

### Goals for 2019 with First Steps and Goals for Dec 2015 and 2016

GOAL FOR 2019	FIRST STEP	DEC 2015 GOAL	DEC 2016 GOAL
<p><b>MECA has financial sustainability.</b> MCMA’s revitalization has been guided by a sound business plan with realistic sources of funding and human resources. Use and management of the endowment is guided by a clear policy. The budget for all the organization’s activities is balanced annually. Funds to sustain programs are identified up front. MCMA has built a significant donor/member base. Sources of funding include building and venue rentals, diverse forms of fund raising including membership, annual appeal, solicitation of individuals and grants, revenue from programs and growth in the endowment. MECA has 500 paying members and an effective membership program.</p>	<ul style="list-style-type: none"> <li>• Recruit to and from the Board people who can set up a Development Committee</li> <li>• Develop an initial plan to recapture members in conjunction with the new plan and the birthday</li> <li>• Compile a larger list of new member ideas</li> <li>• Use the programming to find new members</li> </ul>	<ul style="list-style-type: none"> <li>• Agreement on an endowment policy</li> <li>• Balanced budget, including sources of funds</li> <li>• Some fund raising underway with membership</li> <li>• Have an active membership committee with a plan for keeping and recruiting members, including personal contact with everyone in the current database</li> </ul>	<ul style="list-style-type: none"> <li>• Fully developed Committee with a development plan including multiple fund raising efforts</li> <li>• The endowment is managed according to the policy</li> <li>• Have defined membership levels, categories, benefits</li> </ul>
<p><b>MCMA is known as a source of useful knowledge.</b> There is a positive public awareness of MCMA. It is understood and appreciated. Its programming is well known in and supported by the community of 21<sup>st</sup> century mechanics and the general public. MCMA works to provide broad accessibility to its classes and activities</p>	<p>Build an active and diverse Program Committee to start program planning</p>	<p>Have a regular and expanded program schedule</p>	<p>Have built on successes and expanded as possible with new programming that reflects the mission</p>
<p><b>MCMA has provided public recognition for accomplishments in the broad field of modern mechanics with awards, incentives and projects like the X Prize and is well known in the community.</b> These activities are meeting the mission of the organization, providing publicity and helping to define the mission publicly.</p>	<ul style="list-style-type: none"> <li>• Identify ways to better promote existing activities, compatible with efforts for the new mission</li> <li>• Have a coordinated promotional strategy</li> <li>• Generate a plan for the 2015 birthday</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a communication committee and strategy</li> <li>• Do the BIRTHDAY! collaboratively with other organizations</li> </ul>	<ul style="list-style-type: none"> <li>• Have held one or more events that exemplify the change in MCMA</li> </ul>
<p><b>MCMA has a useful library as well as unique and needed resources.</b> The Library Committee has executed a plan to develop the library to meet the mission and the needs of the members.</p>	<p>Develop an active, diverse library committee with updated mission related to the new purpose</p>	<ul style="list-style-type: none"> <li>• Have expanded hours</li> <li>• A plan for the future of the library including the library’s mission and technological enhancements</li> </ul>	<ul style="list-style-type: none"> <li>• Significantly increased number of users and the use of the library</li> <li>• Some symbolically important, new resource</li> </ul>

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<p><b>MCMA's has an active, capable Board that reflects the mission and at least one part time staff person.</b> The Board has 18-22 members and is a mix of people. They are the best and brightest with strong board skills. They were attracted by the organization's mission and are contributing to the organization financially. The Board has a well organized Board nominating process and other active committees. The staff person is making things happen.</p>	<p>Develop criteria for desired board members and identify a pool of potential board members</p>	<ul style="list-style-type: none"> <li>• Have changed the bylaws for # of board members, length of terms, ability to fill empty slots</li> <li>• Have recruited 3-5 new members</li> <li>• Have updated the committee structure with Nominating Committee, definition of duties &amp; expectations and inclusion of non-board members</li> <li>• Design and print stationary</li> </ul>	<ul style="list-style-type: none"> <li>• Board is almost complete</li> <li>• The committee system is working well</li> <li>• Have identified revenue to support and have hired at least one part time staff person</li> </ul>
<p><b>MCMA has a clear agreement on the purpose, function and needs of Mechanics' Hall.</b> The major structural threats to the building have been identified and taken care of. Funds have been found and work is underway for the upgrade of the third floor and attic to bring them up to code and make them more useful.</p>	<ul style="list-style-type: none"> <li>• Apply for a conservation assessment</li> <li>• Complete the life safety code upgrades</li> </ul>	<ul style="list-style-type: none"> <li>• Agree on a use plan for the building and a budget for needed work</li> </ul>	<ul style="list-style-type: none"> <li>• Have a fund raising plan for significant renovations</li> </ul>
<p><b>MCMA is a vibrant community of users, members, organizations with common interests and the general public.</b></p>			