



BOARD OF DIRECTORS MEETING

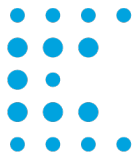
Friday, December 9th, 2022
8:30 a.m. – 10:00 a.m.

Board Chair, Cy Morton
Virtual Meeting via Zoom

AGENDA

- | | |
|---|--------------|
| 1. Call to Order (Cy Morton) | 8:30 |
| 2. Approval of October 13 th Minutes (Cy Morton) | 8:30 – 8:35 |
| 3. 2022 Financial Update (Ed Foppe) | 8:35 – 8:45 |
| 4. CEO Report (Jeff Tollefson) | 8:45 – 9:00 |
| • Talent (Joel) | |
| • Community (Joel) | |
| • Advocacy (Katie) | |
| 5. Approve 2023 Legislative Priorities (Katie & Doug) | 9:00 – 9:10 |
| 6. 2023 Operating Plan & Budget (Jeff) | 9:10 – 9:30 |
| 7. Governance Update (Michael Lacey) | 9:30 – 9:40 |
| 8. Other Business (All) | 9:40 – 10:00 |
| 9. Adjourn Meeting | 10:00 |

Next MnTech Board Meeting:
February 16th, 2023 2:00 pm – 4:00 pm
Social Hour to follow
Robins, Kaplan LLP
800 LaSalle Ave, Suite 2800
Minneapolis, MN 55402



Board of Directors Minutes

Board Chair Cyrus Morton
1:30 pm to 3:45 pm
Thursday, October 13th, 2022

SPS Commerce, 333 S 7th Street, Minneapolis, MN 55402
Zoom Conference Call

Present Jeff Tollefson, Daniel Abdul, Matthew Bailey, Teddy Bekele, Tawanna Black, Kevin Boeckenstedt, Robin Brown, Douglas Carnival, Amy Fisher, Ed Foppe, Stephanie Hammes-Betti, Chris Howe, Karen Hudson, Matt Johnson, Patrick Joyce, Sharon Kennedy Vickers, Sridhar Koneru, Jake Krings, Michael Lacey, Wolfgang Lewis, Rachel Lockett, Rebecca Martin, Michael Mathews, Paul Mattia, Cyrus Morton, Hany Omar, Rakhi Purohit, Matthew Reck, Christopher Rence, Sarah Seger, Ritu Sharma, Jamie Thingelstad, Paul Weirtz **Absent:** Dr. Sameer Badlani Julie Durham, Sarah Engstrom, Josh Jabs, TammyLynne Jonas, Anudeep Parhar, Tim Peterson, **Staff:** Joel Crandall, Katie MacCelland, Lonni Ranallo

1. Call to Order

Cy Morton called the meeting to order.

2. Approval of August 19th, 2022 Meeting Minutes

Chris Rence moved to approve the August 19th meeting minutes, Pat Joyce seconded the motion, the motion carried, and the minutes were approved.

3. Financial Update

Ed Foppe gave a financial update through September. Membership currently has \$93K left to close the gap for the year. We are expecting to come in at budget for renewals, but new membership revenue will likely not hit budget. Event net income is running \$17K better than plan. STEM and grant activity (scitech) all running to plan, with SBIR \$10K under plan, and TIA sponsorships \$15K below plan. Expenses all running to plan, with the exception being staffing and consulting. Cash is currently at \$535K, with liquidity at \$836K. The 990 is ready to be submitted.

4. CEO Report

Jeff reviewed current and past years membership numbers. We are behind plan, but trend is still up compared to previous years. Jeff reviewed our purpose statement that was created in 2020, showing why we exist. Jeff went through the foundational pillars which correlates to how we do the work to fulfill our purpose. The key pillars of Advocacy, Talent and Community were reviewed, along with the main activities under each pillar. Katie McClelland presented Advocacy activities, Joel Crandall went through Talent and Communities. Jeff gave an update on transitions and announced that Becky Siekmeier will be retiring at the end of January. In addition, the TIA programs activities will be folded into MnTech's talent initiatives, to align the program into the MnTech brand. Discussion took place on the importance of talent and diversity initiatives. Joel Crandall reported on expanding the ACE Leadership program in 2023.

5. Programing Update

Joel Crandall gave an update on Talent initiatives and the Community pillar. The ACE Leadership program is important for the retaining component in our industry, we are planning on expanding the program in 2023. We have started several smaller, informal meet ups that have been successful bringing a wide range of technologists together, we will continue some of these in 2023 and plan to have a wide range of 36 events in 2023 covering talent and community.

6. Policy & Research Update

Katie McClelland presented Advocacy program updates. The 2023 Legislative priorities are being finalized. We will have a Legislative Kick-off reception on January 10th. The Tech Policy Coalition is meeting, please let Katie know if you have interest in joining. We will be producing quarterly reports highlighting research on the state of technology in Minnesota.

7. Adjourn Meeting/Transition to ACE presentations

Cy Morton adjourned the meeting.

8. ACE Presentations



Minnesota Technology Association

CEO Report

Board of Directors Meeting

December 9, 2022

After a more challenging start to 2022 than we would have liked, it's been great to see our restructured team come together in recent months to drive many important initiatives forward. From planning and executing an impactful day of learning and problem-solving at our recent Minnesota Tech Workforce Summit, to the drafting and consensus-building of new policy initiatives such as the MN Computer Science Education Advancement Act, we've accomplished much in recent months and carry a lot of positive momentum into the new year.

Financially, the year is also ending on a positive note with projected net income of \$21K (against a budgeted gain of \$13K) and a strong cash and net equity position to provide added protection against a sustained economic downturn and to enable strategic investments.

In the pages that follow, we have summarized the status of key elements of our MnTech programming to better inform discussions and spark questions at Friday's meeting. In addition, we have prepared and attached a summary outline of the proposed 2023 operating plan. We are not asking for formal approval of a 2023 plan and budget at this time, but wanted to share an overview of what we hope to accomplish in the coming year.

1. MEMBERSHIP UPDATE

Overall membership dues revenue for the year continues to track below plan and we anticipate ending the year with approximately \$656K in total dues revenue against a plan of \$694K, a negative variance of 5.5%.

Renewals from existing members is tracking almost exactly to plan, with projected renewal income of \$523K essentially at our \$524K budgeted number. The renewal budget was based on a historical attrition rate of 12% of existing member revenue and this year proved to be no exception. We had been tracking behind plan for much of the year but a late flurry of outstanding invoice payments in recent months has helped close the renewal gap. There are still four large accounts that have yet to renew for the year (Abbott, Entegris, Horizontal, and Pearson VUE) and we are doing what we can to make the case for continued membership.

Revenue from new memberships will fall short of 2022 projections, with an expected \$133K of dues revenue against a budget of \$170K, a negative variance of 22%. A number of expected commitments in the fourth quarter didn't materialize for a variety of reasons, including recessionary concerns, corporate budget cuts, bankruptcies, and job changes among others. We look forward to launching a new membership campaign in January.

2. OUR THREE PILLARS

The foundational work of the Minnesota Technology Association is based on our three core pillars of Advocacy, Talent, and Community. What follows is a brief update on each of these three areas starting with our policy and advocacy initiatives.

A. ADVOCACY

We have worked with the board policy committee to draft the 2023 MnTech Legislative Priorities which are attached and will be reviewed at Friday's board meeting. Priority topics remain largely the same as 2022, with two of our largest legislative priorities being the passage of the 2023 Minnesota Computer Science Education Advancement Act which aims to expand access to foundational computer science to all public high schools in Minnesota and support teacher professional development, and expanded funding for our SciTech Internship Program to support the work-based learning experiences of 650 college students over the next 2 years.

Although the legislative session has not yet started, the MnTech team has been busy setting the stage for a successful 2023 legislative session. We worked with [CSforAll-MN](#) to get Governor Walz to issue [this proclamation](#) making December 5-11 Computer Science Education Week in Minnesota, which will hopefully be the start of a successful legislative session expanding access to tech education and careers. Read [this week's blog post](#) for more on this topic.

January will kick off with three policy-related events:

- Tuesday, January 10th - MnTech will be hosting a 2023 legislative kick-off reception for newly elected officials, members of our tech policy committee, and other business and government leaders as an early opportunity to highlight our 2023 priorities. This will take place at the Red Cap Room at Union Depot (214 4th Street East, Saint Paul, MN 55101) from 4:30 – 6:30 pm thanks to the generosity of our sponsors: AT&T, McGrann Shea Carnival, and Google. We urge all board members to attend you can register for the event [here](#).
- Wednesday, January 11th - MnTech will partner with Code.org and Microsoft to host a "Coding at the Capitol" event in the Capitol Rotunda from 8 am – 12 pm. This event is an opportunity for Minnesota students and teachers to show policymakers why computer science is so important to teach in our schools. Students will get to demonstrate CS projects they have created even help policy makers actually write lines of code. We also want to demonstrate the widespread support for computer science education across the state and hope you or members of your team can join.
- Thursday, January 12th - The bi-weekly Minnesota Tech Policy Coalition meetings will resume. This legislative session we will feature guest speakers on key policy priorities as well as discussions on pressing policy issues of the moment. These meetings are open to MnTech members and select non-members, with the goal of expanding MnTech's policy influence and voice at the Capitol.

In advance of the legislative session, we are working to update our government affairs contacts at our member companies. Please take a moment to [fill out the contact form](#) or share with the appropriate colleagues.

A few new advocacy initiatives for the 2023 legislative session include:

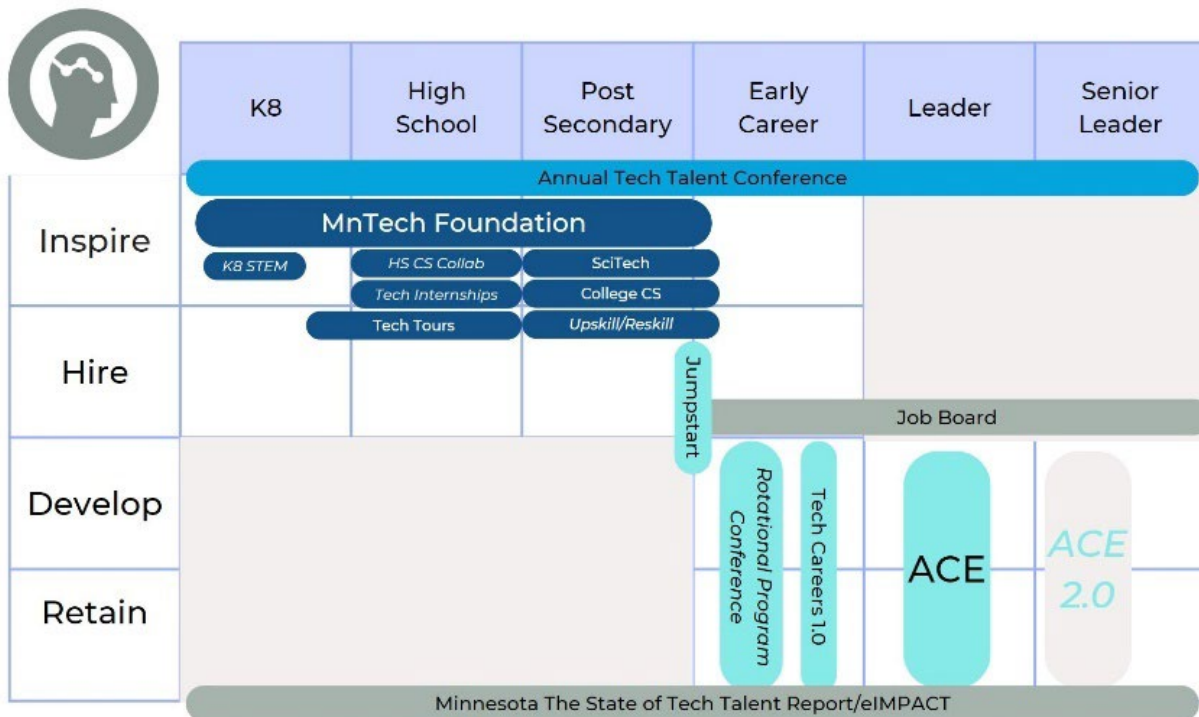
- Proposing the creation of a Technology Caucus for members of the legislature to champion key tech policy priorities
- Bi-weekly blog posts from MnTech on pressing tech policy issues
- One-pagers for key legislative priorities to be shared with elected officials and partners to help advance MnTech priorities

To help inform our legislative work with respect to talent, MnTech has released the [Minnesota: The State of Tech Talent Report](#) highlighting the challenges Minnesota faces with meeting today’s and the future tech talent needs in the state. Unfortunately, by most measures, Minnesota is falling behind when it comes to tech talent development. We are last in the nation, ranked 50th out of 50 states, for high schools offering foundational computer science courses, we produce hundreds fewer graduates with computer science degrees than for which there is demand, and are 46th in the nation when looking at tech job growth, due in large to the lack of talent to fill open roles. These points, and more within the report, highlight the importance of Minnesota taking action quickly to provide more education pathways into tech careers.

In partnership with the economic research firm eImpact, we will also be launching a new tech talent dashboard on our web site filled with relevant tech workforce data to further solidify MnTech’s thought leadership on issues related to tech talent. This includes quarterly blog posts on trends and opportunities for tech sector and tech talent growth and we look forward to sharing these with you starting in Q1 of next year.

B. TALENT

A focus on developing Minnesota’s full technology talent pipeline is a unique MnTech attribute and is key to organizational growth in 2023 and beyond. Our team is currently working to align and visually display all the efforts we are making to Inspire, Hire, Develop and Retain technology talent. Next year, we will work to compellingly share important program initiatives and investments we are making at different parts of the talent lifecycle. Below is an initial view of how some of our talent initiatives line up on this grid.



1. ACE Leadership Program

Thank you to the MnTech board for reviewing proposals from the 2022 ACE cohort during our last meeting at SPS Commerce in October. A big thank you as well to board members that also supported the program through sending team members through the program, mentoring,



2022 Ace Cohort, Photo cred: Jamie Thingelstad

hosting, and speaking.

For 2023, we plan to conduct two ACE cohorts to increase the total number of spots available. The application will go live shortly with the first session planned to get underway in March. We urge you to consider recognizing rising stars in your organizations by honoring them with a nomination for selection into one of the two ACE Leadership Program cohorts.

2. MN Tech Workforce Summit

On November 16th, more than 180 leaders gathered at Best Buy headquarters to address one of the largest challenges in the technology industry - new talent. MnTech cast a vision: a collective push to equitably double the development of technology talent in our state over the next 10 years.

Attendees had the opportunity to hear from:

- Jeff Tollefson, Brian Tilzer (CDO, Best Buy) and Steve Grove (Commissioner, DEED) about the urgency of the need,
- [Joel Crandall](#) on the data and stories compelling action as well as proposed strategies to pursue (you can [view Joel's terrific presentation here](#)),
- Business Panel and Education & Training panel on challenges and current work taking place, and,
- Tawanna Black on the crucial role that equity and inclusion will play in developing existing talent and becoming preferred workplaces for new talent.

In the afternoon, more than 80 subject matter experts met to propose strategies for the ecosystem to take to pursue equitable doubling in the areas of K8 STEM identity, High School Computer Science, High School tech work experience, College Computer Science, and Upskilling & Reskilling initiatives.



Following the event:

- Workstream leaders will connect directly with their groups to ensure objectives and key results are solidified by December 21st.
- MnTech will add OKRs from each group to the event pre-read to release a vision for action in January of 2023.
- MnTech will publicly share the vision for equitably doubling along with work proposed by different workstreams in late February/early March at a live Tech Talk (think TED Talk) event and in our communication channels.

The work completed during the Summit will help to re-engage the MnTech Foundation as well as the MnTech Association in early talent development work going forward.

3. SciTech Internship Program

The 2022 program year ended August 31st with 253 interns placed, bringing the total number of students placed to 2,451 over the past 10 years. 33% of those hired into jobs identified as students-of-color with 26% women. The median wage paid was \$19.38/hour, an increase from the \$18 median wage paid in 2021. On average, students made more than \$6,740 during their internships. A draft annual report for the 2022PY is available [here](#).

The 2023 program year kicked off September 1st with 29 students already hired and placed. We anticipate placing a similar number of students (250) this year as in the last program year given that the level of state funding is the same. With the high level of student demand, we plan to ask for additional funding during the 2023 legislative session to support more internship opportunities for the 2023-24 and 2024-25 program years. The \$2.8 million request includes an increase in the employer wage match from \$2,500 to \$3,000, a move deemed prudent given the match has remained the same since 2012 even as wages continue to climb each year. We have identified 12 potential employers and their interns from this past year to testify on our behalf and are considering options for bill authors.

Piper Cleaveland, the current SciTech Student Outreach and Communications Manager, will replace Becky as interim lead for SciTech, with support from Joel Crandall, until future funding for the program is known and secured at the end of the 2023 legislative session. Becky and Piper have begun the knowledge transfer and training necessary for Piper to be fully up to speed by the end of January.

C. COMMUNITY

The MnTech team is growing the cohort of technologists that find Community through MnTech. We are doing this through growing in-person programming, creating leadership opportunities as part of steering committees, and improving our communication with members about the value MnTech provides.

1. Women Leading in Technology (WLIT)

2022: The final WLIT event of the year took place on October 11th at the Metropolitan Ballroom and featured Jaime Taets, CEO of Keystone Group International, with more than 100 attendees.

2023: Next year, WLIT will provide:

- Quarterly, high value, in-person gatherings with a focus on growing attendance from existing employee resource groups within member companies
- Growth in group mentoring work started in 2022 to reach younger women in technology
- Integrated approaches with MnTech to create clearer value to individuals approaching from either entry point

2. Tech on Tap

2022: We hosted our final Tech on Tap of 2022 on December 1st at BlackStack Brewing in St. Paul and had more than 80 people in attendance for a great night of networking and connections.

2023: Based on the early success of this event, we will host 9 Tech on Tap events next year. The cost of providing this opportunity is offset by sponsorship and is of high value to MnTech in relation to the effort required to host it. We want to continue to grow both attendance and sponsorship next year. If you know of an organization that may be interested in sponsoring in 2023 ([\\$1500 total cost](#)), please connect with [Ismail](#).

3. CIO Forums become Tech Executive Forums

2022: Our final CIO Forum for the year took place the morning of November 3rd with the topic of *Tech Trends to Watch*.

2023: We are taking the opportunity to rebrand our CIO Forums to capture our intended audience more clearly. These quarterly, virtual forums will continue to provide sharing and teaching opportunities for C-level tech executives and learning and development opportunities for C-level tech executives and their direct reports.

4. Evolution of CIO Panel event

2022: The in-person CIO Panel returns to the Metropolitan Ballroom this Thursday morning. We have more than 125 registered guests that will hear from the following CIOs;

- Brett Craig – CIO, Target
- Jim Graham – CIO, Prime Therapeutics
- Rita Khan – CDO, Mayo Clinic
- Sri Koneru – CIO, Winnebago
- Shannon Levang – CIO (Consumer Banking), U.S. Bank
- Heather Mickman – CIO, Gap, Inc.

Big shout out to event sponsors DigiNeer, Emergent Software, Qlik, ProCircular, and Turnberry Solutions.

2023: Like the CIO Forums—there is an opportunity to sharpen our value proposition and approach to this event to ensure it continues to be a distinct, valuable opportunity for attendees. We will be updating the name of the event in 2023 and will work on additional program clarity.

5. Other events in 2023

Ismail Ali is leading steering teams that will be offering new or refined programming for 2023 in a number of areas, including:

- Tech Talks: Compelling storytelling events focused on themes of interest to technologists or other elements of the MnTech ecosystem.
- Tech Connect: Building on our successful return to in-person last year, we have again booked space at the Saint Paul RiverCentre on May 3rd to focus on tech topics and communities that bring us together.
- MnTech Celebration event: Though Tekne was on hiatus this year, we believe celebrating the people and organizations driving innovation and impact in Minnesota's tech community should continue and have some new ideas in this regard.
- Tech for Good: Reviving work done in the past to offer our member technologists the chance to participate in technology tours, hackathons, and other community engagement events.

As stated previously, we look forward to hiring a new Director, Community & Member Engagement in early 2023 to help plan and execute much of the programming outlined above.

2022 FINANCIAL OVERVIEW

Net income through November of 2022 is running \$67K ahead of plan. Total revenue through November was \$2,282,746 compared to a budget of \$2,523,672, a negative variance of \$240,926. The revenue shortfalls are in three main areas: membership (\$43K), events (\$137K) and STEM grants and programs (\$60K). The shortfall in event revenue is mainly tied to the previously planned Tekne Awards, which we substituted with the MN Tech Workforce Summit.

Offsetting the reduced revenues were even greater savings in expenses, with total YTD expenses running \$308,165 lower than budgeted. This savings came from lower event (\$86K) and staffing expenses (\$132K). The net income through November result is a profit of \$108,591 versus a budgeted amount of \$41,352.

The grant and program lines have deferred activity that will be completed in 2023, therefore we have chosen to not recognize two months of TIA support activity (\$37,500) and MnTech Foundation STEM support (\$20,000) in 2022 and more appropriately move this to 2023 when the work will be completed. This will result in a drop of \$57.5K in reported revenue versus what we had budgeted for the year. Even with this change, we still expect to end the year with approximately \$20K of net income versus a budgeted amount of \$13K.

The balance sheet remains strong with \$701K in the bank and another \$105K in accounts receivable.

In Friday's meeting, we will be reviewing a preliminary 2023 budget that was reviewed with the MnTech Executive Committee last week. The final proposed budget will be presented to and discussed with the Executive Committee in a January meeting and submitted for final board approval on February 16th.



Minnesota Technology Association 2023 Operating Plan Summary

As a result of a strategic planning process ending in February 2020, we took action to change our name, branding, focus (e.g. dropped entrepreneurial programming to focus on tech-enabled enterprises and the technologists they employ) and adopted the following purpose statement:

We believe that Minnesota's technology-driven companies achieve the greatest success when they have access to exceptional talent, dedicated public policy advocates, and are part of an innovative, inclusive technology community. The Minnesota Technology Association's role is to nurture each of these attributes within our state, enabling Minnesota technology-driven businesses, professionals, and communities to thrive.

Just six weeks later, COVID-19 forced us to quickly change our programming plans and we began rolling out a series of virtual communities-of-interest and peer forums to enable meaningful connections and learning experiences in a fully remote working environment. But as pandemic concerns began to subside, much of what worked in 2020-21 no longer held the same value in 2022, forcing us to again pivot and eliminate some programming while creating new initiatives such as the MN Tech Workforce Summit and Tech on Tap social gatherings.

While 2023 presents a new set of challenges and opportunities, the one constant remains our commitment to the mission and purpose outlined above. To this end, we have developed the following set of key objectives, initiatives, and intended results for the coming year.

2023 Key Objectives:

1. Maximize impact of Talent, Advocacy, and Community pillars
 - A. Address full tech talent pipeline as a strategic differentiator
 - B. Be the trusted voice and policy advocate for Minnesota's technology industry
 - C. Increase # of technologists finding community and connections through MnTech
2. Grow new membership revenue while minimizing member attrition
3. Elevate MnTech's brand through impactful marketing and communications
4. Optimize organizational effectiveness and operational efficiencies

Objective #1A: Address the full tech talent pipeline as a strategic differentiator.

Initiatives & Key Results:

- A. Create new role for Joel Crandall leading all tech talent and workforce programming by end of February, including serving as the Executive Director of the MnTech Foundation, in recognition of the importance of creating stronger tech talent pipelines and developing future leaders for MnTech members and our broader tech community.
- B. Provide new purpose to (and focus for) the MnTech Foundation by having it assume responsibility for all K-16 talent pipeline initiatives by June 30th with the association focused on programming tied to the hiring, development, and retention of talent.

- Early STEM programming, HS computer science and work-based learning initiatives, as well as support for college CS and internships (including SciTech Internship Program) would be under the domain of the MnTech Foundation
 - MnTech will deliver programming such as ACE Leadership, Tech Careers 1.0, adult upskilling/reskilling, MnTech job board, Tech Talent Conference, etc.
- C. Revitalize MnTech Foundation by developing strategic plan, reconfiguring board of directors, and identifying new sources of funding to sustain efforts by June 30.
 - D. Accelerate development of new tech leaders by offering 2 cohorts of ACE Leadership Program (total of 60 individuals) in 2023.
 - E. Build on momentum of MN Tech Workforce Summit by publicly sharing findings and planned initiatives at Tech Talk event in Q1 and Tech Talent Conference in September.

Objective #1B: Be the trusted voice and policy advocate for Minnesota’s technology industry and ecosystem.

Initiatives & Key Results:

- A. Develop and publish legislative priorities informed by member needs by January 10th legislative reception event.
- B. Engage with legislative leaders and community stakeholders to gain support for key legislation, particularly the passing of the MN Computer Science Education Advancement Act and reauthorization of funding for the SciTech Internship Program.
- C. Create a communications plan resulting in bi-weekly updates on the 2023 legislative session to better inform and engage MnTech community in support of policy initiatives.
- D. Publish at least four quarterly blog posts with data and commentary on the state of Minnesota’s tech workforce to solidify MnTech’s position as an industry thought leader.
- E. Regularly convene and leverage restructured Minnesota Tech Policy Coalition to expand MnTech’s policy influence and voice at the Capitol.

Objective #1C: Increase number of technologists finding community and connections through MnTech

Initiatives & Key Results:

- A. Hire new Director of Membership & Community Engagement by March 1 to lead the delivery of high-value programming to member companies and drive higher member engagement and renewal.
- B. Through focused programming, engagement, and relationship-building, achieve membership attrition rate of 12% or less as measured by membership renewal revenue.
- C. Transition programming to high-value, predominantly in-person engagement opportunities as measured by hosting 27 events with more than 1,800 in attendance.
- D. Manage event strategy and implementation to create impactful experiences while simultaneously generating \$348,000 in net margin (includes ACE program).

- E. Provide meaningful leadership opportunities for member employees as measured by 40 individuals serving on MnTech community and event steering committees.

Objective #2: Grow new membership revenue while minimizing member attrition.

Initiatives & Key Results:

- A. Generate \$150,000 in new membership revenue by launching a new member recruitment campaign on January 15.
- B. Leverage relationships of 38 MnTech board members so that at least 10 new member companies come through board member introductions.
- C. Actively engage with member companies to communicate value of MnTech initiatives throughout the year, particularly ahead of annual renewal dates, to ensure existing member attrition does not exceed 12% as measured by membership renewal revenue.
- D. Augment membership revenue and diversify funding streams through the pursuit of grant funding to support mission-aligned program initiatives.

Objective #3: Elevate MnTech's brand through impactful marketing and communications.

Initiatives & Key Results:

- A. Support new member recruitment campaign by updating messaging and marketing materials by January 15
- B. Develop annual marketing plan and content calendar by February 15 to ensure all events and key initiatives are properly promoted and supported.
- C. Grow digital engagement as measured by a 10% increase in TECHtuesday newsletter subscribership from member organizations by April 30.
- D. Strengthen brand messaging, sharpen value proposition, and explore new communication strategies and platforms in partnership with an outside consultant by June 30.

Objective #4: Optimize organizational effectiveness and operational efficiencies

Initiatives & Key Results:

- A. Maintain small team of high-performing individuals by offering competitive compensation and benefits, flexible work schedules, and a positive team culture resulting in zero turnover.
- B. Increase and optimize utilization of Salesforce to better capture, share, analyze and manage data related to member companies and their teams.
- C. Create a more seamless and integrated event registration experience by researching and selecting an event registration system by March 31.
- D. Achieve positive net income of at least \$15,000 for fiscal year 2023 by actively managing expenses in relation to anticipated revenue.

Minnesota Technology Association Profit & Loss Budget Performance November 2022

	<u>Jan - Nov 22</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>	<u>YE Projection</u>	<u>2023 Prelim Budget</u>
Income						
Membership						
New	129,062	168,623	-39,562	170,000	132,944	150,000
Renewals	519,961	523,664	-3,704	523,921	522,961	546,595
Total Membership	<u>649,022</u>	<u>692,287</u>	<u>-43,265</u>	<u>693,921</u>	<u>655,905</u>	<u>696,595</u>
Promotion / Events						
ACE Leadership	122,750	100,500	22,250	100,500	122,750	210,000
Legislative Reception						10,000
CIO Panel	0	0	0	40,400	40,400	45,000
Networking - L&L/Tech on Tap	3,000				3,000	7,500
CIO Forum	31,499	31,000	499	31,000	31,499	20,000
Tech Connect	129,230	167,150	-37,920	167,150	129,230	133,400
TechTalent	37,950	40,000	-2,050	40,000	37,950	40,000
MTW S 2022 (Tekne Awards)	80,000	204,100	-124,100	204,100	80,000	76,000
Women Leading in Technology	53,830	57,750	-3,920	57,750	53,830	62,500
Tech Talks						10,000
Promotion Other	5,000				5,000	5,000
Total Promotion / Events	<u>463,259</u>	<u>600,500</u>	<u>-137,241</u>	<u>640,900</u>	<u>503,659</u>	<u>619,400</u>
Grant/STEM Programs						
TIA Support	202,500	246,250	-43,750	275,000	202,500	37,500
SBIR/STTR	97,129	93,750	3,379	93,750	97,129	0
SBIR - Spons/Bus Dev Grant Reim	20,000	30,000	-10,000	30,000	20,000	0
STEM Projects/Donations	0	10,000	-10,000	10,000	10,000	10,000
Foundation STEM support	40,000	40,000	0	60,000	40,000	100,000
SciTech Grant						
SciTech Grant Match	597,346	587,000	10,346	589,000	589,000	589,000
SciTech Grant - Other	211,777	222,035	-10,258	242,250	242,250	242,250
Total SciTech Grant	<u>809,123</u>	<u>809,035</u>	<u>88</u>	<u>831,250</u>	<u>831,250</u>	<u>831,250</u>
Total Grant/STEM Programs	<u>1,168,752</u>	<u>1,229,035</u>	<u>-60,283</u>	<u>1,300,000</u>	<u>1,200,879</u>	<u>978,750</u>
Other Income*Sales & Marketing						
Misc Contribution Income	220	740	-520	740	240	740
Advertising Income (TechTues)	1,200	1,000	200	1,000	1,200	1,000
Interest earned	293	110	183	120	76	100

Minnesota Technology Association Profit & Loss Budget Performance November 2022

	Jan - Nov 22	YTD Budget	\$ Over Budget	Annual Budget	YE Projection	2023 Prelim Budget
Miscellaneous Income	0					
Total Other Income*Sales & Marketing	1,713	1,850	-137	1,860	1,516	1,840
Total Income	2,282,746	2,523,672	-240,926	2,636,681	2,361,959	2,296,585
Gross Profit	2,282,746	2,523,672	-240,926	2,636,681	2,361,959	2,296,585
Expense						
Administration						
Dues & Subscriptions	3,725	2,915	810	2,915	3,725	4,000
Leases - Equipment	3,440	9,357	-5,917	9,712	3,837	4,000
Bank Charges	450	430	20	440	470	450
Board of Directors	20	500	-480	1,000	520	1,000
Business Insurance	4,160	4,250	-90	4,250	4,160	4,250
Meetings	0	100	-100	100	0	100
Telecom	5,465	5,500	-35	6,000	5,953	6,000
Storage	532				532	540
Courier	88	300	-212	300	88	150
Postage	106	265	-159	265	106	265
General Office Supplies	1,794	1,900	-106	2,100	2,194	2,100
Office Rent- MGEX	46,359	45,750	608	49,909	50,442	51,000
Pro. Services						
Merchant Card Service Fee	15,691	13,450	2,241	13,750	16,000	13,750
Annual Audit	15,579	15,000	579	15,000	15,579	15,000
Payroll	3,449	2,420	1,029	2,640	3,637	2,640
401k	1,000	1,000	0	1,000	1,000	1,000
IT Service/support/subscription	16,366	13,900	2,466	15,100	20,000	15,100
Website Maintenance & Support	4,464	8,200	-3,736	8,700	5,464	8,700
Consultants/Contract Services	46,960	9,000	37,960	9,000	51,000	84,000
Total Pro. Services	103,509	62,970	40,539	65,190	112,680	140,190
Misc	0					
Total Administration	169,649	134,237	35,411	142,181	184,707	214,045
Association Staffing						
Gross W ages	907,751	1,049,708	-141,957	1,138,041	1,005,250	858,000
Tax Expenses	71,748	87,125	-15,377	94,457	81,436	70,000
401K Discretionary contributio.	37,430	37,430	0	40,830	40,830	35,000

Minnesota Technology Association Profit & Loss Budget Performance November 2022

	<u>Jan - Nov 22</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>	<u>YE Projection</u>	<u>2023 Prelim Budget</u>
Bonus	36,663	36,663	0	40,000	50,000	50,000
Insurance & Benefits						
Health	68,275	73,018	-4,743	79,136	74,606	65,000
Dental	5,037	6,360	-1,323	6,870	5,710	5,000
Vision	885	1,360	-475	1,475	1,033	1,000
Disability	11,430	11,045	385	11,915	12,281	12,000
Life	2,984	3,421	-437	3,706	3,295	3,500
Mobile phone/ Emp reim	6,510	7,825	-1,315	8,500	7,310	8,000
Emp IT/Transportation Exp	4,339	8,775	-4,436	9,565	5,537	5,000
Workers Comp	1,287	1,500	-213	1,625	1,485	1,500
Total Insurance & Benefits	100,747	113,304	-12,557	122,792	111,257	101,000
Prof Dev Seminars/Education	2,479	1,500	979	1,500	2,479	3,000
Staff Recognition	91	750	-659	1,000	250	750
Total Association Staffing	1,156,910	1,326,480	-169,570	1,438,620	1,291,502	1,117,750
Sales & Marketing						
Direct Marketing	482	5,618	-5,136	5,618	6,500	5,000
Community Relations/Sponsorship	5,000	5,000	0	5,000	5,000	5,000
Outreach & Meetings						
Meals	1,203	257	946	271	1,203	1,000
Mileage	97	85	12	85	105	100
Parking	365	110	255	120	371	120
Meals - Traveling	173	0	173	0	173	300
Lodging	1,143	460	683	460	1,143	460
Car	243				243	300
Airfare	586	1,300	-714	1,300	586	1,300
Events/Dinners	1,628	100	1,528	100	1,628	100
Total Outreach & Meetings	5,437	2,312	3,125	2,336	5,452	3,680
Total Sales & Marketing	10,919	12,930	-2,011	12,954	16,952	13,680
Promotion / Event Expenses						
ACE Leadership	27,649	30,000	-2,351	30,000	27,649	55,000
Legislative Reception						6,000
CIO Panel	0	0	0	14,620	14,620	14,000
CIO Forum	6,852	13,550	-6,698	13,550	6,852	500

Minnesota Technology Association Profit & Loss Budget Performance November 2022

	<u>Jan - Nov 22</u>	<u>YTD Budget</u>	<u>\$ Over Budget</u>	<u>Annual Budget</u>	<u>YE Projection</u>	<u>2023 Prelim Budget</u>
Networking Event Sm.- L&L/TT	2,526				3,000	8,000
Tech Connect	68,251	88,951	-20,700	88,951	68,251	70,000
TechTalent	3,471	6,500	-3,029	6,500	3,471	6,000
MTW S 2022 (Tekne Awards)	22,515	168,265	-145,750	168,265	22,515	50,000
Women Leading in Technology	27,653	26,640	1,013	26,640	27,653	39,500
Tech Talks						10,000
Community Events						7,000
Event Registration	0	11,000	-11,000	11,000	0	5,000
Total Promotion / Event Expenses	<u>158,917</u>	<u>344,906</u>	<u>-185,989</u>	<u>359,526</u>	<u>174,011</u>	<u>271,000</u>
STEM Program expense						
SciTech general Expense	20,502	16,600	3,902	17,100	21,000	30,000
SciTech Co. Reim.	597,345	587,000	10,345	589,000	589,000	589,000
SBIR/STTR Program Expense	17,747	18,000	-253	18,000	17,747	0
Total STEM Program expense	<u>635,594</u>	<u>621,600</u>	<u>13,994</u>	<u>624,100</u>	<u>627,747</u>	<u>619,000</u>
Public Policy						
Government Relations	42,167	42,167	0	46,000	46,000	46,000
Total Public Policy	<u>42,167</u>	<u>42,167</u>	<u>0</u>	<u>46,000</u>	<u>46,000</u>	<u>46,000</u>
Total Expense	<u>2,174,155</u>	<u>2,482,320</u>	<u>-308,165</u>	<u>2,623,381</u>	<u>2,340,919</u>	<u>2,281,475</u>
Net Income	<u><u>108,591</u></u>	<u><u>41,352</u></u>	<u><u>67,239</u></u>	<u><u>13,300</u></u>	<u><u>21,040</u></u>	<u><u>15,110</u></u>

Minnesota Technology Association
Balance Sheet Prev Year Comparison
As of November 30, 2022

	<u>Nov 30, 22</u>	<u>Nov 30, 21</u>	<u>\$ Change</u>	<u>% Change</u>
ASSETS				
Current Assets				
Checking/Savings				
Wells Fargo	127,085	66,139	60,946	92.15%
Merrill Lynch Savings	573,805	576,121	-2,316	-0.4%
Sunrise Bank	0	4,492	-4,492	-100.0%
Total Checking/Savings	<u>700,889</u>	<u>646,752</u>	<u>54,137</u>	<u>8.37%</u>
Accounts Receivable				
Accounts Receivable	97,992	99,260	-1,268	-1.28%
Total Accounts Receivable	<u>97,992</u>	<u>99,260</u>	<u>-1,268</u>	<u>-1.28%</u>
Other Current Assets				
Petty Cash Account	265	265	0	0.0%
Undeposited Funds	0	-16,999	16,999	100.0%
Office Rent - Security Deposit	6,953	6,953	0	0.0%
Prepaid Expense				
Prepaid Tech Connect expense	0	3,150	-3,150	-100.0%
Prepaid Expenses Tekne Awards	0	8,750	-8,750	-100.0%
Other Prepaid Event Expenses	1,050	1,500	-450	-30.0%
Prepaid Expense - Other	724	656	68	10.29%
Total Prepaid Expense	<u>1,774</u>	<u>14,056</u>	<u>-12,282</u>	<u>-87.38%</u>
Allowance for Doubtfull Account	-2,000	-2,000	0	0.0%
Total Other Current Assets	<u>6,991</u>	<u>2,275</u>	<u>4,717</u>	<u>207.33%</u>
Total Current Assets	<u>805,873</u>	<u>748,287</u>	<u>57,586</u>	<u>7.7%</u>
Fixed Assets				
Office Equipment	40,163	36,968	3,195	8.64%
Leasehold Improvements	9,254	9,254	0	0.0%
Website	91,503	91,503	0	0.0%
Accumulated Depreciation	-129,456	-124,645	-4,811	-3.86%
Total Fixed Assets	<u>11,464</u>	<u>13,080</u>	<u>-1,616</u>	<u>-12.35%</u>
TOTAL ASSETS	<u><u>817,337</u></u>	<u><u>761,367</u></u>	<u><u>55,970</u></u>	<u><u>7.35%</u></u>
LIABILITIES & EQUITY				
Liabilities				
Current Liabilities				
Accounts Payable				
Accounts Payable	25,893	35,720	-9,827	-27.51%
Total Accounts Payable	<u>25,893</u>	<u>35,720</u>	<u>-9,827</u>	<u>-27.51%</u>
Credit Cards				
Total Merrill Lynch Credit Card Accou	7,805	3,728	4,077	109.38%
Total Credit Cards	<u>7,805</u>	<u>3,728</u>	<u>4,077</u>	<u>109.38%</u>
Other Current Liabilities				
Dues Paid In Advance				
Advance New	27,884	62,046	-34,162	-55.06%
Advance Dues - beyond yr 1	3,750	6,875	-3,125	-45.46%
Advance Renewal	160,258	149,361	10,898	7.3%

Minnesota Technology Association
Balance Sheet Prev Year Comparison
 As of November 30, 2022

	<u>Nov 30, 22</u>	<u>Nov 30, 21</u>	<u>\$ Change</u>	<u>% Change</u>
Total Dues Paid In Advance	191,892	218,281	-26,389	-12.09%
Future Events Paid in Adv				
Future Event Sponsorship	100	6,500	-6,400	-98.46%
Legislative Event	5,000	0	5,000	100.0%
CIO Panel	44,450	37,500	6,950	18.53%
Tekne Awards	15,000	1,800	13,200	733.33%
Misc Liability	0	10,000	-10,000	-100.0%
Total Future Events Paid in Adv	<u>64,550</u>	<u>55,800</u>	<u>8,750</u>	<u>15.68%</u>
Accrued Vacation	8,906	20,946	-12,040	-57.48%
Accrued Bonus	36,663	36,666	-3	-0.01%
Accrued Profit Share Contr	37,430	26,085	11,345	43.49%
Total Other Current Liabilities	<u>339,441</u>	<u>357,778</u>	<u>-18,337</u>	<u>-5.13%</u>
Total Current Liabilities	<u>373,139</u>	<u>397,226</u>	<u>-24,087</u>	<u>-6.06%</u>
Total Liabilities	373,139	397,226	-24,087	-6.06%
Equity				
Net Assets Unrestricted	335,607	99,036	236,571	238.87%
Net Income	108,591	265,105	-156,514	-59.04%
Total Equity	<u>444,198</u>	<u>364,142</u>	<u>80,057</u>	<u>21.99%</u>
TOTAL LIABILITIES & EQUITY	<u><u>817,337</u></u>	<u><u>761,367</u></u>	<u><u>55,970</u></u>	<u><u>7.35%</u></u>