

THE MINNESOTA FOUNDATION FOR STUDENT ORGANIZATIONS



STRATEGIC VISION

A PLAN TO SUPPORT MINNESOTA'S CAREER AND TECHNICAL STUDENT ORGANIZATIONS

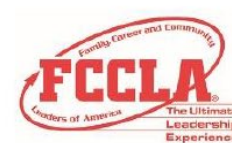


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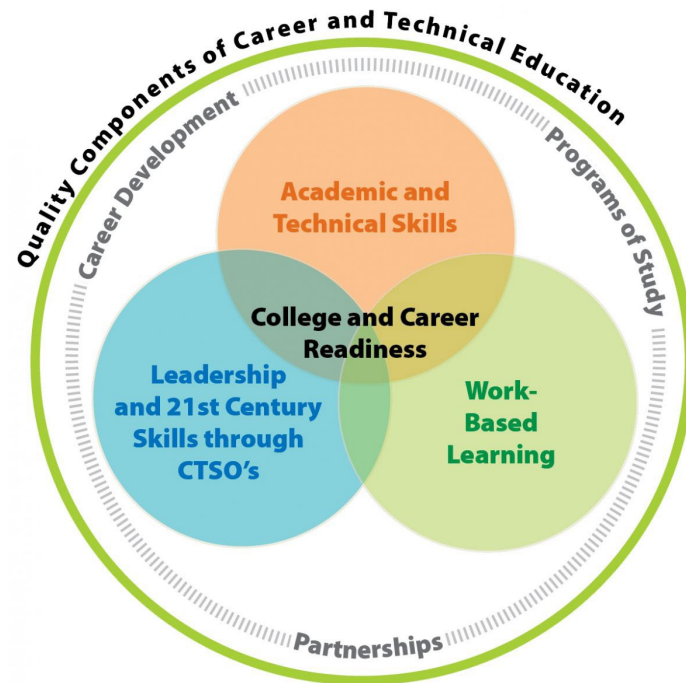
Introduction and History

The Minnesota Foundation for Student Organizations (MFSO) was created in 1996 by the Minnesota State Legislature to ensure the stability of and provide collaborative leadership and funding to the Career and Technical Student Organizations (CTSO) in Minnesota.

The MFSO works in cooperation with the Minnesota Department of Education (MDE) and the Minnesota State Colleges managing, allocating and reporting on state and federal funds that support CTSOs. The MFSO also provides guidance to the CTSOs in the following areas: Leadership Training, Conference Support, Board Development and Special Projects.

Who We Serve

Career and Technical Student Organizations support the rigorous academic content of career and technical education (CTE). CTSOs are considered an integral part of student's CTE program. They provide students with a comprehensive framework of leadership and employability skills; ensuring students are meeting industry skill standards and are prepared for employment.



Minnesota's Career and Technical Student Organizations

Secondary

- BPA – Business Professionals of America
- DECA – Marketing Education
- FCCLA – Family, Career and Community Leaders of America
- FFA – Agriculture, Food, and Natural Resources
- HOSA – Health Occupations
- SkillsUSA – Technical & Industrial Occupations

Post-Secondary

- BPA – Business Professionals of America
- DECA – Marketing Education
- PAS – Post-Secondary Agriculture, Food, and Natural Resources
- SkillsUSA – Technical and Industry Occupations



Did You Know...

Minnesota's career and technical student organizations directly serve more than **25,000 student members** through more than **600 high school and college chapters!** Wow!

Our Vision

All students have an opportunity to engage in meaningful participation in a career and technical student organization.

Our Mission

The Minnesota Foundation for Student Organizations promotes and supports career and technical student organizations as they work to provide student opportunities for leadership, personal development, community service and career preparation.

Our Values

The MFSO supports the career and technical student organizations efforts to provide students the necessary employability skills within career pathways to lead them successfully from education to employment through:

Business & Industry Partnerships

When CTSOs develop successful business & industry partnerships, we can better align career pathways to meet both student and industry needs.

Experiential and Applied Learning

Career and Technical Education is unique in its ability to prepare students through real-world experiences that align with specific a specific career. Hands-on and applied learning continue to be an effective educational tool of CTSOs.

Classroom Excellence

Our students deserve to have access to high-quality programs and be taught by quality instructors who have real-world knowledge in the field they are teaching.

Equity

Reaching underserved, nontraditional and special populations to provide meaningful leadership experiences within career and technical education programs is a foundation of CTSOs.

Situational Analysis

Summary Conclusions of Four Key Areas

Political

The Minnesota Foundation for Student Organizations and the career and technical student organizations it serves are funded directly through line-item allocations in Minnesota's legislative budget on a Biennial basis. To ensure basic operating funds continue the MFSO must monitor this legislation closely and act as an advocate for the CTSOs. The MFSO [as a state agency] is required to report on activities on a biennial basis to the Legislature through the Biennium Report. This report is key in maintaining the above referenced support.

Economic

The Minnesota Foundation for Student Organizations contends with a variety of economic factors. As referenced in the Political factors, the MFSO relies heavily on legislative support for its basic operating needs. The MFSO also has the capacity to act as a non-profit, seeking additional financial support for the career and technical student organizations.

**A significant portion of the funding received (and allocated) by the MFSO is restricted by designated use and or programming restrictions.*

Social

The MFSO (itself) is impacted in minimal ways by social change. The primary way the MFSO is impacted by social change is through the non-profit giving climate; the ability to secure outside resources for the CTSOs.

The career and technical student organizations served by the MFSO may be impacted more directly by the social climate. CTSOs rely on career and technical programming within a school to maintain membership [student chapter]. Factors that may influence a CTE program may include labor market statistics [employment desirability], licensed instructor availability, and business and industry support.

Media and Public Relations

The MFSO has established a basic “online presence” through a website: www.mnfso.org and a Facebook page. The website includes links to the career and technical student organization websites, CTSO Updates and relevant reports and presentations. The MFSO continually develops new public relations materials, attends conferences and seeks opportunities to publicize the work of both the MFSO the CTSOs. The MFSO was recognized in two national publications for our work with students in poverty: Techniques, September 2017 [Making an Impact: How CTSOs Support Students in Poverty](#) and The74 Million.org, November 2018 [When Co-Curriculars Spark Careers: Over 80 Years, How ‘Career and Technical Student Organizations’ Have Evolved From Bricklaying to Business Management to Robotics](#)

Our Process

Strategic planning is critical to the long-term success of any organization. Recognizing the importance of planning, the Minnesota Foundation for Student Organizations wanted to create an inclusive environment. It was important to include all stakeholders, including the Mn Dept of Education, Minnesota State and the Career and Technical Student Organizations served by the MFSO.

The Minnesota Foundation for Student Organizations Board of Directors provided the foundation to the planning process:

Mission

Vision

Values

Situational Analysis

The following areas were reviewed and addressed:

Increased Legislative Awareness of CTSO Challenges & Opportunities

Diversity of CTSO Membership

CTSO Needs, Support and Guidance

Increased Support to Underserved, Nontraditional and Special Populations

Facilitate CTSO Organizational Development

Increased MFSO Organizational Development

Diversified Funding Strategies

The MFSO determined the most effective way structure the planning process was to utilize SMART goals; with defined actions accompanying each objective.

S – Specific

M – Measurable

A – Achievable

R – Realistic

T – Timebound

Minnesota Foundation for Student Organizations				
Strategic Plan				
FY2020-23				
Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Increase Legislator Awareness of CTSO Programs, Issues, and Challenges</p> <p>Short Term SMART Goals: MFSO ED will work with Legislative Committee to develop a “Legislative Tool Kit” which includes sample communications, tools to document legislative/official interactions with CTSO students, advisors and Board members at local and statewide levels.</p>	<ul style="list-style-type: none"> * Invitations to local CTSO competitive events, community service activities and events *Take stock of current connections already happening in each CTSO and at the MFSO level * Invitations to Spring Conferences & Competitive Events 	<ul style="list-style-type: none"> * CTSO Event Calendars shared annually during summer with MFSO by CTSO EDs * Legislator invitation ideas sent by MFSO ED, Executive Committee and Legislative committee to CTSO Board Members and/or Executive Directors by January 2022 for (Spring) State Leadership & Skilled Conferences. * Follow Up on Invitations to Spring Conferences sent by CTSO Board Chairpersons or MFSO Chairpersons to legislators 1-2 months before CTSO event 	<ul style="list-style-type: none"> * Documentation of invitations sent out to legislators. * Documentation of legislators attending CTSO Spring Leadership & Skilled Conferences; shared at the Fall 2022 MFSO Meeting. * Documentation of legislators attending CTSO local events (i.e. Community Services Projects; Regional Leadership or Competitive Events, etc...) 	<p>-CTSO Guidebook was completed and distributed 11/7/19 including section II, Part E: Developing Partnerships and Building Legislative Awareness including information on Developing Relationships; Legislative Visits to Conferences and Events; Managing & Documenting Legislative Interactions; and Mn State Senate and House Information. Also included was a template and guidance to invite Legislators to events/conferences.</p> <p>-Assisted CTSOs in inviting legislators and state officials to state skilled conferences (2022).</p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Increase Legislator Awareness of CTSO Programs, Issues, and Challenges</p> <p>Short Term SMART Goals: Provide legislators firsthand accounts of CTSO impact in the classroom and on CTE students.</p>	<p>*Organize CTSO Day at the Capitol Event. * Schedule one-one visits with student leaders and their Representatives and Senators. *Arrange student testimony at Senate and House at "relevant" education hearings and update "on-call" testimony list.</p>	<p>* Schedule CTSO Day at the Capitol at fall planning meeting [in conjunction with MFSO Fall 2020 Meeting]. * MFSO ED will develop and schedule student leader/chaperone civic awareness training plan. * MFSO ED will provide registration information for CTSOs at MFSO Fall Board Meetings. MFSO will schedule meetings for all attending students. * MFSO Executive Committee and MFSO ED will monitor legislative hearings; write testimony and make arrangements as needed. * MFSO ED will update Legislative Handouts/PR Material, On-going. *MFSO Executive Committee and MFSO ED will monitor legislative hearings; write testimony and make arrangements as needed.</p>	<p>* Documentation of legislators met with at Day at the Capitol. * Documentation of students attending Day at the Capitol. * Report on any hearings attended and testimony presented at next scheduled MFSO Board of Directors meeting.</p>	<p>-CTSO Day at the Capitol (February 24-25, 2020) was held. All of the CTSOs participated; there were more than 40 attendees, all with personalized schedules meeting with their Senator and/or Representative. Please see the CTSO Day at the Capitol Update and Legislative Contacts. -2021 Virtual CTSO Week at the Capitol (February 15-19, 2021) was held. All of the CTSOs participated. Seventeen students participated. The MFSO scheduled and facilitated personalized zoom meetings with their Representative. -2022 Virtual CTSO Week at the Capitol (February 14-18, 2022) was held. All of the CTSOs participated: 26 students met with legislators. -2023 CTSO Day at the Capitol (February 6-7, 2023) is scheduled as an in-person event. -Student participation and legislative meetings were reported to the BOD following each event. -The MFSO monitored the regular and special sessions and alerted MFSO Board members to changes and impactful legislation as necessary.</p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Increase Legislative Appropriations</p> <p>Short Term SMART Goals: Explore potential legislative partnerships and/or collective legislative representation.</p>	<p>*Determine possible benefits and consequences of paid representation (i.e. lobbyist opportunities). * Develop and/or enhance partnerships with likeminded organizations.</p>	<p>* Based on the financial forecast of Minnesota due to CoVid19, the Executive Committee will hold a virtual legislative committee meeting prior to the annual meeting to discuss the outlook for funding and potential representation services. * MFSO ED, at the direction of the Executive Committee will meet with like-minded organizations (LeadMN, MnACTE, MACTA) to explore shared representation goals and services; ongoing. * MFSO ED and Executive Committee will review potential "lobbyist" services to represent the interests of the CTSOs.</p>	<p>* Report on potential legal and/or financial opportunities and challenges presented to the Board MFSO Fall 2019 and Fall 2020 Meetings. * Partnership opportunities to be reported on at the next scheduled MFSO Board of Directors meeting. * The legislative committee will bring recommendations to the Board of Directors in Fall 2021 and/or Winter 2022 board meetings.</p>	<p>- Report presented to the Board of Directors outlining possible benefits and consequences of paid representation, including sample contract for representation. -Recommendations regarding funding request were presented to the Board 2/6/20. - In lieu of the budget shortfall as a consequence of the pandemic, the Executive Committee recommended legislative actions be revisited at a later time leading to <i>continued action: the Legislative committee will revisit the request to increase funding in the next funding year (2023).</i> -The MFSO BOD has a legislative committee meeting scheduled for November 2022, following elections, to revisit the request of CTSO funding increase.</p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Encourage and support CTSO Efforts in Diversifying Student Membership"</p> <p>Short Term SMART Goals:</p> <p>FY20-21 Goal: Encourage and assist CTSOs to incorporate goals and objectives diversifying student membership and increasing equity of access to CTSO participation into their strategic plan.</p> <p>FY22-23 Goal: CTSOs will begin implementation of those objectives.</p>	<p>* The MFSO will encourage and assist each CTSO Board in developing measurable actions to increase membership diversity which addresses equity and inclusion</p> <p>* MFSO Board and MFSO ED will work with MDE and Minnesota State to develop CTE/CTSO student recruitment materials focused on increasing new CTSO membership within underserved populations.</p> <p>* Assist CTSOs in developing strategies to increase meaningful participation of current members within underserved populations.</p>	<p>* MFSO ED works with the CTSO EDs and CTSO Boards to develop measurable goals increasing diversity and meaningful participation.</p> <p>* MFSO ED updates quarterly CTSO report form to include "Service to Underserved Populations and Inclusion".</p> <p>* The CTSO EDs include diversity and inclusion goals/steps/ actions in the reporting to MFSO Board of Directors at meetings.</p> <p>* MFSO ED works with MDE and Minnesota State to develop recruitment materials based on CTSO diversity and inclusion strategies, Winter/Spring FY22.</p> <p>* MFSO ED will work to revise marketing materials based on final CTSO plans and produce materials for Fall FY23 distribution.</p>	<p>* Provide documentation of CTSO goals/strategies at Fall 2021 Board Meeting and Spring 2022 Board Meeting.</p> <p>* Updated reporting form provided to CTSOs Fall 2020 Board Meeting.</p> <p>* MFSO "Umbrella" summary report encompassing the specific goals and strategies for diversity and inclusion presented Winter 2022 Board Meeting.</p> <p>* Draft of CTSO recruitment/marketing materials are presented to CTSOs, Spring 2022 Board Meeting</p> <p>* CTSO recruitment materials are provided to CTSO ED during summer 2022.</p>	<p>- MFSO FY21 annual workshop included a presentation by Eva Scates-Winston, Minnesota State CTE Equity Specialist leading a discussion on evaluating CTSO programs through the lens of equity.</p> <p>- MFSO FY22 workshop/training by NAPE with a focus on nontraditional career pathways on August 19, 2021.</p> <p>- Included in the FY22 Needs Assessment were DEI questions.</p> <p>- Based on Needs Assessment for FY23 MFSO developed a multi-tier approach to address DEI: (1) Include DEI strategies the CTSOs as an addition to the CTSO Guidebook. (2) Include DEI Best Practices of Board Governance workshop. (3) Assist CTSOs reviewing DEI language within the strategic plan and policies and procedures for population impact consideration. <i>Currently in-process of presenting the workshop to all CTSO Board individually.</i></p>

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Increase support to Underserved, Special and Non-Traditional Populations</p> <p>Short Term SMART Goals: FY21-22 Goal: Provide CTSOs the tools to combat poverty at the classroom level.</p> <p>FY22-23 Goals: The MFSO will seek opportunities to increase cultural competency training within the CTSOs.</p> <p>Work with the CTSOs to accurately measure increases in services to and membership of underserved populations.</p>	<ul style="list-style-type: none"> * Provide CTSO advisors and CTSO Boards the tools necessary to identify and overcome barriers discouraging meaningful participation in CTSOs [within economically disadvantaged populations]. * Determine an approximate "baseline" membership of underserved students within each CTSO. * Work with CTSOs to monitor participation of underserved, special and non-traditional students at state and local events. * Compile 2-year findings on participation of underserved students within each CTSO. * Explore cultural competency providers and opportunities for cooperative advisor training workshop/program. 	<ul style="list-style-type: none"> * MFSO ED will provide "poverty workshops" to CTSOs (advisers and Boards) as requested. * MFSO ED will work with CTSOs to develop an accurate measurement of current underserved, special and non-traditional students within CTSOs. * MFSO ED will gather attendance and participation data from CTSO EDs related to underserved, special and non-traditional students FY22-23 conferences. * MFSO ED and MFSO Executive Committee will compile all data based on membership and participation on underserved, special and non-traditional students, Summer 20 	<ul style="list-style-type: none"> * Poverty Workshops, ongoing, included in quarterly report. * Report baseline findings of underserved, special and non-traditional student populations within CTSOs Fall 2022 Board Meeting. * Report on 2-year findings of CTSO participation within underserved, special and non-traditional student populations to MFSO Board of Directors. 	<ul style="list-style-type: none"> -The MFSO provided poverty workshops to students, educators and faculty at no cost. FY20 provided: SkillsUSA Students and HOSA Students. -The MFSO developed a virtual poverty workshop. FY21 provided: FFA, perspective teachers (ND). -The MFSO will continue to provide poverty workshops in FY23, <i>currently there are two scheduled.</i> - The MFSO secured a "matching" grant for 8K to support Underserved Populations to issue as sub-grants to CTSOs. Sub- grant opportunities were provided to the CTSOs FY20-21 (Closed 3/21) - CTSO cultural competency needs were discussed at a CTSO round table. FY23- cultural competency will be included as part of the FY23 Best Practices for Student Engagement in CTSOs Discussion Series.

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Facilitate Organizational Development for CTSOs</p> <p>Short Term SMART Goals: The MFSO Board will work to identify and address CTSOs "non-financial" organizational needs.</p>	<ul style="list-style-type: none"> * Support alignment of CTSO Board objectives to Perkins V initiatives * Share best practices of CTSO strategies including: officer training, service projects, leadership development, industry partnership and conference support. * Update the CTSO Guidebook (including "new" ED support tools) * Facilitate networking between CTSOs to provide systems and opportunities for sharing resources, needs, and opportunities * Conduct a basic "non-financial" needs assessment every two years [with one occurring in FY22]. *Facilitate the development of a collaborative short video promoting the CTSOs, 	<ul style="list-style-type: none"> * CTSO Boards/CTSO ED provides strategic plans to MFSO Board Spring 2020 meeting. * MFSO will host annual CTSO round table to discuss joint strategies and possible collaborative activities. * MFSO ED will meet with CTSO EDs and CTSO Boards to identify non-financial needs. * MFSO ED will work with CTSO EDs to update "CTSO guidebook"; with first communication to EDs Summer 2019; first draft of the updated "CTSO guidebook" presented to CTSO EDs and the MFSO Executive Committee December 2019. *MFSO ED will work with CTSOs to collect non-financial needs assessment information. 	<ul style="list-style-type: none"> * Review CTSO Board strategic plans- on-going. * MFSO ED compiles "best practices" information based on challenges and strategies discussed at the CTSO Round Table; sent to CTSO EDs and MFSO Board of Directors, FY20. * MFSO ED provides shares second draft copy of updated "CTSO guidebook" at MFSO 2020 Annual Meeting *MFSO ED provides CTSO strategic planning as requested. * Non-Financial CTSO needs assessment to MFSO BOD May 2022. *Presentation of video to the MFSO Board of Directors and CTSOs May 2022, to be used fall 2022 by the CTSOs. 	<ul style="list-style-type: none"> - The CTSO Guidebook has been updated. Each CTSO has received a copy of the book electronically. -Needs Assessment: A 2019 Non-financial needs assessment was given. A 2022 Non-financial needs assessment was given. Areas included: General Organization Support, DEI, Collaborative Activities and Conference/Competitive Events. FY23 Support focus areas included: Board Governance, DEI Initiatives, and Student Engagement. -Strategic Planning Guidance: FY22 facilitated SkillsUSA and BPA Secondary. FY23 scheduled facilitation for SkillsUSA and BPA Secondary, BPA post-secondary. - CTSO Roundtables: 8 virtual CTSO roundtables in FY21; 4 in FY22. <i>FY23 the MFSO will host a series on Best Practices of Student Engagement.</i> -Collaborative video was created for 2021 CTE Works. -Grant Development Workshop was hosted 2022 and is online for CTSOs. -Best Practices in Board Governance workshop was developed and will be given to all CTSO BODs in FY23.

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Provide Increased CTSO Support and Guidance</p> <p>Short Term SMART Goals: The MFSO will [continue] to assist CTSOs with required reporting.</p> <p>The MFSO will [continue] to act as an operational and governance resource for the individual CTSO EDs and CTSO Boards.</p>	<ul style="list-style-type: none"> * Provide legislative grant support. * The MFSO will provide each CTSO a generalized executive transition "tool kit" [within the CTSO Guidebook] and will encourage and assist CTSO Boards to develop an individualized Executive Transition plan. * Provide updated non-profit information and "best practices" training to CTSO Boards. * Assess and utilize MFSO ED and Board Member skills to contribute to CTSO conferences. * Develop a virtual resource guide/library of "best practices" and tools for state and local chapter officer training. On-going as resources are collected and assembled. 	<ul style="list-style-type: none"> * MFSO ED will develop spreadsheets corresponding with CTSO budget justifications; review reimbursement requests, write IPRs and complete FRFs. * MFSO ED will work with grants management to ensure accuracy of all CTSO desk reviews; Bi-annually. * MFSO ED will review non-profit organizational documents for each CTSO; bi-annually. * MFSO ED will include executive transition "tool kit" into CTSO Guidebook. * MFSO Board Members will be encouraged to volunteer at a CTSO conferences, On-going. * MFSO ED will provide conference support to CTSOs; operations, workshops and judging of events; Fall 2019 and Spring 2020. 	<ul style="list-style-type: none"> * MFSO ED includes CTSO grant updates in quarterly reports; regularly scheduled MFSO Board meetings. * MFSO ED will report any inconsistencies and/or concerns regarding CTSO practices to be addressed by the Executive Committee of the MFSO. * Share executive transition "tool kit" portion of the guidebook at Winter 2020 MFSO Board Meeting [with the intent of CTSO distribution]. * Report on participation in CTSO activities at regularly scheduled Board Meetings. 	<ul style="list-style-type: none"> -Each CTSO received a digital copy of the CTSO guidebook including generalized executive transition "tool kit". -The MFSO assisted SkillsUSA through their FY19 and FY22 Executive Transitions; HOSA through FY19 Executive Transition. -During the pandemic, held bi-weekly virtual check-in meetings for the CTSOs addressing operational issues. -Legislative grant reports and CTSO activities presented to the MFSO BOD quarterly. - The MFSO has worked cooperatively with grants management yielding the following: Processed FY20-21 and FY22-23 grants; completed advance payment justifications and cashflow projections; Completed mid-year and year end (IPR) reports for all CTSOs; Processed reimbursement requests for FY20-21 and FY22 and closed all FY 20-21-22 grants. Assisted CTSOs completing the FY21 desk reviews; and will assist CTSOs with the FY23 desk reviews. Processed additional reimbursement requests and budget revisions due to the pandemic.

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Increased MFSO Organizational Development</p> <p>Short Term SMART Goals: FY20-21 Goal: MFSO Board and MFSO ED will review organizational governance and operations documents including the strategic plan, governing statute and bylaws to maximize best practices and increase organizational effectiveness.</p> <p>FY22-23 Goal: During the 2020-2021 year, the MFSO Board and MFSO ED will implement any changes.</p>	<ul style="list-style-type: none"> * Review and update by-laws, including updating language to reflect changes in statutes (i.e. vocational to career and technical education language); ensuring bylaws comply with Mn Foundation for Student Organizations governing Statute 124D.34; State Board Requirements and Open Meeting Laws Minnesota Statutes, chapter 13D. * Review deliverables for management services contract [currently delegated to the Executive Committee]. * Review MFSO and CTSO annual calendar dates with the goal of increasing participation. * Digitally archive MFSO operational and historically significant “paper” documents. 	<ul style="list-style-type: none"> * CTSO EDs submit calendar of meetings, conferences and competitions to MFSO annually by October 1. * MFSO meeting calendar shared at annual MFSO Board Meeting. * MFSO Committee meeting [in conjunction with Fall or Winter MFSO Board Meeting]; Bylaws presented to the Board of Directors at the Spring MFSO Board Meeting. * Management Services contract deliverables to be reviewed by the Executive Committee and/or Personnel Committee [in conjunction with Spring FY20/21/22 MFSO Board Meeting]. * MFSO ED will write the biennium report, December 2020 (February 2021). 	<ul style="list-style-type: none"> * Annual MFSO and CTSO Calendar shared at MFSO Annual Meeting * Any changes and/or updates to bylaws and governing documents effective FY22-23. * Any updates and/or changes to management services contract effective July 1, 2020/21/22. * Biennium Report published, February 2021. * Provide the Executive Committee a list of all documents digitally converted during FY22. 	<ul style="list-style-type: none"> -The Strategic Plan reformatted FY20, updated FY21 and FY22 with multiple committee meetings. -The FY21 Biennium Report was completed with a special section for COVID19. Currently posted on the MFSO website. -<i>The FY23 Biennium Report will be issued to the BOD and Legislature February 2023.</i> -Collaborative CTSO Calendar of Events [for FY21 and FY22] was developed and shared with Board Members. The FY23 calendar issued to the BOD Jul28 and calendar page was created on the MFSO website. -The MFSO historical documents were reviewed, and 43 documents (136 pages) were scanned and digitally archived. -The strategic plan, bylaws, and operations guide are posted to the MFSO website. -FY23 Management Services contract was executed by the Executive Committee.

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Increase MFSO Organizational Development</p> <p>Short Term SMART Goals: FY21-22 Goal: Determine agency appointment status of Governor Appointed Board Positions.</p> <p>Fill all open Board seats not requiring a Governor's Appointment.</p> <p>FY22-23 Goal: Fill Governor appointed Board of Directors openings.</p>	<ul style="list-style-type: none"> * Review current structure and Board openings. * Recruit new Board Members; as positions become available work with CTSOs to seek and nominate qualified candidates. * Inquire and work with the Secretary of State's Office to clarify legislation related to Board of Directors Appointments. 	<ul style="list-style-type: none"> * MFSO Executive Committee and MFSO ED follow up with the Secretary of State's Office on the posting of open positions. * MFSO Executive Committee and MFSO ED contact the Governor's Appointment Secretary as directed by the Office of the SOS. * MFSO ED will provide CTSOs updated nomination/appointment documents to fill collaborative seats [alumni seats] and manage the process without bias. * MFSO Board and CTSOs will seek qualified candidates (once positions are posted) to submit their applications to the Office of the SOS. 	<ul style="list-style-type: none"> * MFSO Executive Committee and MFSO ED will report on progress with the Secretary of State's Office at the Winter 2020 MFSO Board Meeting and Spring 2020 Board Meeting. * New collaborative or CTSO representatives will attend Fall 2019 Board Meeting. * New Board Member informational packet will be prepared and presented by the MFSO Board. Chairpersons and MFSO ED, Fall 2019 MFSO Board Meeting. 	<ul style="list-style-type: none"> -Collaborative Appointments: Facilitated election of CTSO (2) alumni members to the MFSO BOD. -CTSO Board Seats: Marketing Board Seat filled by a Collegiate DECA representative. Tech and Industry Board Seat filled by a SkillsUSA representative. - New Member Orientation was held FY20. -CTSO appointed seats with an expiration; reconfirmed by the CTSO. - Agency status confirmed, open board seats were posted. -Provided historical documents to the SOS and the Governor's Office of Boards and Commissions determined terms of service for Governor Appointed Board Seats. -Drafted procedures to fill Governor's Board seats for Governor's Office of Boards and Commissions. -FY23 All CTSO appointed seats are currently filled. FY23 All Governor appointed seats are currently filled <i>except post-sec admin seats</i>. -4 New Member Orientations held in FY22.

Objectives & Goals	Action Plans	Timeline	Measurement	Progress
<p>Long Term Objective: Diversify Funding [developing private funding streams to support CTSO initiatives]</p> <p>Short Term SMART Goals: FY20-21 Goal: The MFSO Board and MFSO ED will compile prioritized funding requests from each CTSO and messaging for use in securing funding.</p> <p>FY21-22 Goal: During the FY21/22 school year, the MFSO Board and MFSO ED will secure at least 3 private funding sources with commitments totaling \$50,000 or more.</p>	<p>* Encourage each CTSO Board to establish a funding priority request budget and narrative, including specific financial and programmatic information [the programs/projects should include measurements].</p> <p>* Encourage MFSO Board Members to make presentations and conferences, civic mtgs and business organization meetings to explain mission and request funds aligned with CTSO priority requests</p> <p>* MFSO ED will [continue] to present at conferences (Mn Council for Non Profits, Chamber of Commerce, etc..) continuing to highlight funding priorities.</p>	<p>* CTSO EDs and CTSO Boards submit funding priorities, including measurable projects/programs by Spring 2021.</p> <p>* MFSO develops "talking points" based on CTSO funding priorities, Summer /Fall 2021.</p> <p>* MFSO Executive Committee and MFSO ED review and renew list of private funding sources and contacts.</p> <p>* MFSO Board Members and MFSO ED schedule meetings/ presentations during school year with potential donors to share talking points documents and request funding. [On-going]</p>	<p>* MFSO Board reviews CTSO funding priorities, Spring 2021 MFSO Board Meeting.</p> <p>* MFSO ED will update promotional documents, [as referenced on page 10] On-going.</p> <p>* MFSO Board Members and MFSO ED reports presentations at the next regularly scheduled Board Meeting.</p> <p>* MFSO Executive Committee and MFSO ED update list of potential funding prospects each year, Summer.</p>	<p>-Pandemic change: CTSOs were encouraged to detail money lost as a result of COVID19.</p> <p>-Included in the CTSO Guidebook, section III, Part E: Individual CTSO Fund Development.</p> <p>-Promotional documents were updated, included in grant requests.</p> <p>-Secured MFSO Operations grant (\$10,000.00) annually for FY20-FY23 (calendar year grant).</p> <p>-Secured CTSO Underserved Populations and Distance Learning grant (\$8,000.00) for FY20/21.</p> <p>-Secured COVID Relief and Recovery grant (\$32,000.00) for FY21/22.</p> <p>-MFSO maintained an MCN membership; attended MCN virtual conferences; presented at two conferences.</p> <p>- FY22 workshop: Basics of Grant Development is posted to the MFSO website (PW protected page).</p> <p>-FY22 CTSOs received a digital copy of the MCN Grantmakers guide.</p> <p>-FY23 Fund Development committee meeting is currently scheduled for August 2022.</p>

Adopted February 2019, Updated November 2020, February 2021, November 2021, February 2022

The MFSO Strategic Plan was adopted by the Board of Directors in February 2019.

It was updated:

November 2020.

February 2021.

November 2021.

February 2022.

Updates and changes were recommended through a committee process and brought to the full Board for review and approval.