

## Response to AFHTO survey on FHT engagement and fees

One of the key directions in the AFHTO strategic plan is to “Power the AFHTO organization through strengthened membership and supporting infrastructure.”

AFHTO's voice is stronger when:

- It represents virtually all FHTs
- The leaders of these FHTs are engaged in AFHTO's work
- There is sufficient infrastructure to coordinate, support and communicate this work.

The speed and strength of progress in the strategic plan initiatives is dependent on the three factors named above. Therefore, when the AFHTO board invited feedback on the strategic plan from all FHT leaders, the survey also asked questions to gauge what FHT leaders on their ability and willingness to volunteer, and what they saw as fair and affordable fees.

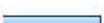
The survey found that about half of FHT leaders who responded (62 out of 127) are ready to volunteer their time, talent and ideas to AFHTO. While over 60 percent of FHTs were able to afford the fee level recommended for their FHT's budget category, affordability varied by specific FHT budget category (see summary chart below).

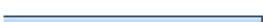
| FHT Budget        | Proposed fee       | Respondents |        | Willingness to pay proposed amount? |       |       |   |
|-------------------|--------------------|-------------|--------|-------------------------------------|-------|-------|---|
|                   |                    | #           | %      | Yes                                 |       | No    | If not, how much?   |
|                   |                    |             |        | #                                   | %     |       |   |
| Less than \$1M    | \$1,000            | 31          | 32.3%  | 23                                  | 74.2% | 25.9% | n/a   |
| \$1 – 3M          | \$2,000            | 46          | 47.9%  | 25                                  | 55.3% | 44.7% | 29.4% \$1,500<br>17.6% \$1,250<br>52.9% \$1,000 (current fee) |
| \$3 – 5M          | \$3,000            | 3           | 3.1%   | 1                                   | 33.3% | 66.7% | 50% \$2,200<br>50% \$1,500 (current fee)                      |
| \$5 – 7M          | \$4,000            | 4           | 4.2%   | 4                                   | 100%  | 0%    | n/a   |
| Greater than \$7M | \$5,000            | 2           | 2.1%   | 1                                   | 50%   | 50%   | 100% \$1,500 (current fee)                                    |
| Wave 5 no budget  | \$500 (in 2 parts) | 4           | 4.2%   | 4                                   | 100%  | 0%    | n/a   |
| Don't know        | n/a                | 6           | 6.3%   | 0                                   | n/a   | n/a   | n/a   |
| TOTAL             | n/a                | 95          | 100. % | 58                                  | n/a   | n/a   | n/a   |

The AFHTO board has carefully considered this information to develop a membership fee structure that is affordable for the vast majority, while ensuring that all FHTs who want to join are able to do so.

Responses to each survey question are presented below in the pages that follow.

## Willingness and ability to volunteer

| 6. Would you be willing to volunteer for any of the following? (Please check all that apply) |   |                          |                   |
|--|---|--------------------------|-------------------|
|  |   | Response<br>Percent      | Response<br>Count |
| Leading a working group  |  | 10.9%                    | 10                |
| Contributing to a working group  |  | 51.1%                    | 47                |
| Giving feedback/ideas on proposals   |  | 46.7%                    | 43                |
| Meeting with MPP candidates in my FHT's riding   |  | 41.3%                    | 38                |
| Developing a learning resource to share with other FHTs on the web                           |  | 9.8%                     | 9                 |
| Preparing and delivering presentations to other FHTs at the AFHTO conference                 |  | 18.5%                    | 17                |
| Sorry, I'm not able to volunteer in the next year  |  | 32.6%                    | 30                |
|  | Other (please specify)  |                          | 7                 |
|  |   | <b>answered question</b> | <b>92</b>         |
|  |   | <b>skipped question</b>  | <b>35</b>         |

| 7. How many hours per year would you be willing and able to contribute? |   |                          |                   |
|---|---|--------------------------|-------------------|
|   |   | Response<br>Percent      | Response<br>Count |
| 30 – 50 hours/year  |  | 16.4%                    | 10                |
| 20 – 30 hours/year  |  | 29.5%                    | 18                |
| 10 – 20 hours/year  |  | 49.2%                    | 30                |
| Sorry, I'm not able to volunteer in the next year                       |  | 4.9%                     | 3                 |
|   | Other   |                          | 6                 |
|   |   | <b>answered question</b> | <b>61</b>         |
|   |   | <b>skipped question</b>  | <b>66</b>         |

## Fair and affordable fees

| 8. My FHT's annual budget falls into the following category: (please check one) |  |                     |                   |
|---|--|---------------------|-------------------|
|   |  | Response<br>Percent | Response<br>Count |
| Less than \$1M  |  | 32.3%               | 31                |
| \$1 – 3M  |  | 47.9%               | 46                |
| \$3 – 5M  |  | 3.1%                | 3                 |
| \$ 5 – 7M   |  | 4.2%                | 4                 |
| Greater than \$7M   |  | 2.1%                | 2                 |
| We are a Wave 5 FHT and don't yet have an operating budget                      |  | 4.2%                | 4                 |
| Don't know the size of my FHT's annual budget                                   |  | 6.3%                | 6                 |
| <b>answered question</b>  |  |                     | <b>96</b>         |
| <b>skipped question</b>   |  |                     | <b>31</b>         |

| 9. AFHTO is proposing that fees be frozen at \$1,000 for FHTs with the smallest budgets (i.e. under \$1M). At this fee level: (please check one) |  |                     |                   |
|--|--|---------------------|-------------------|
|  |  | Response<br>Percent | Response<br>Count |
| <b>My FHT would be willing and able to pay this fee to support AFHTO's direction</b>   |  | 71.0%               | 22                |
| My FHT supports AFHTO's direction, but we can't afford the proposed fee  |  | 19.4%               | 6                 |
| Sorry, my FHT wouldn't join AFHTO  |  | 6.5%                | 2                 |
| AFHTO's work is so important, my FHT would be willing and able to pay more than the proposed fee   |  | 3.2%                | 1                 |
| <b>answered question</b>   |  |                     | <b>31</b>         |
| <b>skipped question</b>  |  |                     | <b>96</b>         |

| 10. The proposed fee for FHTs with budgets of \$1M - \$3M would be \$2,000 At this fee level: (please check one) |   |                  |                |
|--|---|------------------|----------------|
|  |   | Response Percent | Response Count |
| My FHT would be willing and able to pay this fee to support AFHTO's direction                                    |  | 53.2%            | 25             |
| My FHT supports AFHTO's direction, but we can't afford the proposed fee  |  | 44.7%            | 21             |
| Sorry, my FHT wouldn't join AFHTO  |   | 0.0%             | 0              |
| AFHTO's work is so important, my FHT would be willing and able to pay more than the proposed fee                 |  | 2.1%             | 1              |
| answered question  |   |                  | 47             |
| skipped question   |   |                  | 80             |

**If the FHT could not afford the proposed fee then:**

| 15. What fee level could your FHT afford to support AFHTO's goal of establishing a sustainable organization? |          |           |           |                                |                |                |
|--|----------|-----------|-----------|--------------------------------|----------------|----------------|
|  | \$1,750  | \$1,500   | \$1,250   | \$1,000<br>(current fee level) | Rating Average | Response Count |
| FHT budget of \$1M - \$3M  | 0.0% (0) | 29.4% (5) | 17.6% (3) | 52.9% (9)                      | 3.24           | 17             |
| answered question  |          |           |           |                                |                | 17             |
| skipped question   |          |           |           |                                |                | 110            |

| 11. The proposed fee for FHTs with budgets of \$3M - \$5M would be \$3,000 At this fee level: (please check one) |   |                   |                |
|--|---|-------------------|----------------|
|  |   | Response Percent  | Response Count |
| My FHT would be willing and able to pay this fee to support AFHTO's direction                                    |  | 33.3%             | 1              |
| My FHT supports AFHTO's direction, but we can't afford the proposed fee  |  | 66.7%             | 2              |
| Sorry, my FHT wouldn't join AFHTO  |   | 0.0%              | 0              |
| AFHTO's work is so important, my FHT would be willing and able to pay more than the proposed fee                 |   | 0.0%              | 0              |
|  |   | answered question | 3              |
|  |   | skipped question  | 124            |

**If the FHT could not afford the proposed fee then:**

| 16. What fee level could your FHT afford to support AFHTO's goal of establishing a sustainable organization? |          |           |          |                                |                   |                |
|--|----------|-----------|----------|--------------------------------|-------------------|----------------|
|  | \$2,600  | \$2,200   | \$1,800  | \$1,500<br>(current fee level) | Rating Average    | Response Count |
| FHT budget of \$3M - \$5M  | 0.0% (0) | 50.0% (1) | 0.0% (0) | 50.0% (1)                      | 3.00              | 2              |
|  |          |           |          |                                | answered question | 2              |
|  |          |           |          |                                | skipped question  | 125            |

| 12. The proposed fee for FHTs with budgets of \$5M - \$7M would be \$4,000 At this fee level: (please check one) |  |                  |                |
|--|--|------------------|----------------|
|  |  | Response Percent | Response Count |
| My FHT would be willing and able to pay this fee to support AFHTO's direction                                    |  | 100.0%           | 4              |
| My FHT supports AFHTO's direction, but we can't afford the proposed fee  |  | 0.0%             | 0              |
| Sorry, my FHT wouldn't join AFHTO  |  | 0.0%             | 0              |
| AFHTO's work is so important, my FHT would be willing and able to pay more than the proposed fee                 |  | 0.0%             | 0              |
| answered question  |  |                  | 4              |
| skipped question   |  |                  | 123            |

**If the FHT could not afford the proposed fee then:**

| 17. What fee level could your FHT afford to support AFHTO's goal of establishing a sustainable organization? |          |          |          |                                |                |                |
|--|----------|----------|----------|--------------------------------|----------------|----------------|
|  | \$3,000  | \$2,500  | \$2,000  | \$1,500<br>(current fee level) | Rating Average | Response Count |
| FHT budget of \$5M - \$7M  | 0.0% (0) | 0.0% (0) | 0.0% (0) | 0.0% (0)                       | 0.00           | 0              |
| answered question  |          |          |          |                                |                | 0              |
| skipped question   |          |          |          |                                |                | 127            |

| 13. The proposed fee for FHTs with budgets greater than \$7M would be \$5,000 At this fee level: (please check one) |   |                   |                |
|---|---|-------------------|----------------|
|   |   | Response Percent  | Response Count |
| My FHT would be willing and able to pay this fee to support AFHTO's direction                                       |  | 50.0%             | 1              |
| My FHT supports AFHTO's direction, but we can't afford the proposed fee   |  | 50.0%             | 1              |
| Sorry, my FHT wouldn't join AFHTO   |   | 0.0%              | 0              |
| AFHTO's work is so important, my FHT would be willing and able to pay more than the proposed fee                    |   | 0.0%              | 0              |
|   |   | answered question | 2              |
|   |   | skipped question  | 125            |

**If the FHT could not afford the proposed fee then:**

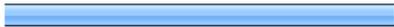
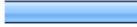
| 18. What fee level could your FHT afford to support AFHTO's goal of establishing a sustainable organization? |          |          |          |                             |                   |                |
|--|----------|----------|----------|-----------------------------|-------------------|----------------|
|  | \$4,000  | \$3,000  | \$2,000  | \$1,500 (current fee level) | Rating Average    | Response Count |
| FHT budget of \$7M+  | 0.0% (0) | 0.0% (0) | 0.0% (0) | 100.0% (1)                  | 4.00              | 1              |
|  |          |          |          |                             | answered question | 1              |
|  |          |          |          |                             | skipped question  | 126            |

14. Wave 5 FHTs are to become operational and receive their budgets by August. AFHTO is proposing that for 2011-12, these FHTS would therefore pay one-half of the lowest fee category, i.e. \$500. Recognizing that Wave 5 FHTs are working with DGA budgets, they would be asked to pay \$250 to join initially (six of the 30 Wave 5s have already done this), then pay the remaining \$250 on receiving their operating budgets. At this fee level: (please check one)

|  | Response<br>Percent      | Response<br>Count |
|--|--------------------------|-------------------|
| My FHT would be willing and able to pay this fee to support AFHTO's direction                    | 100.0%                   | 4                 |
| My FHT supports AFHTO's direction, but we can't afford the proposed fee                          | 0.0%                     | 0                 |
| Sorry, my FHT wouldn't join AFHTO  | 0.0%                     | 0                 |
| AFHTO's work is so important, my FHT would be willing and able to pay more than the proposed fee | 0.0%                     | 0                 |
|  | <b>answered question</b> | <b>4</b>          |
|  | <b>skipped question</b>  | <b>123</b>        |

## Respondent characteristics

| 19. Is your FHT currently a member of AFHTO? |   |                  |                |
|--|---|------------------|----------------|
|  |   | Response Percent | Response Count |
| Yes  |  | 78.6%            | 77             |
| No   |  | 15.3%            | 15             |
| Don't know                                   |  | 6.1%             | 6              |
| answered question                            |   |                  | 98             |
| skipped question                             |   |                  | 29             |

| 20. What is your role in your FHT? |   |                  |                |
|------------------------------------|---|------------------|----------------|
|                                    |   | Response Percent | Response Count |
| Administrative Lead                |  | 74.7%            | 65             |
| Physician Lead                     |  | 25.3%            | 22             |
| Other (please specify)             |   |                  | 14             |
| answered question                  |   |                  | 87             |
| skipped question                   |   |                  | 40             |