**Brainstorming notes**

**Membership Levels**

* People can’t afford $50 bucks or don’t want to spend 50 bucks for something they don’t use much
  + Doing work at the hive for the hive gives people ownership and attachment.
    - People use more than they contribute, do we want them paying less?
* Students need to show a student ID?
  + Being more strict about this
* ‘Sweat-equity’
  + Issue: Who decides what something is worth?
  + Who will confirm that a job is being done?
* How many members do we have/can we sustain a cheaper membership?
  + Might have to start charging for things (avoid manufactory)
* Wardens are a way to help struggling members via sweat equity
* Move to a structured Idea, calculate what we could charge and restrict for a cheaper membership
* If you can’t afford $50, how can you afford supplies/materials to use the space?
* $25 bucks an hour for non- 24 hour access?
* supporting membership- could we modify this?
* No point at all should the hive require grants to pay for expenses

**Final thoughts:**

*This doesn’t seem like a topic that will be resolved via discussion. The only way this will be resolved is if someone is willing to do the legwork. What should maybe be discussed instead is what we can offer a ‘higher level membership’ that people would be willing to pay for, and what can we limit for lower membership levels, then we can help clearly define the different between the different memberships, and why someone would want to pick one over the other.*

**Define core mission, values, etc better than we have now**

* Current mission statement:

                 “The corporation's mission is to promote technology through education and collaboration.”

* People giving grants want to know mission statements, vision statments, etc.
* We are more of a workshop that gives people a place to have tools they can’t afford.
* We can use it to point to people to help people understand who we are, that they can access and accept.
* Not worried about a hinge for a grant.
  + Should we keep with the mission and kick up education up a notch? or remove it entirely.
* Education is always on the agenda, but hard to do.
  + Bring in outside people, or have experts dedicated in the place.
* Need to help find people to teach people
* How it’s currently done: Instructor could charge what they wanted, members price could be cheaper, non-members full price.
* Who has motivation to teach? One person has to plan, organize, pay up front, schedule, and then who says enough people will attend to make it worth their time?
* Educational position to help host, plan, etc?
  + IT’S NOONES RESPONIBILITY FOR EDUCATION

**Final thoughts:**

*This needs to be discussed further. Education is one of our big focuses down here, but we don’t do much with it. The biggest problem is Instructors have to put a lot of time and/or money into a class in which people may or may not attend, and they lose all that time and effort in this class. When this happens, this discourages instructors from attempting to do future classes, and discourages members from having high hopes for classes. Having a way for an Instructor to submit a plan with costs that the hive purchases for the event would help promote more classes. Having a way for people to ‘pre-register’ with a website so they can reserve seats and are more likely to show for said events. Another bonus is that if the hive purchases in bulk and via non-profit, we might be able to get discounts. At the very least, we need to decide who should bear the responsibility to maintain our education at the space.*

# How do we accommodate more people who do stuff?

* How do we get people to make things?
  + What do people want? Learning? name on a project?
  + Poll to find out what motivates our members?
    - Does it all come down to monetary incentive?
* Could we ‘fund’ projects (either personal or hive related)
  + Have twice a year, a ‘grant’ to give out. Whoever has an idea submits it. They get free membership, and a starting funds for the project.
    - Dan says he will come up with something written up by the end of the month
* keep it simple.
* Document more things around the space! How do we do this?
* A lot of people don’t know how to work wiki, or work the project page.
* Increase AV capabilities.
* Putting cameras on automated tools with live streams

**Final Thoughts**

*This is something we can discuss further. Will having AV capabilities make it easier to get people to document their projects? Is there a way to streamline the documentation process? (e.x. template that’s easy to fill out that helps keep record of the project). We need to analyze what people want, and what motivates them. Having a ‘project fund’ where the hive grants starting capital in exchange for the promise of documenting progress is a great idea and should be fleshed out.*

# How do we handle getting grants (if we want to get grants)? Do we need a new position for this? Should we pay for a grant writer?

* No point at all should hive require grants to pay for expenses
* Do we need to pay for a grant writer?
  + Dan knows a person at work who writes grant.
  + Search around for grant writer (like a lawyer)
* We have never attempted to get a grant. We never tried before.
* This is what the board is for.
* Lorin writes grants and finds grants. Hard to start, but easy to continue
* Greater Cincinnati Foundation helps find grants
* Hive teach electronics to middle/high school teachers. Train them, then search for grants for it.

**Final Thoughts**

*This needs to be discussed further. There is no reason we shouldn’t be going for grants. Even if we don’t get one, we can usually apply for another grant within one year. We may need to dedicate time and effort to searching, having someone write up a grant proposal, and having a group proof read it for submission. Lorin has example letters for grants he has done in the past. Consider grants for different things: For buying and fixing up a new warehouse to move into (City improvement), for tool/machine purchases, for classes, for food, etc.*

# When do we want to think about looking for a new space? Should we contact the city like so many other hackerspaces have done?

* NOONE HAS RESPONSIBILITY FOR EDUCATION
* We should always be looking.
  + The hackerspaces around here got a great deal from someone who liked their space.
  + Could we get a grant to fix a building up/ find out cost for expansion and expenses?
* Research other makerspace/non-profits and find out if/when we should move.
  + Expansion into the jean shop
* Let people around us know we are interested in a bigger space.
  + If CFB boxing group moves in the future, we could be the first group to get dibs on the space.
  + When talking to garden street to expand into the jean shop, we might ask if they have any other properties that we could move into (we are reliable and pay on time, so we can be seen as trustworthy tenants to them)
* Like to see rentable workspace for businesses to rent out.

**Final Thoughts**

*This isn’t something we really need to discuss further. We need to make it apparent to the group we are running out of space, and to let us know if they know of any opportunities that we might look into and consider. We need to talk to other makerspaces/non-profits and find out when we have hit max capacity rather than discovering it the hard way. When inquiring about the Jean shop, we should let the owner know to talk to us if he has any leads on other spaces in the city that we could move to.*

*Things we can discuss would be researching rentable workspace (How much space to devote, what would they get access to that a normal member wouldn’t have, what to charge, etc). Grants for fixing a building up is referenced in the grant discussions final thoughts.*

# New member processing photos: Go just to leadership? Or to the entire mailing list?

* The whole intention of member photos is for current members to see who people is.

Stricter on membership applications with name, comments, applications to keep out bad members.

* Leadership discussions were productive, but it might add complexity to the process.
* How to deal with people who are a problem?
* Three strike system? A person talked to liaison, and liaison talked to trouble person.
* Encourage the member to post to mailing list to introduce themselves
* We need a System for new members to be seen and heard.

**Final Thoughts**

*This might need a little bit more discussion. However I feel that the consensus is that photos should be kept internal, and the mailing list is a bit more open than some people would be comfortable seeing. We should encourage new members to post to the mailing list and introduce themselves (possibly make it a part of new member orientation?) so people can see who they are and know where their interest lies. Having a member photo in open forum might take away from the original goal of sorting out people who would not be a good idea. Further, the idea was for members to put names to faces and know who is a member and who wasn’t, so figuring an easy way for people to see a face internally is a great idea (Maybe implemented into the Kiosk).*

# Layout Roles and responsibilities of Leadership positions. Adding/removing/distributing responsibilities?

* Coo has more responsibilities that others have (COO) and some have little/none.
  + Take responsibility off of COO.
* Bring attention that people can change bylaws.
* Proposals need to be made one week prior to the meeting for the vote.

Jon will put this up on the mailing list after the meeting.

* Revisit and make minor adjustments.

**Final thoughts**

*This should be discussed further. Reshuffling the responsibilities of leadership, re-defining leadership responsibilities defined by the state, etc. Members should be aware that they can propose bylaw changes, and it’s not just a leadership thing.*

# Should leadership conversations be kept among leadership or shared amongst all members?

* Leadership have their own communication, but isn’t transparent. So little goes back to the membership.
* Finances be put up. We have to put up my financials, even though it’s below a level that needs to be displayed, but we don’t have a reasonable to not post it.
* Keeping up a board meeting financial
* We want to be transparent
* We don’t want people to think we are scheming.

**Final thoughts**

*I feel the general consensus is that leadership has a purpose, but recently too many things have been kept in leadership, and not enough has hit the mailing list. An effort should be made to keep leadership conversations relevant to discussions that are too sensitive for the mailing list. Financials should be put on our site (Non-profits are required to, but we are under the point where we have to declare our holdings). We don’t have anything to hide, and we don’t want to make people think we have something to hide, so we will try and have our financials posted under board meetings notes.*

# Motivate individuals to put some effort into hive betterment

* Hive culture is a vague term, what do we mean by this?
  + People who are motivated to doing stuff.
  + Collaboration, friendship, comradery
  + People who step up to the cause.
    - We get deer in a headlight.
    - People don’t know what they what to do and how to change it.

Member of the month on the front page? ask for permission

* Need more positive reinforcement!
* Respect, reaction, motivation.
  + Member of the month on the front page? ask for permission
* Friendship/camaraderie helps tie everything together.
* edible reinforcement seems to help motivate people for second Saturday cleanups.
* Classes are cool as shit, and motivate people to do things.

**Final Thoughts**

*We should discuss this further. We need to apply positive reinforcement to promote betterment. Finding the right type of motivation might be tricky (ex. some people might be more anti-social, so Member of the month might make them be less motivated).*

**Hive programs**

* Personal projects have an application, the intent, cost, tools/skills utilized, have a committee, board, etc that vote to pass for the project. Gives a bit of capital. (50 bucks plus membership as an example) if they are not shown progress, we can cut funding.
* Lv 1 submit list of what they need and the makerspace buys it all for them.
  + People who don’t document don’t get more funding for future production.

# Collaboration with other makerspaces (Dayton Diode)

* Lorin is doing a research project on makerspaces
* Starts with communication
* We are good at a specific makerspaces, but not anyone local.
* Forcing a Collaboration doesn’t work. It has to happen organically.
* Everyone can outreach to any outreach. Bring in what you knwo from other makerspaces.
* We could directly compete between them to bring us together.

**Final Thoughts**

*This can’t hurt to discuss. With Jim moving to Dayton and joining the Dayton Diodes, we have a contact we can communicate with. We should get more connections and maybe have a group IRC? Can’t hurt to ask if anyone has friends/connections in other makerspaces that can put us in touch with their other members. Maybe join their mailing lists and check up on local makerspaces happenings once a week or month.*

# What can we do to draw in intrigue to the hive?

*Reference: Proto Buildbar*

1. Get people to do cool things/ Classes that are cool
2. Document it
3. Then put it out there.
4. Let people know we are here.
   * Once we do this, marketing becomes easy
   * Two people make this process really easy.

* Should we ask on mailing list ‘who wants to document a project that I’m doing’?
  + Could junk up mailing list and have people less likely to read it.
* Maybe outreach to places that might want to help for free like schools that need projects like this to document. Could never hurt to ask
  + Lorin has at least one student interested in doing a documentary of the hive.

**Final Thoughts**

*This can be discussed further. How can we can take steps one-four, and streamline it or make it easier to do? If we can get an intern whose focus is documentation, that would be a huge help to the group. How to document would be another issues (i.e. would it be only wiki related? Should finished projects hit the main wordpress site? Should we send it out on the mailing list?). Should we make this a leader/wardens/interns responsibility?*

# What do we want to see added to the hive?

* t-shirt making, car garage, painting room?
* Provide space for people who do business. We don’t have many people who want to turn their hobby into a business
  + Business incubation
* Wishlist should be used for areas we want, as well as

**Final Thoughts**

*Not much to talk about. Maybe how to make wishlist more visible or address it every other meeting? How do we decide if a new area is a good/bad idea? Could we have a ‘like/dislike’ feature in a Wishlist so we can determine which area/tool/machine has the most interest?*

# TechHire Initiative:Expanding our educational offering to the community and to Hive membership

UC forward is a concept similar to this.

TechHire is a bold multi-sector initiative and call to action to empower Americans with the skills they need, through universities and community colleges but also nontraditional approaches like “coding boot camps,” and high-quality online courses that can rapidly train workers for a well-paying job, often in just a few months. Employers across the United States are in critical need of talent with these skills. Many of these roles do not require a four-year computer science degree. To give Americans the opportunity they deserve, and the skills they need to be competitive in a global economy, we are highlighting TechHire partnerships. Successful partnerships include:

* Using data and innovative hiring practices to expand openness to non-traditional hiring
* Expanding models for training that prepare students in months, not years
* Active local leadership to connect people to jobs with hiring on ramp programs

**Over twenty forward-leaning communities are committing to take action – working with each other and with national employers – to expand access to tech jobs.** To kick off TechHire, 21 regions, with over 120,000 open technology jobs and more than 300 employer partners in need of this workforce, are announcing plans to work together to new ways to recruit and place applicants based on their actual skills and to create more fast track tech training opportunities. The President is challenging other communities across the country to follow their lead.

* If THI is about us hosting classes to train people how to code, then this might not be up our alley.
* We can provide a social space for the types of people they are looking for. We are the reason tech people come to Cincinnati.
  + We are the start of the next big idea. (Bill Steele)
  + We are Steve jobs garage.

**Final Thoughts**

*It can’t hurt to inquire about this. At the very least, this shows that Cincinnati is interested in tech/engineering type stuff, and we could use this to springboard us into new opportunities. I am going to contact some people at city hall and keep it general, and then we can see about defining what it all entails, and how we fit into everything.*

# Expanding Membership. How big do we want to be?

* Studies show 100-150 people stop being a tight group, and starts seeing large groups of members.
  + Should we limit ourselves? Or should we let it ride.
* Until such a time we don’t have to rely solely on membership for money, we should let it ride until we feel like we are losing our community.
* It’s hard to define ‘active members’. We have only 42 members come in the last 2 months.
  + Our whole group won’t matter if a lot of people aren’t extremely active.
* We can discuss further if we feel we are losing our community.

**Final Thoughts**

*This isn’t a concern at the current time. Since our funding is based on current membership, we shouldn’t put a ceiling on our income. Unless of course, it takes away from our community. The community is the heart of this organization. Even at this size we have members that only show up once or twice a month, so until we start fractioning into subgroups, this shouldn’t be a problem.*

**Upgrading tools: What do we want to see upgraded?**

* Should we try and get some professional level tools? Like woodworking tools, laser cutting, 3d printing, etc.
* New tools to attract what others don’t have?
  + Probably not, they would rather go to do the tech shops.
* We need more mid-high grade tools instead of the cheaper stuff.
* Find out what community wants/needs

**Final Thoughts**

# *Self-explanatory. No need to discuss other than figuring out what other members want.*

# Streamlining Donation process

* Make more awareness, rather than streamline
* Find out who we should approach, what we should ask for, and when to do it (at the end of their fiscal year)
* Board meeting

**Final Thoughts**

*Needs discussion. We need to find out not only who to approach, but when we should approach them. If we want a particular thing, we might approach a company for that product. If we want a specific thing, we should present how much it would cost, why we want it, and the benefits to us/them for having it. Having a plan of attack will make it more likely to get something out of companies.*

# Open House in July: What should we do for it?

* Start planning for it
* What we do: Watch someone do something, and have something that people can do.
* Start planning and cleaning up for this.
* Board meeting

**Final Thoughts**

*This needs to be discussed.*

**So how do we see the hive in 5 years?**

* See ourselves in a new space
* New tools
* Still be dirty
* Arduino controlled Roombas
* a lot more classes
* Having companies send them to us instead of the manufactory
* In the public light to the average person.
* Business potential
* Closer to downtown, the better. North Kentucky?
  + Places to eat around the places.
  + Closer to downtown, the higher the price.
    - Not too close to the river
  + Close enough to have 1Gig internet line.