

NANOG Members Meeting
October 18, 2022/NANOG 86
Hollywood, CA + Zoom Meeting
9:00 a.m. PDT

Tina Morris, Chair	Edward McNair, Executive Director
David Siegel, Vice Chair	Darrieux Harvey, NANOG Staff
Vincent Celindro, Treasurer	Claudia Bristol, NANOG Staff
Steven Feldman, Secretary	Valerie Wittkop, NANOG Staff
Benson Schliesser, Board Member - Remote	
Leslie Daigle, Board Member	
Cat Gurinsky, PC Chair	

Start time: 9:17 a.m. PDT

Welcome (Edward McNair)

Edward thanked all in attendance as well as online for joining the Members' Meeting and supporting the organization.

The agenda was reviewed:

- Financials
- Program Updates
- Diversity Efforts
- New Funding Programs
- Elections
- Call for Volunteers

Slides were shown with pictures of the Board of Directors and staff.

- Greg Newman has joined the staff after managing NANOG's website as a third party contractor for 3 years.
- Having him full time has allowed many improvements to be made more quickly.

Edward's comments:

- NANOG held its first face to face meeting since the start of the pandemic a year ago in Minneapolis.
- This was followed by meetings in Austin and Montreal.
- Decision was made though we were still coming out of the pandemic.
- CDC guidelines were followed, but it still had a negative effect on attendance and finances.
- We have come out of 2 years of pandemic and it will take a while to get back to operating as normal.

NANOG Financials (Vincent Celindro)

Income Trends:

- A 6 year graph was shown indicating the large drop in income in 2020 and 2021.
- The drop caused by the pandemic necessitated a draw on the reserve account of \$990K.
- The investment account balance at the end of the 3rd quarter was \$2,887,689.
- As of now, no additional draws are expected for this year.

2022 Financial Overview:

- Projecting attendance post pandemic has made 2022 a challenge.
- Original projected 2022 budget deficit was \$623K.
- Cuts were made and prudent spending was exercised.
- N86 has been successful with 900+ attendees and \$745K in sponsorships. A huge thank you to our sponsors!
- Considering direct costs only and not taking into account other overhead in the organization:
 - NANOG 84 had a positive income of \$28K
 - NANOG 85 had a positive income of \$265K
 - NANOG 86 is also expected to have positive income
- Not including market losses, it is projected our original budget deficit of \$623K will be reduced further.

Profit and Loss:

- The loss from January 1 to August 31, 2022 is \$990K.
- The total income of \$1,055,181 is mainly from meetings at \$1,321,556 offset by market losses of \$403,329.
- With our investment advisors guidance, our portfolio was rebalanced to hedge against inflation.
- Meeting expenses and salaries make up most of the \$2,046,168 in expenses.

Balance Sheet:

- The total assets are \$4.3M.
- We are fortunate to have had our reserve to help through the pandemic or we would have been in trouble.
- We must continue to be cautious to protect and add back to our coffers.

2022 Sponsorship Sales:

Edward showed a table indicating the sponsorship sales breakdown for 2022:

- N84, there were 34 sponsors, 5 new sponsors for a total of \$314,334.
- N85, had 40 sponsors, 5 new sponsors for a total of \$476,501.
- N86, had 66 sponsors, 15 new sponsors for a total of \$745,668
- Total sponsorship sales for 2022 were \$1,536,503
- N86 had the highest sponsorship revenue in history.

- Possible reasons might include:
 - Coming out of the pandemic
 - Improved website and social media presence
 - More benefit to sponsor

Projected 2023 Sponsorship Sales:

- Sponsorship sales in 2019 were \$1.9M and our 2023 projected sales are \$2M
- These projections are based on rooms available, historical data by location and season.
- We are still coming out of the pandemic and looking at a likely recession, so we still need people to support us to get back on our feet.

Development Updates: (Edward McNair)

Completed:

- Migrate membership and donations to Stripe
- Improve test coverage
- New forms for Talk Submissions
- Cluster Rebuild
- Upgrade Stripe to Payment Intents
- Appointment Tool Beta
- PCTool v2 (a complete redesign of the app)
- Dozens of bug fixes and feature tweaks

2023 Development Projects

- Update site navigation, UI + staff administration tools
- Registration System Upgrades
- Sponsor Tool
- Badge Printing
- Appointment Tool v1
- Virtual Platform Upgrades
- Meeting Room/Table Assignment
- Interactive Reporting
- Enabling NOGs to use our Event tools

Diversity Efforts: (Edward McNair)

As an organization, we are committed to diversity and have mechanisms in place to make it happen.

Diversity Updates for 2022

- Establishment of Ombuds for NANOG Community
- At NANOG 85 we hosted our first students from Howard University
- In September, NANOG and our Outreach Partners provided a NANOG U event in Montgomery, AL

- Women in Tech lunches
 - Manju Gautam - Imposter Syndrome
 - Hang Black - Embrace your Edge

Diversity Committee

We will create a new Diversity Committee to focus on actively increasing diversity within our community.

The Committee focus:

- Provide an advisory role in NANOG's diversity efforts.
- Ensure accountability for results while assessing our effectiveness.
- Finding speakers for Women in Tech.
- Recruiting Women and People of color to submit talks for NANOG events.

New Funding Programs: (Edward McNair)

We are not out of the woods, and we are looking for ways to fund NANOG as an organization. As Executive Director, we have ambitious expansion plans not only for people at the conferences, but for NANOG to be a force for change in our industry. We need those who see the value of NANOG and are willing to step above to support our efforts.

Patron Program

- Patronage provides essential, unrestricted annual funding, which enables NANOG to fulfill our mission and support our community.
- Patron Levels:
 - Visionary - \$100,000+
 - Benefactor - \$50,000
 - Advocate - \$25,000
 - Supporter - \$10,000
 - Contributor - \$5,000

Patron Benefits

- Special recognition at all NANOG events.
- Visionary, Benefactor and Advocate Patron's logos will appear on the NANOG home page, in addition to our dedicated Patron page.
- Supporter and Contributor Patrons will be recognized on our dedicated Patron page.
- All contributions are tax deductible.
- Contact patrons@nanog.org if you are interested in becoming a NANOG Patron.

New Sponsorship Opportunities

We are exploring the following:

- Virtual Webcast Sponsor
- Digital Signage Sponsor
- Meeting Room Daily Rental

- Meeting Room Hourly Rental
- Daily Raffle Giveaway
- Showcase Lab
- Sponsor Blog Infomercial
- Online Sponsor Director

Elections: (Tina Morris)

Board Election

- Elections open at 5:15 pm PDT today, following the Board Candidate presentations at 4 p.m.
- Elections will close next Wednesday at 12:00 p.m. PDT, October 26.
- Access the ballot via your NANOG profile
- The Election Committee will confirm results and make announcements.

Board Candidates:

- John Jason Brzozowski
- Michael Costello
- Leslie Daigle
- Lee Howard
- Alex Latzko
- Ernest Muhire

Bring your candidate questions to the Board of Directors Candidate Forum at 4 p.m. We want a focus on skill sets of individuals and not just name recognition. The Board needs engaged individuals who understand running an organization with 7 staff members. You are members because you care and this is part of the caretaking of the organization.

Proposed Bylaw Change

- A slide of the new verbiage of section 4.6 was presented. The need and summary of the change:
 - Current bylaws have an interim appointment term ending at election, but needs to be through the end of the calendar year to match the terms of the rest of the Board.

Single Transferable Vote (STV)

- We heard you and wanted to implement STV, but there was not enough time to socialize it with the community.
- Plan to implement it in the fall of 2023.

Call for Volunteers: (Tina Morris)

Watch for emails to be sent in November and January for needed volunteers. Please consider serving on one!

November

- Mentorship Committee

- Scholarship Committee
- Diversity Committee

January

- Program Committee
- Election Committee

Q&A

- Comment:: The Elections Committee is encouraging questions from the audience at the candidate forum. They are looking for the best fit for the Board.
- Comment: John Sweeting from ARIN apologized for any confusion to those receiving emails about voting in the Number Resource election. Anyone registered for NANOG is eligible to vote. The two candidates from Amazon, Kate Gerry and Nick Nugent, are both active members of NANOG and are here at this event.
- Tina Morris adds to please cast your vote.
- Question: What is Single Transferable Vote?
- Answer: Tina Morris stated that a video will be sent out. But you basically rank your choices instead of casting only one vote. If your top vote doesn't make the top tier, your second choice kicks in. That allows you to support those less known without wasting your vote. This is more fair for the small number of voters we have.
- Question: What kind of investments is NANOG invested in?
- Answer: David Siegel stated that prior to the recent rebalancing, we were heavily invested in corporate bonds. But to hedge against inflation and a probable recession, the advisors recommended putting more into REITs. They are like a dividend fund and we should see good returns even though the investments are conservative.
- Question: You mentioned the beta tool and I sampled it, but when will it be live and functional?
- Answer: Edward answered that people are using it. When you register, you mark if you are available for appointments and it turns on your schedule availability. An email is sent to the person you requested an appointment with, but if they did not respond it may have gone to junk mail. This means that people need to check their calendar as well. Edward states that this will be taken into consideration to make it even easier. Version 1 will have an icon indicator letting you know you have messages waiting for you.

Closing Comments

Edward thanked everyone for attending and for their support. Enjoy the rest of the conference!

End time: 9:46 a.m. PDT

