

Makersmiths Roadmap

Time Frame 1, 3, 5, 7+ years
 Location Leesburg, Purcellville, Both

Shops	Strategy
3D Printing	More and bigger printers. Removal of unused printers.
Amateur Radio	Move Activity
Blacksmithing	More Activity and more variety. (Consider 3rd party instructors.)
Board	
Building	Stragegy
Ceramics	More Activity
Cosplay	Equipment and space
DND	Equipment.
Electronics	Lab functional, workshops, inventory reduction
Finance	Better controls
Framing	Operational with regular workshops
Greenroom	Upgrades
Information Tech	Infrastructure and Machine Controls
Marketing	Image awareness and member prospecting.
Membership	Growth
Metal Shop	Mainrenance, repair, new capabilities
Paint	Construction completion and obvious tools
Photography	
Scheduling	More Classes, Workshops, and Events
Sewing	Workshops and embroidery
Sign	Upgraded sinage
Special Projects	Engage
Stewards	Facility control, maintenance, housekeeping, consumables, equipment replacement.
Welding	Re-arrange space and increase workshops
Wood Turning	Equipment and workshops
Woodshop	Maintenance and tools
Workshops/Class	More
zStrategy	
?	Other

Time Frame (Year)	Location	Shop	Nominated	Grouping	Item	Execute? (Y or N)
1	b	Board	BM		Plan and Execute Change	
1	b	Board	BM		Any new equipment purchases should be justified with new classes, members (business case)	
1	b	Building	DP		Move to a single, much larger location.	

1	b	Building	DP		Determine how much money is needed for a down payment on a suitable sized building to be purchased in five and/or ten years and determine a plan for funding that payment.(for example; \$3000 per month invested at 5%= \$250,000 over five years which would be enough to put a 20% down payment on a \$1,250,000 property. \$3000/month for ten years would be \$510,000 or enough to buy a \$2.5 million building) NOTE! The above examples do not account for inflation or appreciation. Real estate prices should be assumed to increase by 5% per year and all operating expenses should be increased to account for depreciation of the dollar. The government publishes an annual COLA (cost of living adjustment) that may be a useful modifier.	
1	b	Facilities	DP	Maintenance	b. Determine useful life of all equipment and create a schedule of replacement/overhaul costs so we know on a yearly basis how much \$\$ we will need to replace obsolete equipment.	
1	b	Finance	JDW		Self sufficiency based on dues alone	
1	b	Marketing	BM		Survey membership on desired capabilities	
1	b	Marketing	JDW		More intense marketing program (perhaps a paid position?)	
1	b	Membership	JW		125 FTE Members.	
1	b	Scheduling	BM		Framing – bring online with regular classes	
1	b	Scheduling	BM		Full class schedule (meet or exceed pre - COVID levels)	
1	b	Scheduling	BM		CLASSES CLASSES CLASSES - wood turning, electronics, etc	
1	b	Scheduling	JW		Hold a Red Tool training class for each machine/room that requires it at least once per month	
1	b	Stewards	DP		Using previous year's financials determine average costs for all fixed and variable expenses. Build a ten year projection of these expenses figuring in inflation.	
1	b	Stewards	DP		Using the results of a, b, and c, above, determine how much money we need on a monthly basis and use it to determine how much income we need to generate. This will guide us in determining membership, class, and machine usage fees and how many members we need and how many classes we need to offer.	
1	b	Workshops	JDW		Knife making - pre formed blade- just attaching scales and finishing	
1	b	Workshops	JDW		Knife Smithing - starting with a high carbon steel blank	
1	b	Workshops	JDW		Knife sheath making	
1	b	Workshops	JDW		Sewing classes	
1	b	Workshops	JDW		Bookbinding - make a blank text block journal, hard cover	
1	b	Workshops	JDW		Mead making - includes making mead and a tasting	

1	b	Workshops	JDW		Dragon Scale fireplace tools (poker, shovel, broom, stand w dragon head)	
1	b	Workshops	JDW		Gas, MIG, and TIG welding.	
1	b	Workshops	JDW		Small CNC workshop (are we keeping the smaller CNC routers?)	
1	b	Workshops	JDW		Circuit board making	
1	b	Workshops	JDW		CAD	
1	b	Workshops	JDW		CAM	
1	b	zStrategy	BM		Agree on organization strategic pillars	
1	b	zStrategy	BM		Align all decisions to those pillars	
1	b	zStrategy	BM		Develop and document annual plan to: Measure current resource utilization (including leveraging the new machine controls)	
1	b	zStrategy	BM		Assess costs and benefits of having capabilities at only one or both spaces	
1	b	zStrategy	BM		Based on the results of the capability assessment, plan and execute change	
1	b	zStrategy	DP		Create a Mission Statement that defines what we do and why we do it.	
1	b	zStrategy	DP		Define Makersmiths ten-year plan using information generated by the BoD and determine a plan of action.	
1	l	3D Printing	JDW		Additional larger format printer. A larger format printer (24 x 24 x 24 inch build space?)	
1	l	3D Printing	JDW		Stabilization of the existing printers (ready to go at all times)	
1	l	3D Printing	JDW		Removal of unused printers	
1	l	Amateur Radio	JDW		Site station	
1	l	Amateur Radio	JDW		Repeater 2M	
1	l	Cosplay	JDW		Vacu-former	
1	l	Cosplay	JDW		Basement built out	
1	l	D&D	JDW		Tabletop video gaming table	
1	l	Electronics	BM		Electronics – reduce stored materials to those likely to be used within the next year, sell/donate/dispose of the rest	
1	l	Electronics	JDW		Lab back in shape, Get electronics lab ready for use	
1	l	Electronics	JDW		Pi and Arduino workshops	
1	l	Electronics	JDW		LED display workshops	

1	l	Electronics	JDW		LCD and touch screen workshops
1	l	Electronics	JDW		Servo workshops
1	l	Facilities	JDW	Construction	MS-P walls on outside covered area for member storage
1	l	Facilities	JW	Overstock	Hold "sale" to clear out excess material and machinery that we don't plan to use
1	l	Facilities	JW	Construction	Complete basement so that it is usable for activities - whatever those may be
1	l	Greenroom	JDW		MS-L Better video conferencing capability
1	l	Information Technology	JDW		Server infrastructure
1	l	Information Technology	JDW		Storage
1	l	Information Technology	JDW		VPN between sites
1	l	Lease	JDW	Lease	Leesburg lease extended under desirable terms. Renew Lease at at least current cost for 3 years. 3. Finalize and sign 5-year leases for both MSL & MSP.
1	l	Lease	JDW	Lease	Purchase Leesburg Facility
1	l	Photo	JDW		Pull down backgrounds
1	l	Scheduling	JDW		Arduino and Raspberry Pi workshops
1	l	Sewing	BM		Sewing – execute against original class plan
1	l	Sewing	JDW		Quilting machine
1	l	Sign	JDW		Signage in Leesburg and Purcellville (at least partially complete). MS-P bigger sign
1	l	Wood turning	JDW		Additional turning lathe - CNC controlled ?
1	p	Blacksmithing	JDW		Air compressor wired
1	p	Blacksmithing	JDW		Air supplied to power hammer and hydraulic press
1	p	Blacksmithing	JDW		Broken vise replaced, 4th stand to metal shop
1	p	Ceramics	JDW		Wheel operational
1	p	Ceramics	JDW		Additional wheel
1	p	Ceramics	JDW		Clay and glaze supplies
1	p	Ceramics	JDW		Someone to lead Ceramics
1	p	Ceramics	JDW		Additional computer controls for other kilns
1	p	Facilities	JW	Overstock	Hold "sale" to clear out excess material and machinery that we don't plan to use
1	p	Facilities	DP	Construction	Complete Framing Shop
1	p	Facilities	DP	Construction	Close in Last bay of upper building, hang new lighting, and move blast cabinets and grinders into the bay.
1	p	Facilities	DP	Construction	Build Weather head for paint booth.
1	p	Facilities	DP	Construction	Paint/seal concrete floors in Green Room, Metal Shop, Framing Shop and paint booth.
1	p	Facilities	DP	Maintenance	Complete critical machine maintenance. Wire shaker motor for dust collector.
1	p	Facilities	DP	Maintenance	Complete critical machine maintenance
1	p	Framing	JDW		Operational

1	p	Framing	JDW		Someone to lead Frame Shop Activities
1	p	Framing	JW		Get Framing Shop ready for use
1	p	Greenroom	JDW		MS-P Better video conferencing capability
1	p	Lease	JDW	Lease	Purcellville lease extended under desirable terms. Renew Lease at at least current cost for 3 years. 3. Finalize and sign 5-year leases for both MSL & MSP.
1	p	Metal Shop	BM		Leesburg metal shop Determine if Leesburg - specific usage justifies the equipment. If so, eliminate 3 phase by moving existing equipment between locations, determine minimum capability requirementsIf not justified (based on input from membership as a whole and the Leesburg facilities committee), then consolidate so Purcellville has only the best of both shops and determine what should go in its place
1	p	Metal Shop	JDW		Second 2 x 72 belt sander
1	p	Metal Shop	JDW		Small burn-out oven
1	p	Metal Shop	JDW		Lost wax vacuum pump for investment
1	p	Metal Shop	JDW		Sand casting flasks and sand
1	p	Metal Shop	JDW		Foundry operational for sand casting
1	p	Metal Shop	JW		Finish metalshop - this could just be as simple as holding sale to clear out excess material and machinery.
1	p	Metal Shop	DP		Complete critical machine maintenanceii. Gorton Mill, Clean, Paint, and lubricate. Level and adjust gibs.
1	p	Paint	JDW		Operational (exhaust fan) extended through roof. Finish installing extraction for paint booth and patch roof
1	p	Paint	JDW		Powder coat oven rack
1	p	Paint	JDW		Fully operational powder coat gun
1	p	Paint	JDW		Spray gun for paint
1	p	Sign	JDW		Signage in Leesburg and Purcellville (at least partially complete)
1	p	Welding	JDW		Plasma table new grounds
1	p	Welding	JDW		Both TIG machines operational
1	p	Welding	JDW		Welding shop re-arrange for multiple (3 or 4) separate welding stations
1	p	Welding	JDW		Welding curtains to separate stations
1	p	Woodshop	JDW		Simple wood tools (hand saw, block plane, chisels, etc.)
1	p	Woodshop	JDW		Woodworking bench with vise
1	p	Woodshop	DP		Complete critical machine maintenancei. Table Saw rebuild
1	p	Woodshop	DP		Complete critical machine maintenanceiii. Replace old air lines on 37" belt Sander
1	p	Woodshop	DP		Complete critical machine maintenanceiv. Install helical heads on Planer and Jointer
2	b	Building	DP		Search for land, building or bigger Rental space to house Makersmiths.

2	b	Stewards	DP		Replace equipment/machines per life expectancy schedule completed in year one.	
2	b	zStrategy	DP		Monitor performance of Ten Year Plan/Budget and modify as necessary.	
2	p	Facilities	DP	Construction	HVAC for Metal Shop	
2	p	Facilities	DP	Construction	Electricity to Shed	
2	p	Facilities	DP	Construction	Enclose Shed	
2	p	Metal Shop	DP		New Plasma Cutter	
2	p	Stewards	DP		New Sheet metal Tools	
3	?	Board	BM		Weigh the pros and cons of maintaining multiple facilities and consider options. A single centralized facility. Primary facility with small in - town ancillary location(s) Multiple fully functioning facilities (overlapping capabilities) Multiple specialized locations	
3	?	Board	BM		At least one part time staffer. Paid full time staff. Hire full time staff member.	
3	?	Board	BM		Add new capabilities based on member demand (focusing on those not easily done at home), examples may include:Stained glassSilk screening or fabric printing Jewelry/goldsmithingGlass blowing	
3	?	Building	BM		Monitor the real estate market for opportunities	
3	?	Building	BM		Industrial or commercial space	
3	?	Building	BM		2x the square footage of Leesburg and Purcellville with parking and storage opportunities	
3	?	Facilities	BM		Existing infrastructure (power, water, storage)	
3	?	Facilities	BM	Equipment	Remove obsolete equipment. If capability still required, replace with prosumer grade equipment. If it's not, sell/donate/dispose	
3	?	Marketing	BM		Visible to the community	
3	?	Scheduling	BM		Expand class offerings (partner with local artisans)	
3	b	Ceramics	JW		Pottery	
3	b	Finance	JW		Solid cash reserve funds for rolling machine replacement - \$60k	
3	b	Finance	JW		Organized structure in place for bulk purchase of consumables by members	
3	b	Information Technology	JW		All large machines have access control installed and functioning well. Complete Machine access equipment and begin compiling usage history.	
3	b	Membership	JW		175 FTE Members	
3	b	Membership	JW		5 Corporate Memberships/Donations	
3	b	Metal Shop	JDW		3phase equipment moved MS-L to MS-P	
3	b	Scheduling	JW		Knives	
3	b	Scheduling	JW		Regular "Maker Basics" classes	
3	b	Scheduling	JW		Vector and 3D drawing - CAD	

3	b	Scheduling	JW		Arduino/Raspberry Pi/electric circuit basics
3	b	Scheduling	JW		Basic sewing
3	b	Scheduling	JW		Online/Youtube content produced by Makersmiths for training Makersmiths members but also used for revenue generation
3	b	Scheduling	JW		Regular Make and Take classes - teachers can take honorarium because Makersmiths has enough other revenue to cover
3	b	Sign	JW		CNC Sign
3	b	Workshops	JDW		Jarvis - build a one arm robot
3	b	Workshops	JDW		Garage cabinets - build a set of base and wall cabinets for your garage - CNC cut
3	b	Workshops	JDW		Cosplay costuming - sewing, finding, altering, accessorizing crazy stuff
3	b	Workshops	JDW		Sword making
3	b	Workshops	JDW		Leather sheath making
3	b	Workshops	JDW		Damascus steel making
3	b	Workshops	JDW		Model rocketry (Estes type)
3	b	Workshops	JDW		RC airplanes/helicopters - we have 2 aircraft
3	b	Workshops	JDW		Drone flying
3	b	Workshops	JDW		Personal assistant programming
3	b	Workshops	JDW		Intelligent clothing (included electronics)
3	l	Building	JW		Maintain existing facility while planning for a move in following 1-2 years
3	l	Electronics	JDW		Neural networks
3	l	Electronics	JDW		Circuit board making
3	l	Electronics	JDW		Schematic layout and board layout
3	l	Facilities	JW	Tools	Full complement of required small tools for each room/tool - extra tools/material disposed of or sold.
3	l	Metal Shop	JDW		4 or 5 axis mill (Tormach does at least 4)
3	l	Metal Shop	JDW		New lathe in Leesburg
3	l	Metal Shop	JDW		New mill in Leesburg
3	l	Sewing	JW		Add computer controlled embroidery machine. Embroidery machine
3	p	Facilities	JW	Construction	Renovate last bay on upper building including closing it in to reduce heat loss and critters
3	p	Facilities	JW	Construction	Finish and insulate lower building classroom so it can be used in all four seasons for meetings, classes, D&D etc.
3	p	Facilities	JW	Construction	Renovate/enclose outside covered space next to upper building for spray finishing, plasma cutting, casting, storage.
3	p	Facilities	JW	Construction	Repair/automate lower gate so that it is mechanically opened with a keypad
3	p	Facilities	JW	Grounds	Allocate funds to pay for mowing service/pay someone to mow
3	p	Facilities	JW	Equipment	Larger TV for training in green room

3	p	Facilities	JW	Tools	Full complement of required small tools for each room - extra tools/material disposed of or sold
3	p	Woodshop	JDW		CNC Router with expanded Z axis (like 20 inches)
5	?	?	BM		Agreements with at least 1 resident artisan
5	?	Building	BM		Room to expand both indoor and outdoor
5	?	Building	BM		Preparation and occupancy of new "permanent" facility
5	?	Building	BM		Be in new "permanent or long - term" facility
5	?	Membership	BM		Expand corporate memberships through Incubator space
5	?	Membership	BM		Expand corporate memberships through Dedicated/secure space for large companies
5	?	Membership	BM		Launch a resident artisan program
5	b	Building	DP		11. Move into a new single location of around 25,000 square feet that will have; a. an automotive bay with at least one lift b. Separate rooms for woodworking, Metal shop, Welding, paint and powdercoat, ceramics, kilns, arts & crafts, 3D printer, laser cutter and UV Printer, at least two or three decent sized classrooms, a large common area for meeting and work area, a kitchenette, utility room, outside storage for monthly member rental storage and ample parking.
5	b	Workshops	JDW		Exoskeletons for fun and profit
5	b	zStrategy	DP		Analyze prior four years of information produced by machine access controls and make recommendations to the BoD as to; a. Hourly cost of operating machines and charging for high running cost machines like we do for laser and UV printer.
5	b	zStrategy	DP		Equipment/ tool areas that are no longer being utilized.
5	l	Building	JW		Move or expand to larger facility with sufficient parking - possibly warehouse build out. If FTE goals are met, this will be needed for space that is less "industrial" than Purcellville.
5	p	Building	JW		Maintain existing facility but plan for move in following 1-2 years. Alternatively purchase and build additional space on on existing Pville facility land.
5		Membership	JW		225 FTE Members
7	?	?	BM		Retail - like gallery presence showcasing member creation
7	?	Board	BM		Membership dues sufficient to support ongoing maintenance
7	?	Facilities	BM		Day to day operational activities performed by staff
7	?	Membership	BM		5+ corporate members
7	?	Membership	BM		3+ resident artisans
7	?	Membership	BM		500+ members
7	?	zStrategy	BM		Enable retail physical and virtual "store" or "gallery" for member creation
7	b	Workshops	JDW		Flying car

7	b	Workshops	JDW		Personal jet pack	
7	b	Workshops	JDW		Transporter	
7	b	Workshops	JDW		Faster than light travel	
7	p	Building	JW		Move to larger facility with sufficient parking - possibly warehouse build out. Fully climate controlled.	
10	b	Building	DP		12. Implement move to new location if it wasn't accomplished in year five	

Late Submissions

of note

1	b	Building	MW		1. Pursue the purchase of the Makersmiths Leesburg facility.	
1	b	Finance	MW		2. Grow the Building Reserve Fund by 20%	
1	b	Finance	MW		3. Invest Building Reserve Fund.	
1	b	Finance	MW		4. Grow the Equipment Reserve Fund by 10%	
1	b	Facilities	MW		5. Implement a preventative maintenance plan	
1	b	Membership	MW		6. Add one new corporate membership each year so have 3 corporate members in 2022	
1	b	Special Projects	MW		7. Obtain 2 new woodshop or other equipment through donations from manufacturers/corporations.	
3	b	Finance	MW		1. Building Reserve Fund has increased by 60% from Year 1	
3	b	Membership	MW		2. Corporate memberships are at 6 corporate members.	
3	b	Membership	MW		3. Membership is at 300 FTE.	
3	b	Board	MW		4. Raise membership fees to \$75.00 for individual, \$125 for household.	
3	b	Special Projects	MW		5. Obtained 6 new equipment through donations since beginning of Year 1.	
5	b	Finance	MW		1. Building Reserve Fund has doubled since Year 1.	
5	b	Membership	MW		2. Corporate memberships are at 10 corporate members.	
5	b	Membership	MW		3. Membership is at 500 FTE.	
5	b	Special Projects	MW		4. Obtained 10 new equipment through donations since beginning of Year 1.	
5	b	Building	MW		5. Begin process to find new building/building site.	
5	b	Board	MW		6. Hire part-time equipment maintenance manager.	
7	b	Building	MW		1. Sell Makersmiths Leesburg facility to purchase new building or building site using funds from Building Reserve Investment Fund.	
7	b	Building	MW		2. Build/move into new site.	
7	b	Membership	MW		3. Corporate memberships are at 12 corporate members.	
7	b	Membership	MW		4. Membership is at 600 FTE.	

7	b	Facilities	MW		5. New equipment donations remain steady at 2 per year.	
1	b	Facilities	MD		Begin a multi-year program to replace member colo equipment. Determine if there are items that members would be willing to permanently donate to MS or would be willing to sell to MS. Colo Items that MS does not obtain title to would be identified on a list to be replaced with MS owned/purchased items. Replacement equipment should orient away from consumer items and toward contractor/commercial grade quality where appropriate.	
1	b	Facilities	MD		Establish a "Building Space Needs" group to define the space requirements for existing equipment and for future program/equipment expansion.	
1	b	Lease	MD		Attempt to engage longer term lease options on current facilities	
1	b	Marketing	MD		Develop plans for new revenue resources to finance replacement and expansion needs. Develop new events to get more "potential member" traffic into the space. This could include investigation of events where members can sell items made at MS with some percentage going to MS, (i.e. Christmas market, Spring and fall fair weekends shows/sales). New alternatives for access to facilities that might include opening space for the general population at a regular specific time with a cost per use (MS training would still be required to use any equipment but we could set a regular time window with a cost of \$xx per session.)	
1	b	Membership	MD		Follow up Red tool classes with in-depth classes on specific tools.	
2	b	Facilities	MD		Identify equipment and technologies that are outdated and decommission any associated equipment	
2	b	zStrategy	MD		Finalize purpose-based design requirements and determine target funding needs to support space and facility unique elements. Develop "Draft" floor and facility design documents	
2	b	Special Projects	MD		Begin funding drive to support expansion needs that would include "owned" building space.	
2	b	Facilities	MD		Space for member in-progress project storage so that a member would be able to work on a project over a limited period of time without taking everything home each day.	

2	b	Scheduling	MD		Investigate adding new capabilities that might include Wheel thrown pottery, Fused glass, Blown glass, Jewelry manufacturing, Loom weaving with textile and fiber arts, etc.
3	b	Building	MD		Begin the search for new facilities if existing space is determined to be inadequate for future expansion.
3	b	Marketing	MD		Establish a group buy committee to lead vendor discounts or bulk buy of project materials for MS members. (Wood, steel, clay, hardware, resin, etc)
5	p	Facilities	MD		Purchase a hydraulic wood sawmill (Wood- Mizer or similar) and a wood drying capability.
7	b	Building	MD		Commission and move in to new or remodeled Makersmith building space.

?	b	Building	SN		1) Makersmiths-owned land/buildings
?	b	Information Technology	SN		2) Ability to easily carry and redeem credits on account for classes or memberships.
?	b	Finance	SN		3) Financial
?	b	Finance	SN		a) Endowment Fund
?	b	Finance	SN		b) Replacement reserve study with monthly accruals/reserve funding
?	b	Finance	SN		c) Designated Fund(s)
?	b	Finance	SN		d) Undesignated Fund
?	b	Finance	SN		e) Memorial Fund
?	b	Finance	SN		f) New Equipment Fund
?	b	Finance	SN		g) "Profit Centers" for each shop
?	p	Finance	SN		i) Frame Shop
?	p	Finance	SN		ii) Ceramics
?	l	Finance	SN		iii) Laser
?	l	Finance	SN		iv) UV Printer
?	b	Finance	SN		v) Metal shop
?	b	Finance	SN		vi) Wood shop
?	b	Finance	SN		vii) 3D printers
?	l	Finance	SN		viii) Sewing Machines
?			SN		ix) etc.
?	b	Scheduling	SN		4) Community Events
?	b	Special Projects	SN		a) Monthly "Yard Sales"
?	b	Marketing	SN		5) Donations Committee/Chair
?	b	Marketing	SN		a) Amazon Smile promotion
?	b	Facilities	SN		b) Regular needs list (trash bags, hand soap, paper towels, TP, ...)

?	b	Facilities	SN		c) Wish list items (prioritized)	
?	b	Information Technology	SN		6) Membership Management system that allows finer control of access	
?	b	Information Technology	SN		a) Allow instructors to see registrants and record attendance without granting access to other functions	
?	b	Marketing	SN		b) Finer breakout of email communications (members vs marketing vs targeted interest area)	
?	b	Information Technology	SN		c) Support multiple recurring payment options (donations, storage rental, etc.)	
?	b	Board	SN		7) Storage/Studio options - Have the ability to rent studio space (maybe even with some retail options) and tool/material storage space	
?	b	Board	SN		8) Disaster Recovery/Redundancy/backup plans	
?	b	Information Technology	SN		a) Wiki	
?	b	Information Technology	SN		b) Google Drive	
?	b	Information Technology	SN		c) Wild Apricot	
?	b	Information Technology	SN		d) Waiver Forever	
			SN		e) Other?	
?	b	Finance	SN		9) Hierarchical list of assets (include steward at each level	
?	b	Finance	SN		a) Location	
?	b	Facilities	SN		i) Building/space	
?	b	Facilities	SN		(1) Room	
?	b	Facilities	SN		(a) Tool	
?	b	Marketing	SN		10) Tracking capabilities (contact vs member vs Event attendee vs donor vs visitor vs...)	
?	b	Information Technology	SN		11) Obtain Makersmiths.com domain name, others?	

Other

?	?	zStrategy	BM		Strategic Pillars	
?	?	zStrategy	BM		Engage and support current members	
?	?	Information Technology	BM		Continually measure membership satisfaction	
?	?	zStrategy	BM		Add and remove capabilities as membership needs evolve	
?	?	zStrategy	BM		Reduce barriers to engagement	
?	?	zStrategy	BM		Smaller give back opportunities across skill sets	
?	?	zStrategy	BM		Volunteer activities that can be done at the member's convenience	

?	?	Scheduling	BM		Be mindful of burning out our volunteers – outsource strategically
?	?	Marketing	BM		Showcase members
?	?	Marketing	BM		Promote member ETSY shops or similar
?	?	Special Events	BM		Host fairs/craft shows or booths
?	?	Special Events	BM		Liaison with new/local “Made in Virginia” type stores
?	?	Marketing	BM		Entice new members
?	?	zStrategy	BM		Be inclusive
?	?	zStrategy	BM		Be visible
?	?	Marketing	BM		Partner with other local communities of makers, builders, and artisans
?	?	Membership	BM		Expand corporate memberships
?	?	zStrategy	BM		Be a part of the local community
?	?	Scheduling	BM		Group builds
?	?	Scheduling	BM		Training (specialty or sponsored classes)
?	?	Special Events	BM		Participate in local events, fairs
?	?	zStrategy	BM		Maximize Use of Resources
?	?	Marketing	BM		Seek out grants that are well aligned to our membership and capabilities
?	?	zStrategy	BM		Space is a scarce resource and costs money
?	?	Facilities	BM		Sell, donate, or dispose of unused or non - functioning equipment
?	?	zStrategy	BM		Replicate capabilities across spaces strategically
?	?	zStrategy	BM		Consolidate capabilities at a single space if it opens an opportunity to add a new capability
?	?	Facilities	BM		Only keep donations that align with our objectives

Committees

Website
Rules & By Laws Update
Leesburg Facility
Purcellville
Scheduling
Maintenance
Special Projects
Information Technology
Newsletter
Marketing
Video

Most mentioned

Lease
More workshops
Equipment acquisition, maintenance, access, consumables
Membership growth
New Facility

How we will accomplish.	Principal	Budget	Start Date	End Date	Notes
					New Bylaws and Standing Rules seem to dictate this.

