

## Minnesota Academy of Science: 2022 - 2027 Strategic Plan One-Page Summary

We are not just focused on science! We are committed to advancing **science, technology, engineering, and math (STEM)** in Minnesota by connecting Minnesotans of all backgrounds with resources and opportunities to engage in STEM learning, research, and communication—and to recognize excellence in these areas.

Strategic Goals	Focus areas	Targets
A diverse and engaged pipeline of talented stakeholders committed to our mission	<ul style="list-style-type: none"> <li>Recruit and retain younger professionals as volunteers</li> <li>Competitive benefits and salaries for paid staff</li> <li>Board recruiting and retention</li> </ul>	<ul style="list-style-type: none"> <li>Improve volunteer benefits with actions including recognition and CEU credits</li> <li>Offer competitive benefits including 403(b) match, medical, dental coverage</li> <li>Provide career/professional growth opportunities for staff</li> <li>Develop board capability diversity and rationalize recruiting calendar and terms</li> </ul>
Balanced program portfolio that provides a continuum of opportunities and assures continued relevance of the organization	<ul style="list-style-type: none"> <li>Program and Mission Alignment</li> <li>Continuous Program Improvements</li> </ul>	<ul style="list-style-type: none"> <li>Eliminate use of non-restricted funds on science bowl by finding a corporate sponsor or phasing out by end of FY 2025</li> <li>Revive programs that align with mission and do not require restricted funds</li> <li>Identify opportunities to level the playing field for SSEF participants</li> <li>Increase relevance to more educators with outreach to those who are typically interested and providing FORSE resources</li> </ul>
Stable and predictable cashflow to enable program growth	<ul style="list-style-type: none"> <li>Grow individual giving</li> <li>Social media footprint</li> <li>Identify and harness new funding sources</li> </ul>	<ul style="list-style-type: none"> <li>Develop annual giving program and leverage crowd-sourcing opportunities</li> <li>Develop relationships with influencers and evaluate return on investment</li> <li>Create sponsorship material and a cultivation plan, particularly to leverage the FORSE model</li> <li>Identify new state. Successfully acquire federal funding in the plan period</li> </ul>