

<b>Volunteer Staff</b>			<b>Paid Staff</b>		
<b><i>Skill Area</i></b>	<b><i>Percent</i></b>	<b><i>Rank</i></b>	<b><i>Skill Area</i></b>	<b><i>Percent</i></b>	<b><i>Rank</i></b>
* Mobilizing resources	40.8	1	* Mobilizing resources	35.4	1
Visioning	38.0	2	Technology	33.2	2
* Building teamwork	34.5	3	* Building teamwork	32.3	3
Building partnerships	34.2	3	Visioning	29.7	4
* Evaluation of programs	29.4	4	* Evaluation of programs	29.7	4
Communication	28.5	5	Managing conflict	28.8	5
Managing conflict	25.9	6	Building partnership	27.2	6
Technology	24.1	7	Communication	25.3	7
Decision making	23.7	8	Evaluation of group process	18.7	8
Group facilitation	20.9	9	Group facilitation	18.4	8
Evaluation of group process	19.3	10	Decision making	15.5	9
Meeting skills	18.4	11	Meeting skills	12.7	10
Other	4.4	12	Other	5.4	11

**Table 1. Training Needs by Percent and Ranking**