burn each year for another member (or contribute a \$100 contract labor fee) Take responsibility for the installation of suitable firebreaks Attend at least one training in the first year of membership			NISC		
	Willing to communicate and coordinate efforts with others to combat invasive plant species					
Members have access to ESIN information and knowledge gathered collectively across the member countries, specifically how partner countries are coping with island related issues. At the EU level, ESIN lobbies and informs relevant EU institutions and influences EU policies and rules by increasing awareness and understanding of small islands.	Being a member of a democratically constituted organization and representing it fairly and accurately.	Approximately 5000 Euros: this mostly covers administration expenses and office bearers travels, otherwise annual budget depends on what projects they are involved with.	Membership fees and funding from projects			
Members have access to connections including the general public, students, scholars, policy makers, community representatives and others interested in small island matters through international and electronic communication, such as newsletters, journals, website, social media, conferences and other periodic events.	"Members respect the principles associated with scientific inquiry."	Revenue depends totally on membership fees. We have around 100 paid up members at any time, and these swell when we organise our biennial conference. We also have 30 paid up life members.	Membership Fees			
--	--	Total Revenue: 6,797,090 2018 Financial information located here: https://www.mianconservervation.org/report/2018/finances-2018/	Foundations 46%, Individuals 35%, Public 18%, Other <1%			

Appendix C

Survey for determining fiduciary arrangement moving forward:

The GLIA Steering Committee has determined that it would like to move forward with a fiduciary arrangement (as opposed to pursuing becoming a nonprofit entity). The Stewardship Network (TSN) is the current fiduciary, primarily serving as money manager for the next Islands Summit. It is also contractor for this present Mott project grant received by Northland College. All parties do not want to assume that, as a result of this arrangement and conclusions drawn through this project, TSN will continue in this role. It is recommended that all parties evaluate this relationship and determine if we should a) continue this arrangement between GLIA and TSN, b) look at other nonprofit options informally, or c) put out a formal request for proposals (RFP) for a nonprofit to act as the GLIA fiduciary.

Toward that end the following questions can guide the discussion on the decisions above:

- What does the process of putting out an RFP look like?
- Do we have any ethical optics with continuing with TSN without an RFP?
- Who has networks for informally reviewing what other organizations might be options?
- Pros/cons of engaging a new partner organization with little awareness or history with GLIA?
- Review questions in Appendix E to evaluate whether to move forward with the current relationship with TSN as fiduciary.

Appendix D

MOU language

MEMORANDUM OF UNDERSTANDING

Made this XX day of XX, XXXX between The Stewardship Network (TSN), 416 Longshore Dr., Ann Arbor, MI 48105, and the Great Lakes Islands Alliance (GLIA).

Purpose: The purpose of this Memorandum of Understanding (MOU) is to outline agreements between the parties as it relates to the role of the fiduciary of GLIA.

Whereas: The Stewardship Network is a US nonprofit dedicated to connecting, equipping, and mobilizing people and communities to care for land and water in their communities.

Whereas: The Great Lakes Islands Alliance encourages relationship building, fosters information exchange, and leverages resources to address shared challenges and embrace opportunities in island communities.

Whereas, TSN is a nonprofit that provides tools, resources, and funding in order to increase the collective impact of local collaborative conservation communities, therefore agrees to the following:

- To serve as the GLIA fiduciary for a period of X years beginning XX XX, 202X.
- To provide financial reports to GLIA leadership no later than March 31st for the year prior ending December 31st.
- To provide quarterly financial reports when requested.
- To provide website presence and registration capacity for any GLIA event.
- To provide program management and development support as directed by the GLIA Leadership Committee

Whereas, GLIA is an informal network of islanders in the US in Canada working to strengthen our work, therefore agrees:

- To having TSN serve as fiduciary for a period of X years beginning XX XX, 202X.
- A 10% of income will be paid to TSN annually as an administrative fee upon report of income from the prior year.

Additionally:

All parties will collaborate generously and proactively to ensure positive outcomes.

Signed:

GLIA Steering Committee Chair for:
Great Lakes Islands Alliance
email

Date

Lisa Brush CEO & Founder for:
The Stewardship Network
lbrush@stewardshipnetwork.org

Date

Appendix E

Fiduciary vs Nonprofit Evaluation Survey

The following questions should be formatted into a survey and shared with the steering committee each year, striving for 100% participation.

Currently GLIA has a fiduciary arrangement with XXX. Each year, we evaluate this relationship and decide if we would like to continue or if we want to pursue becoming an independent nonprofit. Your answers to the following questions will help guide our conversation and decision at the Summit (or other meeting).

Please answer the following questions on a 1-5 scale, 1 being poor, 3 being neutral, and 5 being excellent.

- The relationship with our fiduciary over the past year was:
- The organizational capacity of our fiduciary to support GLIA was:
- The mission synergy with our fiduciary was:
- The experience of our fiduciary operating in similar roles with other organizations was:
- The experience of our fiduciary sharing GLIA financials was:
- The experience of our fiduciary in providing support beyond financial (eg. Donations, event registration, website, email, etc.) was:
- The experience of our fiduciary in providing HR support (payroll, employee email, health insurance, retirement benefits, etc.) was:
- The cost related to the above benefits was:
- The fiduciary was able to provide both a US and Canadian option for us (Yes, No, Don't know)
- I feel like we have the resources and the benefit we would gain by being an independent nonprofit indicate that now is the time to pursue being a nonprofit (1 to 5 scale, 1: definitely disagree to 5: totally agree)
- Other comments - blank