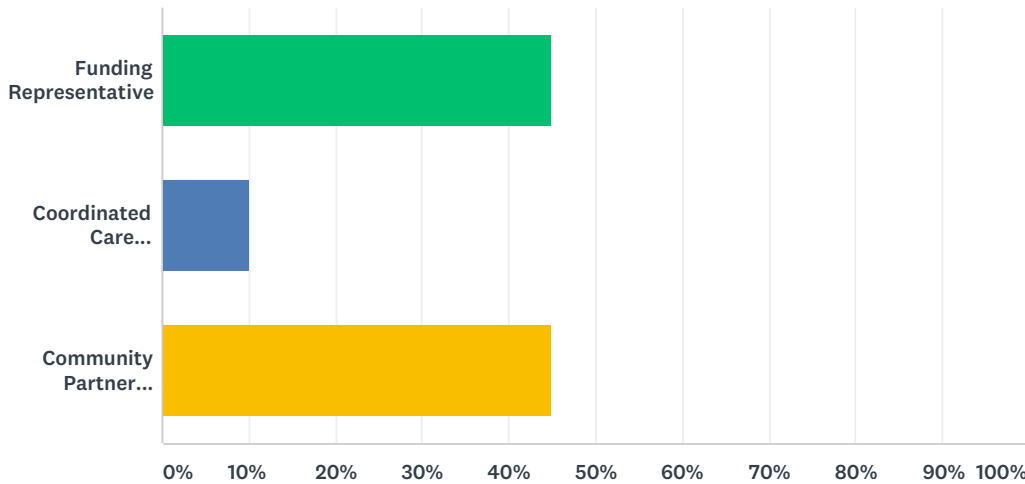


Q1 The overview by Geneva Wiki of The California Endowment's decision to move from "Grant Maker" to "Community Change Supporter?" at the beginning of the meeting was relevant and meaningful to me as a:

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
Funding Representative	45.00% 9
Coordinated Care Organization representative	10.00% 2
Community Partner involved in a Regional Collaboration	45.00% 9
TOTAL	20

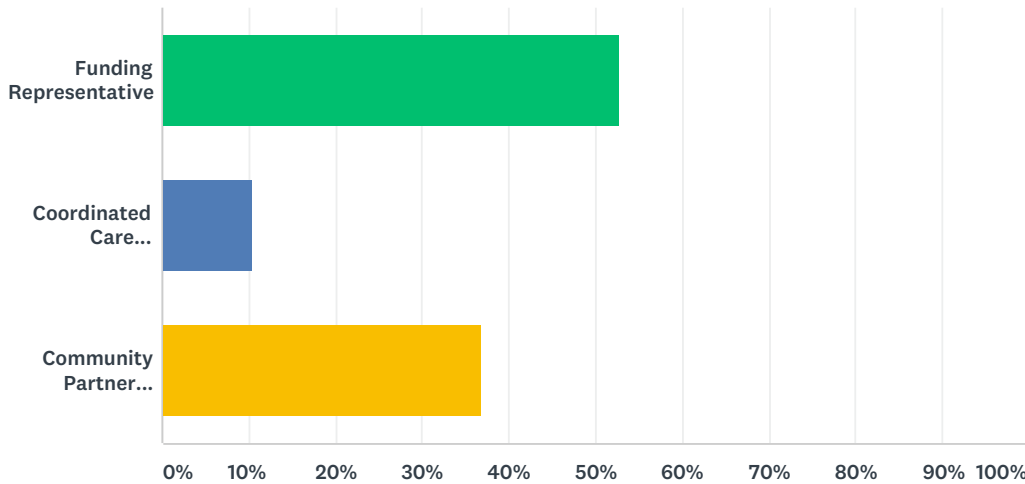
Q2 Any comments?

Answered: 9 Skipped: 11

#	RESPONSES	DATE
1	I really enjoyed the entire presentation, especially when they shared the lessons learned.	3/15/2019 9:38 AM
2	I found the meeting to be informative and engaging.	3/15/2019 8:37 AM
3	It is a very powerful thing to admit that you could do better - and then to actually do it! I hope to help spread this model in my own work and the groups I serve on.	3/13/2019 10:32 AM
4	Loved highlighting the role of funder as community change partner. So often groups think of funders like banks and miss the opportunity to fully engage funders in the work. There is significant human resource connected with most funders that offers expertise and fresh eyes if we only take advantage of the opportunity through true partnership. Lovely to hear how this worked!	3/12/2019 11:06 AM
5	It's powerful to hear stories of organizational change driven by concern about outcomes/effectiveness.	3/11/2019 3:08 PM
6	Great awareness. Things work better with collaboration and getting the community involved.	3/11/2019 11:16 AM
7	I loved hearing about the work they are doing and their approaches for change.	3/11/2019 8:05 AM
8	This did not feel like a JeFF retreat. I'm not sure if I would have attended if I had understood the agenda.	3/8/2019 10:13 PM
9	Kudos to making a long term commitment to building healthy communities vs just making one or even three year grants.	3/8/2019 7:09 PM

Q3 The overview of empathy listening facilitated by Leslie Tergas, ThinkPlace, as the key to galvanizing change was relevant and meaningful to me as a:

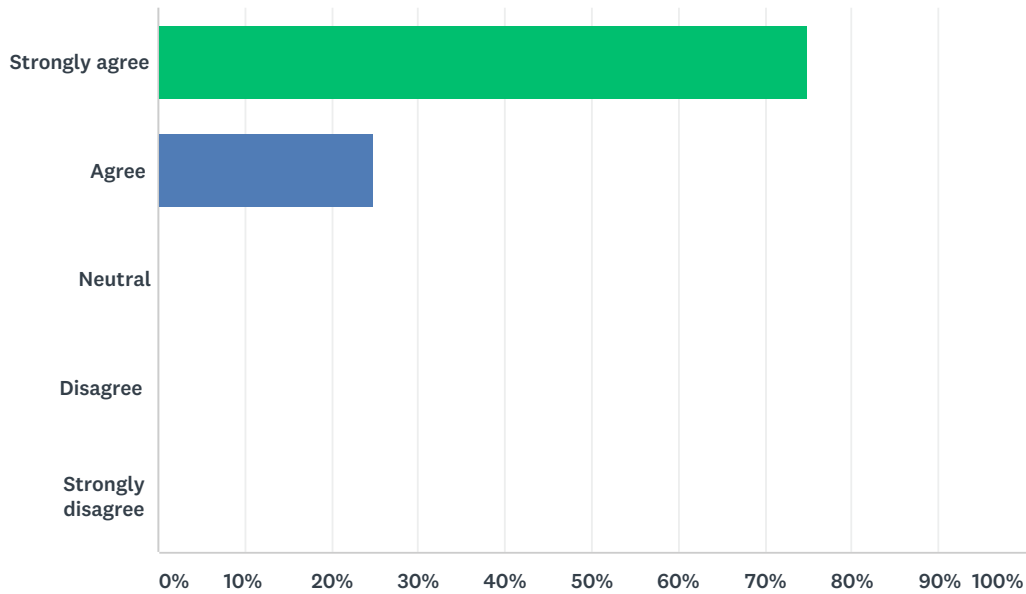
Answered: 19 Skipped: 1



ANSWER CHOICES	RESPONSES	
Funding Representative	52.63%	10
Coordinated Care Organization	10.53%	2
Community Partner involved in a Regional Collaboration	36.84%	7
TOTAL		19

Q4 The overview of empathy listening facilitated by Leslie Tergas, ThinkPlace, as the key to galvanizing change was relevant and meaningful to me:

Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	75.00%	15
Agree	25.00%	5
Neutral	0.00%	0
Disagree	0.00%	0
Strongly disagree	0.00%	0
Total Respondents: 20		

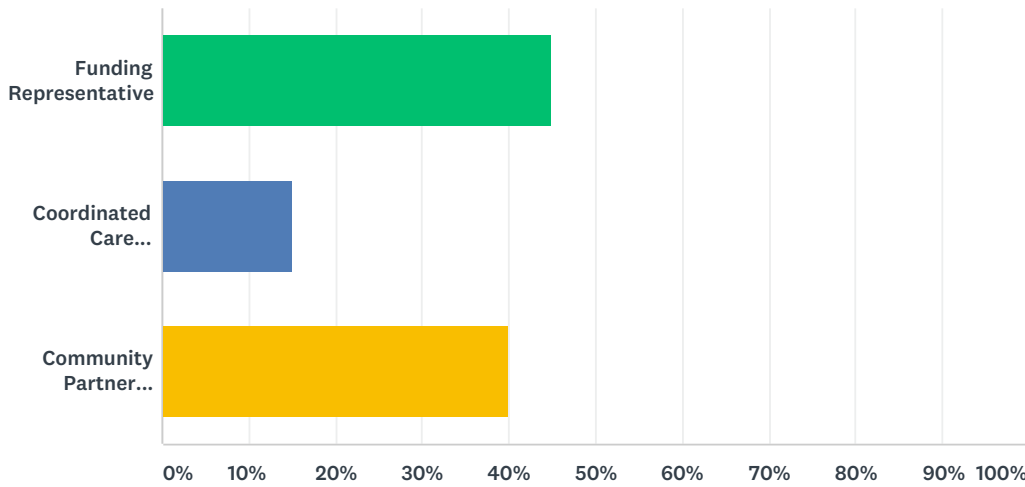
Q5 Any comments?

Answered: 14 Skipped: 6

#	RESPONSES	DATE
1	I would love to be able to get more information around this. Is this something that will be shared with this group?	3/15/2019 9:38 AM
2	It was a very informative course that everyone should take.	3/15/2019 8:37 AM
3	Very interested in deepening my skill	3/14/2019 7:32 PM
4	EL has given me a new insight into conversations. I hope I can apply the techniques in my conversation going forward	3/14/2019 6:42 PM
5	Listen more, talk less. Often, because we do work in this field as part of our day jobs, I think it is natural to become accustomed to working with professionals or experts in service to the community. The listening session demonstrated the importance of learning from the community and serving outcomes together rather than structuring give/take - instruct/follow dynamics.	3/13/2019 10:32 AM
6	The exercise around favorite meals and experience planning through empathic listening was dynamite! It was hard to stop listening with an intent to provide a "fix". A good lesson for me to listen and validate the other's experience without trying to come up with a solution for them. It's so easy to slip into "fixer" role and it made me aware of being more intentional about fighting this instinct when I'm listening. I also loved when Peter Buckley shared how he realized that he'd designed a meal that he would enjoy rather than one to match the needs/interests of his partner. It was an easy, fun, and very effective activity. I will make use of it.	3/12/2019 11:06 AM
7	I found the approach fascinating and inspiring.	3/12/2019 9:56 AM
8	This is the great work of our time and such an easily digestible shift. The subtle opening in the people in the room was very impactful.	3/11/2019 3:14 PM
9	How do we build greater capacity. ... Do we have the right balance between "learning by doing" and intentional reflection/learning from others.	3/11/2019 3:08 PM
10	As an RN, empathetic listening is sort like "Nursing 101". It was interesting to me how new this concept was to many. Leslie's presentation, presence, and application of this tool to the community was wonderful and innovative.	3/11/2019 2:55 PM
11	We need to practice more of that listening in our daily communications..	3/11/2019 11:16 AM
12	Great reminders and pathways for really hearing others. I especially like the ways that empathy listening can lead to change.	3/11/2019 8:05 AM
13	She was excellent not in terms of relevance but in terms of a great learning experience.	3/8/2019 10:13 PM
14	Fabulous exercise that opened a lot of minds that day.	3/8/2019 7:09 PM

Q6 The time spent in the afternoon break-out sessions to learn more about workgroups of the Building Healthy Communities initiative and Southern Oregon Regional collaborative initiatives was relevant and meaningful to me as a:

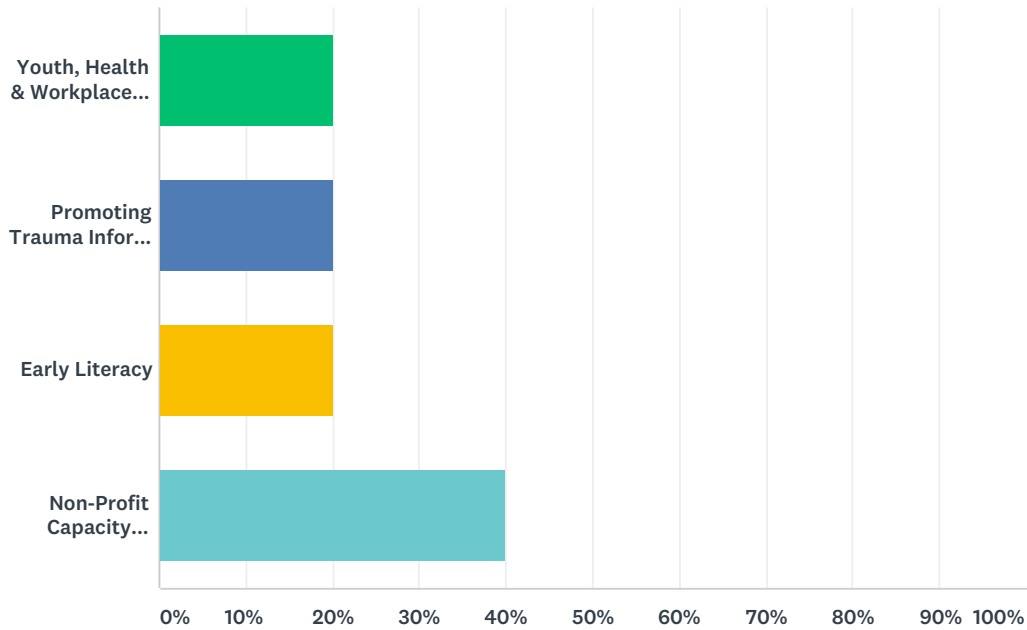
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
Funding Representative	45.00% 9
Coordinated Care Organization representative	15.00% 3
Community Partner involved in a Regional Collaboration	40.00% 8
TOTAL	20

Q7 Session 1. I attended:

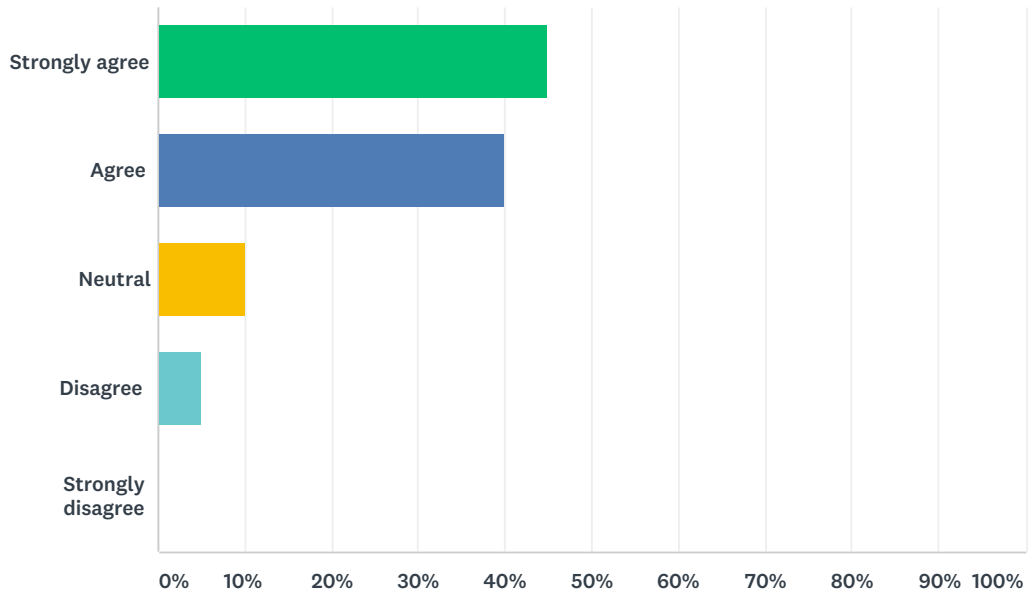
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES
Youth, Health & Workplace Readiness	20.00% 4
Promoting Trauma Informed Practices & Resiliency	20.00% 4
Early Literacy	20.00% 4
Non-Profit Capacity Support & Food Insecurity	40.00% 8
Total Respondents: 20	

Q8 Time spent in session 1 was relevant and meaningful to me:

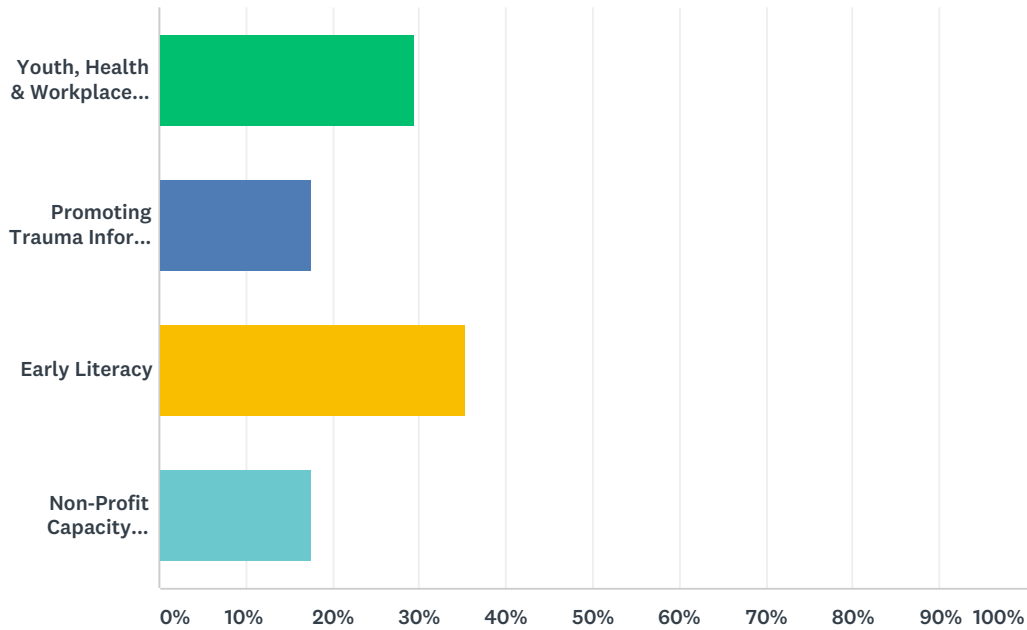
Answered: 20 Skipped: 0



ANSWER CHOICES	RESPONSES	
Strongly agree	45.00%	9
Agree	40.00%	8
Neutral	10.00%	2
Disagree	5.00%	1
Strongly disagree	0.00%	0
Total Respondents: 20		

Q9 Session 2 I attended:

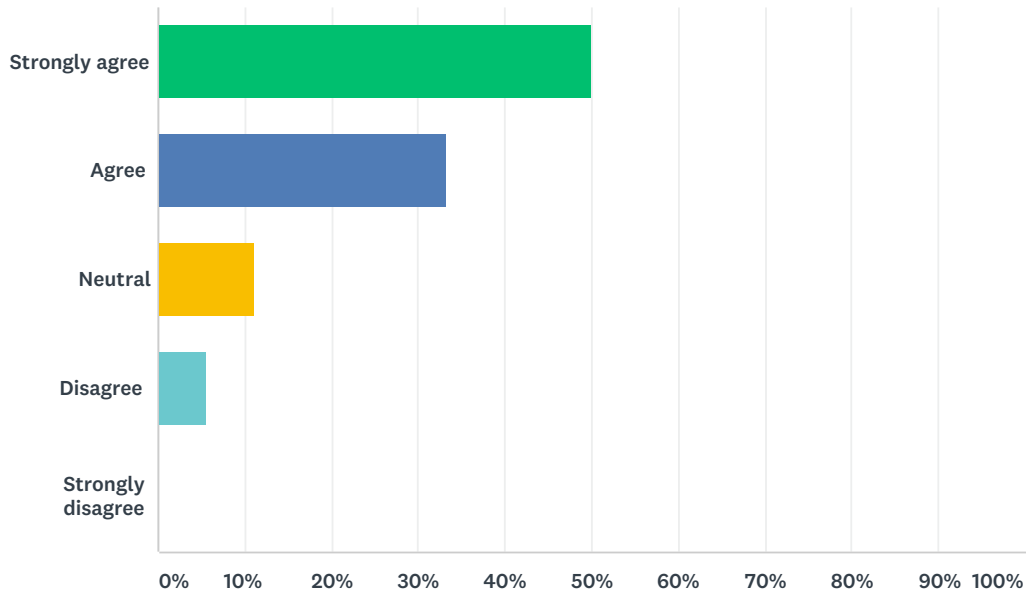
Answered: 17 Skipped: 3



ANSWER CHOICES	RESPONSES
Youth, Health & Workplace Readiness	29.41% 5
Promoting Trauma Informed Practices & Resiliency	17.65% 3
Early Literacy	35.29% 6
Non-Profit Capacity Support & Food Insecurity	17.65% 3
Total Respondents: 17	

Q10 Time spent in session 2 was relevant and meaningful to me:

Answered: 18 Skipped: 2



ANSWER CHOICES	RESPONSES	
Strongly agree	50.00%	9
Agree	33.33%	6
Neutral	11.11%	2
Disagree	5.56%	1
Strongly disagree	0.00%	0
Total Respondents: 18		

Q11 What impact, if any, did the empathy interview experience have on you?

Answered: 15 Skipped: 5

#	RESPONSES	DATE
1	I enjoyed learning how we are all at different places with our learning skills. This reiterates the importance of building this listening skill in the multiple spaces that we participate in.	3/15/2019 9:43 AM
2	It served as a poignant reminder to listen.	3/15/2019 8:39 AM
3	I am sorry, it seems too much time has passed for me to recall specifics	3/14/2019 7:38 PM
4	Strong impact. See earlier response	3/14/2019 6:47 PM
5	I like this tool and hope to use it in the future. It demonstrated not only the connection of listening but, when it came time to plan a meal, highlighted the importance of effective inquiry. Several people made comments about not really talking about one important aspect or another - food, setting, allergies, etc. So, from a relational standpoint, it seemed to work very well, but from a planning standpoint, it highlighted the importance of listening and inquiry.	3/13/2019 10:41 AM
6	It highlighted the need for my deep listening to be with the sole intent to listen and honor the sharing rather than to feel compelled to help find a solution. It was humbling.	3/12/2019 11:56 AM
7	I found myself too ready to jump to solutions when my role was just listening. It was a BIG treat to connect with the other person.	3/12/2019 10:00 AM
8	I was pleasantly surprised that this was the level of conversation at a funders forum.	3/11/2019 3:18 PM
9	It has provoked thought & sharing. I have shared with multiple colleagues, both in writing and verbally.	3/11/2019 3:11 PM
10	It was interesting to see how some people were new to empathetic listening. I am very familiar w/this as an RN on an individual level with patients. I am excited by the prospect of using this tool for community focused work.	3/11/2019 3:06 PM
11	Renewed my knowledge about really listening without interrupting the speaker or offer advise when it hasn't been asked for.	3/11/2019 11:25 AM
12	I think it really helped me to slow down and "walk in another's shoes." This is incredibly important to me as I work with families.	3/11/2019 8:16 AM
13	reinforced the concept of careful listening	3/9/2019 9:36 AM
14	It was a kind and generous experience.	3/8/2019 10:16 PM
15	It was a wonderful opportunity to focus on an individual's perspective	3/8/2019 7:16 PM

Q12 Do you think this experience will impact how you understand or do your work?

Answered: 16 Skipped: 4

#	RESPONSES	DATE
1	Yes, absolutely!	3/15/2019 9:43 AM
2	Yes.	3/15/2019 8:39 AM
3	Empathy interviewing is a piece of my professional life, never stop learning more about it	3/14/2019 7:38 PM
4	I sure hope so	3/14/2019 6:47 PM
5	Yes!	3/13/2019 10:41 AM
6	Yes	3/12/2019 4:18 PM
7	Definitely. It expanded my thinking about listening and added to my toolbox.	3/12/2019 11:56 AM
8	Yes but I think we all need more practice.	3/12/2019 10:00 AM
9	Yes, we are learning to speak the language of connection and intimacy on the large scale corporate level. Knowing that this work is happening allows me to more authentically navigate the funding and corporate world.	3/11/2019 3:18 PM
10	Not sure. It is definitely pushing me to think more about training/capacity/outside insight that could be improving my/our effectiveness.	3/11/2019 3:11 PM
11	I would like to implement this type of empathy interview in our community based work, but would need more detailed information and training.	3/11/2019 3:06 PM
12	It refreshed my knowledge about LISTENING without interrupting.	3/11/2019 11:25 AM
13	I do. It reinforced critical qualities in paying attention and not thinking of my responses while another person is sharing.	3/11/2019 8:16 AM
14	reinforce my ideas	3/9/2019 9:36 AM
15	Not likely.	3/8/2019 10:16 PM
16	I experience this type of listening and use it within our organization and with some of our community partners. i would like to see it used more by our system leadership.	3/8/2019 7:16 PM

Q13 Do you notice yourself thinking differently?

Answered: 16 Skipped: 4

#	RESPONSES	DATE
1	Yes, and I also felt very validated.	3/15/2019 9:43 AM
2	Yes.	3/15/2019 8:39 AM
3	Deeper	3/14/2019 7:38 PM
4	At times I do	3/14/2019 6:47 PM
5	Yes - especially along the lines of "listening to the needs of the community" and asking people what they want or what they see as the solution to the issue rather than relying solely on examples and theory. So far this has mostly come to practice in considering current events and potential solutions to issues. I'm looking forward to finding active places to employ this and we are using it to guide the formation of one workgroup.	3/13/2019 10:41 AM
6	Yes	3/12/2019 4:18 PM
7	Yes. I'm more aware of what type of listening I'm receiving, giving, observing. I'm more aware of checking my intention as I listen.	3/12/2019 11:56 AM
8	Yes, I made a specific effort to listen and ask more questions rather than working to solve anything.	3/12/2019 10:00 AM
9	Yes	3/11/2019 3:18 PM
10	Not yet!	3/11/2019 3:11 PM
11	When doing work on our project last week, I certainly thought about how using empathy interviews could help inform our work and be more effective in coming up with actions that will be of value to our community.	3/11/2019 3:06 PM
12	Yes. It makes a difference when I placed myself in the other person's shoes. It generates empathy...	3/11/2019 11:25 AM
13	Yes, I actually do.	3/11/2019 8:16 AM
14	not really--but reinforces my approach	3/9/2019 9:36 AM
15	No	3/8/2019 10:16 PM
16	Yes	3/8/2019 7:16 PM

Q14 Are you considering applying this empathy interviewing experience in your community?

Answered: 16 Skipped: 4

#	RESPONSES	DATE
1	I would love to be able to do this, especially how can we bring this and share this with our community, so we are all learning together.	3/15/2019 9:43 AM
2	Yes.	3/15/2019 8:39 AM
3	Yes	3/14/2019 7:38 PM
4	Not fully enough	3/14/2019 6:47 PM
5	Yes but I'm not sure how/when yet	3/13/2019 10:41 AM
6	Yes	3/12/2019 4:18 PM
7	Yes. Not sure how yet other than talking one on one about it with other learners. I'm sure it will inform my thinking about meetings, focus groups, and other organized group interactions, but I don't have a specific plan yet.	3/12/2019 11:56 AM
8	Yes, I would love to.	3/12/2019 10:00 AM
9	I would love to	3/11/2019 3:18 PM
10	Good question. Workforce systems...	3/11/2019 3:11 PM
11	I think there could be an opportunity to do this in the future with a bit more training/logistical details.	3/11/2019 3:06 PM
12	Yes....practice, practice. It's the name of the game.	3/11/2019 11:25 AM
13	This is an activity that I can see us doing with the JCCN.	3/11/2019 8:16 AM
14	yes	3/9/2019 9:36 AM
15	No.	3/8/2019 10:16 PM
16	Promoting its use among multi stakeholder initiatives.	3/8/2019 7:16 PM

Q15 What is one thing you took away from the morning and/or afternoon?

Answered: 15 Skipped: 5

#	RESPONSES	DATE
1	I really loved the empathetic listening session. I also liked the opportunity to network with different people at different tables.	3/15/2019 9:43 AM
2	Be respectful and listen empathetically.	3/15/2019 8:39 AM
3	Interest in learning more from our presenters skill building	3/14/2019 7:38 PM
4	Del Norte group has accomplished much embracing their broad community	3/14/2019 6:47 PM
5	recognizing complexity willingness to change	3/13/2019 10:41 AM
6	Never underestimate the power of coordinating and convening. (Also reaffirmed the importance of excellence in storytelling.)	3/12/2019 11:56 AM
7	Good networking	3/12/2019 10:00 AM
8	so much! Pages and pages of notes and many contacts	3/11/2019 3:18 PM
9	Taking outcomes seriously = possibility of transformational change.	3/11/2019 3:11 PM
10	Think in new, innovative ways to solve old problems	3/11/2019 3:06 PM
11	Like to know other people and organizations and see that "we all have a common goal: to improve and better our communities"	3/11/2019 11:25 AM
12	Once? Yikes, so many good take-aways. The sense of slowing down to hear others; how is what we are doing sensitive culturally; comprehensive strategies for health and wellness change--for all people in a community.	3/11/2019 8:16 AM
13	The value of empathetic listening	3/9/2019 9:36 AM
14	On a personal level empathetic listening.	3/8/2019 10:16 PM
15	There were a lot of new young leaders who were excited to meet each other and learn together	3/8/2019 7:16 PM

Q16 What do you need in order to use or embed in your work or community the approaches and ideas you learned about?

Answered: 14 Skipped: 6

#	RESPONSES	DATE
1	more information, and who else is doing this work in my community so we can collaborate and create a greater collective impact.	3/15/2019 9:43 AM
2	Continuing practice and reminders of skills	3/14/2019 7:38 PM
3	I'm not sure yet - but it has been brought up in several meetings where one or more attendees were in the room. It's had an impact!	3/13/2019 10:41 AM
4	Continue to practice empathetic listening	3/12/2019 4:18 PM
5	Learning and facilitation around creating and sustaining effective backbone. In my personal experience and in what I observe around me, backbone is misunderstood, misinterpreted and often misguided. The successful community change initiatives all seem to have a deep shared understanding of what backbone is and how it functions. Would love some facilitated learning for our local collaboratives around backbone.	3/12/2019 11:56 AM
6	Perhaps for more of my team to hear the presentation.	3/12/2019 10:00 AM
7	Support from the various organizations in the network	3/11/2019 3:18 PM
8	More knowledge of nitty-gritty practice.	3/11/2019 3:11 PM
9	I would like to work more closely with Del Norte to understand better how they organized their initiative, what infrastructure they put in place, and how they measured their success.	3/11/2019 3:06 PM
10	I am not sure how to answer that. Networking, motivates the need for connecting with others who are working towards the same goals.	3/11/2019 11:25 AM
11	I think I need to take time to continue to reflect on the ideas presented and create intentional pathways to apply those tools.	3/11/2019 8:16 AM
12	power ahead	3/9/2019 9:36 AM
13	I didn't really learn what they did on the coast so I don't know how to answer this.	3/8/2019 10:16 PM
14	Skills and talent of the ThinkPlace team to work in our communities and with our community partners so they can work better together and share some specific goals, strategies and actions.	3/8/2019 7:16 PM

Q17 Did you connect with someone new or create a relationship with a new person or organization during the retreat or since the February 22nd's retreat?

Answered: 15 Skipped: 5

#	RESPONSES	DATE
1	Yes, and NO. I was so grateful to be able to reconnect with folks from the Ford Foundation, and I am looking forward for a more continuous relationship with them.	3/15/2019 9:43 AM
2	Yes but I have to go back and look at my notes	3/14/2019 7:38 PM
3	Yes but more the result of carpooling back and forth	3/14/2019 6:47 PM
4	I think that I gained a better understanding of or improved a relationship with a couple of colleagues	3/13/2019 10:41 AM
5	Yes	3/12/2019 4:18 PM
6	I've spent time online reading about the California Endowment, Building Healthy Communities DNATL, ThinkPlace, and Co-Creative Consulting and have reached out to Heather Equinoss at Co-Creative to explore how we can get some help. Also, I've had several people from the retreat reach out to me to see how our work may be complementary.	3/12/2019 11:56 AM
7	Yes!	3/12/2019 10:00 AM
8	yes	3/11/2019 3:18 PM
9	Yes.	3/11/2019 3:11 PM
10	Yes- Michelle Carrillo from Wild Rives Coast Foundation.	3/11/2019 3:06 PM
11	Yes. It was good to network.	3/11/2019 11:25 AM
12	Absolutely. Many great "old" acquaintances and many new ones. For example, Alison Hensley and I have already met to see if there are ways her work can align to support our Jo County homeless families.	3/11/2019 8:16 AM
13	yes	3/9/2019 9:36 AM
14	No	3/8/2019 10:16 PM
15	yes, the coordinated care organizations in the coastal area	3/8/2019 7:16 PM

Q18 Is there something else you would like to share about the day?

Answered: 14 Skipped: 6

#	RESPONSES	DATE
1	thank you for the opportunity, and what a wonderful event!	3/15/2019 9:43 AM
2	Thank you for continuing these retreats. They are wonderful	3/14/2019 7:38 PM
3	Recap the key points of the sessions would be helpful as take aways	3/14/2019 6:47 PM
4	Thank you for the opportunity to participate and learn	3/13/2019 10:41 AM
5	I am deeply grateful for the opportunity to participate in this event and it was thought-provoking . For me, as a collaboration leader, the afternoon wasn't as helpful as the morning. I think trying to share what our local collaboratives are doing muddied the waters and didn't quite work. For me, it would have been more helpful to have the whole conference hear the presentations from each of the four DNATL groups and then self-select into small groups for follow-up Q&A. It was a lot to try to take in their specific program information in the time allotted (and with the ambient noise in the room), let alone make sense of how all the various pieces happening in DNATL fit together to form the unified whole. While I appreciate the intent of sharing, adding hurried and unprepared sharing from the local collaboratives just didn't seem to fit and felt a bit like an interruption in the learning. My second session ended up being really small and since most of the folks had been in that same group for session one, we spent our time talking with Geneva, asking questions, and learning more about the overall structure of the initiative, how the backbone works, how the pieces fit together and connect, what challenges they faced and had to overcome to get to functionality, etc. For me, this was a really helpful dialogue and it would have been great to have more time. That said, I understand that there were many purposes being served because of the diverse make-up of the group and I think it was a wonderful learning opportunity for all of us. Thank you!	3/12/2019 11:56 AM
6	I find the list of participants to be a very helpful tool.	3/12/2019 10:00 AM
7	Thank you! It was an eye-opening experience being my first time at the Learning Retreat.	3/11/2019 3:18 PM
8	Thank you!!!!	3/11/2019 3:11 PM
9	Thank you!	3/11/2019 3:06 PM
10	Thank you!	3/11/2019 11:25 AM
11	I loved getting together in such a thoughtfully planned day. I really liked getting a chance to change tables and share with others--getting to know them and their work. I really appreciated the specialists you brought in to provide ideas and strategies for our community work. Many thanks, Todd Bloomquist (grateful participant)	3/11/2019 8:16 AM
12	Communication is the key to success in many areas---and careful listening and questioning is the key, I believe	3/9/2019 9:36 AM
13	I missed JeFF interactions.	3/8/2019 10:16 PM
14	I appreciate what it takes to bring so many different people together to meet each other and learn together, and that there is no substitute for face to face learning	3/8/2019 7:16 PM