

Member	Comment	Concerns
2862	<p>"It has gotten to the point that each convention is trying to out-do the other in pre-conventions workshops, etc. A tour of the area and ONE workshop is enough for those that want to come two days earlier to accomplish this. The expenses of the workshops have become outrageous. This is NOT a craft organization. IF any workshops, they should be educational, ie: repairing ornaments/figures, re-lamping, conservation, etc. ."</p>	Convention
3050	<p>"It would have been easier to answer Q. 37 if there was some context regarding the proposal. I don't really understand Q. 41. Not enough context as to what you are trying to solve. Is it a Facebook posting issue or a conference issue? I could not agree with the concept of reduced pricing for younger members ot because I don't like the age range proposed. I may have said yes if the question was under 35 years old at beginning of the membership period. I don't understand the reason for the all the Members Only Facebook page group. Is it about the posting and viewing of the information on the site? The questions in this section seem more general in nature on not in context of the Facebook group. Or am I simply not understanding the issues?"</p>	Facebook
3076	<p>"The Glow should remain Christmas only. I don't think we should be inviting other entire clubs to participate in our convention. If an individual from another club wants to join the Glow and attend convention, that is up to the individual. I think it should be at the host's discretion to decide if they offer workshops and tours before convention. Workshops and tours are nice but not needed for convention. I think the question that needs to be asked is if there are no workshops or tours will the club meet their contractual room numbers for the hotel for convention? I do not see any advantage to poll people that do not renew their membership. People decide how to spend their money and what their interest are. When I worked, one of my vacation weeks was convention and I would move mountains to make sure that happened...left on Saturday morning and got home the Sunday after convention and was back to work on Monday. The weekends were crucial for drive times to minimize the vacation days needed. Upon arrival, would set up the room if selling and then use the days before convention started to put things in the museum room, volunteer, go explore the area for sites of interest and antique stores. People make choices on if and when to attend convention and they should have no say so as to when other people decide to go. Again those early arrivals add to contractual room numbers for the convention. Some of the questions were confusing. Having double negatives...one in the question and one for the answer makes for confusion."</p>	Convention
3169	<p>"Well it was better than last one but STILL LACKING areas for comments under each question. And I highly doubt a person who drops out of Glow will do tge survey. I won't when I drop at end of year. No one has a problem with current magazine other than Joe shoving down the Department 56 articles down our throats. Mark should be left along on articles. He was told to put those articles in. Leave the Convention alone and especially the room hopping. Screw with that and you might as well close shop. If you don't want it early, then don't offer discounted room rates until Tuesday. Duh! And as someone said on FB, when did the Glow become a travel agent. People need to put on their big girl/boy pants and figure it out. And quit offering all the same shit on the non-member page as what is offered to members only page. He'll why pay for it when I can get it for free. And bumping up the amount of money the Glow has in reserve is Joe's idea. The people who write the contracts and lawyers should have this covered already in the contracts for the conventions. That why we have the lawyers isn't it!? And again the other groups joining Glow activities is Joe's idea BUT he didn't do it equally. He invited HIS interested group he belongs to and not others like Friends of the Creche and did not even look around for other groups! And ignoring other groups ALREADY part of the Glow is irresponsible and discrimination. And any board member caught lying should be thrown off the board immediately and not allowed to run again. And Convention costs are way to high. Subsidized hotel rooms for board members should stop. It is supposed to be a voluntary organization and it is far from that now. We are paying for lawyers, editors for magazine, Convention expenses, etc. Way out of hand. I really hate the way the Glow went from a small group of people loving Christmas to a money generating machine."</p>	Convention, Facebook, 40 Year Rule, Magazine, Costs and more

3356	<p>"We think the Glow's board does an EXCELLENT JOB with all aspects of managing the Glow. It's hard to get volunteers to help with anything in any organization, and we are thankful for the volunteers on committees, etc., and think they have the right to remain anonymous. We hope the Glow membership will act in the true Spirit of Christmas and extend love, acceptance, and friendship to all members. The ""Golden Rule"" never becomes outdated."</p>	
3375	<p>"The conventions have become too long. This adds to cost, and prevents many people from attending. It seems to get earlier and earlier each year. You have to come early if you want to do room hopping, so hotel costs are a week long. Need to shorten the conventions, and make them less of a PRODUCTION. How much longer can we get volunteers to host a convention, when each convention tries to out due all the others. There is too much emphasis on getting more and more members. We should strive for quality rather than quantity of members. We seem to be getting many people joining just to have a social outlet...they are not true collectors. Also the politics have become ridiculous. The big egos have taken over the club. Thank you for allowing us to express our views."</p>	Convention
3454	<p>"A lot of ambiguity in the questions...Board should be doing a lot of this stuff on its own initiative...Some questions unrelated to the pre-question information...Members without close working relationship with the Glow will not have the required background to answer intelligently..."</p>	
3901	<p>"I think the registration fee should include more than 3 meals. As an average member who is NOT a wealthy dealer, I would rather see another day added to the actual Convention than all the workshops and outside activities planned before it as they are this year. I cannot afford to stay at the hotel all those extra days. Also, I support the breaks for younger potential members and families (but I think 35 years old is a more reasonable cut off) , but I also think there should be breaks for our OLDER members as well.Many of us have supported the Glow for years but are not as able physically and financially to do so now. I am 81, not well, and living on only Social security now. This year's Convention is VERY expensive & may be the last I'll be able to afford to attend."</p>	Convention
4326	<p>"I feel VERY strongly about keeping ANY satanic/demonic decorations OUT of any Golden Glow activities. We have begun to see skeletons, witchcraft, related items and decor. This is a CHRISTmas club. Could we please KEEP it that way?"</p>	
4504	<p>"I have no objection to the workshops, however, I feel that tours should be limited to those related to Christmas. These tours reduce the number of attendees at convention activities and the number of volunteers that help with the convention. Anyone who wishes to do sightseeing is welcome to do it on their own and at what ever time suits them."</p>	Convention

4561	<p>"As to #50, the convention registration fees should provide for at least two (or more) dinners during the convention."</p>	Convention
4785	<p>"Not all members are on the social media and it should not be used to survey for voting on ideas or changes."</p>	Facebook
5143	<p>"Thank you Board for this survey. I prefer a simple convention that has the Chriskindle Market just prior to the Wed. evening opening of the convention with convention closing on Sat. night. Limited tours & workshops ok. Conventions 1995 thru 2017 were my favorite. Thank you."</p>	Convention
5193	<p>"Thanks for the opportunity to provide my thoughts about Golden Glow."</p>	
5276	<p>"Many survey questions contradict each other. The GG can't be everything to everybody! No inclusion of additional holidays - there are other groups for that! I feel there is a board agenda to affiliate with other collecting groups to swell our membership. How is it that Dept 56 was "chosen" to participate in the GG convention? The regional groups are fine like they are. Why does the GG feel that they should dangle a carrot of subsidizing them? To gain control of these friendly groups who do fine without the baggage of the GG? Bigger is not always better! DC convention is way overboard with trips, workshops, lunches, etc. \$\$\$ There is something to be said for a Wed-Sat event. People arriving early don't need the GG to plan activities for them. Maybe the Christkindlmarket Wed afternoon or a workshop or two is good. Conventions are too costly nowadays. Frankly sick and tired of all the drama after 30+ years of membership. Seriously considering not renewing after this year."</p>	Convention
5442	<p>"No envelope enclosed"</p>	

5494	<p>"A \$100.00 day pass for the convention could be sold as a " choose your day " pass, where the individual buying the pass could choose their own day to attend. The pass would not include any meals."</p>	Convention
5805	<p>"DO NOT schedule events in the evenings, allow room sales starting on Monday-Saturday only."</p>	
5876	<p>"I think reduced fees should be for 45 and up - They are the ones in the group who could use a little help to come and enjoy the Convention. The 20 year olds until 45 - most have jobs and can afford a whole weeks Convention - just a thought."</p>	
6029	<p>"Be very careful on the questions regarding needing a super majority or 51% of dues paying members to pass a by-law. I'm afraid the GLOW will be setting themselves up to never pass anything. Those are good ideals, but they are not realistic, I've never seen any group vote where a majority of people voted. Groups are considered lucky if they get 15-20% of their membership to vote. Look at the average past responses for the GLOW to get an idea. Yes, every member CAN vote, most rarely do."</p>	Convention
6078	<p>"Q4 Do not mess with the printed magazine. Members who choose to read the magazine digitally can already do so. Q8 Individuals who are members of other collecting groups are welcome to join the GGCP. They should not be allowed to host events unique to their collectible category at OUR convention. We cannot be all things! Q11 and 12 are not logical . If room hopping should not be allowed prior to the convention, then scheduling other activities is not a problem. If room hopping is allowed, then there should not be scheduled events. Q18. Online directory is fine but the printed directory should still be included in our membership fee. Q23 There should be no Saturday or any other configuration of Convention attendance other than full registration. The convention costs what it costs. People are not required to pay for hotel rooms and are free to come for only one day now. Friday/ Saturday only admission will only force additional cost on other attendees. Reduced costs will only benefit people who are local to that particular convention. I fail to see how that will encourage more membership. This idea destroys the educational aspect of the Convention. Will Saturday be made into sales only day? There are all kinds of antique shows people who only want to shop can attend. Q27 Regional groups are not affiliated with the GGCP organization. Members of regionals should have the option to join GGCP, but not be required to. GGCP needs to keep their grubby, interfering hands off them. They don't need your help and don't want to be just another source of revenue. 2. Re Q41 - The membership has already stated it does not want additional holidays so this question is moot. It appears to be asked only as a way to back door other holidays in. Q34 activities/hotel rate question is too broadly worded for yes/no/No preference reply. How would eliminating these activities save any money when they are optional and so overpriced it is obvious they are intended to be Convention money makers? Q47 I am unaware of any "start" date for our timeline. Is year 1 AD too early?"</p>	Convention Magazine
6091	<p>"MANY typos and vague questions here. There were several questions so convoluted that I was uncertain whether a ""yes"" or ""no"" vote was the correct choice in support of my personal opinion. You have many highly educated members ... PLEASE utilize qualified volunteers. Why the ""rush"" to get a survey out and published. The results seem to make it look as if the board has a behind the scenes agenda. And, frankly, the multiple issues and errors give the appearance of unprofessionalism and a poorly educated team."</p>	

6346	<p>"The BOD at the Glow needs to do a better job of communicating with the members. A large percentage of members that have been part of the glow for 5+ years have a low opinion about the direction of the Glow going forward. The opinion is that the chair and vicechair are only focused on making \$\$ and their personal interests. They have lost trust in both; feel they are not being honest. The 2023 convention format is a disaster with a large percentage not attending the 2023 convention for a variety of reasons, again primarily caused by the lack of communication from the chair and vicechair. The Glow will not survive under the current leadership style."</p>	Convention
6421	<p>"Question 34- While I believe that the convention should be limited to Wednesday through Saturday, I do not believe that this restricts room hopping in any manner since room hopping is not sponsored by the convention."</p>	
6450	<p>"Unfortunately, over the years, the Golden Glow yearly convention is getting way too expensive for my wife and I to attend. Too bad because we have loved the 4-5 previous shows some years ago that we did attend. Sadly, it is becoming very much of an elitist event for ONLY those that have financial means. Your membership pricing as well as the Glow Convention pricing is getting totally cost prohibitive. Furthermore, the few and far-between conventions on the West Coast makes it extremely expensive to attend, as most convention locations are biased towards the Midwest and East Coast. Maybe the Glow will consider transportation (e.g. chartered flights for its members) so that it could be more reasonable for those farther away to be able to attend. We have a serious, full-time, year-round Christmas business, and perhaps you could also provide extra discounts for small businesses so that we could afford to attend again in the near future. Thank you for listening. "</p>	Convention & Costs
6555	<p>"I am not on Facebook and have limited interaction with the activities of the Glow. My abundance of ""No Preference"" choices is because I don't have insight as to what conditions brought about these questions, and I believe that the more active members should be the ones to tip the scales on these decisions. Overall, I think the running of the Glow should be transparent and offer the greatest number of choices for scheduling, shopping and attendance dates. Decisions on finance will always have to be a balance of incoming funds and the perks of membership."</p>	Convention Facebook
6591	<p>"I found it confusing, fully understanding questions 17, 41 & 50..... #17 I enjoy reading the magazine on the website, as my magazine usually arrives much later than other member receive theirs....but I always want a Mailed Issue to keep. That would be why I would read it on the website. #41 A ""one week time limit for pre/post-holiday displays that are not Christmas...how can I answer that question, I didn't think we voted to allow other holidays to begin with! This sounded like a sneak question, to slide in other non Christmas holidays....We are ""The Golden Glow of Christmas Past""....CHRISTMAS PAST.....Other holidays can be sold during the Christkindmarket and in rooms that are open for room hopping..... and .Question #50 Provide for 2 dinners during the convention....does that mean only 2 meals...would we still have any other ""meals"" offered such as buffet type before auction, or luncheons. Or are we on our own for meals each day.My concern is my thought, if this group wants to include many of these items listed on this survey, additional expenses to our club would result....and the whole point I thought of this survey was to keep costs down.....Added note I don't have a problem arriving before Wed of each convention, especially if helping prepare for our convention....I don't need added sight seeing entertainment offered. I like to spend that time the old fashioned way, as I did in the past, helping out and reconnecting with our ""family/fellow lovers of Christmas,"" I look forward to this all year, and before you know it.....it's time pack up, and take our memories and treasures home.....Remember ""less is sometimes more""thank you to everyone that works so hard each year, especially this year....it isn't a competition, I know everyone is trying to make ""everyone"" happy, I compare it to how Christmas is to a child.....they sometimes think they want everything: lots of presents, more, more more.....but what sometimes means the most to them....playing with the empty boxWe are spoiled...our conventions are outstanding, even without all the added daily get-aways....and most of us want to ""spend our money buying vintage Christmas""members that want to see the area, can discover each city on their own, usually the hotel has information to pass along. Just my thoughts.....again thank you!"</p>	Convention Magazine
6610	<p>"Too much emphasis on Facebook. This excludes the older glow membership."</p>	

6638	<p>Don't have a problem giving board members some perks for their hard work putting on a convention. I do have a problem with giving too many monetary prizes for games/contests throughout the convention.</p>	Convention
6662	<p>"I have never attended a convention. No reason except the conventions seem so overwhelming. I enjoy my magazine and the knowledge I have learned is worth my dues ten times. I really don't know how many years I have been a member but I'm glad I found this organization. I'm sorry about the arguing and the stress it puts on the board members. Being a volunteer is a hard job and the ones criticize should understand. My thanks to all of you! Job well done!"</p>	Convention
6676	<p>"The organization has become too large to enjoy. It needs to be split between people interested in 1940 and before and 1940 and after or split the country into two organizations Golden Glow East and Golden Glow West."</p>	
7073	<p>"GLOW should deal with Christmas ONLY --- NO other holidays --- The other holidays have there OWN memberships and groups --- ***As far for subsidize in anyway hotel accommodations for board members or any affiliated member.-- from past experience -- when one books a hotel -- there are FREEBIES as for the number of rooms -- Freebie halls / rooms -- Are these FREEBIES noted to the general club membership -- WHO / WHAT and WHO Gets Them ---"</p>	
7101	<p>"I have never been to a convention, but I love the magazine and the youtube videos of the museum rooms."</p>	Convention Magazine
7150	<p>The Golden Glow convention should not include activities and tours before the official start of the convention. The convention should run only from Wednesday through Saturday. Less is more!! Don't overwhelm your members with too many choices!</p>	Convention

7159	<p>"I renewed my membership this year(after a long absence) due to the kindness of another member, Nancy ,who lives in New York. Your survey was one of the most thoughtful, comprehensive and considerate surveys I have ever participated in. I hope the responses will help in your decision making. Best named redacted"</p>	
7199	<p>"I sincerely appreciate the effort and I did not see the first survey before it was removed. I am not sure this one was clear on many subjects. There was no allowance for comments along the way, which might have been helpful after questions. By the time you get to this space at the end, few will go back and respond to the numbered questions with thoughts. I was expected to answer some questions without the knowledge and understanding of what my answer might mean. For example: Should the size of the voting membership of the Board of Directors be expanded to an even-numbered board where the chair withholds vote except to break a tie? What are the pros and cons of each option, the questions asks about an even numbered board but the first response is an odd number, how would additional positions be filled when there is trouble filling already. Example: Convention Registration fees will provide for two dinners during the convention. Okay, so what do you want here? What if I thought it should include more meals? Nope, you can only vote yes or no to two meals, and if I vote no how is that interpreted?Another example of quite a few: Should the Board of Directors engage an attorney with particular experience with non-profit organizations to explore the conversion from current 501(c)(7) non-charitable social club status with severely restricted external income opportunities to 501(c)(3) charitable educational historical society status without external income restrictions and monetary contributions as U.S. Federal Tax deductible? How can you ask such a question without outlining the pros and cons of the choices. These types of questions are why you are getting so many ""no preferences."" We can't accurately answer because we lack the information to do so in many instances. Again, I appreciate your endeavor, and maybe it's just met at the moment....but I feel many of these questions might be just as convoluted as some of the first."</p>	Convention
7292	<p>"Wanted to suggest considering a convention in Toronto. For many American members it's a favourable travel destination with at least a 30% premium on the dollar, so costs for American members may be lower. Lots to see and do and it's a user-friendly city to navigate."</p>	Convention
7293	<p>"Due to the way this survey was written, some responses will be incorrect. Some were written as statements such as #49. Responses should have been Agree or Disagree. How do you answer yes or no when it's not a question?"</p>	
7327	<p>"I left blank the questions about reduced-price membership and convention attendance, not because I have no opinion, but because I don't see the value of an age limit. There are plenty of older members and potential members who would benefit from this offer. On Question 12, about evening, events, I'd split hairs and say 1 or 2 are OK, but please don't plan something for every evening. As for the website, when I look at it from the perspective of a potential member, I see little value. There are lots of tabs for the magazine. (Has anyone surveyed the magazine rack lately, and noticed how few monthly publications are left? Many people have neither the time nor the inclination to read a paper magazine cover to cover, when they can grab digital bits as they wish.) Besides the magazine, there are tabs for a skeletal overview of the convention (what and where, but no why without further investigation), for the membership drive and for how to join. And there are ads, including for new merchandise that doesn't meet the Glow threshold. (Why do our standards falter here?) But there is little else on the homepage to convince browsers there are other benefits to membership. If this is someone's first toe-dip into joining the Glow, there's not much to encourage a dive."</p>	Convention Magazine
7739	<p>"It is sad to see that the glow has become such a big corporate entity With all these paid positions, instead of just being a great national Christmas group. The variety that the magazine used to have (10 years ago or more) was nice because there was always at least something in it that appealed to everyone. That themed issues are an all or nothing appeal. Sometimes simpler, smaller and more focused conventions produce better quality results. Quality over quantity! Thank you"</p>	Convention Magazine

7763	<p>"Question #9 - I think there are far too many workshops being offered this year. In fact I was stunned at the number being offered. If the Glow needs income, the dues should be raised instead. Question #15 - I find the website helpful, however I have emailed the ""website@..."" email address several times about updating the Artisan, Non-Vintage, and Other Holiday Vendors section and all my emails have been unanswered. They go into the ether and I hear nothing. I am an artisan and a dues paying member and yet, I have been unable to be added to the listing in the section despite repeated emails. And worse, there are people listed there who are NOT members. I don't think we should be listing folks on our official website who are not members, when we have plenty of dues paying members who are artisans. I believe this needs to be fixed. It makes me wonder about the accuracy the rest of the website. Question #28 - Since the website is not altogether up to date, it would be even more difficult to monitor the accuracy of an app. Question #34 - This year I was stunned as to how many workshops and other activities were being offered prior to the official opening of the convention. I believe we should still offer these, however, on a smaller scale. Depending on the destination, I can easily see lots of sightseeing events offered. But the number of workshops was too much."</p>	Convention, website & various
7933	<p>"When a host contracts with a convention center for this many people, they should be negotiating fees, food, hotel rooms etc to bring that many in. They shouldn't be accepting the first figure given by the convention center. They need you more than you need them! It's ridiculous for members to be paying 200-300 a nite for a room! And \$85 for a \$25 meal! Negotiate! Maybe this is dine but just a suggestion."</p>	Convention
7945	<p>"Are board members presently compensated in any way for their time? Do they currently receive free hotel rooms and/or registration fee for the convention? If they do get rooms, how many nights do they get? Since I tend to stay out of the politics of this group, some of these questions were difficult to answer as many appeared to have hidden agendas. The question about having the convention rooms only be available on Tuesday through Saturday made me wonder what would happen to all the people who come in early to set up the museum room and decorate the hotel. Would they have to pay a higher price to stay in a room while working? It makes no sense to pay a higher rate to come in and work. As far as providing free parking and free airline shuttles, since not everyone uses those services only those who do should pay. I also get a little bit frustrated by all the focus on increasing membership and raising revenue. At the convention we are constantly bombarded with buying raffle tickets, 50-50 tickets, etc. You are made to feel guilty if you don't buy tickets. Is bigger always better? Inviting other groups to join our convention does make the number larger, but is that necessarily better? If the convention was limited to Wednesday, through Saturday, there would be no time for tours without overlapping the major convention events. I realize that not everyone is able to attend for five, six, or seven days, but as they get older and retire, they will have that option as well. Outsourcing the convention to a company would cause the convention to lose its personality and uniqueness and I think each year would become repetitive."</p>	Various covers many questions
8047	<p>Hopefully this will be my first year I'll be able to attend! Looking forward to this new adventure!</p>	
8060	<p>Leadership is dedicated and talented - so happy to have them! Conventions are generally well-organized and enjoyable. Glad to be a Glow member.</p>	Convention
8105	<p>"Some questions are confusing, and question 49 is worded badly. I suspect some will respond in a way that is opposite of their intent. Should have said ""should Convention Registration fees be used to underwrite/ subsidize hotel accommodations for board members or any affiliated member? Yes, no, no preference. Current, if someone thinks convention fees should NOT be used in this way has to answer yes. If they think the fees should be used this way they have to answer no. Not good."</p>	Convention

8179	<p>Some of your questions were written too broad and vague for me to answer appropriately.</p>	
8185	<p>Survey still ignoring and deflecting the many raised questions about Facebook groups and the free oversharing of valuable information.</p>	Facebook
8272	<p>"a weekend only rate or some other more affordable rate is a good idea - people who can't afford to or don't want to come for the full package should be able to attend. I don't agree with only offering this to a certain age group."</p>	
8285	<p>I love being part of the Glow. Hope to attend a convention in the near future. Thank you for all you do!</p>	Convention
8295	<p>"I'm disappointed that people who are not Golden Glow members aren't speakers at our Convention. For example, we are going to be in Washington - a member has been asked to speak about Christmas at the White House. It's a great topic but why aren't we hearing from someone who works for the White House Historical Association? Yes, there might be a fee for them to speak but surely they are the experts on this topic. And what about asking the many people who have written scholarly books on the history of Christmas to speak ... again, there likely will be a speaker's fee, transportation costs, hotel costs, etc. but spread over the number of people who attend, the cost will work out to only a few dollars per person. Similarly, these same authors (who are not members) should be asked to submit articles to The Glow - I didn't realize until this survey that they are excluded from being included in the magazine. They all won't charge a fee for writing an article, and the likelihood is that there won't be a lot of submissions - with or without an author's fee - but we should be asking these people to consider a submission."</p>	Convention, Magazine
8423	<p>"I think people who are on the Board should get some financial benefits, as they give up a lot of their time to Board activities. Reduced hotel fees may be a reasonable way of doing this. But I don't know what is meant by ""affiliated member"" so I clicked yes to question 49, as this is worded in the negative. I don't know if people who organise conventions get free hotel accommodation but I think they definitely should get this. Regarding the Christkindlmarkt - I feel very strongly that this should continue. Regarding the pre-convention tours, workshops and other events, I feel very strongly that these should continue."</p>	Convention

8448	<p>"I'm thankful to the board and all volunteers for this survey and for hanging in there when a few members caused a lot of unnecessary turmoil in the Members Only page. Sad that a small group of members can do such a disservice to the organization. I read too many times that some people were not going to renew their memberships or go to the convention because of what happened in the Members Only page. You are appreciated."</p>	Convention
8486	<p>"Another survey is fine, but make it open to everyone. Not everyone uses social media. You could state, somewhere, maybe on the reminders for renewing membership, that, should the person choose not to renew, the board would be interested in learning why they made that choice. But, don't actively go after them and ask them why they quit the Glow."</p>	General
8508	<p>"I joined the GG for an opportunity to learn about vintage Christmas decorations/ornaments. While I appreciate that there are many who would like for additional and more recent items to be allowed, I believe this is watering down the very reason for this group. I believe, as many do, that there are many groups available for these items and I personally prefer to use these groups for that information (I.e., Hallmark, Dept 56, Radko, Annalee, and various other brands). I do, however, like the idea of being able to post different holidays for a period of approximately a week around the holiday. This is a fabulous group and I want it to maintain its high standards."</p>	All Holiday
8515	<p>"Several years ago I sent a lengthy proposal to the board suggesting that the Glow facilitate and encourage attendance among younger people (e.g., 20-45) by making the Glow conventions family friendly. I have never seen more than two or three children in attendance, and one reason many members with families do not attend is that they don't want to use precious vacation time on an activity that does not include their entire family. The effect of this failure is to make the Glow a little like the Shakers, the eighteenth century religious organization whose policy against have children gave the organization a very short life span. If the Glow dies, it won't be because of issues like room hopping on Tuesday or providing transportation to the hotel but because the group that should be most interested in a Christmas organization--families with children--is effectively precluded from participation. FYI. I did not get a single response to my memorandum."</p>	Convention
8516	<p>"Some older members work, and have time restraints, of the lengthened convention. Please add Halloween"</p>	Convention
8523	<p>"I feel that ALL dinners, luncheons, etc. should carry a separate fee. Attendance at the conventions should be the only item included in the registration fee. That would allow the convention to be more affordable AND allow me to have dinner with my husband, who isn't attending. Members who live near the convention site could also return home for meals without losing a part of their registration fee. The high cost of registration including meals has often kept me from attending."</p>	Convention

8529	<p>"All appointed positions should have an open application process to find a qualified candidate for the job. Recently, this did not happen on an opening for an appointed position (social media coordinator). Appointees should also not be on the BOD, unless no other qualified candidate can be selected."</p>	
8541	<p>"I would like for there to be a way for members to edit/change their collecting interests on the website. It seems like (currently) one has to contact the member coordinator to do so. I think all members (not just those aged 20-45) should have the option of just attending the convention on Friday and Saturday, at a reduced rate. I think having a one-day (Saturday?) paid admittance to the Museum Room for non-members would be a good idea. It would give a splendid introduction to The Glow for those considering joining the club."</p>	Convention
8600	<p>"I really enjoy the magazine and look forward to seeing it in my mailbox!"</p>	Magazine
8670	<p>"We're in our 60's. Let's bring the younger crowd in in order to add to the membership! Thank you board members, committee members and to all others who donate so much of your time. Sorry for the grief and aggravation you have to put up with! You are appreciated!"</p>	
8684	<p>"I put No Preference often because I do not know enough about the behind the scenes things, so since I do not know, I should not give an uninformed opinion."</p>	
8721	<p>"I first learned of Glow from a holiday magazine I was reading! I'm not sure you need to attract people as much as people have to have an interest..... My gripe is and remains that if you want to go to classes you have to attend the convention before it starts. The convention if we'd thru Saturday needs a format for scheduling that is better than what we have. I mean I left the convention this past year for an entire day because there was nothing of interest for me..not good"</p>	Convention

8745	<p>"The magazine is an excellent resource Keep it purely Christmas and related only I was to be involved with the Pittsburgh Convention but alas COVID Came Come back please!! The Convention should stay on a timeline and only operate within that timeline. It is not always easy to take time off for the convention with all the events that go on during the summer especially if one is involved with other events, I will keep trying, O/W great Magazine Great articles. I keep them all Regards, [Redacted]."</p>	Convention Magazine
8759	<p>"Absolutely NO discounting for certain age groups! That would be discrimination! Also, there are many older members who are less able to afford convention than young, gainfully employed members. Absolutely no day passes! This is a CHRISTMAS club! No other holidays! Quash the agenda once and for all. Stay out of the regional events business. Strive to keep the Glow as it was originally intended. Bigger at all costs to the original integrity of the group is NOT better. Try to find cities for conventions that would keep costs down."</p>	Convention discounts
8784	<p>"I think that former board members should be given ""emeritus"" status for x number of years after their time serving on the board. These Emeritus members should be included in the meetings if they desire, and be looked to for guidance. I find it troubling that former board members are leaving lengthy diatribes on the Facebook page about the direction the organization is heading. These former members should address the board with their opinions, and work in concert with the current board instead of against. There has been a lot of grandstanding in the last few weeks on social media, and I feel that some of this could have been avoided if we had emeritus status board members who are still invested with the board. Additionally, a membership committee is a great idea, and should be populated by at least 2-3 current board members and a few potential board members. This committee should be the place where members can air their questions and grievances. A direct email address should be given, and a timeline for response, so our members know where to go with concerns. I have admittedly backed away from the social media pages because of the neverending bickering and in fighting. I understand there are concerns about the future of the organization, and change is hard, but some of these questions would be better directed at the board rather than an open forum like Facebook. At some point the membership just gets too whipped up about issues that could have been answered quickly and concisely had they been directed to the appropriate people. Once the members have gone to the place of pitchforks and torches, it is no longer about the questions and concerns. It is then about finding a scapegoat, which again, isn't productive. Once a membership committee is in place, questions presented on social media should be directed to that committee, and moderators should take appropriate action to facilitate this direction before the tornado of discontent occurs. In addition to all of this, a membership update should be presented to the members periodically, updating everyone on the issues, concerns, and decisions made, and the whys of these decisions. This could be a useful tool for our board, as they can direct some of the questions directly to the membership committee report. With this kind of transparency, our members will feel more included in the decision making process, and will hopefully be able to weather decisions they aren't fond of a little better. Thank you to the board for all of your hard work to keep this group going strong. You have a lot of generations wrapped up in one group, and at times their opinions and ideals are at odds. It isn't an easy job, but your guidance is essential to the health and welfare of our organization. I appreciate you all so much."</p>	Facebook
8810	<p>"I think the sliding rule should just be changed to 50 years instead of 40. 40 doesn't seem vintage to me but 50 years does. I'm 48 and have never gone to a convention because I cannot afford it. Maybe instead of offering a discount to younger people, how about a first timers discount? I have also always wondered if the museum room is open to the public? and if so do you charge admission. I think that would be a great way to make some money and possibly gain new members. Maybe \$10 for adults and \$5 for kids? I've seen pictures of the beautiful museum rooms and I think alot of people (non members) would love to see it in person!"</p>	Convention 40 year rule Age related discount
8816	<p>i love this group and am happy to be a member. i hope to someday come to a convention!!</p>	Convention

8817	<p>"I know one of the concerns is letting other groups, such as the NCC 56 organization to join in the conventions. I feel this survey should have been taken after the current convention so responders could see how it works out."</p>	Convention
8919	<p>"Stop the Nazi like censorship on the facebook pages.. I posted some info about a particular Item, and used a stock photo, since mine was not accessible, and some whackjob ([Redacted]) made a stink that the photo I used was hers, resulting in the post being removed Stop the childish whining about using photos that were not actually taken by the poster. This clearly tells me the purpose of the group is not about education, but rather egos. From that point forward, I have never posted, or shared the extensive knowledge of certain areas I have. The admins / moderators of the facebook pages need a complete overhaul. Conventions are way to expensive to attend. I live 30 minutes from where the chicago convention was held, but could not justify the cost to attend. Day passes are absolutely needed. Also, something needs to be done about the cliquy-ness of the group. There are a lot of snobby territorial people who are most unwelcoming to newer younger members I am on the fence right now about renewing, and leaning towards not."</p>	Convention Facebook
8995	<p>Please note...online raffles are illegal for 501c7 organizations. FYI</p>	
9008	<p>"As to the question of young people. That is always a problem with any organization. The facts are that younger people are preoccupied with their careers, raising children and planning for their children's future. What we do is irrelevant. I have owned a Christmas business for 20 years and hear it all the time: we didn't put out our good stuff until the kids left the house. You are, quite simply, chasing your tail trying to get younger people involved. Something important to remember though: every year a NEW group of people suddenly becomes 50. That is your audience. That is who you need to focus on. Try to partner with AARP somehow. Remember too that people are living longer and are more productive at 65 than ever before., We will always be an organization of ""grey hairs"" and that is okay. Older folks can afford the products, they can afford the conventions, and, they can afford the time. Never should you worry about growing because, as I mentioned, that group grows every year."</p>	Convention
9092	<p>Thank you for all your work you put in this wonderful historic Christmas Club. I enjoy it very much. Attending a convention is not so easy since I have to travel from Europe.,</p>	Convention
9198	<p>"Please preserve the focus on Christmas and not expand to other holidays. People can join other groups if interested in other holiday collectibles. Finding a way to encourage the next generation of collectors to join is important. We have 4 grown children who all collect antique Christmas, but who don't have interest in joining the organization. We need some "bait" that will encourage them to join. Maybe a reduced price for membership the first year to try to get them "hooked." Thank you to all the stalwart GGCP members that carry the lion's share of club responsibilities. Also, on the idea of a permanent rotation of convention locations, I would hope that one could be somewhere in the Rocky Mountain region—Denver maybe?"</p>	Convention

9224	<p>"I strongly believe the Glow should focus only on Christmas. No Halloween, Easter or other holidays. If people are interested in those items they can join other groups on Facebook!!! I'm a member of the Glow because I'm interested in antique Christmas items not any other holiday's! I strongly believe you will lose a lot of members if you start adding other holidays!"</p>	Facebook
9270	<p>"I don't know that we should offer a special discount to a younger demographic. Everyone no matter what demographic has money concerns. I would rather see tiered passes offered for the convention, like what you see at Comicon. VIP access=\$\$\$\$ and gets you everything. A lesser tier=\$\$ gets you a 2 day experience or a limited experience. I also wonder if the sliding scale could not disappear, but slow down. I voted fixed date, but what I'd rather see is if it could jump one year every 3 years. Thanks for allowing my input!"</p>	Convention Discounts
9311	<p>"Since membership is strong (and I don't think that will change), I don't think we need to constantly ask whether we should let in other holidays. It sounds to me like some members really want this while most members want to stay the course. I didn't join the Glow to collect or learn about Arbor Day. To me, it smacks as a ,pmeu grab tp add more members just to get their money. Let the lovers of Mother's Day create their own group. Christmas will always remain the most wonderful day of the year."</p>	
13034	<p>"I haven't been to convention but I think that #49, the people that come to set up before everyone and receive things, and organize it, they should have their rooms paid for if there are funds. Also, with regards to storing things, it would be best if the Glow could purchase a property with building to store things because it is an investment that could be sold later, however, someone would have to be in charge of the upkeep of it. If it is a property that the other half could be rented out etc to offset the costs then that would be great but that gets into a lot more things with insurance, collecting rent etc. Plus, it would need to be near someone in the Glow to check on it. That is a lot to coordinate and think about."</p>	Convention
13040	<p>"I'm not stupid, but some of these questions make no sense and are in conflict with some of the other questions. Many of the questions are NOT simple yes or no answers and need further clarification! No preference is not an answer! I am not sure that whatever answers you get from this survey will make a great deal of sense when so many members are interpreting the questions with different meanings. Good luck board! You do not have an easy job!"</p>	40 Year Rule
13116	<p>"These are trying times for membership in all collectible/antique related organizations. Do whatever you can to promote this worthwhile cause. I realize this is work that unpaid volunteers are doing so it is challenging. Consider a limited membership for all members, not just the 20-45 age group. You may retain older members who can't meet the expectations of full membership. Do you have or have you considered an online virtual event associated with your convention? This has worked remarkably well in the doll world. Zoom meetings have also been an advantage as we are able to capitalize on global participation. We are not the future of our organizations - our children's children's children are! Try to engage them with those holiday related things that interest them."</p>	Convention

13118	<p>"I feel there are many good ideas listed in this survey. Once the board receives the responses, it is hoped they will be prioritized and researched providing pros, cons, and how some of them would affect the organization financially. Once the board has done its research, it is hoped ALL of their findings will be provided to the membership. Some of the questions really needed some rationale for why they were proposed. Hopefully rationale will be available once research has been completed. Several of the ideas would create an additional workload placed on the board. It would be concerning that potentially adopted processes would not get their fair attention by placing more responsibility on board members. (Most of our board members have full time jobs and families.) Thanks to the board for allowing members to submit survey questions. Only good will come about from your efforts!"</p>	
13139	<p>I would appreciate consideration of changing the dates of the convention to either spring or fall as summer is a busy time for other activities and vacations. This is why I have yet to attend a convention.</p>	Convention
13141	<p>Thanks for your hard work.</p>	
13262	<p>"We elect the Board to handle issues/ideas regarding the Club. If you let all members have a say and sway what the Board does it defeats the purpose of having a Board. If members don't like how the Board runs things, they should run themselves at the next election and change it. They need to stop harassing everyone on the Facebook pages. It is a really bad look to see all the bickering and causes people (us included) to not want to be members any more."</p>	Facebook
13266	<p>"To be honest, I am in doubt whether to stay a member or not. I became a member because I wanted to be part of an organization about antique Christmas collectibles. I would like to suggest to draw a line before the second world war. And please, it's a Christmas group. No Halloween, Easter, Valentine's day. There are other groups for people who love to collect those pieces. We voted for Christmas only. I don't understand why it has been made an issue again. For members outside the USA it is difficult to buy on the Market place as a lot of the sellers don't offer international shipping. In my opinion, an international organization should always offer international shipping."</p>	
13325	<p>Lots of interesting questions here about subjects I never really considered before. Thank you for taking the time to ask us for our opinions!</p>	

13375	<p>"Questions about by law changes are conflicting. One asks about a 2/3rds majority for a bylaw change and the other a 51% vote for a bylaw change. Bylaws usually require a 2/3rd majority for implementation and change. I understand the need to attract new members and their affordability should be taken into consideration, that being said, the 25-40 yr olds are collecting newer items (mid century to present) and maybe a FB page or convention should be considered separately from the traditional GG page. I would like to see Easter and Halloween included, but not on the the thread of the GG main FB page. A moderator surely could be found who would like to be in charge of a separate FB page for each holiday but under the GG guidelines and policies. Some of the survey questions were not in-depth enough to make a clear decision. I do not read the detracting messages on FB. I go there to escape and enjoy. Thanks to the board for your continued task of trying to be inclusive, fair and fun."</p>	Convention 40 year rule
13494	<p>"I volunteered for a year to help put together the museum room for a convention, but I never got to attend because I moved out of the market for family reasons. I would have cost me thousands of dollars to return to the market for the convention because of the extreme schedule needed for the museum room (Saturday - the following Sunday.) Probably convention first-timers should be discouraged from taking this type of volunteer role and I am left with the opinion that all of the pre-convention events make the ""convention"" timeline too long and put a huge tax on the convention and hosts. I am glad for the regional organizations so I can attend my first event at a reasonable cost and meet people close to home. I am not going to volunteer for a dang thing until I have this experience. Post COVID also, and with air travel being impossible - I think the regionals will take on greater importance to build the membership and bring in younger people. I am grateful to the Glow and like the people I have met, especially those that were kind to me during such a difficult time of needing to move and letting the local hosts down. The board will know who I am. Thank you."</p>	Convention
13495	<p>"thank you for all the hard work! Its a great organization, looking forward to my first convention!"</p>	Convention
13672	<p>"First off, the survey was too long & required to much thought. Many questions were posed in a tricky manner which required even more thought. I felt you played w/our minds when YES can mean NO & vice versa. As I answered I thought if it's working & speaks to me leave it alone. If it's dying a slow death or needs updated answer accordingly. #2 It would be nice to relax with one or two pages to share our member's current decorating achievements in their private or community lives. Members need to be highlighted for notable achievement. #9/10 Most members seem to arrive Sun.-Tue. We should launch the convention w/a nice brunch on Wed. morning. The convention hosts could share a timeline of the week, maybe show a power point of the highlights, take care of any housekeeping items & officially declare the Christkindlmarkt open & still have time to schedule one new or returning event before the evening banquet. #32 If flying becomes the realistic way to attend a convention then I'm out. This year I will be able to drive to the convention in one day. #50 If I say YES then it's just 2? No other food offered? If I say NO are there no dinners at all?"</p>	Convention
13701	<p>"The shrill incivility cropping up in social media has me very concerned. I am disgusted with self centered, demeaning attitudes and the treatment of other's thoughts and opinions. I am planning on attending the convention in Boston; I do not want to meet these people. For me they have stolen the ""glow"". No organization can be all things to all people. We need to exemplify inclusivity and respect. Have we forgotten what Christmas is all about?"</p>	Convention
13731	<p>"Let's keep Christmas our priority. Other areas of collecting are wonderful and are, certainly, worthy of being explored and promoted; however, I feel our organization needs to keep its original purpose and remain a membership devoted to Christmas. Bigger and more diverse is not always better, and may dilute the membership's original intent."</p>	

13734	<p>"I really really really want this group to stay CHRISTMAS, as it is the Golden Glow of CHRISTMAS. The minority that seems to have the board's ear that continues to push Halloween, Easter and other holidays is not a good thing for our club. It's been voted on very recently, just over two years ago, and it's coming back again via this survey and online chats that are divisive. It makes no sense as there are other groups who specialize in those other wonderful holidays. I don't understand this continued push and pressure to add other holidays to this wonderful CHRISTMAS group. Please stop! I collect vintage Halloween and some Easter, so I appreciate that genre of collectibles, but not in this group. Thank you."</p>	
13880	<p>"Considering the age groups of 20 through 45 to attend the convention on certain days; it is just like going to a concert they will pay the price if they really want to attend. Thank you all for your hard work!"</p>	Convention
14024	<p>I am contemplating cancelling my membership. I feel as though the drama and the "better than you" attitudes are getting a little too much. There is a certain group of favorites who seem to be the only ones mentioned in the magazine or on FB. Rules do not seem to apply to these individuals. This group is turning into more drama than there was in high school. Especially with the "Popular" members who seem to have their own little "clique". So dissatisfied and disappointed these days. This group has turned so judgmental and juvenile.</p>	General
14048	<p>"I have never attended a convention. Most of the the reason why is cost. I do enjoy the Glow though. I have learned a lot from the organization."</p>	Convention
14065	<p>"You need to fix the current issues problems before starting new ones!"</p>	
14127	<p>"40 year sliding rule is good. If it is changed to only real antique items the group will fail within five years as people will die, become too infirm to participate and no new members will join because the early things are ""too old"". It is the same with antique cars. The really old cars like Model T's and A's are selling for low prices because they are too old to interest new collectors who like muscle cars of the 1970s and exotic sports cars including those only a few years old."</p>	40 Year Rule

14141	<p>"Chances of me getting to a convention are slim, as am 79 and on the west coast. Only if one was here, would I have a chance of coming. I do like the idea of keeping the time period no later than the 1970s but thats just my age, as I remember the 40s and 1950s growing up but my children remember 1970s."</p>	Convention
14249	<p>"You need to scale back on all the stuff that is going on at these conventions. I have never been to one, but from my standpoint, it's extremely overwhelming. If you schedule conventions to start Wednesday, there should be nothing going on prior to that date. Room hopping is part of the convention and needs to be controlled by the board due to liability issues. If you want to reduce the rate for convention, then have it based upon the days that you can attend and adjust the rate that way cut off should not be the 45 and 52. I have kids and I still work full-time so I should qualify."</p>	Convention
14274	<p>Too many additional comments to leave here. Will try to compose formal letter amd mail to Board. Thank you for all you do.</p>	
14277	<p>"Way too much concern questions over Facebook members! Only Glow yearly paying members should be allowed at conventions, magazine, & local sales. You're taking way too much concerns over Stupid Facebook. At the conventions starting on Wednesday, we totally missed all the great local tours before it started. Somehow not enough time as it is. Also, signups for classes were very limited. Bummer."</p>	Convention Facebook
14371	<p>"1) " Should we consider setting the Glow timeline to an earlier year?" Not really sure what this means so didn't answer. "Timeline"? 2) should consider convention discounts for older folks. Young members aren't the only ones with limited income."</p>	Convention age related discounts
14449	<p>"I appreciate that the Board took the time to incorporate a lot of feedback from people through the Facebook page into the survey, as some of the ideas are interesting. I have three specific pieces of further feedback for the Board. 1.) I joined a Christmas group because I love Christmas, so I'm not personally interested in adding other holidays to the mix. There are groups for that. As we just voted recently on this issue, I am not in favor of voting on that again for some time. 2.) It may be time to revisit the floating 40 rule, as it's been 10 years or so since that went into effect. However, my caution is that one of the biggest drivers of enthusiasm for people about Christmas or any other vintage thing is the sense of nostalgia it creates to collect a particular period. The flaw in pinning a cutoff at 1964 or some other time is that people who are my daughter's age did not grow up with decor from that era. I'm 58, and many of the things I have from my parents were bought during the 1960s, and I love to share that stuff as it has the most sense of nostalgia for me! 3.) Requiring a 51% quorum for a bylaw change and/or a 2/3rds vote for a bylaw change would make it extremely difficult to change anything ever. I'm in an organization now that requires a 2/3rds vote of every member to change bylaws, and that is a nightmare. Everyone is responsible for deciding whether or not to vote in an election, so if people vote, great, and if not then they get to live with what others voted to do. Maybe a simple majority of voters to approve a change is bar set to low, but maybe 60 percent is a more reasonable hurdle. Thank you for the opportunity to answer the survey and provide comments! - [Redacted] (I don't do anonymous when I'm in a group!)"</p>	

14504	I have answered a number of questions with No Preference because I believe these are issue's better addressed by the board which knows the actual situation much better than I do. I believe the board has done an excellent job over the years and thank you for your hours and hours of service.	
16730	Will any of the cancelled conventions (Pittsburgh and Norfolk) be rescheduled?	Convention
16787	I'm shaking my head that the question of expanding this group to other holidays besides Christmas is being asked yet again. It's frustrating to continually be asked about an Issue that has been debated and decided upon and I can only surmise that someone in power didn't like the result and keeps posing the question. The membership has spoken and it wants to remain Christmas only. It's time to move on.	
16807	"I am a Glow Member and have never been to a convention; primarily because of when it is held. I love the idea that it rotates around the country. Surveys are tough, but I found this one to be extremely confusing. Topics were all over the place - and wording of the questions were not clear. I am attending the convention in August and have volunteered to help, so that I can meet new people. For a member like me - I find the conversations/discussions on Facebook very off-putting. Like most social media pages, people tend to say things that perhaps they would not in person. I am not sure that is the platform to discuss issues like the ones presented in this survey. The beauty of the Glow is that it is comprised of people who have spent their lives collecting, learning and displaying their interests. Therefore - I think it should stick to its original design with a 40 year sliding scale - and limit the collections to specific holidays. I collect Halloween and Easter - but I would not want the glow to move in that direction."	Convention Facebook 40 Year Rule
16869	"Couldn't answer questions I was not familiar with and didn't know the impact of many of my answers.. Survey too involved, written in a manner that can only be answered by long time, involved members. There must be many like me, who are just interested in learning more about vintage Christmas (and only Christmas), enjoy seeing and hearing about items owned by other members on FaceBook and reading the magazine. I am too old to travel alone and will probably never be able to attend a convention but would love the opportunity to bid and or purchase items shown in the rooms."	Convention Facebook Magazine
16913	I am fairly new to the Glow and haven't attended a convention yet. I plan to attend soon. Thanks for letting have some input.	Convention

16947	Advertise more and earlier for donations for convention raffles. Maybe put on inside cover of magazine several times before due date!	Convention
16964	"I'm 54, but even I would appreciate the more reasonably priced two-day option!"	
16995	This survey was waaaay too long. Many of the issues raised should be the prerogative of the Board. Let the Board do their job. An appropriate survey should contain no more than 20 questions. Period.	
17058		
17125	The Facebook drama is a membership turn off for me.	Facebook
17150	"As the convention is presently designed, it is very costly to attend. Flights, hotels, and conference registration place this convention at a minimum cost of about 2K to attend - if not more. I'd love to come, but four days is a very long convention. Perhaps a Thursday through Sat afternoon convention allowing for departure on Sat. would reduce hotel costs to two-three nights which might encourage greater attendance. It seems like the convention is jam packed with classes, events, tours, etc. One person could not participate in all the offerings. When I look at the offerings I get overwhelmed and the cost of all of these events when added together are substantial."	Convention

17158	Please sell convention and other tickets online for those who cannot attend conventions	Convention
17215	Adding more holidays would GREATLY increase the membership. I.E. Halloween is HUGE!	
17278	<p>"The convention schedule is unwieldy and too long. I cancelled my registration for the 2022 event because I simply could not take 4 full weekdays of vacation to attend (travel on Tuesday, attending Wednesday through Friday) and the total travel cost was prohibitive. It is likely that more (and younger) members would attend a conference that ran Friday-Sunday (with an arrival event on Thursday evening). It has also been deeply disappointing to witness the rancor from what appears to be long-time members as they post their "opinions" on Facebook. What a disheartening situation for an organization that is, by design, a celebration of all things Christmas and the nostalgia that surrounds it. Please do not underestimate the impact that a few highly vocal, and extremely negative, members are having on those of us that have been reading it but not engaging. I waited years to join the Glow, quietly following on the public FaceBook page (deleting it would dramatically reduce awareness of the organization). When I joined, I convinced a "Christmas" friend to join at the same time so that we could attend a conference together. But at the first opportunity (2022) we both decided not to make the trip because of the confusing schedule, amount of time required, and subsequent expense for travel & lodging. I look forward to less vitriol on the FaceBook pages, and in the meantime will enjoy the spectacularly wonderful magazine. I hope the board can find some resolution to what is damaging the organization of late, and realign it with the warmth and fellowship that is traditionally associated with the season we celebrate."</p>	Convention Facebook Magazine
17378	Thanks for including these extra group questions. I think it will give the Glow board insight into the wants and needs of Glow members.	
17452	Thank you for all you do!!!	
17453	<p>"In reference to the 40-year time window: slowly making it a longer window (50?) would be fine. Other holidays: No, don't want to see them. If Golden Glow wants to affiliate with groups of collectors for other Holidays, that's fine. Maybe discounted combined membership options, fine... but Golden Glow should remain Christmas (and maybe New Years). If there is an Easter collectors' convention at the same hotel, but different space than Christmas convention, that would be fine. Do not intermingle them. The single day or reduced days convention attendance is a good idea. Glow magazine: Allowing non-members to subscribe to the magazine at an inflated price might get a lot more interest and revenue. Something to explore."</p>	Convention Discounts

17469	"Re: Development of phone app for the Glow If you do it, do it right. No half-a*s developers. Make it work, make it good, make it worthwhile."	
17556	Offer a Day Pass to the convention so a member that can't commit to a four day convention access to the Marketplace and Museum!!	Convention
17582	"As a 63 year old member, I would like to be able to attend the convention for one day or 2 just to see the museum and trading /selling room. I can't take off work all those days."	
17604	"I like the current 40 year floating rule, it keeps us up to date on allowing ""vintage"" collectibles. I have not yet attended a conference. Since I joined there hasn't been anything near Phoenix and just looking at the bare minimum registration fees / hotel / airfare costs - it's just too expensive, plus I admit, if I were to ""break the bank"" and go for it, I definitely couldn't afford to go for a period beyond the official event dates and the thought that people would have been selling and buying the best items out there before I even arrived really deters me. I DO think there should be an option for a daily ticket - not just for Saturdays, available to all ages. I would love the opportunity to attend for one day to get a convention experience even if I can't afford to attend the whole thing, and a day other than Saturday may work best. Most conventions I've attended sell tickets for each individual day, so you can purchase what works best for you. I understand the need to encourage people to use the hotel overnight, but not to the extent that you are preventing people from attending altogether, and perhaps what would work best for me would be two days with 1 hotel night stay."	Convention 40 year rule
17605	"Thank you for sending this survey. I had the opportunity to come to the convention this year as my daughter just moved to DC. I was so excited until I saw how much it would cost me for the 2 of us to go, I would have no use for the meals or a hotel as we would prefer to do our own thing. I am unfortunately not coming to the convention because of the cost. It would be incredibly amazing if there was a one day pass option for this year as I would then come & bring my 36 year old daughter who is within your demographic of people you are wanting to encourage to join. She also LOVES vintage Christmas. I would think it would be best not to have just 1 day with a 1 day pass as that could create quite a crowd. A one day pass for any day would be best in my opinion. I thoroughly enjoy Golden Glow & it is like ""Christmas"" ha ha when the magazine arrives. Thank you again for the survey, it shows you care what we think. :) PLEASE MAKE A ONE DAY PASS THIS YEAR....I want to come so badly :) - [Name Redacted]."	
17679	"I am enjoying this years Facebook presence more than previous years. Prior to this year the overall tone was intimidating and at times, almost demeaning. We aren't all experts and the previous tone of posts created an atmosphere of "if you don't already know, don't bother." I find that to be less the "feeling" of the page this year! I don't know how the change occurred but it is a welcome one."	Facebook

17777	Is there any chance that convention could be held at a different time of the year other than summer?	Convention
17794	"I do not participate in any social media, so these questions are difficult for me. Thank you to all board members who work so hard to keep this organization so active."	Facebook
17811	"I'm a fairly new member. Anticipate attending conventions in future. Look forward to each issue of glow. Keeping conventions affordable is an important issue. I belong to another collectors group that has pretty much priced itself out of conventions attendance. Appreciate the boards forward thinking on membership acquisition and convention attendance."	Convention
17819	"Please bear in mind that there are a substantial number of non-US members. Attending the Convention is often difficult for these members but activities on Facebook (f.e. ABC game) are much easier to participate. Membership growth could easily come from non US based individuals. However, it is important in that case to emphasize what the benefits are for a non US member, again bearing in mind that attending the Convention is not a real option for these members. But online visiting of the Museum or online roomhopping could be an option. Expanding your collection when buying from members without having to go to the convention would be terrific. Even attending some online version of the Convention would be great. Make the Golden Glow into a real Global Golden Glow (the three G's development). Would be happy to put some energy and time into such a plan. Kind regards, [Name redacted]."	Facebook
17834	"Many of these questions were vague and did not give enough information in order to answer fully. Many were downright confusing. A short comment section after each question would have been benefiting for clarity. I certainly hope through whatever responses you receive from the membership, you obtain whatever guidance you are hoping for."	General

<p>17859</p>	<p>"10. Have Kindlmarket in afternoon so if traveling can come that morning. 11. Allow official room hopping Tuesday evening. But Glow cannot control what individuals do in their own rooms before that. 17. I read out of print magazines on line. 20-22. I joined this organization because of its focus on vintage Christmas. There are other Facebook groups and organizations for other holidays. 26. I have never belonged to an organization where I didn't know who was on a committee. 27. Where does the subsidizing stop. Regional organizations should be kept separate and not an official part of Glow. 28. If they want to be a member they pay the same membership unless they don't want to receive the magazine. 30. Unless you find a generous online auctioneer, there are additional fees and then the headache of getting items to purchaser. 31-32. In my opinion outsourcing management would mean lost of control for Glow. Changing to a rotation of sites would simplify planning as will know what to expect from facilities and don't need to reinvent the wheel every year. I belong to an organization that does this and it is working. 33. Unless there is a very good cancellation clause in facility contracts, Glow needs at least a 2 year reserve. 34. Yes but maybe go Monday thru Saturday for those who want to attend Kindlmarket on Tuesday. 35. Would consider this very carefully. Different regulations for both. 41. I come for Christmas not other holidays even though I collect other holidays also. 42. Another expense!! Storage units become a catch all for things people think they may need in the future. Just look at all the items that were given away at the end of the last convention. Have the next year's chairs decide what they may need and although a pain they can store it for a year. 43. With most organizations dues cover administrative costs and magazine or news letter. Being 20-45 does not change those costs. And what about over 65 that are on a fixed income. If a person can't afford membership fees they can't afford collecting vintage anything. 44. I think this should be an option for all members without evening meal (food is expensive part of convention). 47. Vintage is different for everyone. Set a year and stick to it. Since we are already up to 1983 perhaps 1985 would be a good stopping point. 49. I know that most hotels give comp rooms to conventions. These rooms need to go to convention chairs(limited to 2-3 rooms depending on how many chairs) and if more available to president and no one else. I don't envy your job of sorting through all the information you are receiving. Thank you for your time and effort."</p>	<p>Various covers many questions</p>
<p>17891</p>	<p>"An age group 20-45 (of which I fall into) does not deserve discounts and any more entitlements because they complain they are broke. They are NOT broke and could easily afford membership and hotel fees (stopping 1 \$10 Starbucks a day and viola, they have the money for the convention plus some extra cash!) Plus, many of the people in this age group feel entitled to bring their kids and animals everywhere; I do NOT want to deal with kids and animals (true trained service dogs are fine) at the convention. Most of these 20-40 age groups do NOT discipline their kids, but use gentle parenting techniques which do not work. Can you imagine how many antique a herd of running 4 yr old kids will break? As a 40 something, PLEASE do NOT allow this!!"</p>	<p>Discounts</p>
<p>17895</p>	<p>"I can understand your desire to seek new members via the 20-45 age range. However, the 20-35 age group are not collectors. They prefer a minimalist approach to life and collecting---if they collect anything. I've worked with this age group for 53 years as a university professor. This group follows H&G tv, with its decorator look emphasizing no clutter, limited items of decor, and a sleek, modern look This age group doesn't want to look to the past---in many cases they condemn their grandparents' collecting as trivial, and they frown upon the money spent on collecting. This group is definitely social, but they like parties, trips, social justice causes, etc. Also, many in this age group have no interest in collecting what their parents and grandparents loved or thought important enough to save. I can understand that you're looking for new members, but this group isn't going to be your salvation. You should be focusing on a different demographic--- one whose members have steady jobs, see the VALUE in collecting (whether for enjoyment or potential future sales of items), want to learn about the history and significance of items associated with Christmas (or the holidays), and have the interest to become members and remain members. You should be focusing your membership efforts on states where you'd get individuals or couples that have that collecting bug---and want to share that desire to build a collection, learn more about items inherited from family members, or want to cultivate and curate a Christmas collection of their own. The GLOW should have representatives at major antique shows---members willing to share their collection(s) and show potential members the value of the organization. I believe the GLOW would then have an avenue to attract ""interested"" people who look back with fond memories of their childhood Christmases and want to share those memories once again. Also, these are the people who may have a passion for collecting---and a booth at an antique show with a few articulate GLOW members, the GLOW magazine, and large photos of the convention, members, and collections would serve the GLOW as a way of recruiting members who would remain with the GLOW, and have that intrinsic desire to begin collecting Christmas items, add to their collection, or simply attend the conventions as a way of recapturing some aspects of their childhood. As with all organization, it's easy to get members, but the key is keeping those members. The GLOW has many, many creative and passionate members. I'm sure that if you thought about venues where the GLOW could have a booth you'd find that attracting and retaining those members would not be so difficult. And if the 20-45 age group happens to be at that venue, you just might interest them in joining."</p>	<p>Suggestions in general</p>
<p>17907</p>	<p>"I think Glow members of ANY AGE should be allowed to attend the Convention on Friday and Saturday at a reduced price or no one should be allowed to attend at a reduced rate. I would like to see posts on our public Facebook page ONLY for each holiday's decorations (that meet our age rule) be allowed on that holiday ONLY. Ie. Halloween posts on Halloween, Easter posts on Easter etc. I post per member per holiday (other than Christmas.) I think people who are spending an inordinate amount of time volunteering for the Glow should get subsidized hotel rates at the Convention. This might include Board Members, Convention hosts etc. I believe you will need to quantify the amount of time or you will have complaints. If we went to a strict three day Convention (question 34) could the reduced hotel rate be allowed earlier only for people setting up the Convention? I think that would be appropriate. I worry that allowing Antique stores, museums etc to become associate members in return for advertising would mean ads to scroll through on the public page which I would not like. If the advertising were all in one place on a different page / tab I would answer YES to Question 29. I would like free parking and airport shuttle at the Convention BUT fear REQUIRING IT would make it even more difficult to find hotel venues."</p>	<p>Facebook</p>
<p>17940</p>	<p>"As a relatively new Glow member and Canadian, I would love to attend a convention at some point, but the cost for multi day convention is limiting. Preference is to have main convention on Wed-Sat only to make it less costly. Option to just have a ""Saturday"" pass at a reduced price would allow newer members or those of limited means to be able to attend some part of the convention, connect with friends, and participate somewhat in these amazing Conventions. I look forward to hopefully attending one day in the future when location and cost are more feasible, and the USD/CDN \$ exchange rate is not so brutal as is now. Keep up the good work, board members and all volunteers, I am really enjoying being a part of this wonderful group."</p>	<p>Convention</p>

17956	<p>"There is way too much emphasis on conventions. A quick count revealed that most of the survey questions dealt with the conventions - a telling indicator. What percentage of Golden Glow members attend the conventions? Is attendance close enough to 100% to warrant the focus and resource bandwidth devoted to the conventions? The main method for communicating information to ALL members is either the web or the magazine. Both of these seem to take a backseat to the convention. If most members do NOT attend the convention, then the focus and allocation of resources and effort needs to be shifted to the magazine and web, instead of the conventions. Lots of people don't have the vacation time nor the thousands of dollars to attend a convention. By the group hitching their wagon to the convention hoopla instead of the magazine or web resources, there will always be a lot of non-renewals because the average non-convention attender is not seeing enough value in the magazine and web by themselves. How much of our annual dues subsidizes the convention that I won't be attending, along with other non-attenders? How's the renewal rate among non-convention attenders? For \$60 per year, the magazine by itself is a bit on the slim side....."</p>	Magazine
17958	<p>How about having a convention on the West coast?</p>	Convention
17977	<p>"A reduced rate should be offered to everyone who can only attend the convention Friday and/or Saturday. Not just one age group."</p>	Reduced rate
18011	<p>"Last year I joined mainly because the convention was held in Chicago. I was under the impression that being a member would allow me to go to the convention which it did not. I would have paid a one day fee. I did not need to do all the activities planned as I live here. I had every intention in staying a member but after the way I was treated at the convention I have decided not to renew my membership. When I went there they wouldn't even let me stick my head a room. It was a terrible experience. I am a collector with many great pieces including a Polk Brothers Santa and snowman. It was a huge disappointment. You need to have a one day pass for the locals. Answer to question 46."</p>	
18040	<p>"please consider coming back west for the convention - there are so many states that have had no representation!"</p>	
18072	<p>"I think the board should consider opening up the convention for one day to the public (with paid admission). And even offering that day free to children 12 and under. This would certainly spark more interest towards future growth and exposure towards the Golden Glow. The younger generation certainly records every event on their phone in social media, in turn free advertisement for our group. Thank you."</p>	

18078	<p>"If you want younger people to join, then reduce the timeline from 40 years to 30 years. Young people are nostalgic for Christmas from their childhood. They can't relate to Christmas nostalgia from decades before they were born."</p>
18101	<p>"I'm a new glow member. I'll be a first time attendee. Huge time and \$\$\$ for me (I'm not 20-45 but I work full time and have a budget) but I'm very excited to be around all the excitement."</p>
18119	<p>"As a new member and of the younger generation (35) the arguments around this survey and topics are disheartening. I'd love to attend a convention but the cost for that many days is too much. Options of different convention tickets for the whole time or a partial pass would be very beneficial."</p>
18150	<p>"Thank you for taking the time to put this survey together. As an active board member of another hobby of mine, I can appreciate the effort of ""the few doing the work for many"". It seems many groups are having similar issues regarding membership. I'm not sure what the answer is to retain and grow membership, but it is worth the effort to keep advertising the hobby. Also, I do think many people ""orbit"" in hobbies that overlap and it would seem to make sense to include other groups when possible be it for the convention or even local events/meetings."</p>
18154	<p>"I'm a new member to the Facebook page and to the group. I've never had the opportunity to attend a convention but plan to attend the convention in Dallas, Texas in 2024. I would love to be able to volunteer with set up and whatever else is needed during that time!"</p>
18182	

40 Year Rule

Facebook

18190	<p>"Some of the questions I answered no preference because I am not familiar enough with the process. I just became a member several months ago and am excited that such an organization exists. My answer to no preference on several questions is not because I don't care but don't have enough experience with the organization at this time."</p>	
18297	<p>"Conventions need to move south., Such as Florida."</p>	
18316	<p>"Convention costs have become too high. Combining registration, hotel room [plus associated taxes], parking, wifi charges, frige rental and other hidden hotel costs we have had to pay, plus meals on our own, the cost per person is a bit more than \$1,000 just to walk through the door and as most folks do not come alone, that grows to approximately \$2,000- \$2,500. I have multiple family members who are Glow members, who cannot attend because of the high cost. Some of the ideas presented in this survey may help, but we need to get hotel expenses under control. Some of the costs for 'extras' are also too high, but they of course are optional. However, if you want young, less affluent folks to become involved in the experience of a Glow convention, \$50 for movie and pizza is not the way."</p>	Convention costs
18325	<p>"Convention sounds wonderful, but I have had several members say to me in ""in-person"" conversations that the cost for even 5 days is just too much, even though they are passionate, dedicated collectors. For me, I can only attend in June or July, due to the school year starting in August, so I don't know how many I could attend anyway, but it is concern for others. The hobby is an expensive one, and new collectors will likely have to spend \$\$\$ to start collecting, or focus on less expensive items of Christmas past. As much as I am a 1860-1960 collector, and really just enjoy that era, I know that those wares are increasingly difficult to find, and are dearly purchased (\$\$\$) so I feel we have to accept that newer things will be what new collectors can afford, and may remember as their own personal Christmas experiences. I would also like the online magazines to be in pdf format - the new format is too hard to see, zoom in, etc. Not as pleasurable to read as I imagined it would be when I joined Glow. It was one of the many reasons I joined, but is disappointing. I voted no on digital, because I feel it would be the same as what is there now, which is hard to read."</p>	Convention & Magazine
18356	<p>I decided not to attend the Convention because I thought it was too costly. I think that it should only be maybe 2 to 3 days and affordabe. The cost to go to the convention would have been more than a vacation. I would have loved to go but the cost of \$400 plus the costs of a few nights room and then also on a Saturday which having a retail store is difficult to get away.</p>	Convention costs
18370	<p>"As a new member, the only way I found out about GLOW is through a current member. There needs to be more marketing to draw in new members. There are a lot of us ""Christmas"" lovers out there and not having an open communication tool for non-members is limiting the club. I'm also in an antique car club and our FB pages are open to non-members and this actually drives interest and new membership. Good luck and if you need any ideas, I would be happy to help--plus I have been in the market research/ branding industry for 25 years.</p>	

18374

"No provision for making comments to the questions! Why is there no classified ads in the newsletter?? The convention is too elaborate and too costly. Conventions should be held in small towns where rates are less expensive and there is less traffic."

18386

I am not a member of Facebook so the questions have no relevance for me.

18399

Facebook

"I am looking forward to traveling across country from the California Bay Area to attend the convention with my sister who lives near the convention site. We are both retired and are trying this for the first time after seeing photos on Instagram from someone we follow (Magpie Ethel). I collect vintage decor from all holidays, but especially Christmas. Whether I remain a member or attend future conventions will depend on the locations and total costs involved including travel, hotel, etc. After attending the convention I will be able to offer more suggestions and first impressions."

18437

18441

Please consider offering a spouse ticket to at least the final banquet. Requiring a full convention attendee fee for a spouse to attend an evening meal or two is not workable for us.

18477

18496	<p>“Some social media sites should not be included based on who they are owned by.”</p>
17499	
17938	<p>"I do think that offering memberships at a reduced rate is not a way to go. This is an expensive addiction, (hobby) The fee to belong to the glow is very reasonable for what we get. If you can't afford 60 bucks you are in the wrong hobby. (Honestly people pay more in a week for Starbucks coffee.) I love the magazines I treasure them and actually when I joined bought as many as I could for reference. They are an invaluable tool as reference and will some day be worth as much as some of the items we collect. I would try and have future conventions in more central locations and not in such pricey places. I can't go this year because I prefer to drive rather than fly. If I participate in room hopping driving is the only way for me to be able to finance the trip. Dragging several suitcases on a plane is not gong to work. I think the room sellers should pay a fee for selling out of a room. I don't know if you collect one from them but you should. On a par to what the dealers room would pay. I have no problem with that if I am attending and selling. Just a few random thoughts."</p>
5018	<p>"Didn't we vote to start the conventions on Tuesday? Test any surveys with a few members first, before sending it out. Leadership should mix with the rank and file more to get a better understanding of the members."</p>
8539	<p>"Members Only Facebook Group Questions - unclear what this means as it relates to other headers which addressed specific topics - Convention, Website, etc. Additional introductory information would have been helpful on some questions- i.e. why was the purchase of a storage area asked Why limit reduced membership fee and short convention attendance to individuals aged 20 to 45 - why not any age - other individuals at an age above 45 could have similar issues? Also, you need to make sure that the full paying members are not subsidizing the reduced memberships/activities."</p>
17909	<p>"A reduced membership should be offered for anyone who chooses to have a digital membership regardless of their age. Financial struggles don't have an age limit. For convention, instead of having a set day for \$100 entry, it might be good to offer day passes. Many people work non-traditional schedules and limiting to only Saturday doesn't change much. Let them choose which day(s) work best for them, and perhaps that is the day that entices them to register in full the next time. Meals would be extra. If they choose 2 days or even 3 at \$100 a piece it doesn't take much more to tip them into full membership. Like an a la carte registration model... None of the newer D56 members have expressed wanting to change the current sliding rule to allow younger collectables to be able to participate in the Glow. We have been happy that finally some of our villages were starting to be old enough to participate.... This has been misrepresented and misconstrued in multiple conversations on FB. Can't help to think that all of this drama has come up simply because Villagers have a large club organization."</p>

Facebook

Day passes

17958	<p>"FYI - Question 49 will likely get skewed results due to the way it's written. I almost clicked YES to say I agree with the statement. But clicking NO could also be in agreement with the statement. No, fees should not be used to subsidize hotel fees. Or Yes, fees should not be used to subsidize hotel fees. ""Should registration fees be used to subsidize hotel accommodations for board members"" is probably a little clearer."</p>
9118	<p>"Good job, and thank you for all your work."</p>
7442	<p>"I love the idea of Friday/Saturday access. I would consider eliminating the age restriction -- I have local friends who, I think, would become Glow members IF they could sample a convention without a multi-day \$\$\$\$ commitment."</p>
17661	<p>"I'm fairly new to GLOW, I'm in the second year of my first subscription. I like the magazine and gave two gift subscriptions as well. All three of us enjoy it but we all agree way too much of the magazine is devoted to the conventions. None of us have ever attended and probably never would unless it happens to be in our city. My suggestion would be for those members (and there are probably more who don't go to the conventions than do) who are like us, concentrate more on the magazine content and less on conventions."</p>
3325	<p>"Very confusing survey - a number of the questions did not provide enough context to know what was being asked - what does ""Should the Golden Glow adopt in its bylaws a one week time limit for pre/post-holiday displays that are not Christmas related?"" mean??? Way too many questions. What does the title ""Members Only Facebook Group Questions"" mean? A number of the questions under this heading had nothing to do with Facebook."</p>
16884	<p>I like the thought of offering a package for just Friday and Saturday convention attendees (who cannot make and/or afford the whole week) but it MUST BE OPEN FOR ANYONE OF ANY AGE! People do not automatically get richer as they get older.</p>

Facebook

17058

"I would love to go to a convention some day but it would have to be closer to where I reside. I would look forward to the museum room, the holly luncheon and definitely room hopping; hoping to find some treasures! I love seeing other collections on fb and have started collecting certain items that I never knew existed because you exposed me to them. I get display ideas. I think somehow this is becoming too "political". Yes we can discuss but I I feel we have a board to "govern" us. Gather your information and put it to a member vote. Not all will be pleased by the outcome but that's the way things work. You cannot please everyone. Some of these people are nasty in these recent comments/discussions not "spirited" as they like to call it. I find that sad. They're supposed to be adults."

8561

"I consider New Years to be part of Christmas as more than half my New Years cards are also printed thusly - May the New Year Bring You Joy and may you hava Merry Christmas - or- May you have a Merry Christmas and a Happy New Year - others say Happy New Years and have and have a Merry Christmas added by the sender to the card. Getting picky, but while I want no Valentines; No Thanksgiving; Mothers Day; Halloween or St. Patricks Day items included as part of the Glow; I do want Nativity and Creche related items as part of the Glow. And; where is the Glow on other Winter Gift giver, such as St. Lucia and the Soviet Father Frost etc."

13426

It is interesting to me that in the same survey the board is asking to potentially lessen membership dues to the same age demographic that they will be alienating if the don't keep the sliding 40 year rule.

40 Year Rule

13748

"I can understand offering the 20-45 age group a reduced fee to attend the convention only on Friday and Saturday, but I also feel this reduced fee for Friday and Saturday only be offered to all members. Just because a person is over 45 years of age, does not automatically mean they have huge incomes at their disposal."

2815

"I have repeatedly requested that dinning times should be a time of dinner conversations, not a show time, band time, football team time, or anyt hing else that interferes with dining. Many have expressed this same thought to me. They, too, have skipped meals, if they knew loud noises (of bands etc. were playing."

13498

"While I do not want other holidays included in the GG (other FB holiday groups already exist), why can't we have a day for sharing Christmas items that tie in? IE, heart shaped items for Valentines Day, creepy Santas or snowmen for Halloween, egg decor for Easter, etc"

18100	<p>"I feel the GLOW Conference will price its self out Too expensive. Travel time, food, convention fees, hotel, etc. Is just too much. I love the ones i have attended and loved every minute of it. Look for ways to make it affordable and fun."</p>	Convention cost
7443	<p>"THE CLUB NAME SAYS IT ALL ""THE GOLDEN GLOW OF CHRISTMAS PAST"""</p>	
4922	<p>"A few items were unclear. Item #37 mentions a quorum of 51%, but earlier there is an item about requiring a 2/3rds vote to pass something. Discrepancy? I did not respond to Item #47 because I don't understand what is being asked. Item #49 stumped me because it seems Board members, or at least Convention Hosts, should have convention costs subsidized in some way. (What's an affiliated member?) Item #50 is about convention fees providing 2 meals. When I have attended conventions, 3 were always provided. (Thursday, Friday, Saturday? Or was it Wednesday, Thursday, Friday?) This kept members in the hotel for all nights of room hopping. And something NOT on the survey is the auctioning off of table centerpieces as a significant fundraiser for seed money for the next convention. This stopped in 2013. I head people complaining that in the past some members paid far more than they could ever get for these items. They knew this when they bid! They were bidding high to encourage others to do the same! In 2013 a senior member (Jim Morrison) tried to talk me out of buying one because the price would drop if no one bought them. The centerpieces were the cars Dennis Bauer and his friends made. I got the feeling that setting a price for them of \$125 was not his choice. That nice tradition bit the dust that year."</p>	
17606	<p>I wish I could have answered the conversation questions. I currently have not attended a convention. Hope to in the future. My biggest issue is people trying to change the origins of this group. I've seen it in other groups and it just ruined the group. If the Glow does this I will no longer be a due paying member.,</p>	
9300	<p>"I'm shocked by the contents of this survey. Too much change is being considered, both additional expenses versus an aging volunteer base. I'm not ready for the Glow to expand so much as indicated by the questions. Age group 20-45 too big?"</p>	
18374	<p>"I have no idea how this group works. I joined for access to vintage holiday decorations, especially cold war artifacts. I joined in January 2023 and am planning on attending the convention, after which, I will consider increasing my participation. So...so far, I will just go with the ""Flow"". Thank you for this survey."</p>	

7399	<p>"Didn't have to get far to find this (again) a poorly constructed survey. For example, Question 2: Do you like the current magazine format and frequency? Only if you answered No, should you be directed to other options. Question 3 is mute if you answered Yes to #2. 47. Should we consider setting the Glow timeline to an earlier year? What in the world does this mean? Too many questions addressing the minutia of running an organization. We elect a Board to make these decisions, not to be micromanaged by the membership. (Or that percentage of the membership who chooses to reply to a survey.)"</p>	
2601	<p>The club I joined in 1986 is the club I want. I do not like the current direction the club has taken. I am very unhappy with the current glow organization and where it is being taken.</p>	
17499	<p>"RE: social media. I think the public Facebook page is important for drawing in new members and should remain as is, but perhaps the member discussions should be moved to the website. That would allow us to have different threads to follow, by era or topic. Just a thought. RE: the convention. The pre-convention activities are confusing and should be dropped. I understand that there are volunteers showing up early, so maybe a special dinner or events for them would be nice before the official opening, but all the rest of the hoopla doesn't have anything to do with Christmas or this organization. It makes for more work and confusion. The Christkrindlemarket and the classes and any Christmas movies should be during the convention. They are Christmas related. It doesn't matter if they overlap with room-hopping. The schedule should be one where we have to make difficult choices because it all looks good."</p>	Facebook
18117	<p>Keep up the good work. We are recently new members and the magazine is our number one read!</p>	
13671	<p>"I have hesitated to comment on this, but as member of Glow for just over 5 years, I have to say I have never fell fully connected to the organization. I participate as much as possible: post/comment/ask questions on the special days; visit the website regularly; purchase Glow merchandise; buy from Glow Marketplace members who will ship internationally; vote on every bylaw or board member selections. I truly try to be an active member. So why do I feel like a fringe member? After the last round of "hot" discussions on the FB members page, I have concluded it is because that, much as I would like to, I have never been able to attend a convention. The reasons for that are varied, the latest being the poor Canadian dollar (70 cents against the US dollar), but after reading all the comments in the recent discussions that highlighted the great friendships/connections that come out of conventions, I believe my inability to attend a convention is the major reason for my feeling of segregation. So a burning question for me, is how can we semi-create those connections for those who cannot attend a convention? Last year in one FB discussion, it was suggested that non-attendees be able to participate in the annual general meeting via ZOOM or a similar electronic platform but this was quickly dismissed and I have not seen that subject broached since. I believe virtual connection is essential in this day and age. Younger members are going to expect it and it may make them more like to continue membership after joining if they can have this kind of virtual participation. Otherwise it could be viewed that an elite group who have no limitations on attending conventions are in some kind of separate circle. Indeed, I am 65 and am amazed that electronic participation is not an option. To be honest, I am wondering whether the group is the right one for me if it does not make every effort to engage members in members' meetings. Yes, I know that comments on the members</p>	Disconnect, convention costs, general
8520	<p>"I own no computer or cell phone."</p>	

8922	<p>"1) Question #49 has a double negative and therefore people's answers may not be valid. 2) I had expressed that the Convention has become ""too big"". However, I think the workshops are an important part of the experience. There was not an option to express that the workshops should still be offered but that they could also be held during the convention or one day early. (as an option) 3) I liked the idea of offering an electronic option for the Glow Magazine. However, I would want to place an increased burden of cost on the rest of the membership. Maybe the cost of the membership would be reduced only by the savings in shipping cost so it does not impact the printing cost? Some people only view online. 4) I understand the concern about younger people joining and the weight of the cost. However, as one of those younger people who does not have children, I found the issue to be with balancing family obligations/priorities when someone has children and less about costs. Many of my friends with kids simply become too busy even to get together, even if the activity is FREE. 5) Be careful of age discrimination by linking one's age with reduced costs. 6) I would be careful about offering a reduced cost ticket to attend one or two days. It is a slippery slope. If people can't afford to bring a spouse or significant other, don't bring them, I come by myself and find someone with whom I can share a ride to and from the convention as well as share a hotel room. This helps to reduce costs. By offering day passes, I think we would also begin to have people who don't register for the entire conference but only for one day. Ultimately, if a person purchases conference ""fee"" to attend the entire conference vs. a one day pass, there is only a \$250 difference. They don't incur any hotel or parking fee when they come for a day or two."</p>
17173	<p>The conference should be made available for virtually participation</p>
6242	<p>"1. OVERALL IMPRESSION OF THE SURVEY. I find much (not all) of this survey to be very, very wrongheaded. Too much proposed change for the sake of change. I LOVE the conventions just as they are. Many of these questions make me concerned about the current makeup of our leadership. The next time we hold an election, candidates should tell us where they stand on these issues. That would tell us much more than the self-promotional mini-autobiographies we have now. 2. OTHER HOLIDAYS. The question of expanding to other holidays has been put before the membership quite recently and rejected. I take it the board wants to keep asking this question until we respond in a manner the board likes. It's insulting. Please accept ""no"" for an answer or at least wait about ten years before raising the question again. As much as I love all holidays -- I'm especially crazy about Halloween -- I joined the Glow because I love Christmas, not because I wanted to spend a few days every year in some amorphous ""holiday-land."" I have no problem with continuing to allow members to sell other holiday decor out of their hotel rooms and in the Christkindelmarkt. 3. INSUFFICIENT INFORMATION ON THOUGHT BEHIND SOME OF THE PROPOSED CHANGES. Not enough effort has been put into explaining the rationale for some of the proposed changes. For instance, what is the objection to pre-convention room hopping, tours, workshops, christkindelmarkt, etc.? We haven't been given adequate information on which to make decisions in these and many other instances. Where I checked the ""no preference"" box it was generally not because I don't care but because I hadn't been given sufficient information on which to base an opinion. I did not understand Question No. 41 AT ALL. I read it several times and I still haven't a clue about what it is that is being asked. 4. TOO MANY ACTIVITIES DURING OFFICIAL CONVENTION PERIOD? I DO feel that conventions have a few too many activities, especially for some of our older members. However, only a slight adjustment is called for. I would NOT, for instance, want to give up a single lecture. Maybe start an hour later in the morning? Maybe that isn't feasible. Frankly I'm not sure what the solution is. I happen to like having the sales room on Saturday mornings but I think that should be up to the convention hosts to decide. Something on here made it sound like a hard-and-fast rule that the sales room is on Saturdays, and that came as news to me. I've seen it done on Fridays. 5. WEDNESDAY NIGHT THROUGH SATURDAY NIGHT IS PERFECT! I THOUGHT I liked the idea of expanding the official convention by a day as was done last year, but in practice it turned out to be a bit much, in my opinion. 6. COST-CONSCIOUS? Many of the ideas put forward seem like ways to make membership and convention fees more expensive rather than less. 7. A MODEST PROPOSAL. One change I WOULD like to see, and for which I have advocated in the past: Let ANYONE (not just a desirable age group) purchase a Saturday day pass that would NOT include the closing banquet, and advertise the availability of the pass in newspapers in that year's convention area. There would be several benefits to this: (A) When people who never thought of joining see what we have to offer, membership would grow. (B) We could raise a little extra money. (C) Our members would appreciate the chance to give their friends, grandchildren, etc. a taste of what the Golden Glow is all about. A number of members have mentioned this to me. (D) Members who have not attended a convention so far would find it easier to get their proverbial feet wet. (E) Often non-members who happen to be staying in the hotel express a desire to see the museum room and it breaks my heart to tell them they can't. 8. FREQUENCY AND CONTENT OF THE MAGAZINE. The magazine is great and I would not want to have to wait longer between issues, but I agree with the criticism made by Craig McManus at a recent convention (I'm paraphrasing here, and I hope I'm not misrepresenting him) that sometimes there is a tendency to fill up the magazine with pretty pictures at the expense of substantive, informative articles. That trend was reversed during Craig's tenure as editor, but now that he's no longer in that role the tendency is returning. Sure, we need to see what the authors are talking about, but when words are crowded out the magazine takes only a few moments to peruse and has no lasting impact. AND IN CLOSING. Thank you to anyone who takes the time to read and consider this lengthy and sometimes curmudgeonly screed. I appreciate your attention."</p>
8429	<p>"Please consider looking at a formal, professional approach to the growth and direction for the club as a whole - even if that means soliciting volunteers from the membership who have had experience and training in these models. Too many decisions are made without data to back up what members are saying are facts, such as ""No one in this age range is interested in..."". That is an opinion/assumption, not a fact nor is it based on data. Making the kinds of decisions that need to be made for our club based on opinions/assumptions of a few for the majority is foolhardy. At the very least, we need a 5 year overarching vision for where we want to club to be. Once we have that established, we can move forward on other decisions and make sure that they are decisions that help the club and that we don't have to revisit multiple times/yr."</p>

Virtual participation

6707	<p>"Very few members can afford to spend a long stay away from their jobs. I think cutting a day or two from the convention time would be very helpful. I also think the Glow should stop offering and organizing excursions and outside activities during the Convention. Just including a list of events and places interested members might attend on their own time in the program and on-line would be sufficient. In my experience, most attendees want to do things (workshops, auctions, lectures) at the Convention! I also think the Christkindlmarkt should be open for the entire day and not just two or three hours."</p>	
16785	<p>"I'd love to see some regional activities so that there isn't only one big convention. If you're going to tone down the convention (if the votes go that way), why not work towards having regional groups and helping them organize either shows, or gatherings, or short events. For the people who can't afford a flight and hotel and the cost of the convention and buying, regional activities would allow them to do some of that. It would also tone down some of the elitism exhibited by a small minority in the Facebook groups who can afford the older (and most expensive) items, and only want the Glow to focus on the very old and very expensive, which is hard to find. Christmas is fun - that behavior is not. Its cliquish and snobby. On the Glow magazine, it would be nice to solicit articles or ideas from the entire group. It seems like the content is decided upon by a small subset of the group, based on collections they are aware of. This is another area where regionalism can be celebrated - traditions vary around the US and the world - an area of the country could be highlighted in each magazine, written by someone from that region. Then it becomes a way to promote your regional groups. Thanks for including the area for freeform comments. The commentary in the Members Only FB group has become rather off putting and controlled by a vocal minority in an unpleasant way, and I wasn't comfortable posting there."</p>	Facebook
7932	<p>Would have been nice to have comments boxes for some of the survey questions so I could explain my responses. // Did not understand some of the questions. //Some Glow members sell on Ebay and at general antique shows - why not provide Glow brochures to purchasers in effort to get new members? // The Glow Club is so big now it is hard to get hotel big enough to host so getting more members makes hotel space even harder - needs figured out. //current membership cost is not that big of an issue when I talk to people to encourage joining but Convention cost raises red flag. Bring 700 people to convention should carry weight in negotiating room & meal rates but maybe large size of group limits number of hotels to a few that can handle it & they know it which limits price negotiation. //Like idea of a one time "day pass" to encourage non-members to go to a Convention to experience a snippet & encourage joining. Also like idea for members that find attending the entire Convention to be too costly but would attend 1 day or 2 days to be able to "buy" the level of attendance they want - example: Wednesday events with or without meals and with ir without hotel room - more of a la cart style agreed to & paid by Convention sign-up deadline. More complicated this way but people today need more flexibility than in the past.//. Enough for now. Good luck with survey and coming to agreement with such a diverse and opinionated group!,</p>	
18441	<p>"Day passes to the convention are an excellent way to gather increased revenues while allowing someone to dab their toe in to see if it works for them. I'm shocked this isn't a thing already! Additionally, requiring other group's members to pay for the Glow's convention in order to attend their convention disenfranchises so many people from participating as a whole. Access can be controlled through various means like difference colored badges, etc. Parking/shuttles are definitely something that should be considered to be free or steeply reduced, especially for those traveling in to the venue/event. Parking can run into the several hundreds of dollars for a week. I understand that the Glow absorbs many costs when putting on a convention and needs to ensure they cover those fees, but I was taken aback by the cost without having a real schedule of event's out for me to justify if the cost is worth it. This will be my first Glow convention and depending on how it goes, may be my only or the first of many. Jury is still out on many of the other aspects of the Glow organization so I'm not sure if my feedback is helpful."</p>	
18182	<p>"In other professional organizations I am a member of, there is an option for members to attend conferences virtually. All speakers and educational seminars are live online and accessed through passcodes given at time if payment. THIS is how to attract younger participants and those who cannot afford to travel to participate. I would definitely pay to access the convention activities online. Would need more planning of course."</p>	
8599	<p>"Regarding question 49, we feel that board members do deserve some compensation for all of their hard work. However, that compensation should be defined specifically and transparently via some written document. A standard compensation should be used for each convention, and not be a "back room deal". This will eliminate the concern or perception that compensation is being abused. Regarding question 43, the membership fee is small enough that if someone wants to be a member, we should all pay the same fee. The membership fee isn't a bank breaker. Concerning convention, a day pass for members who are time and financially challenged, would allow them to participate and not feel totally left out. That opportunity should be available to all ages. The idea of a membership committee (question 36) to attract younger age groups would be a better way to come up with a solution for gaining younger members. Instead of offering all members younger than 45 a reduced cost of convention, offer a reduction for any first time convention attendee regardless of age. Regarding questions concerning convention complexity, we believe that too much attention and effort has been put into the time of before convention starts. We are not a tour company nor should we try to be. Nor should convention hosts feel pressured to offer these tours to line the coffers of the GLOW. We felt burnt out at the Chicago convention by Thursday night. We are going to DC this year but did not sign up for a single tour or class or extra activity. We are opposed to the inclusion of the Dept 56 group in our convention, and upset that this was slipped in and has driven away some of our longtime loyal contributing members. We feel that our group should remain just our group at convention."</p>	Board comp, fee, age groups

18171	<p>"I don't want to have to pay for any meals period. Many of us have specific dietary needs and/or don't want to sit in a large group while dining. We should not be forced to pay for food that we cannot or don't want to eat. I cannot believe this wasn't addressed on the survey when I know it was brought up. It is frankly disgusting to be forced to pay for it. Also, currently there are no options to attend a single day but at least that was addressed in the survey. It seems all you care about is finding new younger members rather than keeping the ones you have by making us happy with lower prices and being able to attend without being forced to pay for meals. I want to spend my money on shopping - it is already expensive enough to travel and pay for lodging. If I have to pay for 4-5 days of convention, which will cost well over \$1,000 for convention/lodging/travel, I won't have any money left for shopping. And if next year's convention is run the same way, I will likely drop out as a member. Right there is why you are losing members - you are catering only to the rich. And if there aren't some changes by next year, I certainly will be cancelling my membership."</p>	Convention
9133	<p>"A suggestion in regard to the questions of a reduced rate for glow members 20-45 years old ~ Maybe put in place a timeframe for this reduced rate. Example: For the next 1-2 years, glow members aged 20-45 will be offered a reduced rate of X and reduced amenities when renewing their membership, or attending the convention. If after 2 years, the board has not seen a significantly increased response in this age group, then it may be other things besides money that is the issue for this age group (maybe a lack of true interest in older Christmas items & history, not wanting to be too involved or just too busy, etc.). When people want something, they prioritize, save, and find a way to do it. Offering this discount for a limited time, should show the board if money is the reason for low membership & attendance or if it's simply a lack of not enough interest. It would be nice to survey this age group to see what they would be interested in & what is stopping them from becoming more involved."</p>	Discounts
14517	<p>"I live in Chicago and had planned to attend last year's convention but did not because I didn't realize that it was a flat fee separate from membership. This information was difficult to find in the magazine and website. I was really disappointed. It should have been explicitly clear and highlighted in multiple places. I had scheduled time off and was excited to attend my first convention. As a young professional, I was eager to connect with people and possibly buy some items. Perhaps offering separate day passes? Anything that allows exposure and inclusion is good in my book. Also, your last survey question should be based on the feedback, right? I'm a little bit bitter - I apologize if this comes across as rude. I don't plan on renewing my membership based on my experience. It seems like your organization might need a third-party consultant to help make your operations efficient and effective. Best wishes. -[Redacted]"</p>	
17868	<p>"I feel it is important to maintain the 40 year sliding rule. I would never like to see any other holidays included within our group. I have seen a suggestion that the Golden Glow of Christmas Past should be divided into 2 individual groups. One group would include only older items, and the second group would only include newer items. I am not in favor of creating any division of this type."</p>	40 Year Rule
3719	<p>Bylaws needs to be adjusted to state of voting members. You most likely will never get 2/3 of entire membership to vote. It also seems to be in conflict with #37 quorum number. If you have 51% of members voting you will never get 2/3 of entire membership.</p>	
2767	<p>"I would like to see the emphasis still stay on early Christmas and Early holiday Victorian to 1920. The most fascinating pieces I feel were created in 1860 to 1920. I realize others have different tastes and preferences. Love the Glow , love the membership books and why not charge enough to make some money on those. I like to read hard copy, but I think offering digital copy would be good for the younger people. You have to be able to use innovative ideas with the changes in our economy, social more, and other areas for flexibility. I think the board does a great job. It is difficul and impossible to accomodate everyone in the Glow. Especially the complainers, dont take complaintss unless there is a solution."</p>	

8409	<p>"There is too much emphasis on facebook groups. Facebook is a private company and a large percentage of glow members never use it. Some use it only on occasion and a very few seem to dominate every conversation. It doesn't make sense for the board to solicit ideas or build a consensus around a facebook group. It can never be an accurate measure and, quite frankly, nobody can say for sure if facebook will even be in business in the future. Because of the nature of public forums, and the inability to fully moderate multiple discussions, the use of facebook in preparing for, or discussing, this survey has led to a lot of animosity between members. It's been harmful. That said, the board should act like board members and refrain from this in the future. There's no reason for constant surveys, nor is there any reason for debate between small groups of members in a facebook group."</p>	Facebook
9309	<p>"The website doesn't make it easy to: review your convention registration after it is submitted, add to or change your convention registration, check your dues status or expiration date. It is better than it was. Not intuitive where certain items are on the site."</p>	
3482	<p>"Q #38 re parking--free would be nice, but would severely limit hotels available. Q #39 re shuttles, same problem. Q #41 makes no sense to me, a one week ""time limit"" would not include Valentines; I do NOT agree with any other holidays being included in our group. Q #49 is confusing, so clarifying that YES, I believe the registration funds should NOT be used to provide anything for board members or others. Q #50 re number of dinners provided...at least two, and a lunch; it will depend on the length of the convention. Finally, I absolutely do NOT agree with the way that questions #43 and 44 have explanations given as to why they would be good ideas...these are giving a definite suggestions as to how people should answer the questions. A person with a different view could give valid reasons for answering a different way. I believe this is not a fair way to conduct a survey. *My overall view is that the Glow is becoming too large, too complicated. I have been a member for 24 years, but this year's convention will likely be my last. It is a different organization than it used to be. Bigger is not always better, so I don't understand the constant need for new members. Finding an affordable hotel gets harder and harder the larger the group gets. I will now plan on attending regional gatherings, with smaller groups of people. It was fun while it lasted."</p>	
17778	<p>What if you do not participate in facebook in any capacity?</p>	Facebook
98249	<p>"Even though I have a Facebook presence, I do not utilize or contact others through that media platform."</p>	Facebook
7847	<p>"I hope that conventions return to their simpler roots. We tend to overdo everything, each host trying to outdo the year before. I want to host a convention but am terrified based on this years schedule."</p>	

Facebook

8346

"Some of your questions are a bit contradictory especially regarding the convention timeframe. I think you need to consider streamlining the convention and having only one or two tours and one or two workshops. It's fine to have a couple of things before the convention (on Tuesday) but the number of tours and workshops offered this year was ridiculous. Also, regarding the convention - offer only two meals with the registration fee. That would save a lot of registration \$\$\$. And, while I'm attending two of the luncheons, I don't think any of those should be part of the registration fee. What if someone isn't interested in attending those? They still have to pay for one. I would also discourage you from offering an on-line auction to those who aren't attending the convention. That would create a lot of extra work and expense, especially if you have to use a site like Liveauctioneers. Lastly, I understand that you are all volunteers; I know what goes into that because I've been president of an international collector's club and have served on the board of several non-profit organizations. However, the Golden Glow should not be subsidizing your attendance at a convention. It's one thing to give the president a free room, it's quite another to give the entire board free registrations and rooms. Regarding the magazine, I think going digital is the way to go. My guess is that many younger members would prefer a digital copy and, quite honestly, so would I. I usually wind up throwing away the older issues as I just don't have room to store it all. Lastly, regarding the members only Facebook group, please stop all the bickering. Your administrator should never allow some of those comments to remain on that page."

8227

"My sincere thanks go out to anyone of the members that have organized and hosted any of the conventions. There are so many emotions,-stress, hard work and never ending ups and downs! In the end, every convention that I attended has been outstanding and absolutely a gratifying experience. So much talent and enthusiasm. Thank you so much! The dedication is notable!!!"

18423

Looking forward to my first convention in Wash DC

8556

"I am attending convention for first time this year with my husband and son. We are only going a few days, site-seeing rest of time. I would love for my 23 year old son to attend those days with us but I can't justify the separate registration fee for him. Yes please consider reduced rate for young family members. He has a budding interest in antiques I would like to encourage. Also I've been in and out of glow over the years due to what I perceive as some heavy handed administration of FB page. I have made ornaments for over 20 years with Victorian era components and am also an avid collector or antique ornaments. My way of decorating is a mix of both. Both are important to me. I have been questioned so many times by admins, even when majority of my decor is true antique I gave up posting long ago. I would like to participate more on the page but I don't feel welcome. This quashes creativity and we should recognize there are many different ways to decorate with antique ornaments. If you want to attract more people, consider being more flexible there. Not everyone decorates with 100% antique ornaments except hardcore purist collectors. Encourage creativity and displays of different styles in decorating with antique Christmas decor. All should include true antiques but there are lots of different ways to honor old Christmas."

17774

"This survey seems to be all over the place, not sure why some questions are here at all, but we don't involve ourselves in the politics. We do not attend convention because of cost and the number of extra days and activities we have not interest in. It seems to be getting out of hand that you have to go several days early to ""get to room trading early"". Also feel it is unnecessary to have trips and offsite activities, if you want that, do it on your own or do it informally with friends. Right now the politics of this seems pretty crazy and we want no part in it. We just like to share our interest in antique Christmas with like minded folks, we are not interested in anything else."

9088

"I'm sure my responses are not very helpful. My chief interest in the Glow is the magazine. I am 88 years old; still collect, but not extensively."

18417	I am a new member and I would be great if there was an option to obtain a day pass for the convention. I am not sure if I'm ready to commit 3+ days and hundreds of dollars for the entire convention.
13678	I dropped my membership a few years back due to talk of adding other holiday items. I'm interested in Christmas only so I dropped it. Just returned back in December.
17768	I would stop the "age" of decorations at 1979.
13846	"I think that the cut off date (permanently set) should be 1980. There just seems to be something that changed around that time where items were beginning to be created as a 'collectable'" for marketing purposes. Items before that date weren't particularly made to be collected. They were just made as decorations, and to me that is part of the fun of collecting them ."
18301	"Excited to attend my first (only?) convention. Because I'm new I answered many questions "no preference". Just don't know enough to have formed an opinion. I'm fine with a lower membership with limited access to the convention, but perhaps full paying members should be given that convention option. My sister and I will be attending for the first time only because it's local for me. Without any hotel costs were already over \$1400! If some limited pass could be available to members that might encourage participation for those who just can't fit the full convention ticket in their budget."
7838	"The membership fee is approx \$50. This is nothing compared to the price of what people pay for ornaments. Why would you make membership less than \$50?"

18214

I am a new member (since October 2022) and looking forward to attending my first convention

5642

We do not use any of the social media mentioned above. We are not too savvy with the computer and have been scammed in the past. So we avoid it all.

7541

"As part of the convention registration fee, include an optional ""Early Buyers"" fee for members who can enter the Sales Room 45 minutes before other members. I belong to other organizations who offer a ""Early Buyers Fee"" for their sales rooms and showrooms, and it generates extra income for the organization."

7754

I believe in the Glow and it's board and appreciate all they have done.

17869

"I'm a relatively new member. I've not had the opportunity to attend a convention. I like to keep things simple and uncomplicated. The more control you give to more people will only muddle things. I enjoy the colorful magazine, perhaps including outside sources would enable members to expand their knowledge and experiences."

13855

I am also a member of other collecting groups. In those groups we are struggling with obtaining new and younger members. I enjoy room to room trading and when I attend conventions I often come early so I can spend time in the location city. I feel the folks who are willing to be officers and lead this group are worthy of our profound thanks. The people who organize and put on conventions are going above and beyond the call of duty. Thank you for all that you do on our behalf.

<p>3553</p>	<p>Some of the changes require checking the age of members. Age changes. Too much checking. We have already had non-members (past members) buying on the members-Only sales page. We have had non-members buying AND selling at convention. We don't need more checking. We can't adequately keep track of the amount we have now!</p>
<p>14254</p>	<p>"1. I would be in favor of phasing out the printed magazine -- move to digital format or more of an online blog format with articles published more frequently. The content is fabulous but paper is expensive and outdated. 2. I would love to attend crafty type workshops but cannot spare the extra time to arrive early to the convention. It would be nice to have the workshops during the official convention period. Same goes for Christkindmarkt and room hopping -- love these events but would prefer them to be within the official convention dates. 3. I personally would not mind adding additional holidays to the mix, but it seems to be so polarizing that I fear it would lead to a mass exodus. Is it really so important to make such a giant leap? Could enough new members be added to make up for the loss? It seems like the group would also need to be renamed at that point? Golden Glow of Holidays Past? 4. The age range for a potential reduced membership fee is quite broad. Folks at age 45 more than likely have older children and/or are at higher career earnings. Perhaps 20-35 would be more appropriate."</p>
<p>17420</p>	<p>"I have only been a member for a few years and wonder if the convention is held in a different city each year. Changing the location (ie: west and east coast, mid west) each year would allow for more members to attend. Also, perhaps having different tiers of convention tickets, allowing the purchase of convention days, rather than \$300 for the entire convention. If I am only able to attend one day, I am less likely to pay the full \$300 and not attend. Thank you."</p>
<p>18029</p>	<p>"Instead of offering reduced fees for younger aged people, perhaps we can offer reduced fees for ""first timers."""</p>
<p>17830</p>	<p>This is my first year experiencing Golden Glow of Christmas Past. I enjoy the magazines and have not been able to participate in the conventions for a number of reasons. I enjoy the enthusiasm and commitment by the various people showcased in the magazine. The high quality of the magazine speaks highly of the strong commitment and hard work of all that are responsible for its publication and distribution. I hope that it continues in paper form. Thank you,</p>
<p>7324</p>	<p>"Please try to get Pittsburgh back in the rotation for a future convention site. We missed it during the Pandemic. If members are willing to pay more to make the convention a full week affair, keep those options open. We usually arrive Monday for the convention to take advantage of field trips and/or other activities. We turn it into one of our yearly vacations."</p>

13651	<p>"I joined this organization because of my interest in Vintage/Antique Christmas decor. Lately the comments on Social Media have been HORRIBLE and so nasty towards the board. I'm ashamed to be part of this organization when NEW members respond to this negativity completely shocked. They can't believe the harsh responses from people that are supposed to love Christmas. I can't either. I don't blame those individuals that gave their time to create the first survey to want to be anonymous. People can be so cruel. Social Media brings the worse out of people. As for the Convention... I save all year to attend this special event. Yes it is expensive but it is my vacation. I like the chance to visit local museums, events, etc. No one forces me to attend anything I do not wish to attend. As for reduced fees, I am okay with a reduced fee for a FRI/SAT attendee but I do not agree to the age stipulation. Isn't this age discrimination? I wouldn't go there. Plus, our older members can have limited funding. Why shouldn't they be offered this same discount. As for room hopping... REALLY!?! Some people can be so childish. When a Retailer has a sale, do you expect them to wait until everyone can attend? Absolutely not! Why punish the people that are volunteering or attending early. Everyday there are new rooms opening."</p>	Facebook Convention Discount
3715	<p>#49 was confusing,</p>	
13384	<p>This survey was too long. I appreciate this group and all the work the volunteers do. You will never be able to please everyone. The current situation is a result of the successful growth of this organization. Such a large membership is going to result in dissenting opinions.</p>	
18203	<p>"I joined Glow because I love vintage Christmas. Hearing about the convention, it became my goal to attend. I read the event specifics cover to cover in the magazine, and realized it is just cost prohibitive to attend. I would have to go by myself since my husband is not a member, so we would be paying travel expenses and hotel to travel together but then spending the better part of the week apart. And because of my love of Christmas, I would of course be purchasing treasures while there, so more money spent. I am so disappointed the convention costs so much. I do love the magazine and love the FB page. It always makes me smile."</p>	
5227	<p>Please do not send me another survey without an SASE</p>	
17063	<p>"I follow some of the Facebook feeds and I have to say I roll my eyes at the bickering, belittling, and frankly, all the need to correct, be petty, and have too much time on your hand's, conversation! Truly it has to be tiring dealing with it! I frankly just would not! Good luck with that!"</p>	Facebook

17928

Lower fees for the convention option for a Friday Saturday visit for all age groups.

17929

"Unfortunately as the membership majority become older, there has to be room for newer members. The newer and younger members need to be recruited through any means necessary including all types of social media. I feel the convention is a bit expensive for younger members like myself and members who can't get away for almost an entire week. It's hard to work full time and then try to justify taking time off for that period of time. A weekend convention would be spectacular as well as the option to just get tickets to certain aspects of the conventions to save money. I have no problem with certain holidays being added in, but the main focus should in fact be Christmas. You guys do a lot to make sure this continues to run smoothly and that isn't lost on me. Thank you all for your hard work and dedication."

4312

"In regards to between conventions storage of materials of all kinds that will be used for the following convention: I suggest investing in a large paneled truck which can be filled and then be driven to the next location. Parking at that end to be covered by the Glow. In regards Question 12: Explanation says BEFORE official start of convention. But- choices left out this CRITICAL detail !! My answer assumed it to be BEFORE!"

14227

"As a long time attendee at other conventions...I found there was too much ""down time"" at GLOW. It needs a bit more ""razzle dazzle"" I dislike moving tables every time. Concerned about the 25% rise in Registration fee...not sure the value is there for this."

14265

"I'm not on Facebook or Twitter and I know the younger generation rarely FB. I currently prefer to use Instagram, YouTube and Tiktok. Preferences change over time I strongly believe our organization should consider multiple social media platforms to gain the widest audience."

Facebook

13862

"If reduced fees are considered, they should be offered to members over 62 yrs old as many in that age group are on limited incomes. The same goes for day passes for that age group."

8966	<p>"Maintain the core objectives of the organization. Education regarding, and preservation of, vintage and antique Christmas decorations. People tend to love what they remember from their childhood, and expand that to include older items & decor, once they become exposed to those items, via the Golden Glow of Christmas Past! I support the sliding 40-year rule as it inherently brings younger people into the group. Pre-convention activities are always optional."</p>	
3875	<p>"Thanks for the survey.... I found some of the questions a little awkward to answer, but otherwise fine. (My example of this is the question asking about how many dinners to pay for at convention...odd question..... How about a lunch? How about 3 dinners? It was oddly worded, but not critical. While we are on that, though, the number of provided meals/dinners/parties costs each participant too much. Most people are not interested in a \$55 convention meal. Money could certainly be saved by slimming that down. I also am not opposed to workshops, but the number is out of control... same with excursions. As I have said previously, I much prefer a more scaled down convention without all of the extra bells and whistles. Merry Christmas...."</p>	
8925	<p>"Again poorly written causing confusion, answer slanting. Mixed topics in document ridiculous. Also no blind demographics to figure out your respondents other than the number of conventions attended. I belong to several other groups with similar or higher dues and programs with options. We are not expensive. One has capped attendance at 1500 members and because of the rules I have only been able to attend four conventions besides being a good long time. UFDC member. One group often meets in Europe or Canada and requires 12 day commitment. You save and you go. Done that one five times. None of these hobbies are cheap. There is a reason for 40 years. You might consider 50 to improve quality of the items collected. Plus so many of the questions were so miserable that I wanted to respond on a question by question basis. Finally you need a better editor or proof reader for your questions to be presented in a consistent manner."</p>	40 Year Rule
7436	<p>"Perhaps we could offer a dual-fee convention to offer two less-complicated and costly options for attendance. A Pre-Convention Fee for attendance from the first Saturday through Tuesday, and then a Main Convention Fee for the ""Official"" convention from the Wednesday through Saturday. A discount could be offered for those who purchase both. The Pre-Convention Fee, like the current Convention Fee, could include incentives like a special luncheon, a workshop, or a field trip. Of course, this could have the potential of complicating our costs and contracts with host hotels; but it also could increase the overall attendance over the full week, and thus the host hotel might sell more room nights overall as well."</p>	Discount & Costs
8133	<p>"#49 is tricky. There should be some reduction in convention fees for citizen members doing all the work. However, I would not like to see a free ride as that could easily morph into a problem. Having said that, some consideration is due. Thank you to all who put these things together."</p>	
8684	<p>"I put No Preference often because I do not know enough about the behind the scenes things, so since I do not know, I should not give an uninformed opinion."</p>	

18335	I would prefer the glow magazine to be a monthly publication.,
8694	"Since I have never been able to attend convention because of my heavy work schedule I don't feel like I have enough knowledge to answer many of the questions. I do love getting my magazines. I have no problem paying more money for them. My antique shop has an antique club that meets every month, and my shop has a Christmas room with more than 2000 items in it that is only open from Sept to the first of Jan. In December we host at least three events that center around vintage and antique Christmas. At every Christmas event we showcase ""The Glow"" as a source of education for Christmas collectors. I plan to attend the convention in Dallas and would love to volunteer. I work constantly to get younger people excited about Antiques. I believe anything we can do now to educate younger collectors will benefit us all."
18194	Not sure who Members Only Facebook Group Questions are. I am not a Facebook member so didn't answer. The questions did seem relevant to me as a member though.
8058	"Some of the statements/questions on the survey could use some explanation as they appear to be ""leading"" and I'm not sure what would be the response without completely understanding the parameters of the statement. I'm sure that for board members and those intricately involved with governing GGCP, these are understood, but some clarification and explanation coupled with the statement could help get the right response. Returning to adding the other holidays seems repetitive to get a different answer than was received by the vote in changing the bylaws a few years ago. I would have thought that this issue was put to bed then, so the question would be why is that still an item for discussion on the survey, unless there is a move to change directions?"
17780	Haven't had the opportunity to attend a convention yet. The survey questions are very black and white when there are variations possible. It's ok to pay for rooms for board but unclear special guests timelines. If able to attend a weekend only pass would be great. Age limit to the younger than 45 are a bit discriminatory. I am older than that and work full time and would prefer a weekend only too. Thanks!
13439	"Questions 25 and 37 contradict each other. This survey was too long too many questions asking for same information."

Facebook

5335	<p>"I joined in 1993 but have stopped going as too big now and when it wasn't as big could stay in smaller, less expensive hotels. We enjoyed coming early visiting with friends, exploring shops, restaurants etc. Now too many activities going on before Weds. start! I don't think giving breaks to younger people is fair! What about us seniors living on fixed income? We took our granddaughters once, paid full price and they loved it! Why all the push to make the Glow bigger! It's not fun anymore! Came home the last time exhausted! Liked in smaller towns, not big downtowns, and safer towns! Love the magazine the way it is and look forward to it."</p>	
14283	<p>I look forward to the day that I can attend conventions. I love the vintage Christmas focus of Golden Glow and that's why I joined. Thanks for allowing input!</p>	
2739	<p>while I do understand the purpose of some questions - some are impossible. Like promising to have free parking or a free airport shuttle for a convention. Even with a shorter convention our options are limited. We would simply have to pick maybe four hotels that offer those things (and who are they???) to do that. Free parking - then its a hotel that is farther out without walking options (think Asheville or Chicago) . Free hotel shuttles are almost non-existent but usually are at hotels that are in the city and have paid parking(Hyatt DC)</p>	
8531	<p>"I would like to recommend that a convention discount be given to Seniors, who are typically on a fixed income, rather than a discount being given to the younger members. Another idea is to offer a significant discount after someone has attended 5 conventions. My last suggestion is one that I feel strongly about. If a member has paid for the convention and they have circumstances happen beyond their control that make it impossible to attend, they should be given a full refund. This would cover illness, death in the family, catastrophic weather events, loss of employment, etc. I own a small business and my sole source of income is derived from me being able to work for my clients... I am not wealthy by any stretch of the imagination, but if something tragic happened that caused them to have to cancel their booking with me, I would refund their money or I would give them a full credit. To me that is the right thing to do... especially with the increased costs."</p>	Discount
17804	<p>Get rid of Facebook group and incorporate it into the glow website. One place for all things GLOW and keeps us on glow website.</p>	Facebook
8136	<p>"Survey questions need to be made much clearer and concise with proper options, with no ambiguity. And spaces allowed for comment which will allow for all to make their voices know."</p>	

14143

Thanks for the survey !

7556

"Convention needs to be wrangled in... Wednesday/Thursday through Saturday. the Market and Workshops are a part of convention and don't need to be hosted outside of the ""official"" start. that's unnecessary semantics. We need to stop pandering to the few that cause such discord. We need to teach our members how to be good members. a lot of these issues on the survey are re-hashed multiple times. put it to bed. be done with it. if it falls withing the 40 year rule, then it's a WIN. The glow should just focus on what they know how to do best. Create a schedule and keep it EVERY YEAR, EVERY TIME. The convention should have a set schedule. Let's do what we know how to do best. Promote xmas in a fun, educational, healthy way."

Convention 40 Year Rule

18016

I am not opposed to offering reduced rates to the younger group but it should only be allowed for 2-3 conventions not 25 years.

16766

"Proposed \$100 day passes should be allowed on any one day during the convention ie: Wednesday, Thursday, Friday, or Saturday whichever day is picked by a paying member."

7361

"I joined as an enthusiast in antique Christmas items. Dilluting the club with newer decorative items, non Christmas holidays etc. lessens the value of the club to me. To me, inviting Department 56 clubs, Dickens Village lighted house groups, and other 1980+ holiday, including Christmas, organizations, cheapens the value of the club and I do not support such efforts."

8818

"Love this organization, keep doing what you're doing to keep vintage Christmas alive. - [Redacted]"

14416

"I have only been able to attend one convention--Lancaster, Pa 2019. The next two cancelled due to Covid. Last year in Chicago I wasn't able to attend as the cost to get there was above my means."

8471

"Current social media presence is sufficient. Many individuals have difficulty maintaining awareness of ""resources"" already available in this and other groups. I understand the consideration of less cost for younger members; however, such seems unfair to older individuals who have been loyal members and to older members who find current costs high comparable to their other budgetary concerns."

8189

#50 - should provide for all dinners at convention depending on the number of days scheduled

7277

"I think membership is strong, and attendance at conventions are strong. I do think it would be wonderful to rotate the convention at different parts of the country. We have many members on the West Coast who do not attend convention. We need to bring a convention to L.A., S.F., Seattle or Portland. We love the excursions prior to convention. Many times we are coming to a city for the first time and enjoy the opportunity to explore the area."