



**Members Breakfast  
June 14, 2016  
Chicago, IL**

Introduction, Welcome (Board Chair)

- Special thank you to the volunteers

Members Benefits

- Members Express Line
- Drink Tickets for Members Only
- Photographer that can conduct head shots - please refer to bulk email
  - What are the background options
- Authenticated Members portal

Financial Update - (Board Treasurer)

- Audit results - 2015 w/ \$1.9M in assets finished with \$2.6M, growing at approx \$0.5M per year to reserve.
- Revenue \$3.3M
- Reserve Policy - \$5 million is still the goal. May seem high, but this will help in the case of an economic multi year downturn. The cost of registration does not cover meeting expenses.
  - Member questions and Board Responses:
    - Once we reach \$5M, what is the plan to keep the number at that level? Response: The increased meeting costs would like to keep this number low. We are seeing decreasing cash flow. There has been no raise in registration fees in many years. Will need to decide if this is an option in the future. We also have multi meeting hotel liabilities. Member benefits will not be materially impacted
    - Will the reserve policy be made to the Members? Response: Yes, Members can ask the Treasurer to see the reserve policy document
    - Thank you for not raising the registration fees. Is there a way to lower early registration and raise late fees? Response: We will need to go back and look at our shortfall. And determine what makes sense. 20% are in the late registration bucket.
- Audit Committee Chair 2015 Audit Report
  - There is an audit committee within the board
  - 2015 audit has been completed
  - UHY has been secured. Miller & Associates is new bookkeeper
    - Established a capitalization policy
    - Change employee handbook - vacation hours
    - Reconciliation of sponsorship contracts



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**Education Outreach and Programming**

- Scholarship Program - Resulting from the Board retreat, the Scholarship Program is a replacement for the Fellowship program and will be launched soon. A Board Subcommittee worked on the scholarship program after seeing difficulties with the Fellowships in finding candidates and mentors. This is a move to a tuition-based scholarship, using funds to further invest in new operators with a focus on programs that build skill sets to be successful in the NANOG community. Naming conventions will stay the same as the fellowships - and half will be targeted towards women, with the other half targeted to the top qualified. Legal has reviewed and an outside agency will be secure to recruit and administer the Scholarship Program. The funding will be increased significantly - 4 scholarships at \$10K each, for a non-renewable 1-year award. Awardees will also be required to attend one meeting and report on the value.
  - Member statements/questions and Board Responses:
    - Concern regarding the restructure of the fellowship program. It would be nice to find a way to appease Junior Engineers to be included to cover the gap for those that did not get enough education or have finished their education. Response: The new scope is not just for undergrads and will include graduate programs and expand the scope beyond those areas easily identified. As an example, the Hackathon is offered to service Junior Engineers. We will need to think about ways to have a broader reach for those that do not attend college. We are doing 4 NOTRs each year, as a way to achieve greater outreach. We agree a full focus on college isn't ideal, and need to consider the non-traditional routes also. We extend Invitation for members to share ideas on how to better reach those non-traditional path engineers.
    - Diversity is very important. Perhaps a mentorship program to work with junior engineers in any organization, not just their own, highlighting the different paths that can be taken.
    - It's not just NANOG's job to do this. We should reach out to companies to develop internships that can be added into this program. Response: Agree with a mentorship idea.
    - If talking pure money, helping people attend NANOG meetings is better than school assistance. Recognizes that finding and organizing this is difficult.
    - What about the chance to subsidize internships? Response; IRS standards do not allow for this.

Meeting was adjourned By Board Chair.