

## **NEW Manufacturing Alliance**

### **Board of Directors Meeting**

January 10, 2024

8:30 a.m. – 9:30 a.m.

Teams

*Minutes*

Attendees: Jan Allman, Jeff Anderson, Scott Bean, Brandon Beard, Jeff Berg, Ron Buchinger, Steve Cahoon, Brian Conrad, Josh Delforge, John Dennis, Mark Kaiser, Jeff Michels, John Nundahl, Bryan Peters, Rick Recktenwald, Michael Schulze, Barb LaMue and Ann Franz.

#### **Topic 1: Introduction to new Board members**

Jeff Berg, the 2024 Board chair, welcomed the new Board members. The new Board members are: Tad Campana with Services Plus, Brian Conrad with Great Northern Laminations and Michael Schulze with Rockwell Automation.

#### **Topic 2: Review 2023: achievements, membership total and financials**

January 4: WPR: [Survey: Northeast Wisconsin manufacturers confident about 2023 | Wisconsin Public Radio \(wpr.org\)](https://www.wpr.org/survey-northeast-wisconsin-manufacturers-confident-about-2023).

January 11: Expand Your Future Sheboygan Area Middle School presented by the Sheboygan Chamber of Commerce at Lakeshore Technical College. 263 students received the 2022 All Stars magazine.

January 12: NEWMA Lunch & Learn focused on the All Star focus group study featuring Vye & NorthCoast Productions with 98 people registered.

January 17: NEWMA 5<sup>th</sup> cohort of the Project Management training with 102 registered from 30 different companies.

January 17: Release of the 15<sup>th</sup> annual All Star magazine.

February 8: NEWMA Lunch & Learn InitiativeOne on Transformational Leadership with 109 registered.

February 22: NEWMA Lunch & Learn St. Norbert College on Change Management with 128 registered.

March 2: NEWMA & Envision Fond du Lac Tour of Fond du Lac and North Fond du Lac High Schools with 42 employers.

March 3: Winning with Wisconsin Workforce joint meeting with DWD with 225 registered participants.

March 14: NEWMA Quarterly Membership meeting with 177 registered participants.

March 21: NEWMA You Can Make It Career Expo at Greenville Middle School. A total of 26 companies participated in the expo with 179 7<sup>th</sup> grad students from Greenville Middle School and 159 students from Hortonville Middle School.

March 29 & 30: Plant tours for Green Bay School of Innovation at FyterTech, Nature's Way, Packer Fastener and Velocity Machine.

April 1: SeaPerch underwater competition with 20 teams from throughout the New North region. Teams came from Ashwaubenon, Clintonville, De Pere, Elkhart lake, Green Bay, Gresham, Little Chute, Marinette and Washington Island.

April 4: 7<sup>th</sup> cohort of the NEWMA Data Analytics class. 86 people registered from 36 companies.

April 11: Marinette County plant tours at JCI, Samuel Pressure Vessel Group and Waupaca Foundry for 8<sup>th</sup> grade students at Marinette Middle School.

April 11: Kick off to NEWMA's Bang for Your Buck at the Timber Rattlers games with distribution of the rally towels to the NEWMA website at each Tuesday night game.

April 13: NEWMA Lunch & Learn featuring DAYTA Marketing with 18 registered.

April 18: NEWMA Lunch & Learn featuring Bank of America with 22 registered.

April 26: NEWMA & U.S. Venture Graduating Senior Hiring Fair at FVTC.

April 28: Sponsored the Fox Cities Chambers Career Expo with over 3,000 2023 All Stars distributed.

May 1: Kick-off to first NEWMA Digital Literacy training at Alliance Laundry Systems.

May 2: NEWMA Digital Literacy training at Goodwill.

May 3: NEWMA Digital Literacy training at AK Crust.

May 8: NEWMA Digital Literacy training at Bassett Mechanical.

May 10: NEWMA Digital Literacy training at BPM Inc.

May 15: NEWMA Digital Literacy training at Wisconsin Aluminum Foundry.

May 16: NEWMA Digital Literacy training at The Village Companies.  
May 17: NEWMA Lunch & Learn: DaVinci Insurance - Tools of the Trade: Non-Qualified Deferred Compensation with 26 registered attendees.  
May 17: NEWMA Digital Literacy training at De Pere Foundry.  
May 18: NEWMA & U.S. Venture Graduating Senior Hiring Fair at NWTC.  
May 22: NEWMA Digital Literacy training at Graetz Mfg.  
May 23: Future of Work – Childcare Summit at the Green Bay Botanical Gardens with 167 registered.  
May 30: Taps + Tours at AriensCo. Museum – 58 people registered.  
May 31: NEWMA Digital Literacy training at Carron Net.

June 2: NEWMA sponsorship of the Dock Spiders game.  
June 7: President's Cup Scholarship Golf Scramble at Blackwolf Run raising \$50,000 for the NEWMA scholarship fund.  
June 7: NEWMA Digital Literacy training for AK Crust Spanish speaking employees with translation by Maria Gonzalez.  
June 8: NEWMA Quarterly Membership meeting at Lambeau Field over 200 attendees.  
June 9: Onboarding Marinette county college interns to the area in partnership with the Marinette-Menominee Chamber of Commerce – 33 college interns.  
June 14: Rapid Response of Collins Aerospace dislocation.  
June 14: Tech Ed Teacher retreat on Aerospace - 25 educators touring EAA, Gulfstream and Plexus.  
June 16: Tour of Microsoft Technology Center in Chicago with Industry 4.0 members.  
June 19: Film Get Real Science videos at KI.  
June 21: NEWMA Lunch & Learn – Prophit Co. 'Leading through the Generations' with 111 registered.  
June 22: NEWMA Lunch & Learn on new St. Norbert/NEWMA Front-line Leader training program with 42 registered.  
June 23: Film Get Real Math at EMT International .  
June 27: Film Get Real Science at Alliance Laundry Systems.

July 13: Rapid Response follow-up event for Collins Aerospace.  
July 19: NEWMA Lunch & Learn – Korn Ferry 'Mentoring Women in Manufacturing' with 50 registered.  
July 20: NEWMA Taps + Tours at Lindquist Machine with 72 people registered.  
July 26: NEWMA Lunch & Learn – NEWMA Overview with 55 people registered.

August 10: NEWMA Lunch & Learn – NEWMA Overview – Burnout - with 35 people registered.  
August 17: NEWMA Lunch & Learn – NEWMA – Burnout part 2 - with 35 people registered.  
August 22: NEWMA AI training with 105 registered participants.  
August 24: NEWMA Digital Literacy training at Master Gallery Foods.

September 5: NEWMA & St. Norbert Front Line Leadership Academy with 20 participants.  
September 12: NEWMA Lunch & Learn – Preventing Workplace Overuse – Preempt Physical Therapy.  
September 13: NEWMA Project Management training with 55 participants.  
September 13: NEWMA Digital Literacy training for Green Bay Drop Forge for their Spanish speaking employees with translation given by Maria Gonzalez.  
September 14: NEWMA Digital Literacy training for BPM.  
September 21: NEWMA Digital Literacy training for EVCO Plastics.  
September 21: Taps + Tours Business after Hours at The Village Companies with 47 participants.  
September 25: Debut of the Marinette & Fond du Lac County 'What is Made & Careers' videos.  
September 26: NCMMA Associate Member Breakfast with 25 Associate member companies registered.  
September 27: Presentation to UW Green Bay engineering class.  
September 28: NEWMA Digital Literacy training for Hart Design & Fiberglass Solutions employees.

October 3 – Get Real Math / Science Premiere at the Meyer Theatre – 177 registered attendees featuring Alliance Laundry Systems, KI and EMT International. The event also debuted the "How to be successful in the workplace." Employability skills video featuring 10 member companies.  
October 5 – Business & Education Summit with leaders from Marinette County.

October 6 – Manufacturing First pre-event ‘Manufacturing Month Kickoff and NEW Manufacturing Insights podcast kickoff’ at Oshkosh Corp. with 86 registered participants.  
October 11 – NEWMA Digital Literacy training at FyterTech.  
October 11 – Special meeting with Microsoft & the U.S. Small Business Administrator Guzman.  
October 12 – NEWMA Digital Literacy training at BPM.  
October 12 - Aspiro Open House.  
October 20 – Tours for industry at Ripon and Laconia High Schools.  
October 24 – ACP Partnerships Meeting at the Resch Expo – 83 people registered.  
October 25 – Excellence Awards Dinner at the Resch Expo – 262 people registered, \$25,000 was netted, a record dollar amount for the NEW Manufacturing Alliance’s Scholarship Fund.  
October 26 – Manufacturing First Expo & Conference at the Resch Expo – Over 1,150 people attended plus 292 high school students and over 218 exhibitors.  
October 29 – NEWMA partnered with The Village Companies for a Packers-Vikings tailgate giving can Koozies with a link back to the NEWMA website featuring careers opportunities.  
Month of October – NEWMA sponsored 100s of students throughout the region to tour companies from Fond du Lac, Marinette, Oconto, Calumet, Sheboygan counties.

November 2 – Internship Draft Day at Lambeau Field – 51 employers and over 100 students.  
November 7 – Sponsored Find Your Inspiration by the Greater Green Bay Chamber in which 3,500 2023 All Star magazines were distributed to the middle school students.  
November 9 - NEWMA Digital Literacy training for Green Bay Drop Forge for their Spanish speaking employees with translation given by Maria Gonzalez.  
November 14 – NEWMA Lunch & Learn – *Talent Wellness Solutions: Elevating Your Talent Management Strategies* by Paramount Physical Therapy with 21 registered attendees.  
November 15 – NEWMA Data Analytics training had 51 individuals registered for the training.  
November 15 - NEWMA Digital Literacy training for FyterTech for their Spanish speaking employees with translation given by Maria Gonzalez.  
November 16 – NEWMA Taps + Tours Business after Hours sponsored by WIN Technology at Lambeau Field with 44 people registered.

December 6 – NEWMA Digital Literacy at AK Crust.  
December 7 - NEWMA Digital Literacy training for AK Crust for their Spanish speaking employees with translation given by Maria Gonzalez.  
December 13 – NEWMA Quarterly Membership meeting at FVTC with 147 people registered.

**Total membership is 379: 244 manufacturers, 71 Associate members and 64 Affiliate members**

### [2023 NEWMA in Review - YouTube](#)

Ron Buchinger, NEWMA treasurer gave an overview of the 2023 financials. He reported that there was a the highest revenue generated by the organization this past year. Membership dues revenue was the highest in history of the organization of \$382,300 compared to last year at \$350,425. In addition, the organization gave a record breaking \$59,000 in college scholarships. The organization is strong fiscally.

### **Topic 3: 2024 planning and budget**

Ron proposed a 2024 budget. A motion was made by Jeff Berg to accept the 2024 budget, second Brandon and motion was unanimously approved.

### **Topic 4: Quarterly Membership meeting December recap and plan March 6, 2024**

The December 13<sup>th</sup> Quarterly Membership meeting had 147 people registered for the event. Board members thought the keynote, Mike Evans was very informative.

The Board would like the March 6<sup>th</sup> meeting to be in-person. Ann asked for recommendations for a keynote speaker.

**Topic 5: President's Cup Scholarship Golf Outing on June 5, 2024** (last year's teams listed below)

The next golf event will be held on June 5<sup>th</sup>, 2024. The cost for sponsorship will remain the same as last year. This year's event we will have 22 teams instead of 20 teams. 2023 presidents who played last year will be contacted as well:

Team	Featured President	Featured President/VP
Team 1	Kurt Voss, Amerilux International	Mark Kaiser, Lindquist Machine
Team 2	Paul Rauscher, EMT International	Tim Riebau, Valley Packaging Industries
Team 3	Kim Bassett, Bassett Mechanical	Ken Kappelmann, Stella & Chewys
Team 4	Mark Tetzlaff, Fox Valley Tool & Die	Dave McIlhern, Cherry Optical
Team 5	Kevin Ignacio, Marion Body Works	Nick Murray, Redline Plastics
Team 6	Jamie Veaser, Machine Plus	Uli Unterriker, Optima Machinery
Team 7	Tim Bleck, president, Oshkosh Defense	Ignacio Cortina, Officer Oshkosh Corp..
Team 8	Rick Recktenwald, Walker Forge	Ann Franz, NEWMA
Team 9	Terry Brei, Sure Controls	Bryan Hollenbach - Green Bay Packaging
Team 10	Rob Stern, PanelTek	Sam Thomas, Robinson
Team 11	John Dennis, Gardan	John Miller, Engineering Specialists
Team 12	Jeff Michels, CEO, Great Northern	Scott Bean, PCMC
Team 13	Paul Adamski, Velocity Machine	Amy Bertram, CEO Fiberglass Solutions
Team 14	Tad Campana, Services Plus	Sachin Shivaram, WI Alum. Foundry
Team 15	Paul Knoll, The Village Companies	Stan Blakney, PCMC
Team 16	Josh Hermann, Eagle Graphics	Jeff Van Zeeland, Fox Valley Wood Products
Team 17	Jan Allman, Fincantieri Marine Group	Mark Lasky, Sadoff Iron & Metal
Team 18	Jeff Pallini, Fosber America	Pete Augustine, Koerber
Team 19	Bob Saari, Contract Converting	Jeff Hebbard, TIDI Products
Team 20	Ray Schumer, CFO/VP, Little Rapids	Paul Sheridan, VP/GM, Little Rapids

Once featured presidents/leaders are confirmed, sponsors will be contacted.

**Topic 6: Membership Recruitment & Associate Member approval**

Jeff encouraged Board members to recruit manufacturers that are not members. Associate membership applications that came in at the start of the year:

- AbbyBank
- Appleton International Airport
- Stephenson National Bank & Trust
- StellarBlue.ai

Motion made by Brandon Beard, second by Ron and motion unanimously carried to approve the Associate members.

**Topic 7: Hot Topics**

Jeff Berg opened the conversation regarding Management/Executive Leadership Development programs. This was brought to his attention due to St. Norbert's recent changes in their leadership and focus has caused significant changes/impacts at the Center for Exceptional Leadership, which many individuals from Voith attended. Benefits of this type of training was that it was a cohort model and community based using experts/consultants from the region.

The Board believes that training is needed for all levels of leadership from emerging leader to executives. There are several leadership programs that companies are using or should consider. The issue is there is not a good overview that companies can compare different training programs to find the best training solution for their employees. Ann will work with the Talent taskforce in creating an asset map of what is available. Mark Kaiser stated that he could assist as well. Steve shared that Sargento Foods has a very good training program based off the book *Extreme Ownership*, that he will share the details with Ann.

**Topic 7: Next steps and next meeting - February 7 at 2 p.m. via Teams**