

**NEW Manufacturing Alliance
Steering Committee Meeting**

September 7, 2016

2 p.m. – 4 p.m.

CMD Corp.

Minutes

Attendees: Jeff Anderson, Ron Buchinger, John Dennis, Scott Kettler, Jim Koronkiewicz, Rick Recktenwald, Jeff Strenger, John West, Jerry Murphy, Bobbi Miller, and Ann Franz

Topic 1: Green Bay Packers Mentor-Protégé Program

Anna Steinfest discussed the Green Bay Packers Mentor-Protégé program. It is in its' sixth year and has worked with 27 protégés. The companies are mostly second stage minority owned businesses. It is a twelve month program, in which the protégé/mentor meet once a month. The selection process to connect a protégé with a mentor includes an Advisory Board that reviews applications and a networking event to determine matches. The next networking meeting will be held on November 3, 2016. Anna is asking for the Alliance to share the opportunity with the membership. The Board members believe that this is something the membership should be informed about via an email communication and upcoming membership meeting presentation.

Topic 2: Funding discussion

Bill and Mark met with Dean Stewart and Jim Golembeski regarding a proposal for funding the staff positions for the Alliance. The meeting outcomes:

1. Mark Kaiser and Bill Bartnik met with NWTC - Dean Stewart on August 19, 2016. Dean Stewart has agreed to pursue the approval of financial resources to cover the Administrative Salary and Benefits of the individual that supports the Director of NEW Manufacturing Alliance. The Admin position is staffed at 0.5 FTE. The 2017 total cost is expected to be approximately \$35,000. Total cost likely will increase annually due to wage and benefit increases. Dean Stewart will pursue this commitment through 2021.
2. Mark Kaiser and Bill Bartnik met with Bay Area Workforce Development Board – Executive Director Golembeski on August 25, 2016. Executive Director Golembeski has agreed to approve the financial resources to cover the Director Salary, Benefits and Expenses at a 50% level in 2017 and a 25% level in 2018 – 2021. The total cost is expected to be approximately \$105,000 in 2017 (split 50/50 between BAWDB and NEW Alliance). The total cost likely will increase annually due to wage, benefit and expense increases.
3. It is desired that in year 2018 NEW Manufacturing Alliance takes ownership of the Director contract from BAWDB – this is intended to occur when the Alliance has 75% of financial commitment for Director salary/benefits/expenses.
4. It is desired that in year 2018 the Director has responsibility for NEW Manufacturing Alliance and North Coast Marine Manufacturing Alliance solely. The year 2017 will be a transition year to begin relieving additional responsibilities from the Director workload.
5. This financial agreement will be reviewed annually to allow all parties the ability to adjust their financial position.

Both Jim Golembeski and Dean Stewart will need to finalize the aforementioned funding no later than December 1, 2016. Both were supportive of the financial partnership with the Alliance, however need to finalize with their leadership.

The Board then reviewed at comparison of membership dues with regional chambers and other industry sector partnerships. The overview is included with the minutes. In reviewing the membership benefits of the Alliance compared to other organizations, it was deemed that the Alliance's dues are approximately \$500 less than other membership dues. There was discussion on increasing membership dues to:

1-50 - \$600
51 – 250 - \$750
251-500 - \$1000
More than 500 - \$1,500

In determining if the organization can afford paying 50% of the director's wages/benefits starting in July 1, 2017, the following scenario was given:

- Grow the membership in the next 16 months, 80 members x average dues \$850 = \$68,000.
- In addition, if we increase dues an average of \$250 x 135 current members = \$33,750
- Total for both is \$101,750.

It was determined to have the increase done in one year, compared to smaller increases over the course of three years. In determining when the increase should start, due to a concentrated membership drive in 2017 it would be advantageous to have the increase start in January 2017 and not January 2018. By doing so, new members wouldn't see an increase in dues the following year of their start date.

John West will work on a spreadsheet, utilizing Bill's initial projections, to look at different scenarios and will be included in the minutes. This analysis will be reviewed at the November Board meeting to finalize if the Alliance will have an increase in dues in January 2017. Ann will write a letter to be reviewed at the next meeting informing the membership within their renewal invoice about the added value the membership has received comparing the first year to now.

Topic 3: CEO panel at Manufacturing First on Oct. 20, 2016

All of the other manufacturing alliances in the state were invited to attend the CEO luncheon. The program will include an overview of the state of manufacturing and discussion on having the alliances work together on a statewide strategy.

Topic 4: Taskforce Updates and America's Promise Grant

The America's Promise Grant was submitted that will mostly fund individuals to earn an Electro/Mech Associate Degree or an Associate Degree in IT. In addition, approximately \$1 million dollars will pay the tuition for incumbent workers to enroll in the Machine Op upskilling training that the Alliance's taskforce is working on that provides 70 hours of training in mechanical aptitude and troubleshooting skills. In addition, there is another program to take entry level workers and upskill them in industrial maintenance, which is a 10 credit program. We will know most likely at the end of October if we received the grant, in which the BAWDB is the fiscal agent.

Talent taskforce – Internship Draft Day being held on November 10 has 35 employers compared to last year had 29 last year. \$15,000 in sponsorships was raised to offset the food, bussing and jerseys.

K-12 taskforce – The Alliance will be sending out a parent survey in October to determine their perception of manufacturing careers based on a national survey. The Get Real Math Premiere will be held on Oct. 4 at the Meyer Theatre from 5:30 p.m. – 8 p.m. First Business Bank once again paid for the venue (\$1,350). New this year, are two food sponsors at \$1,500 each (KI and Nercon). Plus new this year, there are two \$500 sponsors for the cash awards to one math and one tech ed departments (Georgia Pacific and EMT). At the meeting, Jim from BPM stated he would fund one of the \$500 awards to either a math or tech ed department.

Communications – 2017 All Stars have all been filmed and the magazine is being written. The taskforce is working on a promotional piece to inform job seekers about the Alliance's job seeker posting site.

Jim shared that there was good attendance and interest at the first of the NEWMA Marinette Manufacturers taskforce meeting.

Topic 5: Next steps and next meeting

Due to the amount of events in October, the next Board meeting will be held on Nov. 2 at Sargento at 2 p.m. One item that will need to be discussed is finding a Board member to serve as vice chair in 2017.