

NANOG Members Meeting
June 7, 2022/NANOG 85
Montreal Quebec + Zoom Meeting
9:00 a.m. EDT

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

Start time: 9:15 a.m. EDT

Welcome (Edward McNair)

Edward welcomed everyone to the NANOG 85 member meeting and explained a new format in consideration of the virtual audience. The microphone will not be passed around, but attendees will need to come to the microphone. A camera is on the Board and microphone, so the zoom crowd can see and hear who is speaking.

- On behalf of the Board, Edward thanked Patrick for his time and support of the organization. Patrick is taking some time away to focus on his job.
- He reviewed the agenda and introduced the current Board members via slide and confirmed all were present except Steve Feldman who is attending remotely.
- He turned the microphone over to Vincent Celindro to go over the financials.

NANOG Financials (Vincent Celindro)

Vincent realizes that everyone is sick of seeing negatives, but as of April 30, 2022 the total losses are \$675K. It is important to note that \$325K is due to market losses on investments, and \$350K is actual operating loss.

Expenses:

- The total expenses were \$1,002,522.
- Meeting expenses account for \$564K or 56.3%
- Salaries are \$368.7K or 36.8%

Income:

- Total income is \$326.8K which includes the negative income from investment losses.

Balance Sheet:

- NANOG total assets are \$4.5M at April 30, 2022
- \$3.7M of the total assets are in cash and investment
- Fidelity remains the bulk of the assets at 82.8%.

Investment Reallocation:

- Previous allocation was 20% in Public Equity and 80% in Public Fixed Income
- Upon advice of our investment advisors, approximately 30% was rebalanced from the public fixed income into real estate investments as a hedge against inflation. Resulting in 50% public fixed income, 19% public equities and 31% in reits.
- This will be reviewed quarterly and adjusted as necessary.
- Both public equities and public fixed income can be accessed quickly if necessary.

Historical View:

- Vincent showed a graph indicating a downward trend from 2017 where we began operating at a loss.
- The reason could be that there is a change in sponsorships from the more philanthropic to more marketing oriented, looking at ROI.
- We are looking at grants and other philanthropic sources to generate revenue to sustain.
- Grant fundraising takes 6 to 12 months, so there will be an arc there, but the end result should be a more diversified profile and stronger position.

Registration Fee Increase (Edward McNair)

- Registration fee increases to take effect in the fall at NANOG 86.
- Full chart was presented, but early bird member price increased from \$525 to \$675.
- Last prior increases were in 2017 and 2008.
- Need to review on a more frequent basis to keep up with inflation and comparable to other conferences in the industry.
- NANOG is value priced compared to others, and includes some meals. By remaining in for lunch, Edward believes it helps to build new connections in the community.

NANOG 84 Ombuds' Report: (Edward McNair, Tina Morris)

- Concerns expressed to the Ombuds:
 - (1) Insincere delivery of Code of Conduct
 - (2) Touchy-feely and inappropriately "playful" attendees
 - (2) A lack of belonging for women
 - (1) Attendees "treating this conference like a dating pool"
 - (1) A lack of belonging for people of color
 - (1) Challenge with a vendor in the enforcement of the conference vaccination policy
 - (1) Marketing materials (blood red color)
 - (3) Overbearing and controlling leaders drowning out participant's experiences
- Our overall score was 71 out of 100 so there are areas we need to work on.

- We need to listen and continue to measure our progress, which is critical for moving forward.
- Having a neutral third party puts NANOG in a better legal position. Also ensures a place if a complaint is against Edward or the Board.
- If someone is mentioned in a complaint, Edward speaks privately to them. Some were addressed from this report.
- If the complaint is toward the organization, the Board will address them. No organizational changes are being made at this time.
- The full report is available on the website:
<https://nanog.org/resources/nanog-ombuds/nanog-84-ombuds-report>.

Question: Will the report eventually list which ones were resolved, and which are still outstanding so we can track improvement?

Answer: Edward responded that we will do that.

Development Projects: (Edward McNair)

- Meeting Appointment Tool
 - The Appointment tool is in the beta phase.
 - On May 26th it was demonstrated to the volunteer beta testers, the Board, and members of the Program Committee.
 - The beta testers are currently giving feedback through a dedicated Slack channel.
 - The core calendaring engine is in place and additional features and bug fixes are constantly being addressed.
 - The public beta of the tool will be released with the opening of NANOG 86 registration.
 - Edward thanked the beta testers for all their efforts in assisting to create this tool.

NANOG College Immersion (NCI) Program (Edward McNair)

- At the request of the Board, the program was reimagined by the staff.
- The qualifications for the program now mirror the higher standards for the scholarship program.
- The program also allows graduate students to apply as individuals.
- The program had been funded directly through the organization, and is now sponsor funded.
- Howard University, an HBCU, is the first college to participate in the new program and is at this event.

Appointing an Interim Board Member + Fall Elections (Tina Morris)

- There is an open Board seat with more than 2 months before the election, so the Board may appoint an interim Board member.
- They have reached out to their top choice and are waiting to hear back.
- An announcement will be made to the community once a new Board member is in place.

- Bylaw updates needed and expect to see at the next election:
 - Current bylaws have the 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.
 - Remove the 2 month duration limit to allow the Board to appoint a new member any time it is needed.

COVID Attendance Policies (Tina Morris)

- Global policies toward COVID are changing. Our policy has focused on those who are fully vaccinated, but should we change our stance? Options:
 - Keep our policy as is and only allow those who are fully vaccinated.
 - Take an optional approach (hybrid) and allow fully vaccinated; or a negative molecular or proctored test result; or proof of recent recovery.
 - Drop COVID requirements completely and follow “real-time” current CDC and local guidelines.
- The Board has people at each comfort level, but it is learning toward the optional approach but wants to know if this aligns with the membership.
- The Board is seeking your input and if a change would affect your decision to attend.
- Any feedback is appreciated.

Q&A

- Question: What happened to member meeting minutes on the website? No notes or slides from the last two meetings.
- Answer: Edward responded that there was a technical problem and will be put up at the end of this meeting. An email will be sent to notify people they are posted.

- Comment: Some people are more comfortable coming to conferences with requirements in place. The hybrid approach has helped.
- Response: Tina noted that even if COVID requirements were dropped, the caveat to follow local and CDC guidelines would remain. The policy needs to be in place when registration is announced so people can make decisions.
- Further response: Benson clarified that the word “hybrid” was not about remote attendance. It’s about the COVID requirements to attend in person. Tina reinforced that the hybrid format of in-person plus online meetings are here to stay, and is important to NANOG.

- Comment: Chances are he will come to the meeting no matter what the policy is, but will wear his mask the entire time if people are not checked. He wouldn’t feel comfortable in a room of 300 people eating if no restrictions are in place.
- Response: Thank you.

- Comments: Thank you for the Ombuds report, and thank you for the more sincere delivery of the code of conduct policy. Knowing someone is vaccinated does not help him. He is most comfortable when someone has been tested for infection. There are no hand sanitizers in the hallways, and no explanation of what the wristbands mean or protocol around them.
- Response: To better see the Ombuds report, it is on the website under resources. The Ombuds report from N84 is near the bottom.

Closing Comments

If you have other thoughts and comments, please drop us an email.

Edward thanked everyone for coming. We really do appreciate you coming so early in the morning after a social.

End time: 9:46 a.m. EDT