



— Pathways to —
AVIATION

Board of Trustees Survey 2022

Questions pertaining to the overall board

Responses were captured according to the following rating system:

Strongly Agree

Agree

Disagree

Strongly Disagree

There are high expectations for participation.

Strongly Agree - 1

Agree - 5

Board member roles are clearly defined.

Agree - 4

Disagree - 2

Decisions are based on and support the mission.

Strongly Agree - 2

Agree - 3

Disagree - 1

There's an effective process to assess toward progress.

Agree - 2

Disagree - 3

Strongly Disagree - 1

Board members actively represent Pathways to Aviation in public.

Strongly Agree - 3

Agree - 1

Disagree - 2

There's an agreed-upon and understood elevator pitch for describing the organization.

Agree - 3

Disagree - 2

Strongly Disagree - 1

Questions pertaining to me

Responses were captured according to the following rating system:

Very Satisfied

Satisfied

Dissatisfied

Very Dissatisfied

Attendance at board meetings.

Very Satisfied - 2

Satisfied - 4

Preparing for board meetings.

Very Satisfied - 2

Satisfied - 4

Contributing at board meetings.

Very Satisfied - 2

Satisfied - 4

Providing guidance on strategy and directions.

Satisfied - 5

Dissatisfied - 1

Making a personally meaningful financial contribution.

Very Satisfied - 1

Satisfied - 4

Very Dissatisfied - 1

Providing access to financial resources.

Satisfied - 2

Dissatisfied - 4

Providing access to non-financial resources.

Satisfied - 4

Dissatisfied - 2

Serving as an effective ambassador.

Very Satisfied - 2

Satisfied - 4

What is the most important topic we need to address?

For me, what is our main objective/focus and how the heck are we going to pay for it!

Defining mission.

Clear definition of what our main concentration is in terms of our core service. We seem to waffle back and forth amongst the board members every year or so whether it is workshops, online path, mentorship etc. I personally feel that our online portal is very well done and also very effective. It has gotten us through tough times by allowing us to continue to have outreach and effective mentorship even when in person was shut down. Now that we are opening in person back up in remains a great tool and helps with outreach and garnering interest. It is also a great place for potential donors to see and as it is well done, explains who we are well, and has great functionality.

Balancing the role of Career Readiness with programs to bring aviation and aerospace directly to our youth.

pathways needs a direction and a detailed means to get there. When we plan on the next quarterly event pathways needs to discuss all the possibilities and vote on the best. I don't feel we are getting the full board's opinion when only 6 people are on the monthly board meeting. We should come up with pros and cons for our next event and then present to the board for a vote.

What is the mission and direction.

What are the strong points and successes of Pathways to Aviation?

The passion for aviation the group has and encouraging young people to get involved and seek careers in Aviation

Good cause fulfilling a need

We have had some great ideas, growth in scale of events, and solid participation from the board.

With good financial support we had great impact at the Air Races. I think the UNR Speaker Programs were evidence of commitment, availability of national if not world class speakers, and made UNR look like a partner with us in aviation and aerospace educational pursuits.

Career readiness program, ability to put on interviews with aviation companies

During the pandemic, the reach of Pathways was greatly enhanced by Pete Parker. Board members are passionate about aviation and engaging future aviation leaders.

How board members answered in November 2021

- Pathways has expanded geographically and significantly increased the number of institutions involved
- The content is excellent
- Pete Parker has been an outstanding facilitator for the top notch content and expansion

Great concept. Great programs. A gift to all that participate.

Long established existence and reputation. Good publications and literature
Good name and signage. The idea of Pathways has an enduring quality.

Personable approach to students and job seekers. Engaging the aviation industry and connecting them with their future leaders and employees. Providing students and jobseeker with mentorship to map out their higher education and career path. This is all over and above the program goals of equipping them to pursue their dream career/jobs! Only ED and Chair driving decisions, ideas and opportunities for success. Skunkworks baby!!! This process helped avoid delays on to market success and time stuck in committee.

- Unique program, especially for the local area, but also online.
- Flexibility. During Covid and even with meeting the needs of individual students it seems Pathways was good at pivoting into what was needed. As we try to figure out what the best way forward is I think this flexibility is what will allow us to pivot or move forward without having to change too much.
- Solid cadre of volunteers, industry speakers, mentors, and board members that have a great depth of knowledge and excitement for the industry.
- One hell of a damn fine point man in Pete. Singlehandedly navigated Covid, growth of Pathways, and taking real steps to make Pathways a major industry player.

- Pete Parker as keystone to all efforts as executive director
- Significant experience and wealth of knowledge available through the board

Pete. Great group of mentors. The right organization at the right time. Website with archived training videos. Aviation connections.

What are the greatest challenges facing Pathways to Aviation?

\$\$\$\$\$\$\$\$ and mission focus

Finances.

Financial which leads into having a core cadre or person that is more than just a board member or part time volunteer.

"I think we need to keep the Pathways' name and programs out in the public arena. Too often we can assume that our message and programs are getting through and are successful, but how do we measure that? We are just one of several programs nationally that keep out in front, like AOPA. I tend to think local and regional are best. Donors support what they see. We should grow our alliances with the Washoe County School District and UNR."

Half of the board is doing all their work. We have no regular volunteers

There is a lack of financial resources and a gap in the mission.

How board members answered in 2021

- There will be failure without a change in the current way that the organization is run
- There will be total burnout of Pete Parker and he could quit the organization entirely
- Activities will need to be scaled back to match funding

Funding!

Candles burn out. People burn out. No long term financial support has been found. Other groups and entities may "borrow" our concepts without paying for them. There is no way to can and sell our program. It can be duplicated by others. The window of success may be closing.

Growing too fast without the accompanying financial support. Trustees not fully understanding Pathway's program and life changing impact to students and job seekers. Another group running with Pathway's plan.

- Lack of funding
- Lack of a workforce past just Pete
- Lack of a single laser focus and clearly defined timeline with assumptions met before we grow.

- Internal complacency
- For-profit career preparation firms

AOPA or EAA or similar copying what Pathways does. They have the volunteers and finances to succeed.

What are the opportunities facing Pathways to Aviation?

Finding a steady/long term source of sponsorship

Aviation businesses have a critical shortage of workers

We have gained a very wide audience and therefore some national attention and hopefully we can capitalize on that.

"We should grow our Board and establish working committees, to share the work load and to share the successes. Work with Washoe County School District and UNR to promote a path to aviation and aerospace education and careers."

Our ability to create aviation content and present to non aviation school kids and young adults

"-Look at funding for the future.-Creating awareness of the organization in the community by sponsoring local programs.-Continuing the career readiness program that has been created."

How board members answered in 2021

- There is opportunity to attach to some other funded entity
- Pathways could partner with an educational or non profit organization

Pathways programs should be offered to all young people across all fields, not just aviation.

Still a great idea. Captures the imagination. Everyone wants to help our youth. Aviation is a growth industry. Good opportunity of economic development in Nevada and elsewhere.

How to pursue funding and support in the ever changing non-profit landscape.

Keep doing what has created success for students, jobseekers and industry.

Engage key leaders locally and nationally to understand Pathway's why and benefit to our future by championing Pathways. By helping with sustained funding, Awareness and involvement in the program.

Our hybrid ability for in person and online (both workshops and mentoring) is where I think we may have more opportunity than we realize. As of now, with one full time person and a variety of volunteers it's hard to pursue the loftier goals but online mentoring is an easy way for people to connect on their own time and is a sustainable thing considering the one man show Pete has had to run.

Our loftier goals where our subscription model, "Pathways Certified", and growing an active alum of individuals who have been in the program, bring in major funding and are rolling along with real steam, are incredible selling points to donors. Once we have the funding and the clear way forward to sustain these things I think there is major opportunity in already having started those things and saw what worked and what didn't.

- Resurgence of aviation industry

Large aviation manufacturers and groups to finance Pathways. High schools to partner with Pathways in exchange for their monetary support

What are the top priorities for the next 12 months?

Mission focus and funding

Defining the mission. Raising funds

Getting more donations and nailing these upcoming workshops and UNR events.

"Grow the Board, impliment committees, continue workshops, impliment speaker programs, and maintain Carreer Readiness.Join with and support our local educational partners."

Have a plan. Create a list of volunteers to help. Create committees for the various projects we plan. Get the entire board involved - if not during the monthly board meeting then an email describing what was discussed and receiving input from all members

"-Funding-Direction of organization"

If we continue as is, how do you believe Pathways will operate in two years?

Hard to say TBH. I still need to learn all that is done via the website, etc.

Reno centric with a national footprint

Much the same as we are now however recently the ideas and execution of events have been getting a lot more traction. I'd love to see the smaller in person workshops continue as well

"We should not continue ""AS IS"" , but grow our programs and opportunities. More connections with our local and regional education partners."

Sorry to say I don't see pathways in two years if we continue as is.

-It will not sustain itself except for an annual speaker program.

How do you hope Pathways to Aviation operates in 2-3 years?

Have a secure source of revenue and a strong partnership with the school district and/or university (s).

Reno centric with a national footprint

With a strong cadre that can support smaller and frequent in person workshops, an online mentorship portal that is very active, and continuing with less frequent large capstone type events.

"About the same answers as above, but I do not think it wise to rely on just one or two persons or just one program, like what Eric and Pete were doing, but to have a larger team. We can have a larger team by doing things a larger team wants to do."

I would like to see our own office/hangar/aviation museum. Holding seminars, introducing future pilots to simulators and flights. Creating weekly or monthly aviation and aerospace events. Have an open house Saturdays where kids can come to see airplanes, simulators, wind tunnels, etc. Create an aviation library. Go on the road to various locations and have our live seminars from great places, such as SpaceX, museums, Air Force academy, Piper/ Gulfstream/Cirrus, Garmin, etc

"-Unified mission and direction-Funding for Executive Director"

Additional Comments

Still figuring this out and finding how I can best contribute and balance with full time job/family commitments. I honestly would love for Pathways to find a benefactor that would allow us to keep you (Pete) engaged and paid what you deserve for all your work.

I do not see Pathways as a one trick pony, but to have multiple programs, offerings and agendas, all under a large umbrella of supporting aviation and aerospace education.

Without Pete I feel pathways would cease. There is no plan to have an assistant or backup person to do the Career readiness program. Pete has all the contacts, schools, aviation related companies, etc and pathways needs to have this available if Peter were to leave.

Special thanks to the following board members for participating in the survey:

Hart Fessenden

Scott Gordon

Tom Hall

Greg Meisinger

Marily Mora

Joe Rajacic