



TECHLAHOMA

FUNDRAISING READINESS ASSESSMENT

PREPARED BY
WRITE ON FUNDRAISING

WHERE WE ARE NOW

"The best way to predict your future is to create it." - Abraham Lincoln

Techlahoma is giant that walks among giants. It just doesn't know it yet.

As the only organization in the state of Oklahoma that serves the entire tech sector, Techlahoma is uniquely positioned to serve as a conduit of community advancement and workforce development.

For years, the entirely volunteer-run nonprofit has been a Camelot for tech-minded professionals. However, without a formal infrastructure or strategic vision, the organization has reached its capacity for growth.

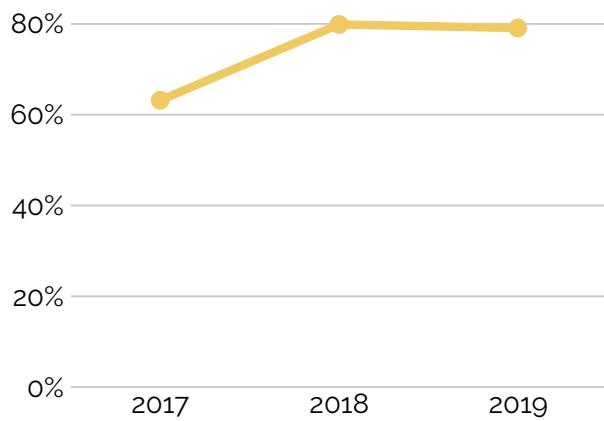
Further, this assessment will show that demand for the organization's programs has already outpaced its ability to serve constituents, and has unintentionally created a number of barriers to effective fundraising.

The data presented in this report was captured by Write On Fundraising through onsite discovery with board members; a membership-wide online survey; and quantitative analysis of financial and other key information.



BY THE NUMBERS

The national average donor retention rate in 2017 was 45.5%, a change of 0.5% from the 2016 rate. Over the last 10 years, donor retention has consistently ranked below 50% for most nonprofits (2018 Fundraising Effectiveness Survey Report).

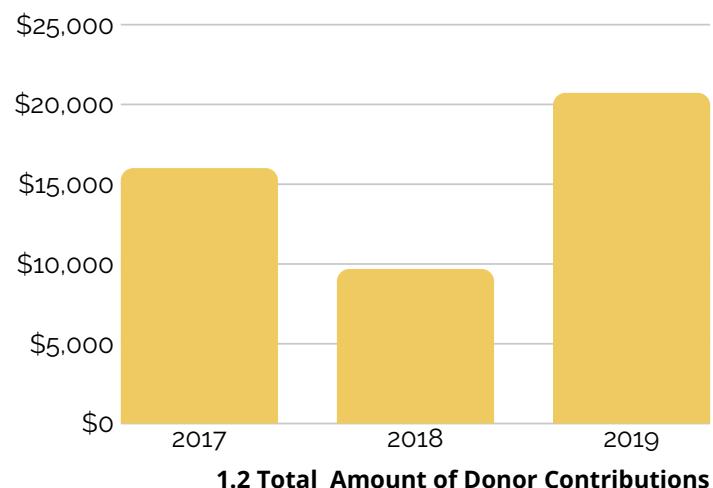


1.1 Conference Revenue Shown as Percent of Total Revenue

Techlahoma's revenue strategy is, overall, high risk. Nearly 80% of all revenue is dependent on two annual conferences. These events are highly vulnerable to market conditions, natural disasters, and mitigating factors for the volunteers who solicit sponsorships and provide labor.

At the time of this report, we do not have data available to analyze individual donor behavior. However, income statement data points to retention trouble, with the organization losing 40% of individual donations from 2017 to 2018, and then rebounding in 2019 with 53% gains.

"Donor communication and insight [is an area for improvement]. I haven't come across anything focused on me even though I've given monthly for multiple years. I have received nothing in the way of a donor update, thanks, or even a contact. I'm not looking for a pat on the back, but it seems like when a donor gives on a regular basis, there should be some kind of acknowledgement and update given."



1.2 Total Amount of Donor Contributions

BY THEIR WORDS

"Techlahoma is pervasive. Almost every interesting event in Oklahoma that isn't driven by a corporation is run or supported by Techlahoma."

In order to capture a complete qualitative picture, Write On employed both in-person interviews and a survey.

Interviews were conducted with people closest to the organization, while the survey was sent to a broader stroke of constituents. Both interview and surveys coalesced around four main themes: **mission, programs, leadership, and revenue.**

All told, Write On interviewed ten board members and received more than 150 responses to the survey.

83%

Of respondents identified as an "Attendee"

58%

List their profession as programmer, developer, or engineer

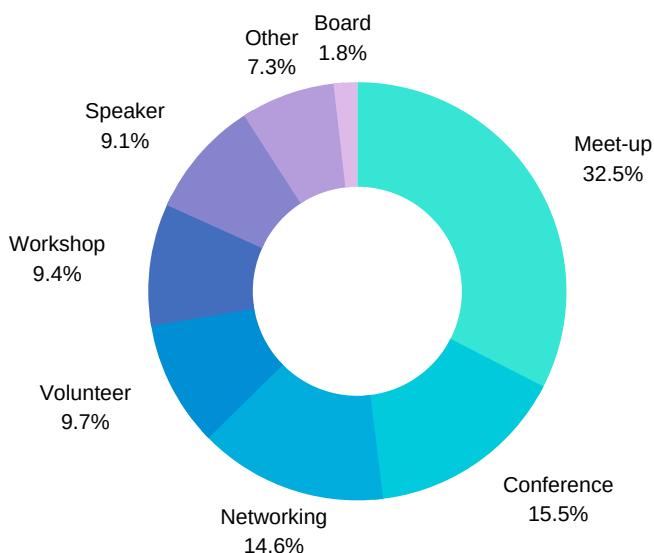
46%

Have 10+ years of professional tech experience

60/33

60% attend events in OKC and 33% in Tulsa

2.1 How do you engage with Techlahoma?



"I've been a part of tech communities in other cities (Savannah, GA; Nashville, TN; San Diego, CA) and they do not have the same sense of belonging and community that Techlahoma does."

BY THEIR WORDS

MISSION: The heart of the matter.



BY THEIR WORDS

MISSION: The heart of the matter.

The mission of the organization is its center. During times of tumult, an organization can answer questions about its direction, identity, and strategy simply by returning to its original intent.

At Techlahoma, different constituencies understand the mission to mean different things. Half of survey respondents correctly identified Techlahoma's mission to "advance Oklahoma's tech community." However, 49% indicated that they believe the mission is to "provide a sense of community and continuing education" to Techlahoma members. Board members split along similar lines.

Why is this important? In short, it may not be. The mission of Techlahoma may be a greater vision for the future than is understood or communicated to members today. If so, then it is inconsequential and even expected that this divide exists.

If, however, the heart of the organization - its impact and programs - are truly centered around creating community and opportunities for social and professional development, then it would appear that the current mission statement is not the true center of the organization.



BY THEIR WORDS

"Mission is about people; not projects." - Todd Engstrom

What are Techlahoma's greatest strengths?

Annual conferences.

Inclusivity, especially what I've seen regarding the empowerment of women through groups/policies built to foster that type of environment.

#Slack channel.

Sense of community and ability for newbies to get started with it quickly.

No competition. Huge opportunity to build a real community of people who can drive tech in Oklahoma.

Opportunities for improvement?

There's no agile way to contribute to a project for those of us who only have a night or two per week to volunteer or work on something.

Talking about its successes; telling stories.

I find it really hard to get to know people at meet-ups. More targeted networking opportunities, please.

It's still a white, male tech clique... no vested interest in connecting with female, Latino, Black, Native American, [and] Arab groups. No real tech vision.

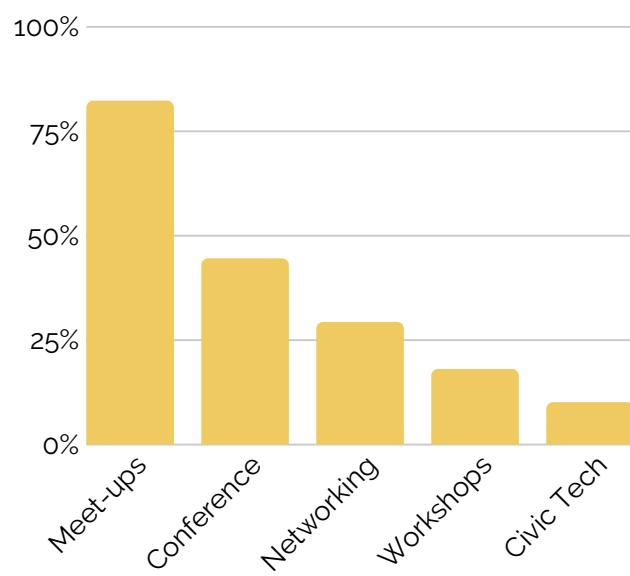
BY THEIR WORDS

PROGRAMS: What will you do to move the needle?

From a programmatic standpoint, one can easily see how the idea of "community" is prioritized by members and volunteers alike.

Key Takeaways:

- Outside of program-specific questions, 24.5% of respondents mention an annual conference, nearly two-thirds talk about #Slack, and 100% use the word "community."
- Meet-ups are by far the most popular program, but their retention rate is not good. More than half of respondents who have attended a meet-up do not attend consecutively, and 25% believe the quality of service provided by meet-ups needs work.
- Board and member feedback does not align on the value of workshops. Members value workshops (value: 63.5%) second only to meet-ups (value: 82.6%), but don't believe they are being executed well (quality: 26.5%). The board, conversely, collectively indicated that workshops are not of great value to constituents.



3.1 With which programs are you most familiar?

- #1 - Meet-ups**
- #2 - Workshops**
- #3 - Conferences**
- #4 - Networking**
- #5 - Civic Tech**

3.2 Program rank by value, according to survey

BY THEIR WORDS

"In a gentle way, you can shake the world." - Mahatma Gandhi

4.1 "Which outcomes do you expect to receive from Techlahoma programs? Which have you already received?



BY THEIR WORDS

"Culture eats strategy for breakfast." - Peter Drucker

To provide a more comprehensive picture of the level of affinity and trust members place in Techlahoma, Write On asked a series of reputation-based questions about key members of the board.

Overwhelmingly, survey respondents indicated they did not personally know top organization leaders, nor did they have an opinion about the community reputations of those leaders.

When surveying constituents and donors, in some cases, no news is good news. Leadership, however, is not an area in which we want to see constituents

at a loss for words. Be their sentiments positive or negative, an emotional response typically indicates a strong sense of loyalty and knowledge of key issues.

The fact that the large majority of Techlahoma supporters do not know or trust their leaders indicates a culture that lacks accountability and transparency and is not communicating effectively with its members.

"Transparency is extremely important. How is the board elected? Who served? What are the board roles? This information should be much easier to get to."

BY THEIR WORDS

REVENUE: A custom survey piece designed specifically for Techlahoma.

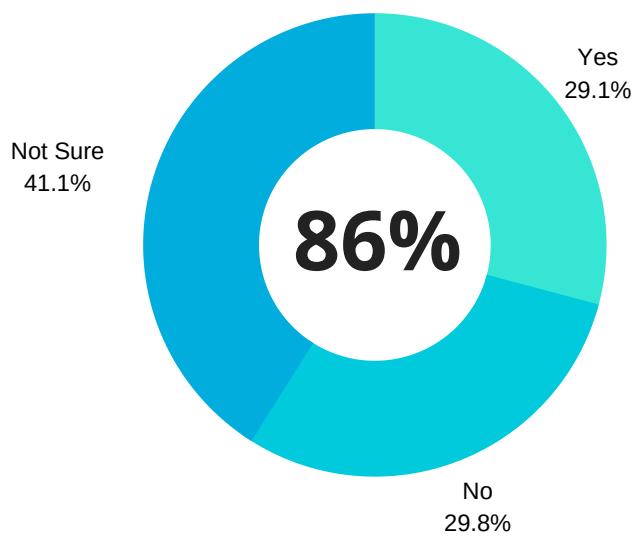
To determine if a formal membership program would be well-received by the Techlahoma base, Write On strategically posed three questions.

The first question asked constituents about change (without much context).

The second question outlined all the potential benefits of membership and asked respondents to select which benefits they might personally value.

The final question asked that respondents indicate a price point that they think might correspond to the benefits they selected.

5.1 "Do you think Techlahoma supporters would respond positively if the organization transitioned from "loose" affiliation with its constituents to a more formal membership-based infrastructure?"



Of the respondents who indicated "No" or "Not Sure" to the first question, 45.8% indicated they would pay \$50 annually for the benefits they selected; 31.8% said they would pay \$100 annually; and 1% indicated they would pay \$250 or more for membership each year."

Early Adopters = 29.1% | Late Majority = 56.9%

BY THE BUSINESS

"Sometimes, communications from Techlahoma can feel a bit spammy."

The strength of the membership of Techlahoma, even loosely affiliated, is an incredible accomplishment. To build a movement is no easy feat, and Techlahoma leadership should be proud of the favorable position the organization finds itself in today.

The business of the business, however, needs some work. While the board is acutely aware of capacity challenges (and is taking steps to mitigate) and aforementioned revenue strategy risks, marketing and communications issues persist and came up in all three areas of analysis: interviews, surveys, and systems audit.

Techlahoma suffers from having too many channels of communication as well as inconsistent and infrequent messaging.

Most respondents indicate they use five of the eight channels presented less than 10% of the time. Two of the most frequently cited information vehicles - meet-ups (50.33%) and word-of-mouth (27.8%) - are not official Techlahoma channels.

The lack of a cohesive communications strategy hearkens back to the cultural lack of transparency, and poses a significant barrier to fundraising.



BY THE BUSINESS

A toxic board culture: the greatest threat to Techlahoma right now.

Despite the incredible amount of work that founding volunteers put in to make Techlahoma a sustainable organization, data indicates that the nonprofit has a toxic board culture bubbling under the surface.

Take, for example, the percent of respondents who believe Techlahoma is, overall, doing a good job - 80%! By contrast, only 50% of board members feel the same.

Similarly, 40% of board members believe the organization's reputation

to be "Okay" or "Poor," while none, not a single survey respondent out of 150+, gave the organization low marks.

The board splits nearly down the middle on how it rates effectiveness as well, with more new members viewing the organization positively than early or founding members.

Simply put, low moral on the board of Techlahoma is symptomatic of the organization's success. Today's board is at risk for burnout, and is likely already seeing early signs of martyrdom and disengagement.



BY THEIR WORDS

An encore.

The stability, dependability, and loyalty of the central crew [is Techlahoma's greatest strength].

I'm impressed with the level of organization. Great job, guys.

By tech people for tech people!

The Twitch streams to me is honestly the biggest accomplishment in general. It can take 30+ to make the drive to downtown OKC so having the ability to remote makes it possible for people down in Norman, for example, to participate.

There's a real sense of community, volunteer support, and encouragement at Techlahoma.

I absolutely love chatting with the people I meet on #Slack.

I attended the 2018 conference and there were many wonderful speakers. A gathering of that caliber of presenters was pretty cool.

Being consistent in hosting and sponsoring the majority of tech events in the state is awesome.

RECOMMENDATIONS

"You can never cross the ocean until you have the courage to lose sight of the shore." - Andre Gilde

#1 - Bridge Plan. It is the recommendation of Write On Fundraising that Techlahoma implement a Bridge Plan that clearly outlines why the organization exists, how it impacts the world, what its programs are, and what action steps are needed over the next 12 months to realize the organization's short-term goals. This will include work on:

- Mission statement
- Program clarification
- Communication planning
- Staff and board organizational charts

#2 - Existential Threats. Techlahoma has time before a new revenue program can be implemented and Executive Director hired. Take advantage of the timeline to address the organization's existential (cultural) threats: volunteer burnout, race and gender bias, and donor-centricity.

#3 - Annual Fund Design. It is our conclusion that Techlahoma is fundraising ready. As outlined in Phase Two of our initial proposal, the next step is to the design of a comprehensive revenue strategy with a formal membership program as a primary instrument.

APPENDICES

Appendix A - Techlahoma Fundraising Readiness Survey Results

Survey responses from 150+ constituents from February and March, 2020

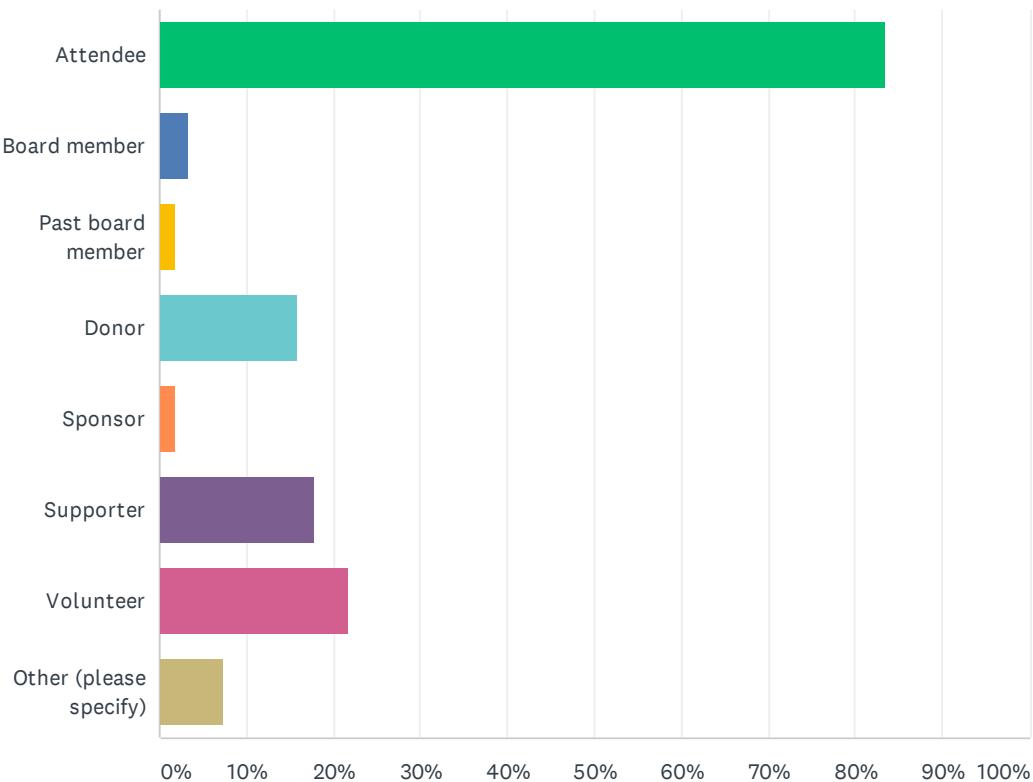
Appendix B - Techlahoma Financials

Income Statements and Balance Sheets, 2017-2020



Q1 What is your relationship to Techlahoma? (Select all that apply)

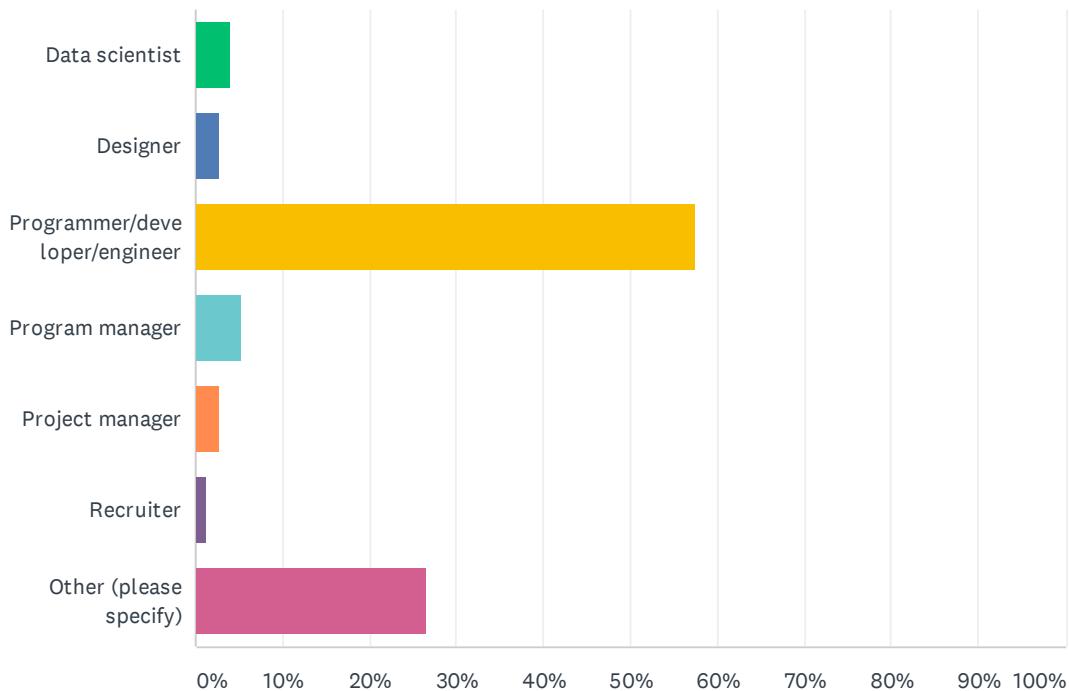
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES
Attendee	83.44% 126
Board member	3.31% 5
Past board member	1.99% 3
Donor	15.89% 24
Sponsor	1.99% 3
Supporter	17.88% 27
Volunteer	21.85% 33
Other (please specify)	7.28% 11
Total Respondents: 151	

Q2 What of the following best describes your profession?

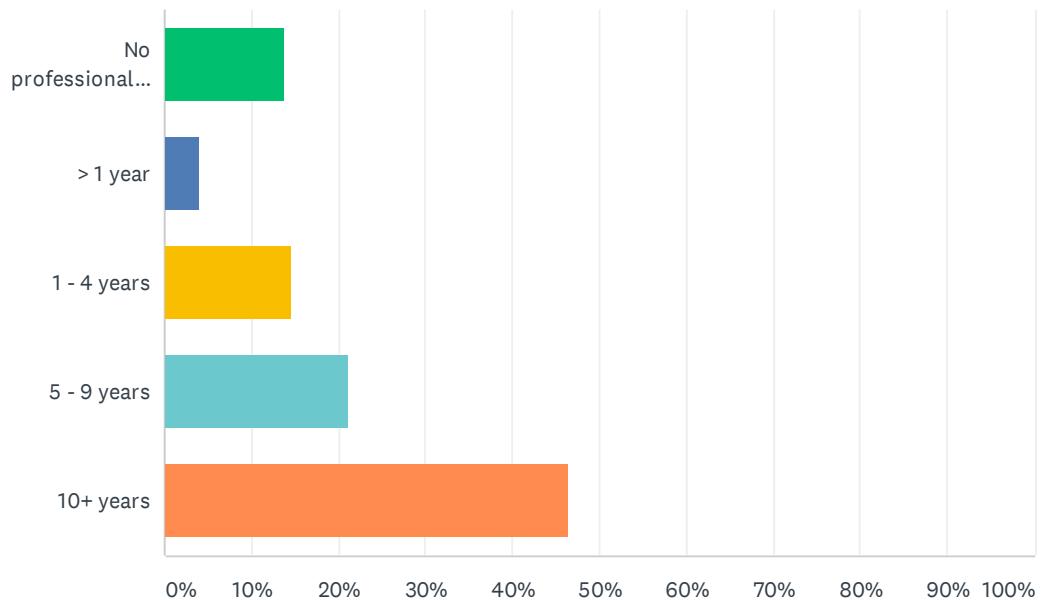
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES
Data scientist	3.97%
Designer	2.65%
Programmer/developer/engineer	57.62%
Program manager	5.30%
Project manager	2.65%
Recruiter	1.32%
Other (please specify)	26.49%
TOTAL	151

Q3 How many years of professional tech experience do you have?

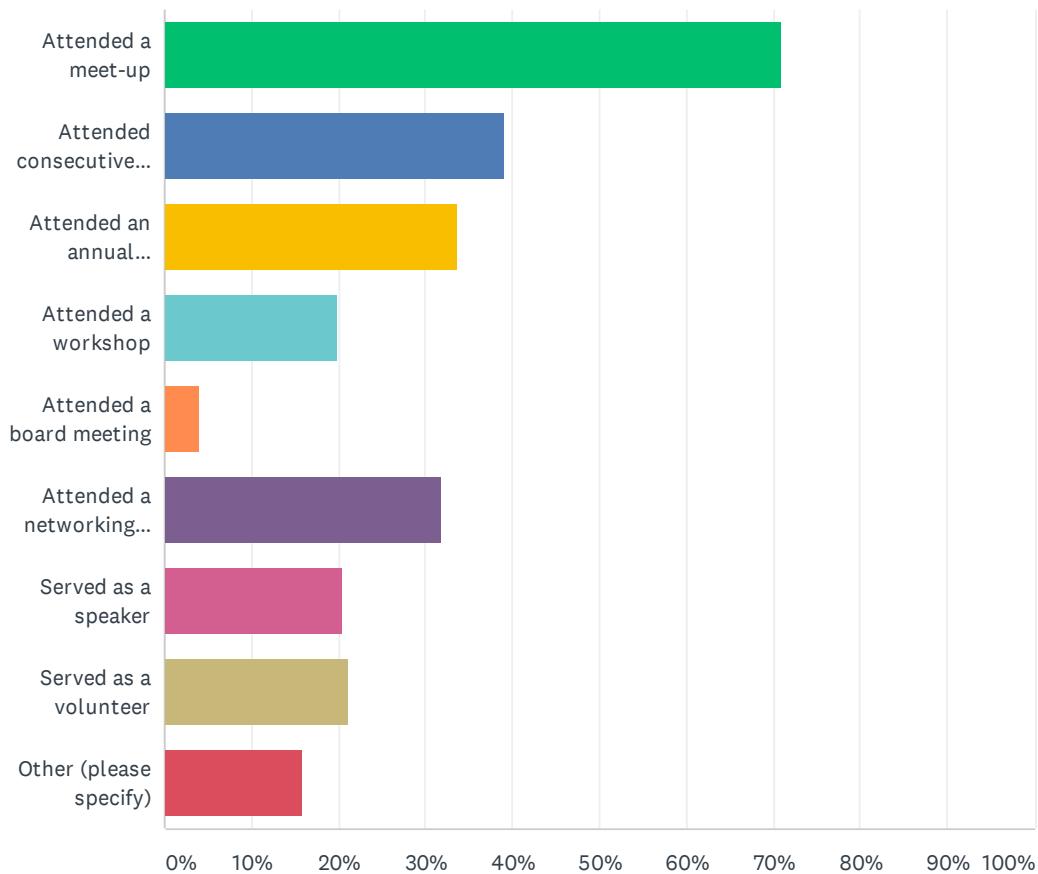
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
No professional tech experience (yet)	13.91%	21
> 1 year	3.97%	6
1 - 4 years	14.57%	22
5 - 9 years	21.19%	32
10+ years	46.36%	70
TOTAL		151

Q4 Which of the following Techlahoma activities did you participate in during 2019?

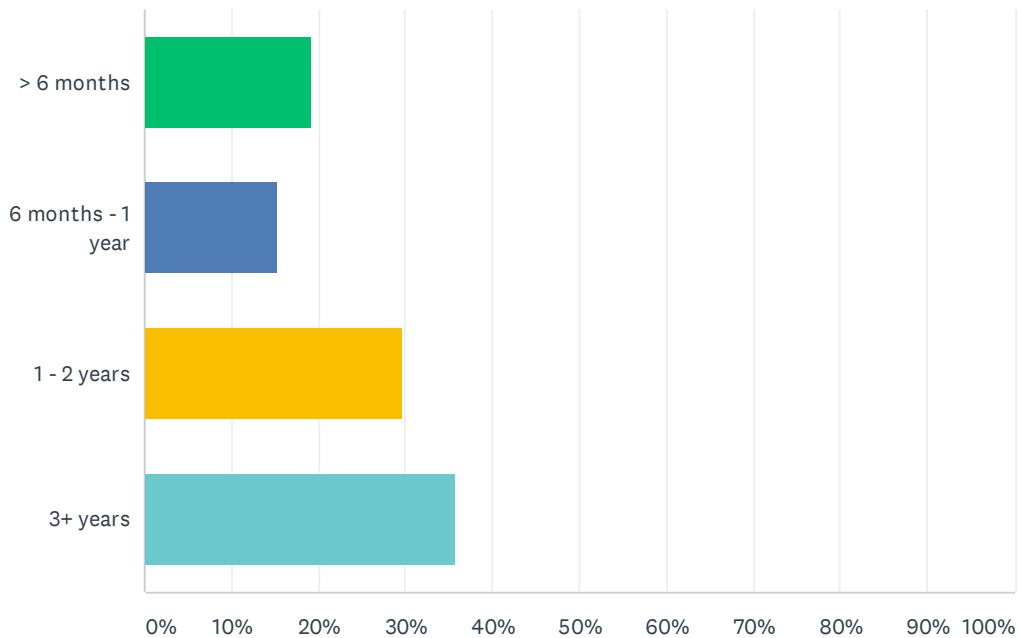
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES
Attended a meet-up	70.86% 107
Attended consecutive meet-ups	39.07% 59
Attended an annual conference	33.77% 51
Attended a workshop	19.87% 30
Attended a board meeting	3.97% 6
Attended a networking event	31.79% 48
Served as a speaker	20.53% 31
Served as a volunteer	21.19% 32
Other (please specify)	15.89% 24
Total Respondents: 151	

Q5 How long have you been actively involved with Techlahoma and/or attending the organization's events?

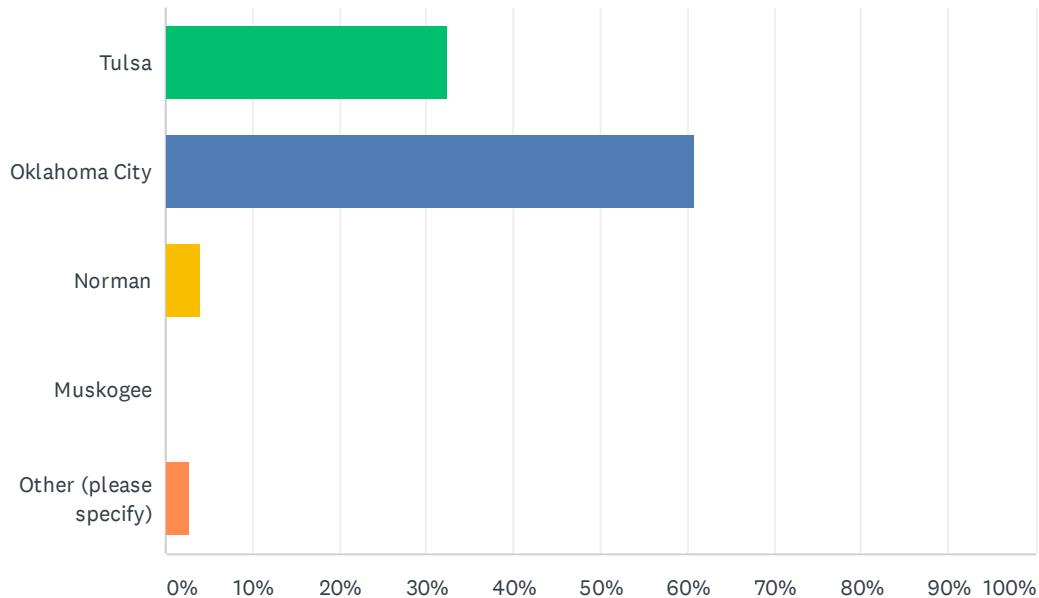
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
> 6 months	19.21%	29
6 months - 1 year	15.23%	23
1 - 2 years	29.80%	45
3+ years	35.76%	54
TOTAL		151

Q6 Where do you primarily attend events?

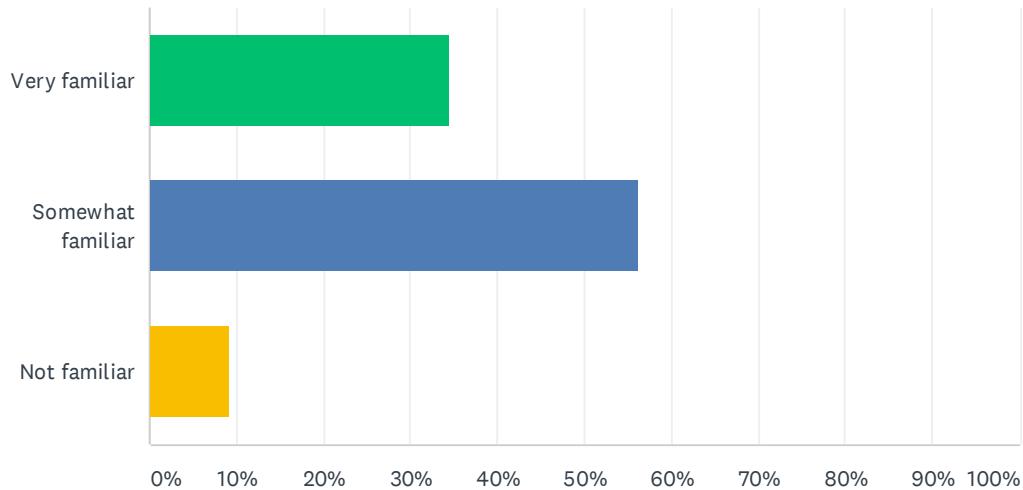
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Tulsa	32.45%	49
Oklahoma City	60.93%	92
Norman	3.97%	6
Muskogee	0.00%	0
Other (please specify)	2.65%	4
TOTAL		151

Q7 How familiar are you with Techlahoma?

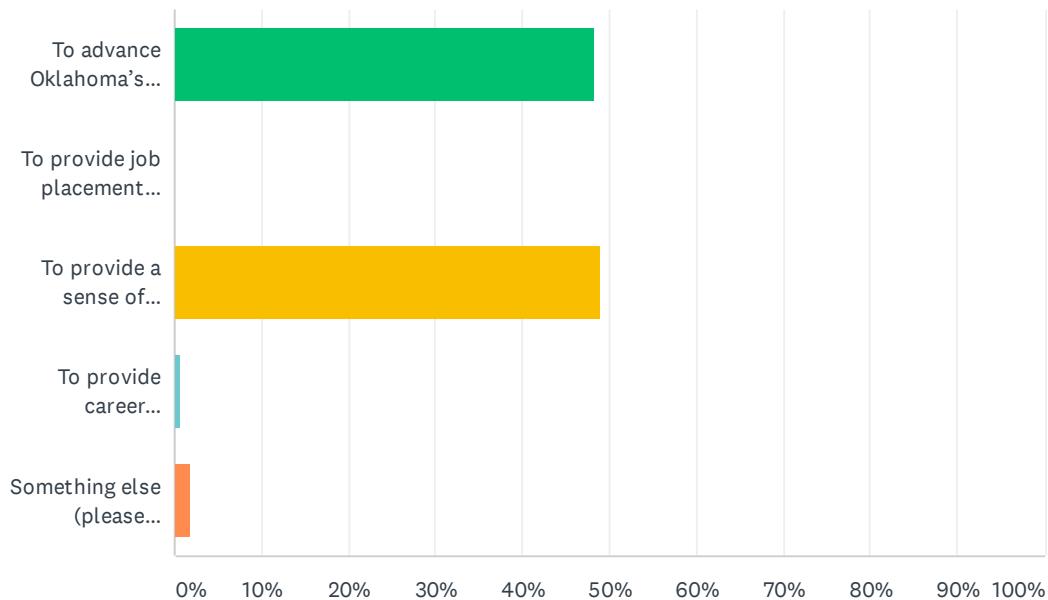
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Very familiar	34.44%	52
Somewhat familiar	56.29%	85
Not familiar	9.27%	14
TOTAL		151

Q8 In your opinion, which statement best encapsulates the mission of Techlahoma?

Answered: 151 Skipped: 0



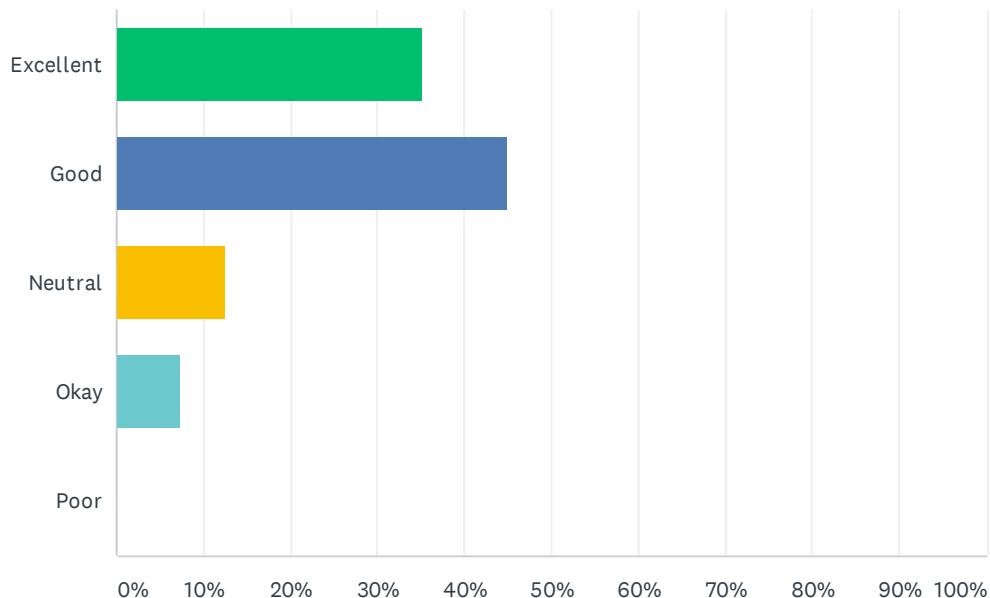
ANSWER CHOICES	RESPONSES	
To advance Oklahoma's grassroots tech community	48.34%	73
To provide job placement services for the Oklahoma tech community	0.00%	0
To provide a sense of community and continuing education for Oklahoma's tech community	49.01%	74
To provide career advancement opportunities to Oklahoma's computer programmers	0.66%	1
Something else (please specify)	1.99%	3
TOTAL		151

Q9 Please list some of the organization's most recent or most important accomplishments.

Answered: 151 Skipped: 0

Q10 How would you characterize Techlahoma's organizational reputation?

Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	35.10%	53
Good	45.03%	68
Neutral	12.58%	19
Okay	7.28%	11
Poor	0.00%	0
TOTAL		151

Q11 In your opinion, what are the organization's greatest strengths?

Answered: 151 Skipped: 0

Q12 What are some of Techlahoma's greatest opportunities for improvement?

Answered: 151 Skipped: 0

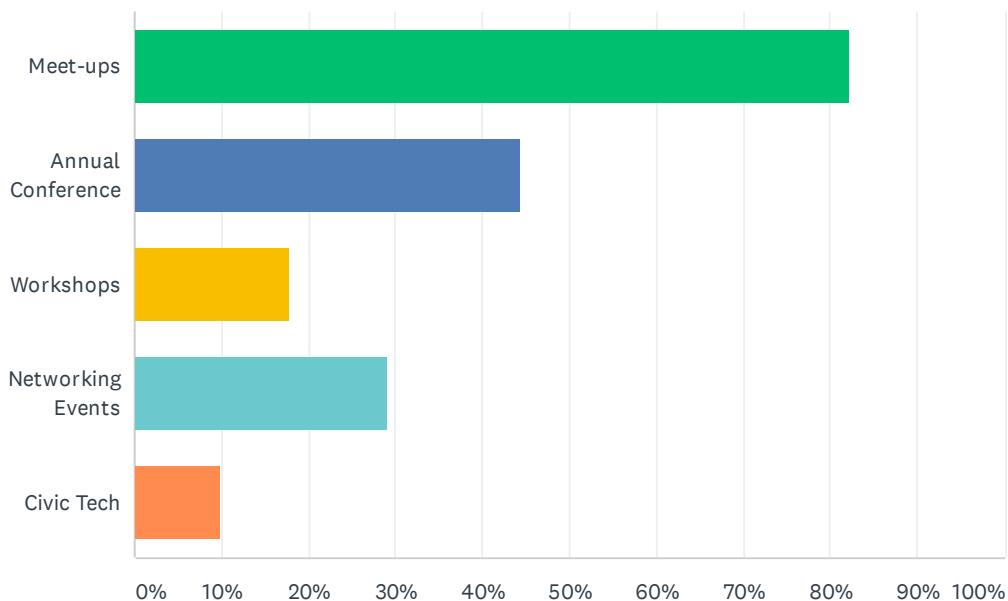
Q13 If you had to describe Techlahoma programs in three words, what would they be?

Answered: 151 Skipped: 0

ANSWER CHOICES	RESPONSES	
One	100.00%	151
Two	96.69%	146
Three	94.70%	143

Q14 With which Techlahoma programs are you most familiar? "Familiar" would be defined as the extent to which you can clearly articulate the focus and goals of a particular program.

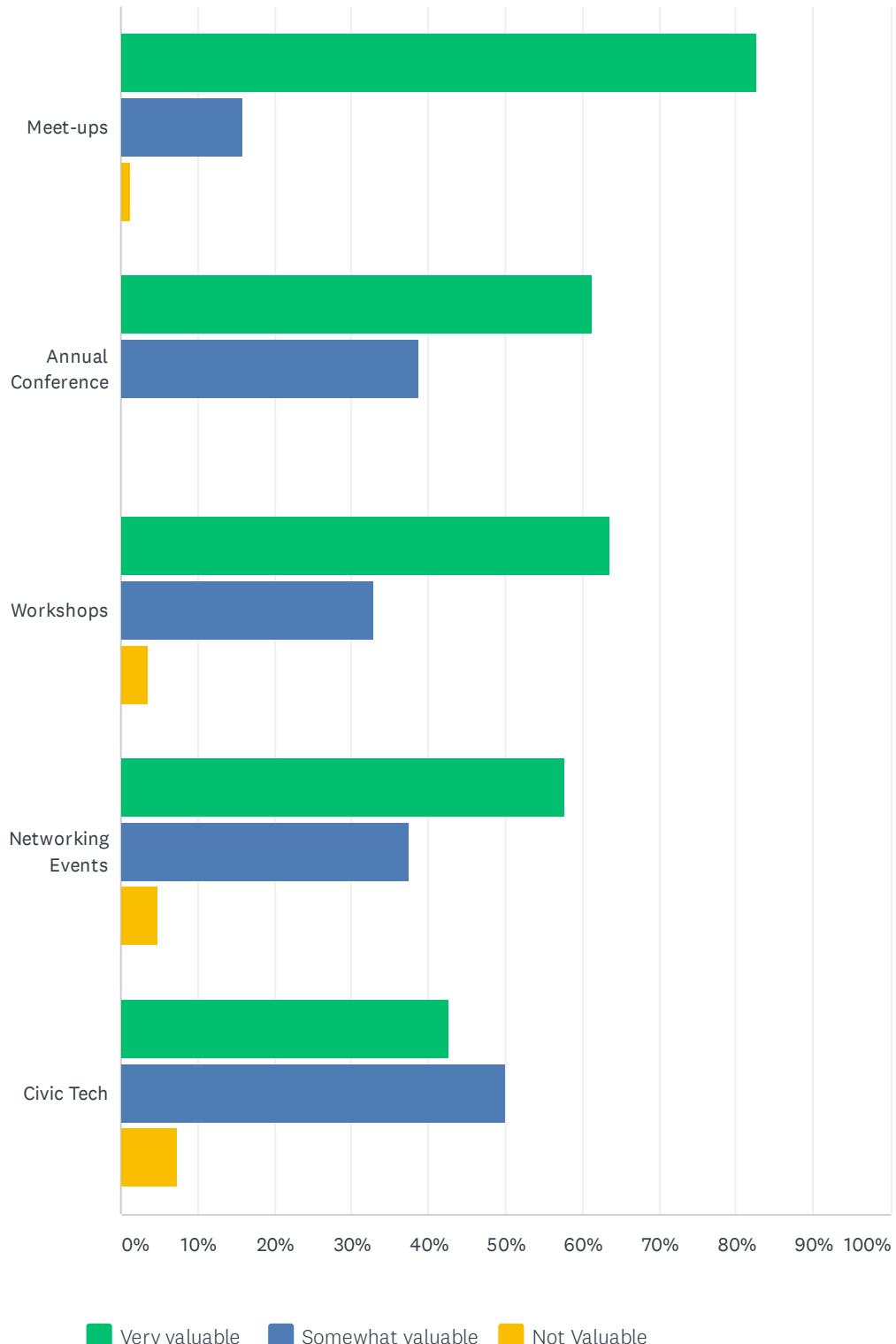
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES
Meet-ups	82.12% 124
Annual Conference	44.37% 67
Workshops	17.88% 27
Networking Events	29.14% 44
Civic Tech	9.93% 15
Total Respondents: 151	

Q15 In your opinion, what is the value of each of these programs to Techlahoma supporters?

Answered: 151 Skipped: 0

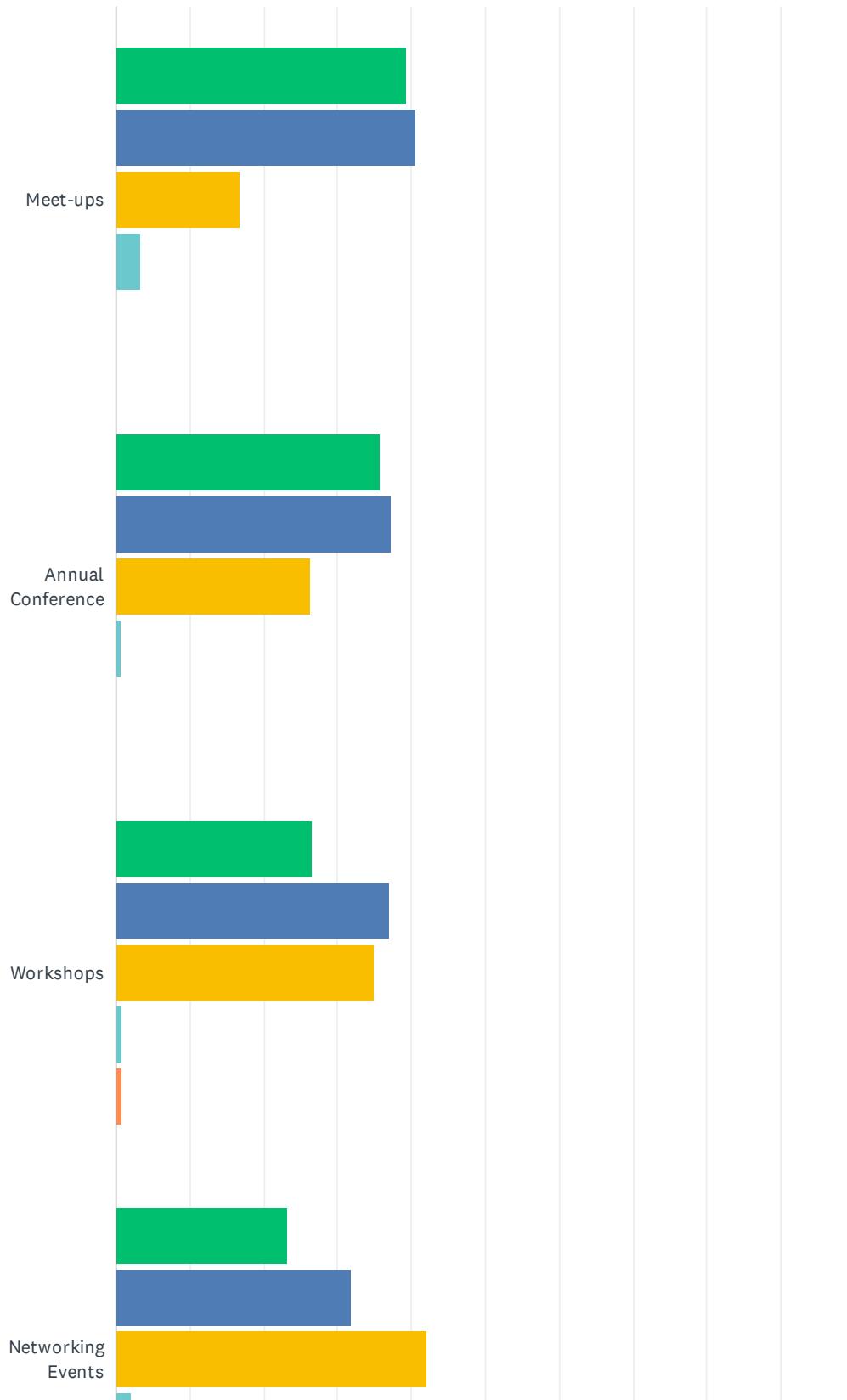


Techlahoma Survey

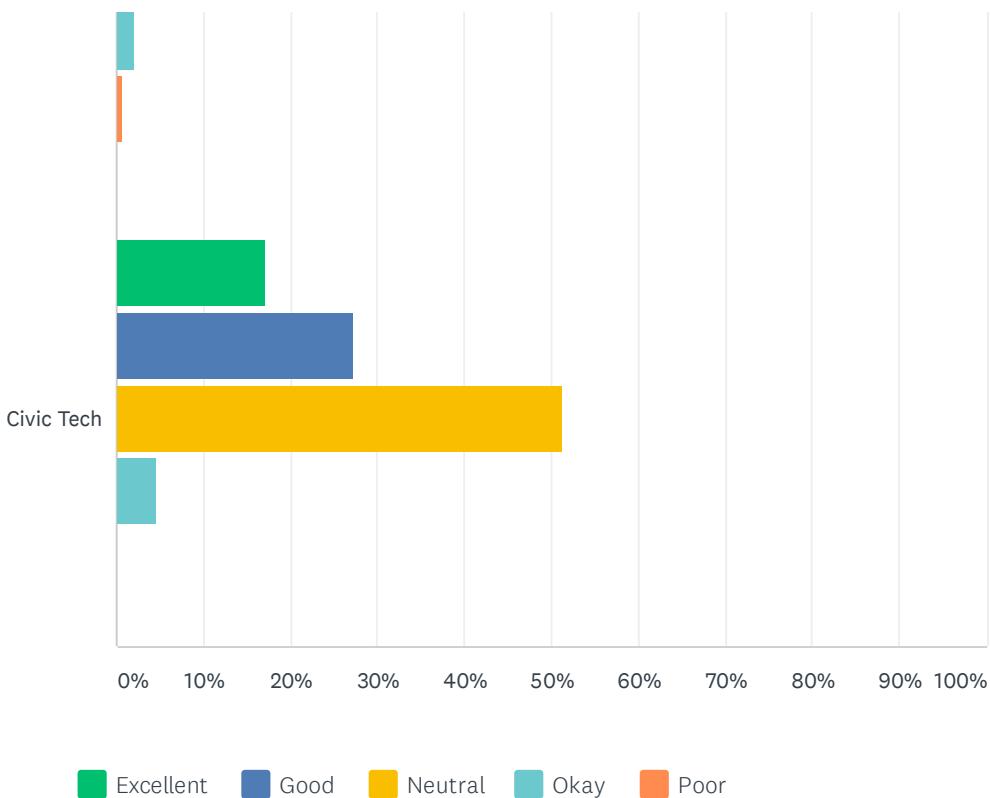
	VERY VALUABLE	SOMEWHAT VALUABLE	NOT VALUABLE	TOTAL	WEIGHTED AVERAGE
Meet-ups	82.67% 124	16.00% 24	1.33% 2	150	1.19
Annual Conference	61.38% 89	38.62% 56	0.00% 0	145	1.39
Workshops	63.57% 89	32.86% 46	3.57% 5	140	1.40
Networking Events	57.64% 83	37.50% 54	4.86% 7	144	1.47
Civic Tech	42.75% 59	50.00% 69	7.25% 10	138	1.64

Q16 In your opinion, what is the quality of service provided to Techlahoma supporters through these programs?

Answered: 151 Skipped: 0



Techlahoma Survey

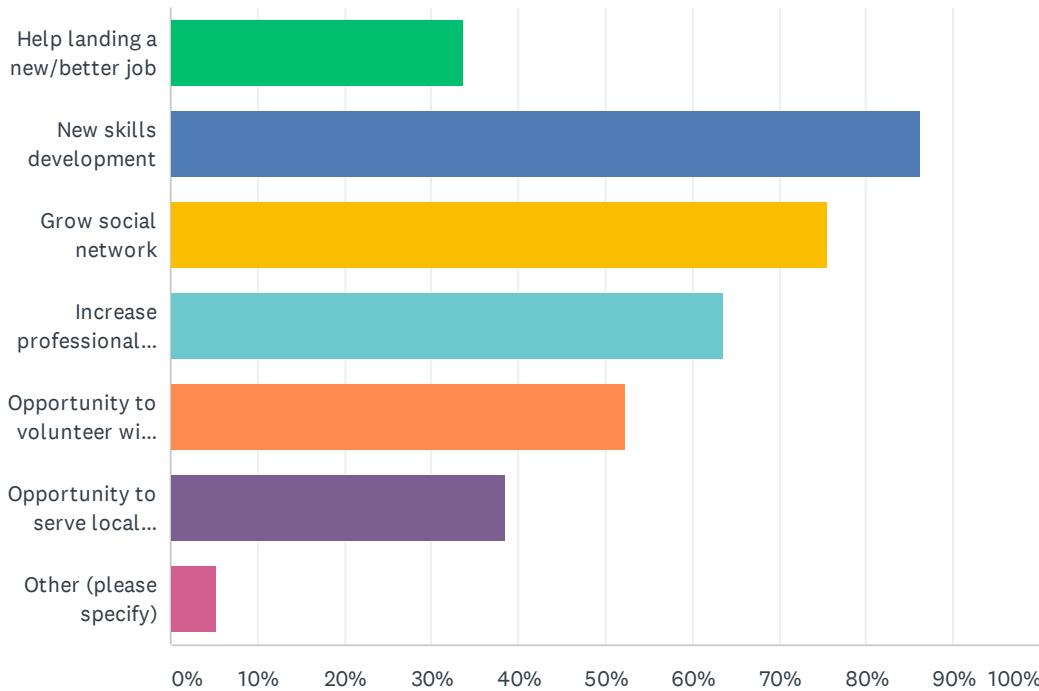


Excellent Good Neutral Okay Poor

	EXCELLENT	GOOD	NEUTRAL	OKAY	POOR	TOTAL	WEIGHTED AVERAGE
Meet-ups	39.33% 59	40.67% 61	16.67% 25	3.33% 5	0.00% 0	150	1.84
Annual Conference	35.71% 50	37.14% 52	26.43% 37	0.71% 1	0.00% 0	140	1.92
Workshops	26.52% 35	37.12% 49	34.85% 46	0.76% 1	0.76% 1	132	2.12
Networking Events	23.19% 32	31.88% 44	42.03% 58	2.17% 3	0.72% 1	138	2.25
Civic Tech	17.05% 22	27.13% 35	51.16% 66	4.65% 6	0.00% 0	129	2.43

Q17 Which outcomes do you expect to achieve from Techlahoma programs in the future? (Select all that apply)

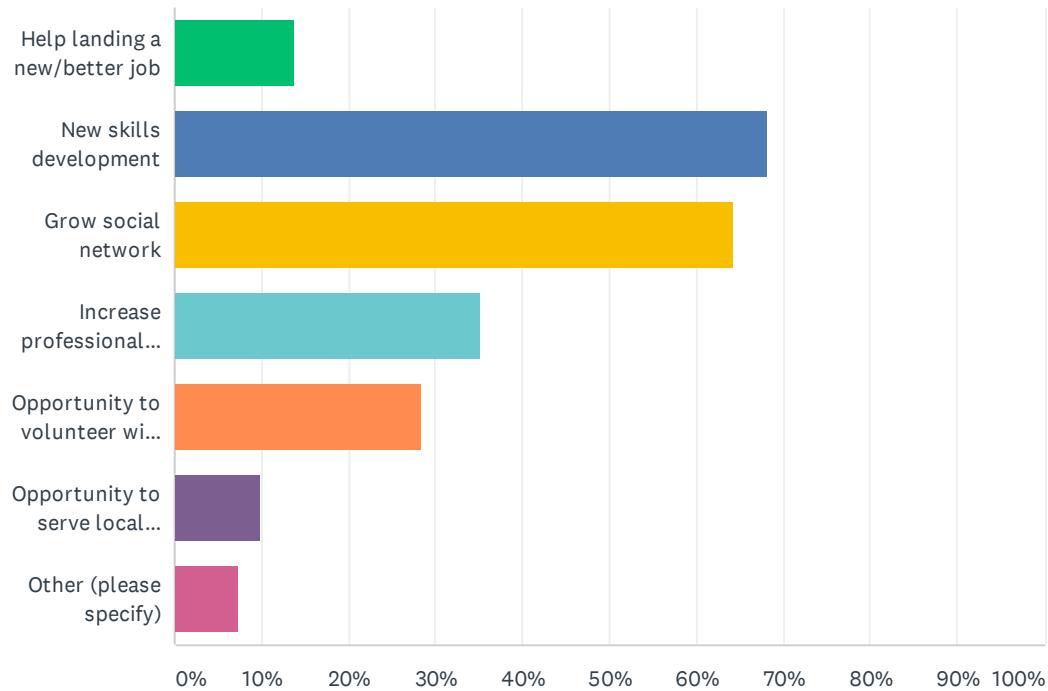
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Help landing a new/better job	33.77%	51
New skills development	86.09%	130
Grow social network	75.50%	114
Increase professional sphere of influence	63.58%	96
Opportunity to volunteer with Techlahoma	52.32%	79
Opportunity to serve local communities through Civic Tech	38.41%	58
Other (please specify)	5.30%	8
Total Respondents: 151		

Q18 Which have you already achieved? (Select all that apply)

Answered: 151 Skipped: 0



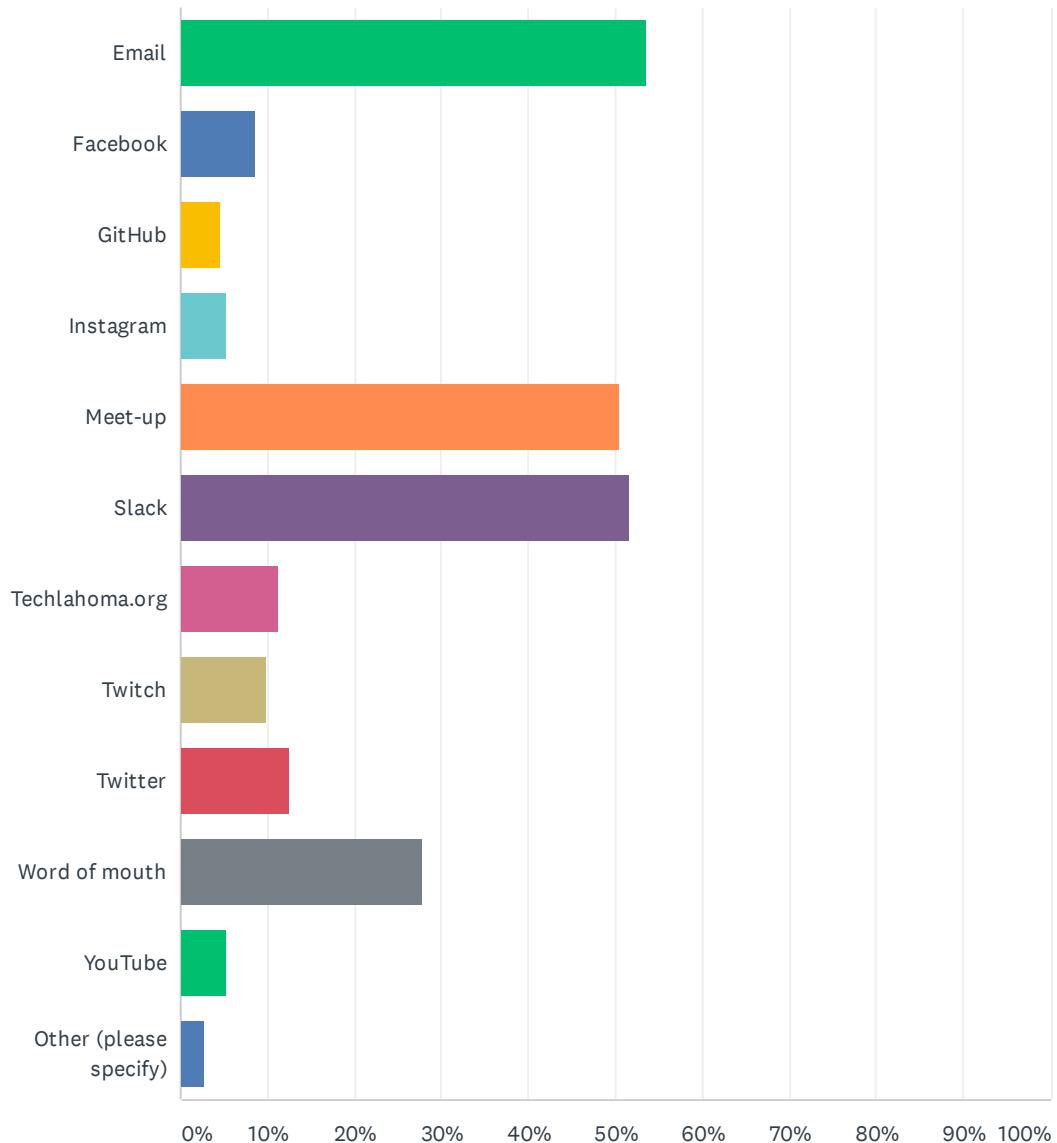
ANSWER CHOICES	RESPONSES	
Help landing a new/better job	13.91%	21
New skills development	68.21%	103
Grow social network	64.24%	97
Increase professional sphere of influence	35.10%	53
Opportunity to volunteer with Techlahoma	28.48%	43
Opportunity to serve local communities through Civic Tech	9.93%	15
Other (please specify)	7.28%	11
Total Respondents: 151		

Q19 How can Techlahoma better serve the Oklahoma technology community?

Answered: 151 Skipped: 0

Q20 How do you primarily receive information about Techlahoma programs and opportunities? (Select all that apply)

Answered: 151 Skipped: 0



Techlahoma Survey

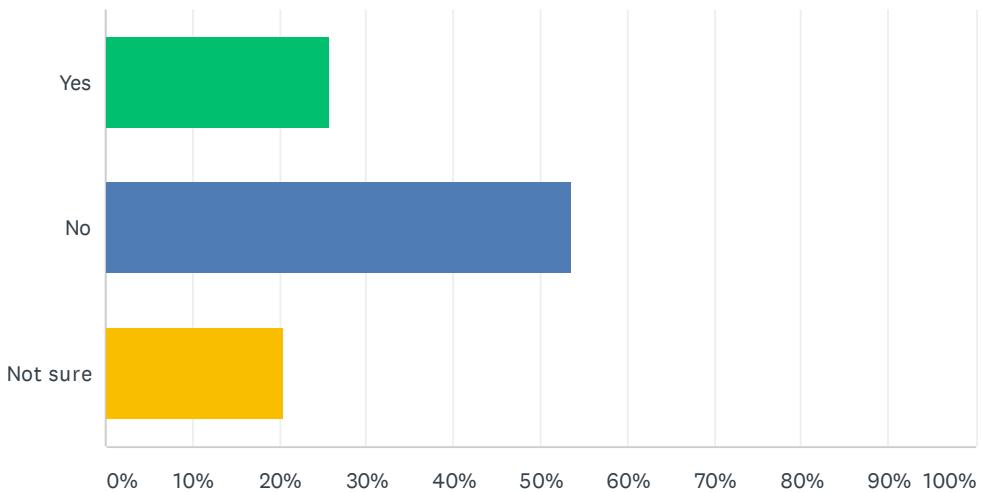
ANSWER CHOICES	RESPONSES
Email	53.64% 81
Facebook	8.61% 13
GitHub	4.64% 7
Instagram	5.30% 8
Meet-up	50.33% 76
Slack	51.66% 78
Techlahoma.org	11.26% 17
Twitch	9.93% 15
Twitter	12.58% 19
Word of mouth	27.81% 42
YouTube	5.30% 8
Other (please specify)	2.65% 4
Total Respondents: 151	

Q21 Please list any other ways you would prefer to receive information from Techlahoma.

Answered: 151 Skipped: 0

Q22 Are you familiar with the members of the board of directors for Techlahoma?

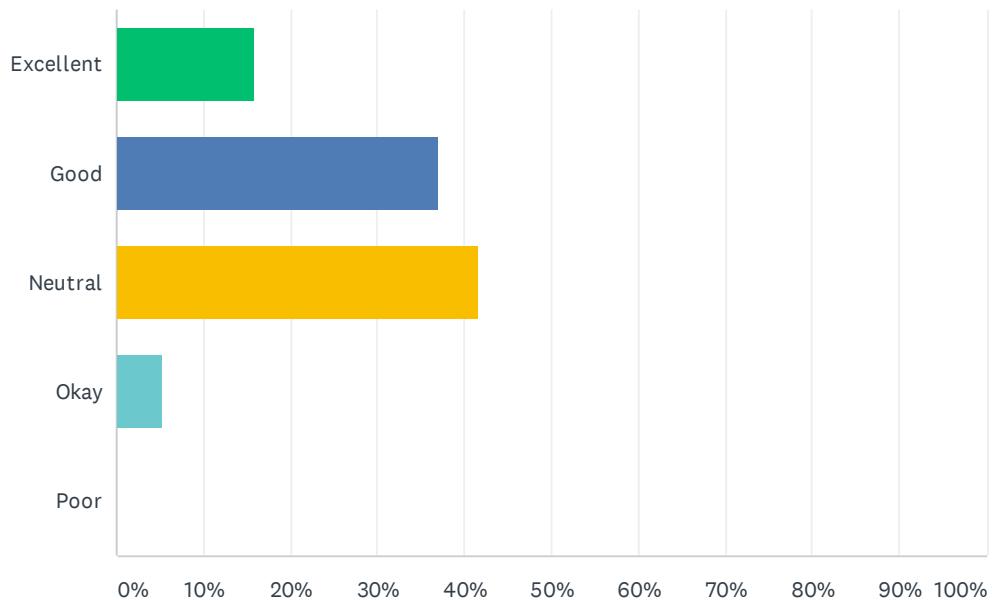
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	25.83%	39
No	53.64%	81
Not sure	20.53%	31
TOTAL		151

Q23 In your opinion, how would you rate the effectiveness of Techlahoma's board?

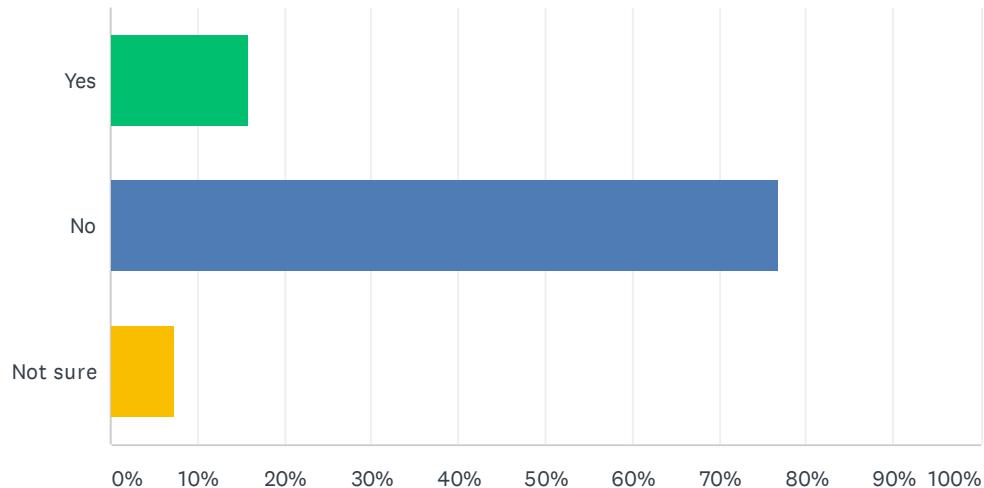
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	15.89%	24
Good	37.09%	56
Neutral	41.72%	63
Okay	5.30%	8
Poor	0.00%	0
TOTAL		151

Q24 Do you know current board president Kendall Werts?

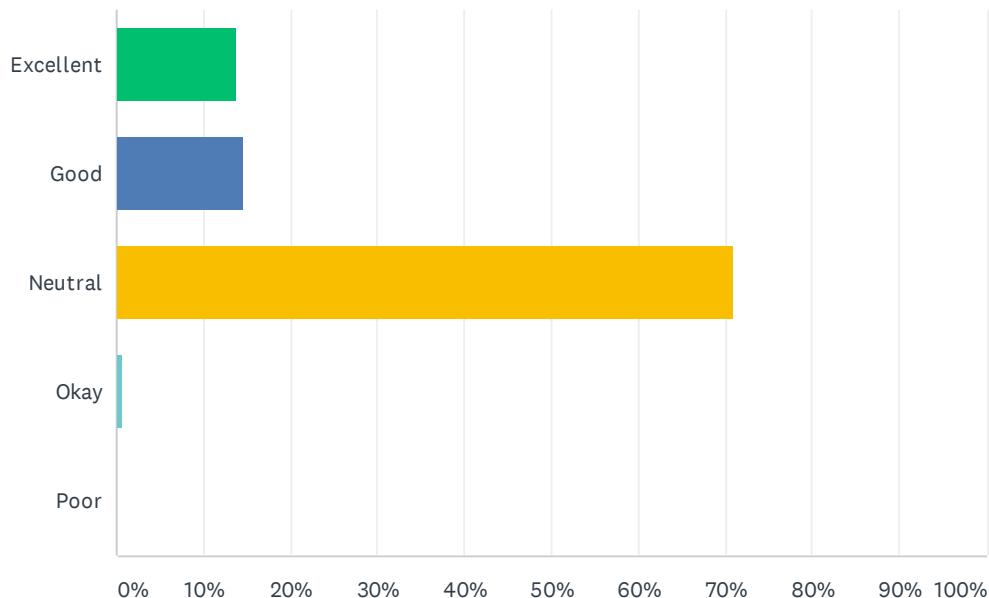
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	15.89%	24
No	76.82%	116
Not sure	7.28%	11
TOTAL		151

Q25 How would you describe Kendall's reputation in the community?

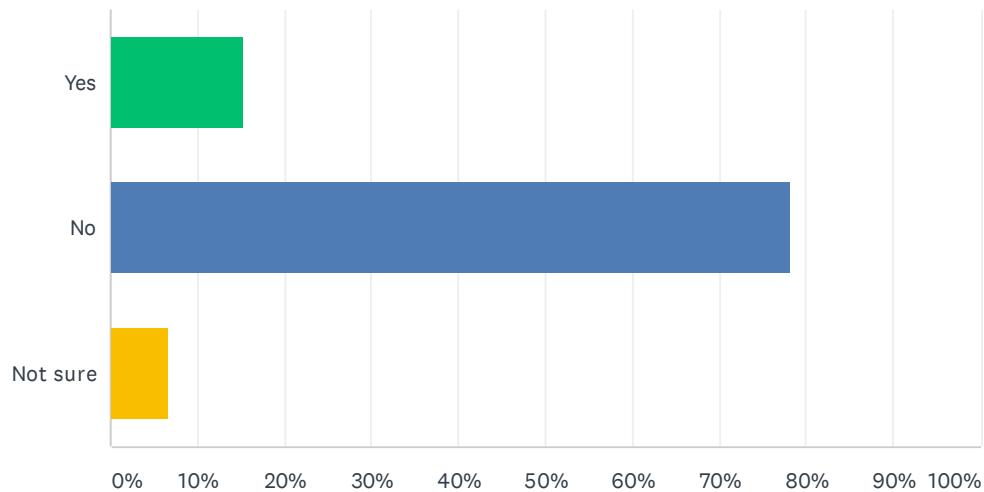
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	13.91%	21
Good	14.57%	22
Neutral	70.86%	107
Okay	0.66%	1
Poor	0.00%	0
TOTAL		151

Q26 Do you know past president (and current vice president) Jeff Lowe?

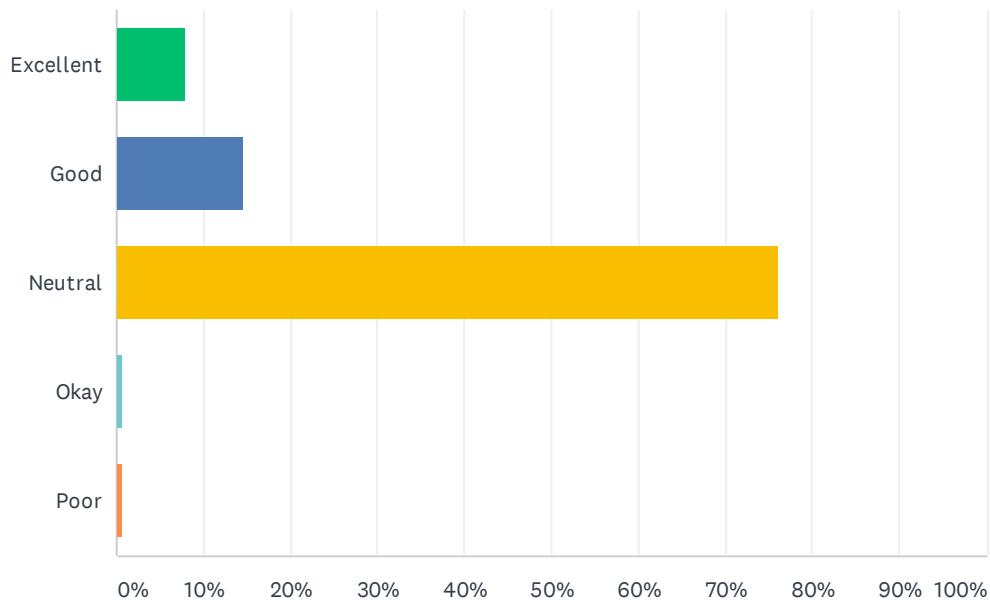
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	15.23%	23
No	78.15%	118
Not sure	6.62%	10
TOTAL		151

Q27 How would you describe Jeff's reputation in the community?

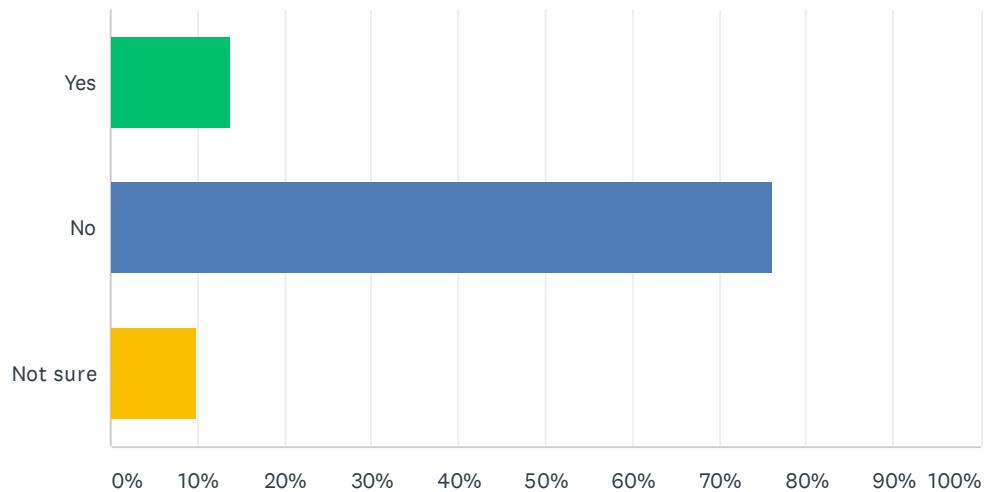
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	7.95%	12
Good	14.57%	22
Neutral	76.16%	115
Okay	0.66%	1
Poor	0.66%	1
TOTAL		151

Q28 Do you know current user group committee chair Kristin Garcia?

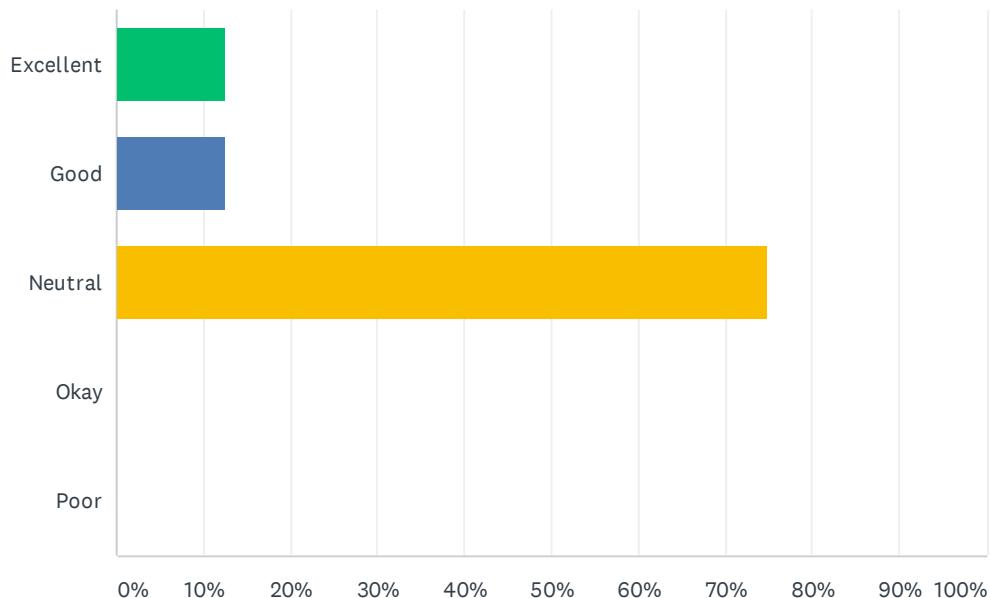
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	13.91%	21
No	76.16%	115
Not sure	9.93%	15
TOTAL		151

Q29 How would you describe Kristin's reputation in the community?

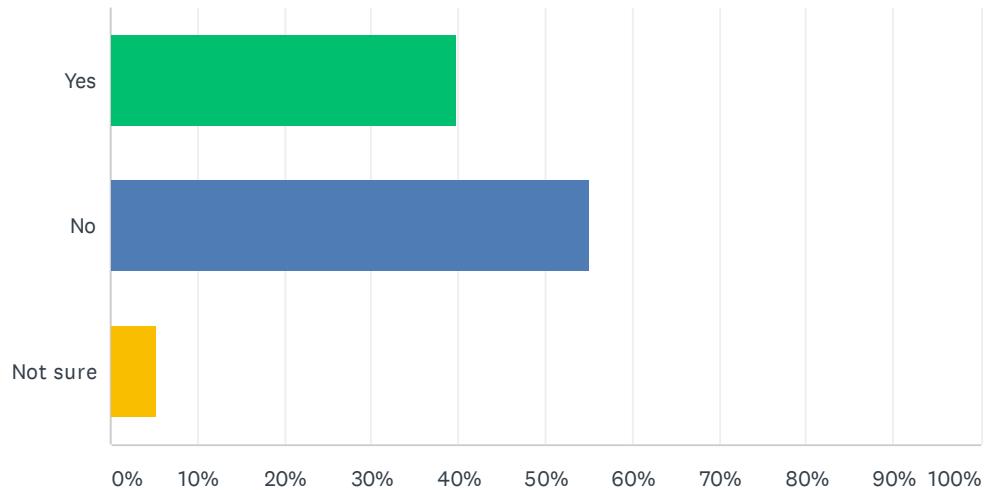
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	12.58%	19
Good	12.58%	19
Neutral	74.83%	113
Okay	0.00%	0
Poor	0.00%	0
TOTAL		151

Q30 Do you know previous vice president Luke Crouch?

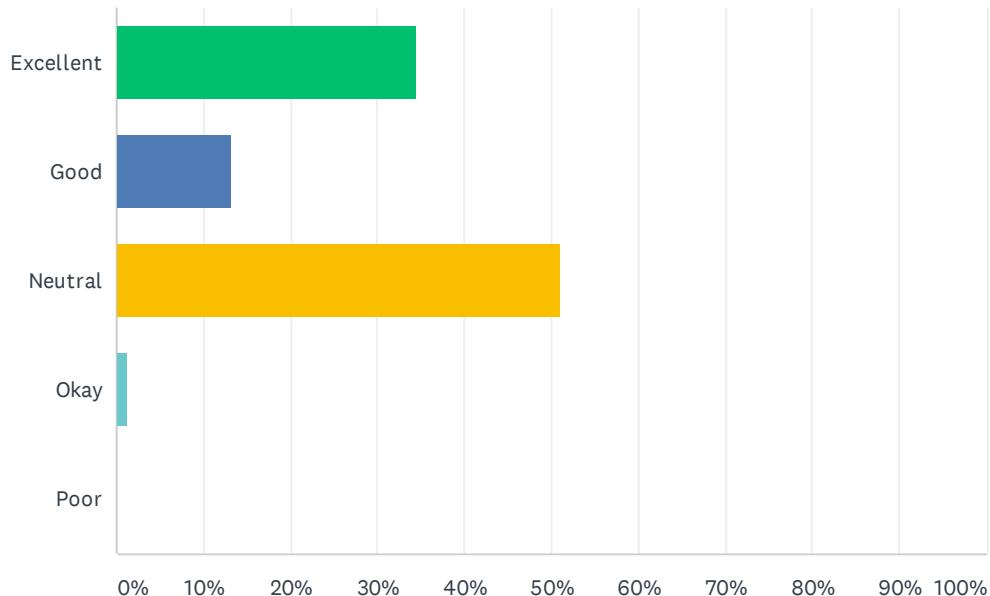
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	39.74%	60
No	54.97%	83
Not sure	5.30%	8
TOTAL		151

Q31 How would you describe Luke's reputation in the community?

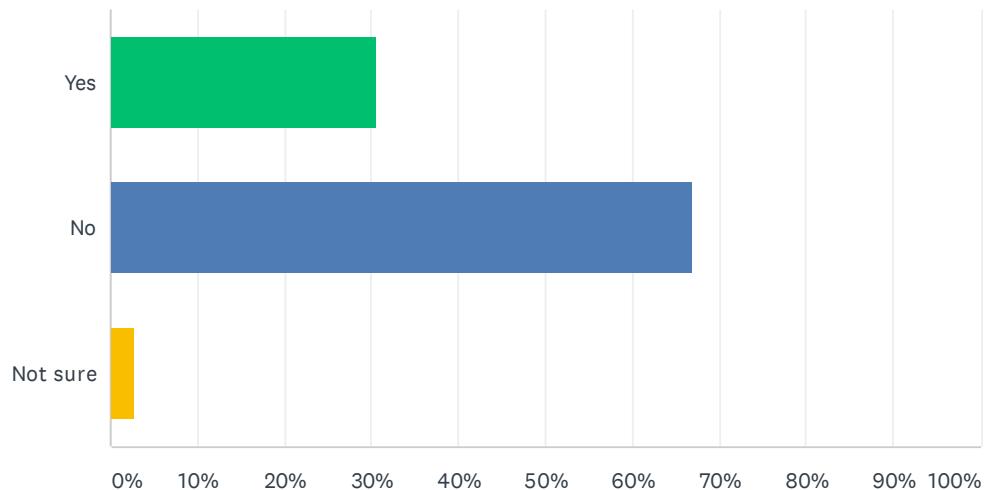
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	34.44%	52
Good	13.25%	20
Neutral	50.99%	77
Okay	1.32%	2
Poor	0.00%	0
TOTAL		151

Q32 Do you know former president Vance Lucas?

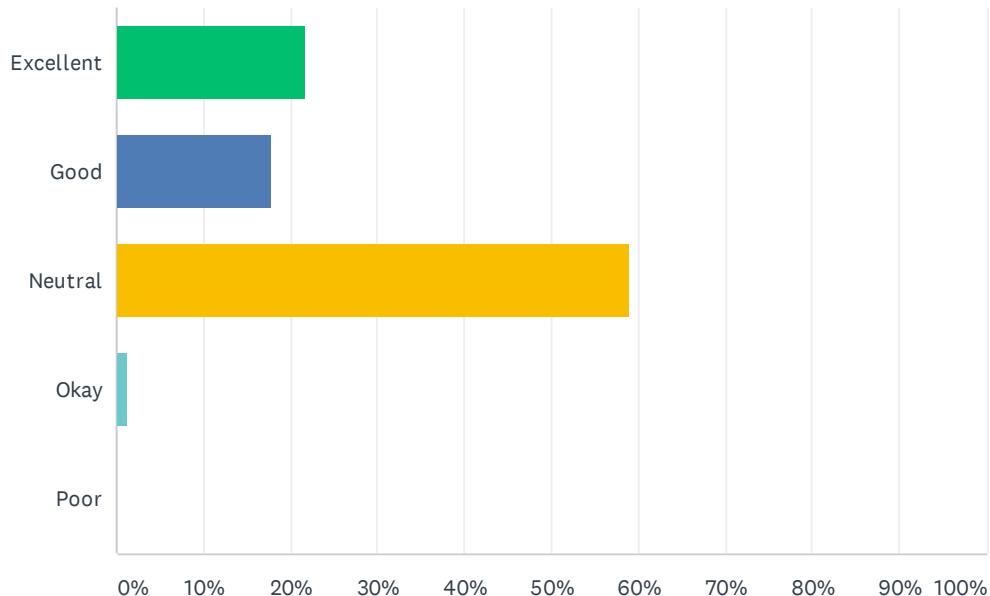
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	30.46%	46
No	66.89%	101
Not sure	2.65%	4
TOTAL		151

Q33 How would you describe Vance's reputation in the community?

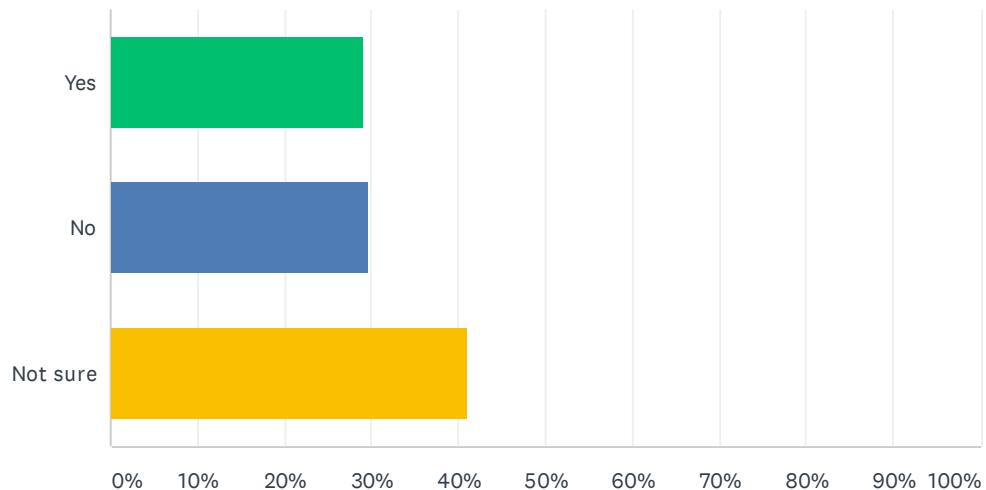
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Excellent	21.85%	33
Good	17.88%	27
Neutral	58.94%	89
Okay	1.32%	2
Poor	0.00%	0
TOTAL		151

Q34 Do you think Techlahoma supporters would respond positively if the organization transitioned from a “loose affiliation” with its constituents to a more formal membership-based infrastructure?

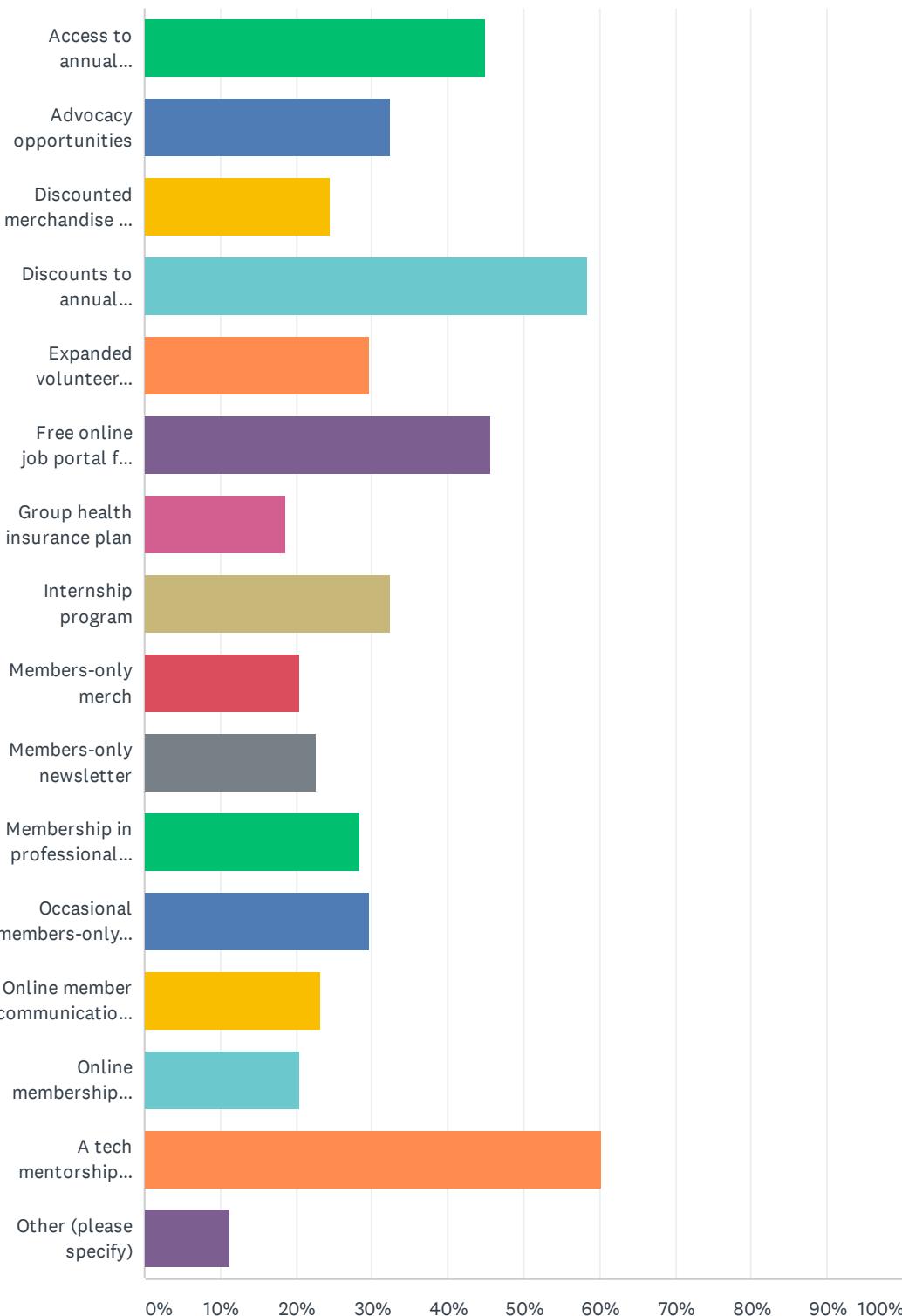
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	29.14%	44
No	29.80%	45
Not sure	41.06%	62
TOTAL		151

Q35 Which of the following benefits might you be interested in, if the organization were to entertain the idea of formal memberships? (Select all that apply)

Answered: 151 Skipped: 0

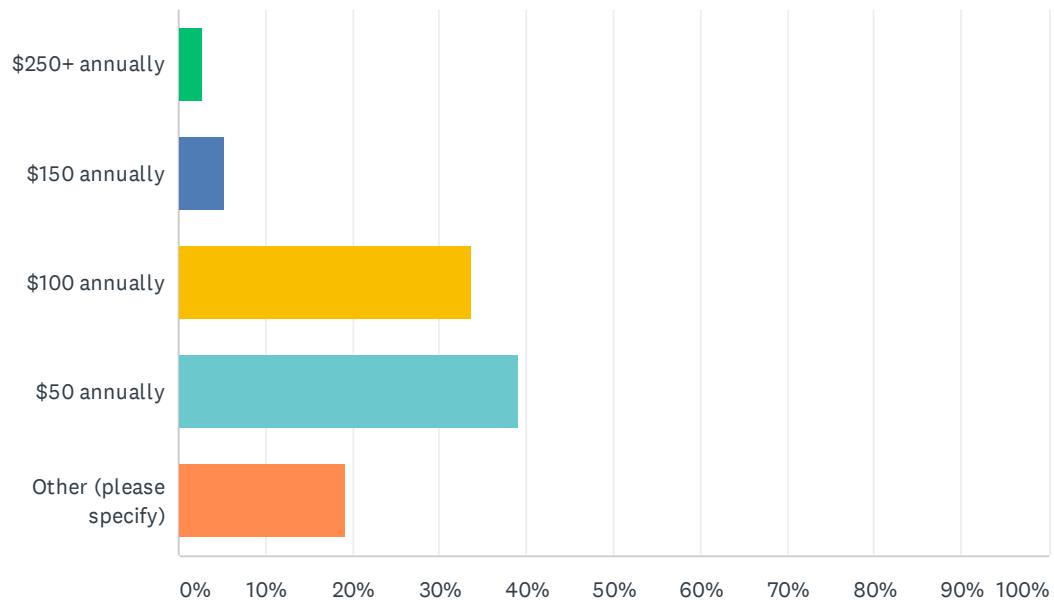


Techlahoma Survey

ANSWER CHOICES	RESPONSES
Access to annual Techlahoma Salary Survey results	45.03% 68
Advocacy opportunities	32.45% 49
Discounted merchandise in the Techlahoma store	24.50% 37
Discounts to annual conferences	58.28% 88
Expanded volunteer opportunities	29.80% 45
Free online job portal for job seekers	45.70% 69
Group health insurance plan	18.54% 28
Internship program	32.45% 49
Members-only merch	20.53% 31
Members-only newsletter	22.52% 34
Membership in professional affinity groups	28.48% 43
Occasional members-only meet-ups	29.80% 45
Online member communications portal	23.18% 35
Online membership badge	20.53% 31
A tech mentorship program	60.26% 91
Other (please specify)	11.26% 17
Total Respondents: 151	

Q36 What price point would you expect to see for a membership program that featured some of these benefits?

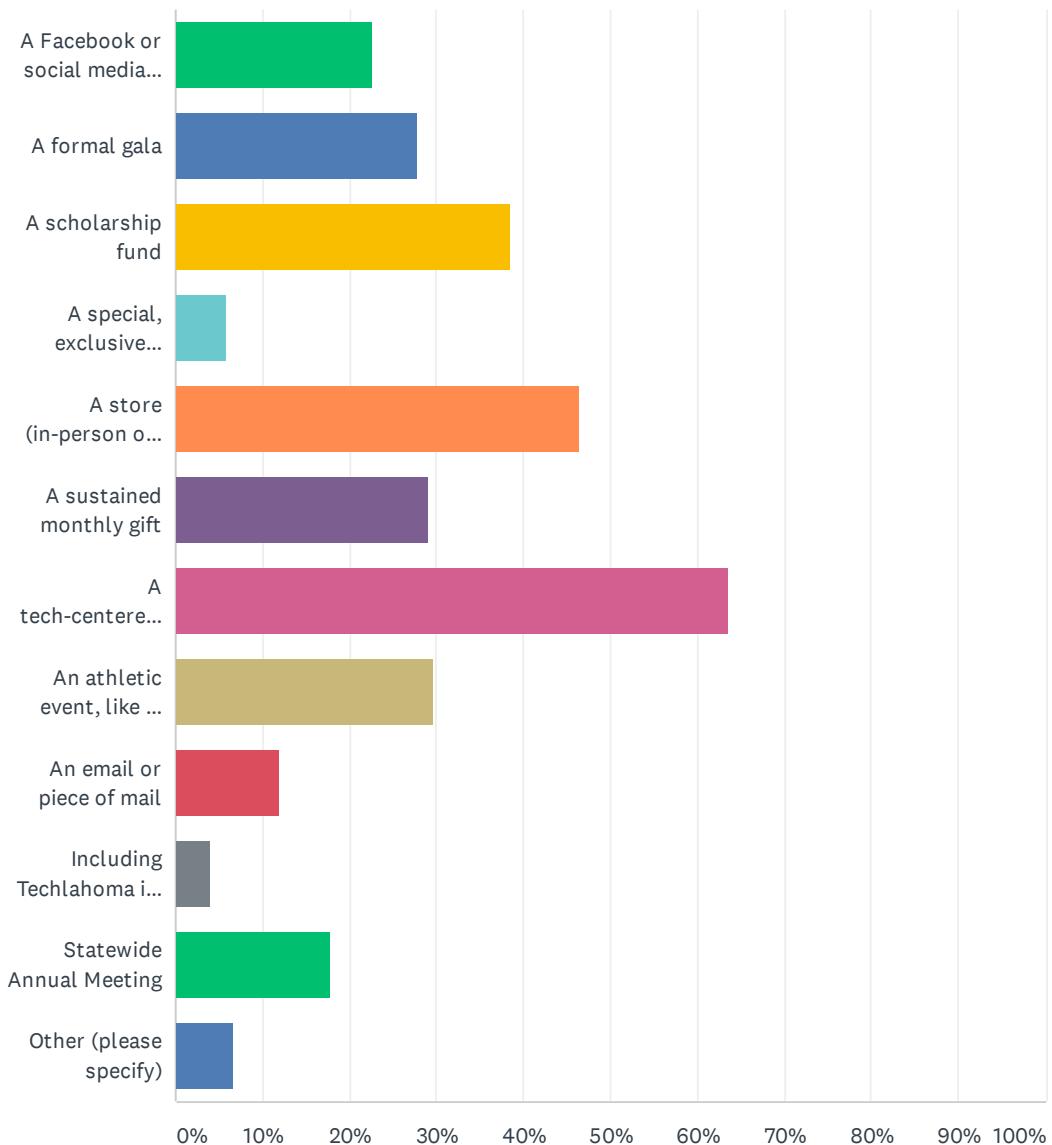
Answered: 151 Skipped: 0



ANSWER CHOICES	RESPONSES	
\$250+ annually	2.65%	4
\$150 annually	5.30%	8
\$100 annually	33.77%	51
\$50 annually	39.07%	59
Other (please specify)	19.21%	29
TOTAL		151

Q37 Which of the following fundraisers might you give to in support of Techlahoma? (Select all that apply)

Answered: 151 Skipped: 0

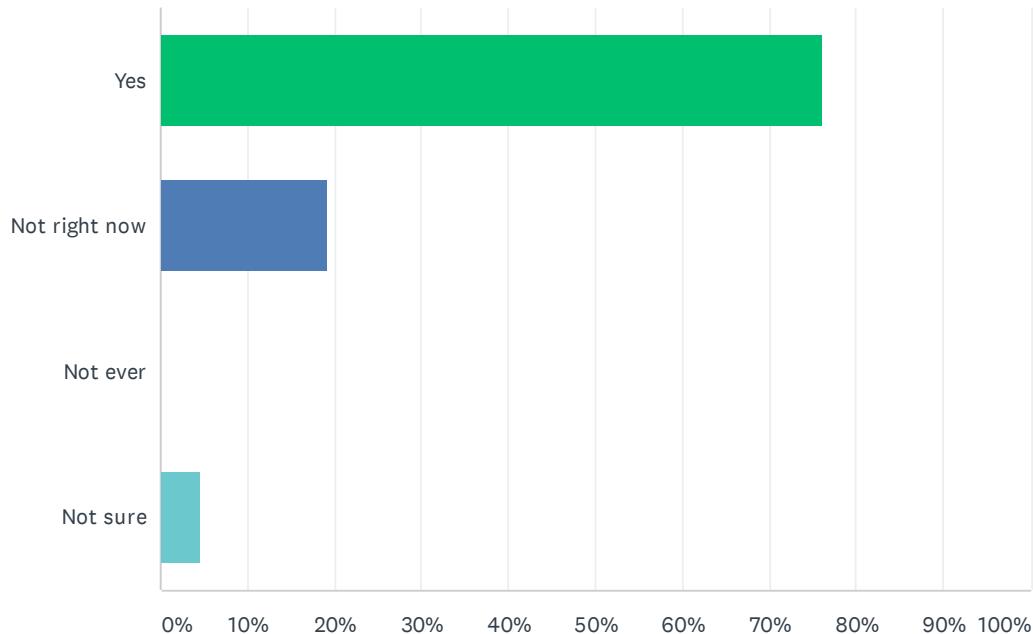


Techlahoma Survey

ANSWER CHOICES	RESPONSES
A Facebook or social media fundraiser	22.52% 34
A formal gala	27.81% 42
A scholarship fund	38.41% 58
A special, exclusive society	5.96% 9
A store (in-person or online) where a portion of proceeds benefit Techlahoma	46.36% 70
A sustained monthly gift	29.14% 44
A tech-centered event, like a hackathon	63.58% 96
An athletic event, like a walk, run, or ride	29.80% 45
An email or piece of mail	11.92% 18
Including Techlahoma in your estate plan	3.97% 6
Statewide Annual Meeting	17.88% 27
Other (please specify)	6.62% 10
Total Respondents: 151	

Q38 Would you consider volunteering with Techlahoma?

Answered: 151 Skipped: 0



Q39 Please use this space to provide any additional feedback to the Techlahoma board of directors.

Answered: 75 Skipped: 76

Please list some of the organization's most recent or most important accomplishments.	In your opinion, what are the organization's greatest strengths?	What are some of Techlahoma's greatest opportunities for improvement?
Don't know	Sense of community	Organization needed to leverage the capabilities of attendees. No way to contribute to a project in an Agile way for those of us who only have a night or two a week to work on something. Currently only long-standing members are contributors
The organization's Organization has been improving dramatically over the past year.	Stability, Dependability, and Loyalty of the central crew	Marketing
Thriving Slack channel. Great resource for all.	Good platform for communication/resources.	Not sure
women in tech training. Sunday coding.	Sharing expertise with the group	proactively going after people to get involved in the tech world. A mix of more minorities and women.
Creating a great set of meetups	Great communication Great people	More school involvement maybe?
Continuation of ThunderPlains and 200OK.	Inclusiveness--making everyone feel at home, everyone qualified to speak. Women in tech and organizational leadership. Bringing national level speakers to Oklahoma.	Grow local companies. Foster more tech startups. We have connections with successful local companies; let's use those contacts to introduce and develop new startups with new ideas.

Personally I don't see the accomplishments, as distance insulates me from that. However, I do see the organization, and community aspect of it. Techlahoma, or those who participate on Slack are very community-oriented and one of the many reasons why I personally wish to return to the area. I have seen tech communities in other cities (Savannah, GA - Nashville, TN - San Diego, CA and they do not have the same sense of belonging and community orientation that Techlahoma does.	Equality and inclusion.	Maybe this is already happening, and I don't see it - an incubator? Also, increase visibility to military veterans & spouses of both active duty and veterans. Spouse of active duty can gain much thru portable and remote careers and can be a value added asset to the Techlahoma community. Seek out spouses groups near Tinker AFB.
Not sure. They sometimes have meetups.	Not sure. The people?	Not sure. More events?
Aiding the success of CTRL + SHIFT Code School, getting a webdev meetup off the ground, continuing the annual conference.	Sense of community, volunteer support, encouragement	More networking and career related content/opportunities
Continued conferences, helping people get jobs that I've seen personally	Maintaining integrity and quality, even if that doesn't please everyone. It protects the rest	Learning and networking
Supporting Palomar code bootcamp, Networking event	Great sense of community, user groups, events are well-known	Become more accessible for newcomers, support people wanting to learn tech skills more deliberately
Other than meetups I don't know	Great set of people who run meetups	I am not aware of the things they do outside of meetups and conferences

1. Continuing to provide a great place for groups to hold meetings at a very reasonable price (free?) 2. Getting the meetings recorded and available for viewing later. 3. Allowing people to attend meetings virtually.	The people running it seem to want to help grow the community	bigger conference(s)
I'm not quite sure! I do believe every meetup is an accomplishment in itself.	Providing the foundation for an open and safe tech community in Oklahoma City and Tulsa. And, I absolutely love chatting with the people I meet on Slack  The Networking events are amazing opportunities to meet new people and companies.	I think that some of the groups could be consolidated. This would allow each meetup the opportunity to have the best speakers available and reduce the stress on organizers to find speakers/content. I've heard Techlahoma is moving this direction, so 
Getting people hired into dev jobs, by helping out eachother	The community sense and the openness	Your website info.
Tulsa funding, successful networking events, great statewide conferences	Open to everyone, statewide	Communication, Marketing, Funding for job development
Thunderplains	passionate people	not sure
(going to skip this question for time)	Unifying the local community	Formal organizational structure and support. Logistical challenges seem to be one of the biggest hurdles. No paid employees.
Techlahoma annual conference	Community, leadership	We need to spread the word out about Techlahoma to coasts. There is a lot of talk from the Bay area to hire talent from the mid-west. We need to network more and advertise more about our talent here.

Organizing successful monthly meetups, specifically the Design+Tech meetup at StarSpace. Managing to make non-tech people feel comfortable attending tech events	inclusivity, communication, education	n/a
Not sure	Not sure	Not sure
Consolidating user groups, good conference attendance	People of different educational backgrounds	Advertising
Keeping the wheels rolling!	Quality events, organizational communication out of each group.	Organizational communication about Techlahoma.
I attended the conference last fall, which was because a co-worker wanted to go, so my company sent us all. I used to attend the OKC SQL group meeting a few years back and enjoyed those until they moved them to lunch time... I assume you guys do the same thing... help inform the tech community of new technologies.	Based on the one conference I attended last fall, you seem to be a little heavy on the frontend tech, but that is coming from a middle/backend guy.	Add some e2e testing tech, containers (the good and the bad), and some dev-ops and ci/cd tech.
Supporting and enabling MeetUps is a great accomplishment	I'm impressed with the level of organization that is present. Great job	Um. Hard to say
ThunderPlains 2019 Conference	Fostering community and cultivating professional development in the tech sector in Oklahoma.	Awareness, publicity.

Attended 2018 Event and there were many wonderful speakers toting the knowledge and expertise. Gathering this caliper of presenters was pretty cool.	Size	Fill the halls - better signage.
Greater turn out at events.	Nice variety, open minded groups, and welcoming members!!!	I'm not sure. It's still young and a continuously growing establishment, and I have seen its members working on the aspects that they lack.
200OK as well as helping find a bunch of smaller meetups for different tech topics	The team in Tulsa is very active in the Techlahoma community	I dunno
Techlahoma and merging ruby and javascript meetups	Bringing developers together.	Communication about events like meetups.
not sure	Active meetups, 200ok conference	n/a
The annual conferences. The community it has built over time. The inclusivity, especially what I've seen regarding the empowerment of women through groups/policies built to foster that type of environment	community and inclusivity	Continuing outreach to maintain a steady stream of new blood into the organization, which helps maintain enthusiasm levels
Childcare for some evening meet ups	Connectivity and caring about code of conduct	this survey is too long

The twitch streams to me is honestly the biggest accomplishment in general. OKC is unique in many ways that it can take 30+ minutes to make it to downtown to attend anything mid day so having the ability to attend remote makes it possible for people down in Norman for example to participate.	Diverse community with various skill sets.	Sometimes events seem a bit too much like recruiting events which I feel degrades the value of the overall tech community in the OKC metro. Recruiters in the area don't have people's careers in mind and try to get us to move every 6 months which is destroying people's resumes and ability to find good jobs in the future.
na	variety of different groups	some groups are hard to keep going and die out quickly need to have a core group of people that are willing to start a group and commit for at least a year to grow the group in its early days/months
Supporting Tulsa .net Usergroup	Dont know	Not sure
annual Techlahoma conferences and continuing education	Supportive of all things Tech in Oklahoma	It would be nice to get more advanced notice of events for planning purposes. It would also be neat to see more about Techlahoma on the local news stations.
SheCodesOKC, OKWIT	Not sure	Not Sure
200OK, CourtBot, ThunderPlains	It's volunteers.	Name recognition could be improved.

I don't have an answer for this one	They are the only ones poised to meet the needs to fostering growth within the technical community of OKC.	Offer more opportunities for hack-a-thons which realistically create opportunities to build community. Give people a reason to get together and they will...
?	People	Marketing
?	?	Limit the amount of red tape around meetup requirements and regulations including location space and alcohol restrictions
Hosting and streaming numerous useful meetups; offering Slack workspace	Passion for tech	Becoming more sustainable (increasing volunteer base or staff, avoid having meetups fizzle out)
Don't know	Supporting local meetups	Not sure
Women focused bootcamp	Creating community and networking	Not sure
ThunderPlains 2019	Community-centric rather than top-down	Publicity...I had no idea how to answer 9)

helped out tons of local people advance their coding careers!	the people!	python needs to stay active, more active
Sponsoring User Groups	Passion for technology	Logistics and communication
Keeping technology jobs in Oklahoma and providing a networking place.	Every programming company I talk to locally owned is aware of who you are.	I would love targeted networking opportunities. Maybe you already have these and I am not aware. I find it really hard to get to know people at meetups.
Bringing together people with similar interests or career paths for training and discussions.	Community and Organization	Visibility to more Partners, Vendors and individuals.
Networking fair giving new developers a chance to get into the community	Being supportive of all areas of the industry.	Just growing the community
Online Videos to further assist members in learning	Local people getting to teach each other to continue to move Oklahoma technology professionals forward.	Encourage our members to continue to reach out to other professionals and continually network.

People got jobs (and freelance contracts) because of the OKC networking event. Also, I saw grads of the ctrl+shift school get paid internships thanks in large part to the publicity throughout Techlahoma.	Passionate and hard working volunteers. No huge corporate sponsors (no one 'owns' Techlahoma). Active commitment to protecting community from bad players, and bringing in underrepresented groups.	Telling it's story of successes. Explaining to membership what being a part of Techlahoma means.
?	?	?

Consistent conference planning and execution. Management of the meeting place @Starspace46	Resiliency	Transparency around the status of the meetups/groups: 1.. Are they sponsored or using the space/Twitch channel 2. What is their meeting attendance trends? 3. What is the ratio of sponsored speakers vs. community members 4. What is the process to start/incubate/retire a group or meeting (an example would be the Apache processes for example). 5. Broadly communicate the financial needs of the organization and how that supports different community efforts (GirlsThatCode, etc)
I do not know	Meet-ups, and events	Monitorships, and job leads
more visibility in the community	bringing IT people together to share ideas and training.	more involvement with the community to do workshops
Nor sure	Good people, interesting events	Not sure
Work with Code for Tulsa and volunteering to teach at mini boot camps	Inclusion and drive to move the whole community forward	I am not informed enough to answer thjs
Unknown	Unknown	Unknown
Not sure	By tech people for tech people	Include more than just dev focused groups

Annual Consecutive Networking event at Starspace last month.	Resources	Better courses
?	Recordings!	More groups in Norman. :)
The networking that is enabled by the slack channel.	The sense of community.	More company involvement
Being consistent in hosting and sponsoring the majority of tech events in the state	Consistency	Wish I knew
I'm a passive observer that should do and know more - I don't know	Leadership and communication	On ramps to engagement
I'm not sure I'm adequately informed to lost any	Engaging, networking opportunities	Include more opportunities for teachers to attend
No idea. Hacktoberfest?	N/A	N/A
not sure	Growth of the community	not sure

Establishment of an Active Slack Channel Sustaining (so far) organization to promote tech	Continuing presence	Avail yourself to more established LOCAL companies.
Monthly Meetup sessions	Visibility to the community	More hands on classes
Not sure	Organization	Can't really say. I'm not involved enough.
Helping new developers get on their feet	The community and friendships made	can't think of anything
Posting about I've been coming classes, seminars, etc.	Lots of different groups to learn from.	Easier to use website. It's really hard to find all of the classes that different it it's sections of Techlahoma put on.
200ok, web devs, hack night	Helpfulness, inclusivity, vision	Communication, Collaboration with other organizations
Tax credit for IT professionals.	Excellent Volunteers and board members.	Partnering with technology majors at local universities. A lot of tech students are not familiar with Techlahoma.
CTRL+SHIFT program	The people and community collaboration	Consistent meet ups for the groups. Product Design tank hasn't had a meet up the last few months.
N/A	N/A	N/A
User group sponsorships and Thunderplains	Engaging with community, networking, sharing knowledge.	Leadership engaging with the community. Used to be really great at this.

none	They have sponsors, money, StarSpace46, infrastructure	Their weaknesses are its STILL a white male tech clique, NO human diversity, not reaching out to South OKC (the white tech males do not understand or have any vested interest in connecting with female, Latino, Black, Native American, Arab minority groups. No real tech vision outside accounting.
N/a	Open community	Don't know
Sponsoring the annual Thunderplains conference and other conferences. Also, sponsoring coding bootcamps & workshops like the Ruby on Rails workshop for women.	Providing a means for people in the tech community and those interested in the tech community to connect.	Not sure - I don't have suggestions. They have provided free resources and opportunities to me. I've been really impressed with Techlahoma and the culture surrounding the community that I have experienced at Techlahoma events.
Slack community is great	Slack channel	n/a
I'm not familiar enough to say, I kind of dropped off the past couple of months.	A willingness to be helpful to each other.	New tech workers will bring more life.
200OK	Being grassroots.	Getting more people involved.
Not sure about specific accomplishments but I think the name recognition is growing.	Providing opportunities for people to get involved.	Bringing in speakers on trending topics.
The recent OKC networking fair is a great accomplishment for the tech community.	Networking opportunities, great leadership, amazing volunteers.	More workshops.
n/a	public free events	n/a
Scholarships	Community	Building by getting more supporters
I don't know	Amanda	Unknown. I don't feel involved enough to provide feedback of value
Sorry, I have not been kept in the loop	Unity	N/a

.	.	.
The conferences and meetups in my opinion.	The community members.	Announcement of volunteer opportunities.
OKC Networking Event on 1/27/2020	Bringing people together for the common purpose of expanding knowledge of technology and creating relationships between developers and the local tech companies	Transparency is extremely important. How the board is elected, who served, what their roles are should be readily available for anyone who wishes to see this information. The Techlahoma mission statement should be clear and concise and metrics should be published (How many active members, which meetup groups are most attended, etc)
Don't know	Compassion and outreach	More events
IDK	Helps the little groups to function without the headache of becoming non-profits. Provides a very clear statement of what behavior is not tolerated. I have been a victim many times in the past, and I very much appreciate this. There is a long way to go from that statement to a community of mostly men truly accepting women into tech, but it's a start.	IDK. You're doing everything pretty well from where I can see.
Involving .NET User Group	Diversity of topics at meetups	Bringing in new speakers for meetups Involving people outside of developers

<p>Overall just connecting people who love tech together in Oklahoma, which isn't necessarily the most 'tech-y' place that comes to mind in the U.S. I think growing and cultivating this community will have a ricochet effect on economy/culture/job atmosphere in the state, amongst other things.</p>	<p>Creative ways of bringing people together. I personally love the workshops and having attended one, it really felt put together and shaped in a way to help education and connect. I think the online platforms for the organization are well handled.</p>	<p>If I had to say - and in a way that would personally benefit me more than perhaps more experienced attendees, as a sort of beginner in the tech community, I'd say more events geared towards newcomers with perhaps more ways to get to know the other attendees. Honestly though I think the organization is doing great from my point of view.</p>
<p>200 OK</p>	<p>The people</p>	<p>Serving a broader skill set - events seem to be focused mostly on web technologies with backend technologies not really covered.</p>
<p>I am sorry, but I am not aware of any of the recent accomplishments, but I would appreciate more regular communications around the organization and what it is doing in the OKC tech community.</p>	<p>The focus on educating tech workers on the latest and greatest technologies is important.</p>	<p>I question the reach of the organization. Is this organization just for developers? Is it just for startups? I think the organization could do better with regards to expanding its scope, seeking out and recruiting individuals working for larger global technology companies, and I would like to see efforts to target students both in primary, secondary, and university education systems.</p>
<p>Maintaining meetups with active attendance</p>	<p>It creates a common point for members to interact across user groups.</p>	<p>I can't think of anything...</p>

great community gathering, nice people	people, very friendly	programming skills very limited (access to veteran programmers), most level is very beginner.
I have not been educated on this beyond networking events	A network of people that care about growing OK and changing our reputation for the better	Unclear at this time
Thunder Plains!	The approach seems very focused.	More work shops
License plate. Norman code camp	Community outreach and opportunities	More offerings on a consistent basis and more offerings after regular business hours
Not sure	Community	Not sure
organizing events community	organizing skills	relationship with (future) graduate students
Establishing a way for the tech community to connect across the state	diversity of events, ability to bring people together, being a platform of communication	outreach to build on diversity of attendees and professions
200OK and Thunderplains	Its Members	Could do more advocacy
Half way through computer science bootcamp at Lambda School.	Building tech community in oklahoma	None that I know of
I'm not familiar enough to know.	I'm not familiar enough to know	Not sure
- Networking fair with large number of attendees	Having a large network of professionals to help those trying to get into the industry.	Find ways to incentivize more people to volunteer since it seems like there are not enough.

Networking events have been awesome. Community support has been incredible.	Continuing education and networking	--
Woof. Not too sure, Sorry	Inclusiveness, Organization & Consistent relevant content	I think streaming the meet ups like you already are is a huge opportunity
Providing a framework to host user groups and getting people together	Feels quite open	idk
continuing to support local user groups	The network it has created in OKC	Donor communication and insight. I haven't come across anything focused on me even though I have given monthly for multiple years. I have received nothing in the way of a donor update, donor thanks, or even a contact. I am not looking for pat on the back, but it seems like when a donor gives on a regular basis there should be some sort of acknowledgement, and update given.

I can't think of any.	It's members.	Lower expectations. Techlahoma makes the same mistake lots of volunteer organizations make: Those in charge expect everyone to have the same level of commitment they do. Volunteers who are giving as much time as they are comfortable with are constantly pushed to give more. At the same time, all the forms they want user group leaders and speakers to fill out discourages people from participating.
Creation of user groups and tech training events	Its people	Inclusion of MVP's, marketing doing it already, just more :)
Workshops for women interested in technology	Serving the technical community in Oklahoma	Definitely uplifting women in technology to equalize pay and attract more women to technology fields
200 OK	Brings diverse technical professional together.	More awareness, increase local corporate/company sponsorships.
Hosting a variety of meetup events on many topics.	Multiple locations, wide range of topics discussed, active online community through slack	Maybe a beginning web dev class that is done quarterly or twice a year to introduce new people to all the resources available to them and answer questions about how to succeed and be involved.
Techlahoma networking event and the lighting talks help me grow as a web developer and provided me access to the tech community in OKC.	Sense of community, streamlining of events, strong communication with content being updated on consistent basis, and ability for newbies to get started with community quick.	Help with job placement and greater access to employers, apprenticeships, etc.
Unknown. First time participant.	Unknown. First time participant.	Unknown. First time participant.
Thunder Plains conference still going strong	Growing a strong tech community in Oklahoma	Becoming more visible with state events.

All the many meet-ups they host. The good press coming out of Techlahoma and Starspace46 help advance Oklahoma's tech goals. I also like they are working with other non profits like Ctrl+Shift code school.	It's community, and that it has a meeting spot in StarSpace46.	More inclusions with other technical groups that might not be main stream. Work with groups from banded technologies like, Sharepoint, tableau, Salesforce, Mulesoft, etc.
ThunderPlains, 200OK	Community focus	Better organization and use of volunteers
The consolidation of groups into OKC web devs is probably good long term	Connecting the community	Keeping excitement going
Several good conferences	Ability to create a sense of community	NA
Making an inclusive "Web Dev" Meetup that lets developers come no matter what stack or whether frontend or backend	A large audience in a few localized areas	Getting developers involved that may not know that Techlahoma exists yet
The message is unified and unique	Unified front and messaging	Understanding of the impact the conf has
Not familiar with them.	Passion	Getting more African and Latino Americans into the tech space. Using more spaces than Starspace for events.
Coffee and code, tech conference last fall	Constantly hearing about possible meet ups, even if I can't attend	Not sure
N/A	N/A	N/A
Community organization and education	Sincerity and focus	Exposure

Thunderplains and 200OK	Very active	To do even more and grow
I am not so familiar but would like to know more.	focus on diversifying OK's industry footprint	a little polish on the meetup events. More focus on Data Science. It seems primarily focused on web development.
Continuing to provide the annual Thunder Plains conference	People that care	not sure
Courtbot; providing an app-based meal map to underserved populations to ensure kids don't go hungry while on school breaks.	Strong purpose and vision, great leadership	Participant Involvement, marketng, community outreach
Ignore them	Events	More info
Organized a successful conference Created and backed professional groups to build a technical community Sponsored Hackathons at OU	It's pervasive. Almost any interesting even in Oklahoma that isn't driven by a corporation is run or supported by Techlahoma. Further, finding speakers who are relevant and not pushing a product.	Arranging meetups to happen reliably, without having to reserve space last-minute

The OK Tech Initiative was excellent!	The connections within the community that the organization has is pretty vast and extremely valuable toward further building up this community.	This improvement appears to already be in the works - collaborating better with other local organizations, particularly when you are working toward the same goals. Additionally, I've experienced some exclusivity and cliques that made it difficult to become a part of the organization.
Inclusion, welcoming groups	Great community, locations that are convenient	Better food less pizza. Sandwiches burgers what ever but it needs to be different coffee and bagels
a lot of people seem to be active on the slack	community	can't think of any
The establishment of the organization is the accomplishment that sticks out most.	Event set-ups	Community engagement
i'm not sure about this great conference	diversity	increase awareness of events
-	-	-
I love the networking options and development events that it provides	Being able to reach many facets of IT individuals.	Reach out to students more. (in college programs, such as OSU-Tulsa or local colleges)
.	.	.
Not sure, the conferences?	Local!	More conferences and tech, less focus on recruiting. (Recruiters seem to be the focus of events)
I am not sure	Bringing people together. The networking is amazing.	Location

If you had to describe Techlahoma programs in three words, what would they be?			Please list any other ways you would prefer to receive information from Techlahoma.
Community	Learning	Sporadic	N/a
Dependable	Junior	Local	N/A
Informative	Networking	Technology	none
community	active	expanding	those are good for me
Simple	Useful	Topical	None
Educational	Networking	Supportive	I'd like a notification for specific meetups that interest me. There are several I like but I'm not interested in all of them and checking the Slack channel requires me to remember. I want to select the meetups I like and have them appear on my Google calendar or phone.

Equality	Inclusivity	Innovative	N/a
tech	local	learn	n/a
educational	supportive	diverse	n/a
Technology	Learning	Community	n/a
Community	Education	Events	I wish we surfaced more events via email digest. I think our social promotion could be much better too.
Tech	Meetup	Pizza	None

local	networking	group	email
Friendly	Fun	Safe	Sometimes the communication from Techlahoma can be a bit spammy. Ideally, the next month's activities could be summarized (on all social platforms), but I understand finding speakers can be a challenge and some are last minute.
Fun	Learning	Experience	N/a
Technology informational	Professional supportive	Community-Driven collaborative	n/a not sure
(going to skip this question)	(going to skip this question)	(going to skip this question)	(going to skip this question for time)
Technology	Careers	Networking	None

organized	interersting	engaging	n/a
Online	fndagg	jgndalkrg	email
Monthly	Tech based	Numerous	Techlahoma emails or Facebook events
Quality	Efficient	Timely	telepathy, but you already know that....
UX	Javascript	Frontend	email is good
Community	Education	Forward-thinking	Is there an email newsletter?
Oklahoma	Technology	KnowledgeCapture	GroupMe

Informative	Energetic	Generous	Bi-Monthly Newsletter
welcoming	knowledge	fun	n/a
Ingesting	Fun	Beer	I dunno
informative	valuable		Text messages would be nice when the event is week of
informative	networkable		n/a
advancing	oklahoma's	technology-footprint(a friendly knock on my door with a reminder to get off my chair and into a meeting
Tech	Fun	User Groups	Meetup, Slack

helpful	resourceful	educational	Facebook group and emailers with upcoming events.
Community	Tech	Knowledge	na
Enlightening	Effective	Generous	AT our meetup meeting
Varied	Informative	Helpful to all levels	News on TV
Oklahoma based	innovative	broad reach	NA
Grassroots	Volunteer	Technology	Email and Slack

varied			not sure
tech	teach	code	Just email
Educational	Strict	Formal	none
Technology	Community	Learning	N/A
Technology	Education	camaraderie	An app
Educational	Community	Inclusive	None
valuable	underpublicized	expanding	N/A

fun	helping	caring	monthly emails?
community	education	networking	Alexa skill
innovative	sometimes too advanced	bringing the community	None
Dynamic	Learning	Organization	I like the methods used at this time.
Fun	Informative	Welcoming	Those are fine
always	helping	others	email

supportive	accessible	advancing	Updated website, with just a simple what's coming section.
?	?	?	?

Oklahoman	Foundation	Supportive	Current methods work.
Questions	Unknowing	Interested	All I haven't known about techlahoma long
engaging	educational	brainstorming	Instagram
Educational	Organized	Professional	These list above is fine
Unique	Driven	Uplifting	Y'all are good at communicating
Unknown	Unknown	Unknown	Text
Developer	Programming	Variety	None

Network	Oklahoma	Development	Idk
Innovative	Generous	Vital	x
Cool	Independent	Communal	Email
Supportive	Educational	Community	None
Technical	Energetic	Honest	None
Innovative	Educational	Inter3sting	N/a
one	two	three	not sure - but I'm happy to help attend meeting to help brainstorm and figure stuff out
available	welcoming	helpful	email

Community	Entrepreneurial	Tech	SMS
Community	Driven	Success	Text message
Not sure			Text/email is fine
Networking	Learning	Community	Can't think of any
Improvement	Innovation	Opportunity	N/a
Inclusive	Community	Technology	None
Meetups	Networking	Conferences	None
Open	Community	Career-building	I'm good
Local	Welcoming	Diverse	N/A
Community	Technology	Networking	Monthly SMS or Push with link to list of upcoming events.

white	male	clique	none
Open	Tech	Community	None
Valuable	Encouraging	Motivating	None
Community	Mentorship	Encouragement	n/a
Tech	Oklahoman	Webdev	Maybe an RSS feed?
Community	Education	Oklahoma	Email is good too.
Inviting	Relevant	Engaging	None
Inclusive	Empowering	Encouraging	I think you've got them all covered.
Tech	For	People	n/a
Opportunity	Helpful	Community	Text
Relevant	Professional	Technical	Unknown
Unity	Progressive	Advanced	LinkedIn

.	.	.	.
Excellent	Enlightening	Exciting	slack
Free	Community	Networking	Techlahoma App (Mobile and SPA)
Cool	Helpful	Open	Pigeons
Educational	Informative	Social	IDK
Consistent	Fun	Practical	A bigger Twitter presence would be nice, at least for the same things that make it to the #announcements channel on Slack

Helpful	Connecting	Community	N/A
Meetups	Conferences	Professional Development	email
Technical	Educational	Developer	I would like to see a regular newsletter and more regular posts on social media platforms such as Instagram.
Facilitated Meetups	Annual Conferences	Networking Hub	no others

fun	friendly	people	meetup.com, email is fine
Job placement	Coding questions	Networking	SMS
Fun	Educational	Supportive	Instagram
Awesome	Interesting	Inspiring	Text
Community	Education	Networking	Text
community	technologies	local	.
Community	Fellowship	Education	I'm good
Happy	Learning	Fun	n/a
Tech	Community	People	None, they are all listed for me
Educational	Networking	Technical	Facebook or Instagram
Community	Tech	Volunteer	Twitter, but it currently doesn't seem to be very active.

Education	Networking	Support	--
really	solid	programs	Linkedin
Sharing knowledge	Networking	Community	RSS?
Network	Tech	Groups	Regular Donor Email

meetups	community	tech	I'm good.
Advance	Sharing	Educate	None
Informative	Educating	Uplifting	Facebook
Engagement	Community	Education	email & facebook
Helpful	Organized	Informational	Needs are met.
Informative	Educating	Networking	Instagram and Snapchat
let One	let Two	let Three	None.
Interesting	Helpful	Needed	I can't think of any

Meetups	Training	Community Support	Linkedin
User Groups	Conferences	Workshops	n/a
Community	Learning	Self-Development	None
Welcoming	Informative	Affordable/Free	None
community	communication	quiet	Word of mouth from community members around me
Unify	Understand	Recruit	LinkedIn posts
Beginner			N/A
Info/ hello to newbies	Support	Continuing education	Text
Grassroots	Local	Well-organized	N/A
Focus	Technology	Accessibility	I like the channels that are currently available.

Grassroots	Eager	Exciting	None
i don't feel informed even though i am involved	i don't feel informed even though i am involved	i don't feel informed even though i am involved	LinkedIn
communal	helpful	broad	none
Community	Service	Equality	N/A
Events			Email
community	support	professional	n/a

Innovative	Necessary	Exclusive	Email and Slack are great!
Fun	Inclusion	Technology	None
community	learn	career	na
Opportunity	Knowledge	Inspiring	Email is best, but I would follow a social media such as Instagram or Facebook
informative	educational	great vibe	none
interesting	informative		.
—			—
Fun	Critical thinking oriented	Problem solving sessions	Email
Inclusive	Helpful	Useful	.
Local	Tech	Recruiting	No, I get all the emails, it's good.
Innovative	Informational	Amazing	Email

Please use this space to provide any additional feedback to the Techlahoma board of directors.	
N/a	
Feel free to contact me Steven@JinnStudios.com	
This survey had a lot of required answers that don't necessarily apply. For example, I know nothing of Jeff's reputation in the community.	
nothing right now	
Never give up; never surrender!	

I might not be the best to ask information from for this survey because of my distance from OK, however I think it gives me, and thus you, some insight to my responses that I think Inclusivity and equality are your strengths. Never lose your drive to organize thru grass roots, that incubation of tech advancement in Oklahoma.
n/a
Great legacy. Celebrate your history and impact more. Pay it forward.
N/A

I donate monthly and I don't like the idea of memberships - ie charging people to go to meetups. I helped run a couple of group for 10+ years and getting people to attend meetings is hard enough without making them pay for it...

Techlahoma's great. The slack alone is immensely powerful. I appreciate the support for equality and ethics in groups.

Not at the moment

n/a

Please keep Techlahoma an open community rather than a membership-based. Big corporates should be able to support Techlahoma activities. Our community is still too small for this (Techlahoma license plate drive is a prime example.). Thanks for all your hard work! We greatly appreciate it!

As a non-tech person who is interested in learning some new skills, I have been very impressed with the quality and accessibility of the programming.

Blank

I'm Mark Kleine, and I'm an amateur radio operator. I'd love to link somehow Techlahoma with our local ham clubs. We have an annual event at OCCC and we'd love to involve the Techlahoma folks, both as presenters and as participants. Keep up the good work. 405-410-6756 - mkleine@live.com

Haven't participated lately but the past events provided great information.

Thank you for all the work that you do!

Love you all!

I'm a bit worried about the idea of a tighter membership because I feel it lowers the level of inclusivity. I like that anyone who's ever been to a meet-up can feel like a member. I also have maintained a monthly donation even when my participation levels have dropped because I believe this group has a tangible value, so maybe there's some structure where dues can be collected at one level while "membership" remains open to all

<p>I think that you are doing a fine job with Techlahoma. One of the things that I really appreciate about you is that you allow new learners like myself the opportunity to gain new insight and learn new things that aren't too indepth for my experience level. I hope you will still be able to keep some doors open to those who would like to grow, but may not be ready to commit to a career in this field at this time. Thank you for your consideration.</p>

Techlahoma has a huge opportunity (at least in OKC) to build a real community of technical individuals who can drive tech in Oklahoma. You have no local competition. I like the DevOps meetups but that is one of the only meetups for a cloud engineer like me. I currently teach a DevOps class for area High School/college kids. I don't get anything out of it but I am always looking for a place to give back. I am certainly not 'special' in this way. If you can demonstrate a need in a place that people feel that they can contribute then you will have more people helping than you need. Many of us tech folk are heavy introverts and don't want to stand up and speak for 30 minutes but we will certainly share our time and knowledge to make something awesome.

Na

Don't require an answer for every survey question

more python!

The series of questions about current and former officers and their reputations was...weird.

I am VERY impressed with what Techlahoma has done from the beginning. Keep up the great work!

I don't have much I'm just starting to get into the community.

I feel Techlahoma is very valuable

I hope that Techlahoma remains open and inclusive, allowing participation freely to the majority of programs and opportunities. I would support a paid membership for exclusive benefits, but not at the cost of the primary focus of helping as many freely as possible. Also, I hope Techlahoma never becomes a 'job placement' organization, or solely a 'job readiness' org. We should not replace the universities or votechs, and should not compete with placement firms. But we should stand in the gaps, representing individuals and the industry in making connections, providing 'real-world' experience opportunities, providing a stage for Oklahoma tech workers to teach others (and in turn teach and advance themselves), and elevate/promote the careers of those individuals that do give back to the community (thereby advancing the community as a whole).

?

I personally haven't been involved with techlahoma very long and did not know the full scope of what techlahoma actually did/does it would be nice to be able to no the website right off hand or whenever you join the slack channel be informed are guided through all the different ways you can connect with techlahoma
Luke Crouch is that unique combination of super knowledgeable and kind! I'm very happy to have met him in workshops!
Unknown
None

Meet and greets might be fun at some place where new start-ups can get a hold of the captains of Oklahoma industry

Mentorship for industry certification paths would be awesome. Certification trainers are needed too. Most are in Dallas and that's too far away for travel and budgets. I guessed on all the reputation answers. I don't know any of them and it didn't give me an N/A option.

Good job and great discovery process.

I am a web developer, but I'm a marketer and public relations practitioner, too. I'm interested in volunteering with messaging and getting the word out, but not sure how to get involved. Please contact me -
gregsnewby@gmail.com

1 in 6 jobs in Oklahoma are oil and gas related. Techlahoma needs to expand its culture to include Big OKC and Tulsa Oil, in which there are many developers using open source solutions. Would be nice to see board members from big oil and gas corps here in the state.

I travel during week for a tech job. Perhaps weekend events?

N/a

Dear Millennials, Techlahoma is a reflection of Oklahoma. Globally were behind, nationally were behind. Look @ yourself in the mirror. What do you want to see in 20, 30 years?

I was always quite happy with any time I spent with Techlahoma and I credit the organization for my current success. Keep at it.

Good job. You're doing well.

Great organization, really helped me a lot when I was first getting into tech. I made some great friends.

It's a great program

N/a

n/a
Forcing me to answer questions about someone's reputation when I just said that I didn't know them is ridiculous. I'm just guessing because I've never heard of them.

	<p>Don't feel comfortable giving too much feedback as I'm not highly involved with the organization. Thank you for providing such a great community, though.</p>
	<p>I think that this organization has a great purpose, and I think that it has only begun to reach its full potential. I encourage the board to be ambitious and look for broader opportunities outside of evangelizing to working developers. Let's try to build a technology hub in Oklahoma that engages with all technology evangelists in our community whether they are students, in the workforce, or even retired from the workforce and looking to mentor. Also I would encourage the engagement of not only individual contributors but managers, leaders, and executives as well.</p>
	<p>Good stuff 🎉 Thanks for your work.</p>

Have 1 open office hr where you have someone who knows programming for each of (1) javascript frameworks(react whatever, 2) python - (3) design that you can actually get feedback on - not just talk about their own design - I think these are good enough....

Great organization

I hope my survey doesn't skew the results. I am not very familiar at all with the organization, just attended an annual conference but have trouble finding more information on meetings and such in my area

I love how well meetups and events are publicized in the announcement channel on slack, but I feel like I don't see volunteer opportunities or needs or civic tech opportunities listed as often. It's possible I'm missing them, but I do wish they were called out more. In retrospect maybe there are channels for them that I've just never looked for...

Love what you all do!

None, great work. Believe we have infrastructure told be bigger than KCDC
Keep up the good work.
Excellent work so far!

The conference every years seem focused on Javascript and could benefit from more diversity.

I love Techlahoma and the presence they've created. My biggest hurdle at this time is balance work and family priorities which makes involvement more difficult.

If you monetize membership, it will shrink the groups more. You don't need to provide free lunch. You could probably partner with some food trucks. Look into other locations for the OKC space. Setup a group of mentors to help with improving the quality of talks.

I don't see the benefits of a more formal organization out weighing the costs and the loss in attendees.

I need more info to comment
I know this is a volunteer heavy program and I do believe in being a contributor and not just a consumer, but I work 40 hours, have two kids, and I'm in grad school. If you just need some financial support I can certainly provide that, I just don't have a lot of available time.
None
I find it really valuable to have been able to slowly join this community, to the point that I can now volunteer with and give talks to the OKC community through Techlahoma. When I invite other people to Meetup events, they often come to the first events because they are free! I really want to keep that option open to them as I bring more people. Thank you for your work to make this community grow.

None
none
keep up the excellent work
NA
It's all good, keep doing what you are doing!

Income Statement

Techlahoma Foundation For the year ended December 31, 2019

Categories is Fundraising: Individual Donation.

	2019	2018	2017
Income			
Corporate Contribution	-	282.54	-
Individual Donation	19,183.18	9,631.08	15,930.08
Total Income	19,183.18	9,913.62	15,930.08
Cost of Goods Sold			
Cost of Goods Sold	-	199.83	-
Total Cost of Goods Sold	-	199.83	-
Gross Profit	19,183.18	9,713.79	15,930.08
Operating Expenses			
Bank Charges & Credit Card Discounts	880.87	351.01	334.01
Fundraising expenses	-	1,736.49	40.00
Techlahoma Expenses (Op + Cap)	-	(306.00)	110.00
Total Operating Expenses	880.87	1,781.50	484.01
Operating Income	18,302.31	7,932.29	15,446.07
Net Income	18,302.31	7,932.29	15,446.07

Income Statement

Techlahoma Foundation For the year ended December 31, 2019

Program is 200OK.

	2019	2018	2017
Income			
Conference corporate sponsorship	7,950.00	11,000.00	11,500.00
Conference recruiter sponsorship	2,600.00	2,000.00	2,000.00
Conference Ticket Sales	7,300.00	8,450.00	8,317.61
Total Income	17,850.00	21,450.00	21,817.61
Gross Profit	17,850.00	21,450.00	21,817.61
Operating Expenses			
Advertising Expense	300.00	-	-
Bank Charges & Credit Card Discounts	171.96	506.07	-
Conference Expense	1,569.00	1,531.76	13,283.35
Conference SWAG	3,431.79	3,252.59	-
Conference travel	4,708.02	2,018.97	-
Conference Venue and Food	3,392.26	4,074.62	-
PayPal Fees	22.30	-	-
Professional Fees	-	-	1,062.50
User Group Food, Drink	957.16	-	-
Total Operating Expenses	14,552.49	11,384.01	14,345.85
Operating Income	3,297.51	10,065.99	7,471.76
Net Income	3,297.51	10,065.99	7,471.76

Income Statement

Techlahoma Foundation For the year ended December 31, 2019

Program is Thunder Plains.

	2019	2018	2017
Income			
Conference corporate sponsorship	2,500.00	4,000.00	14,850.00
Conference Ticket Sales	32,982.50	25,307.50	18,600.00
Gifts in Kind, Goods	-	-	6,000.00
Total Income	35,482.50	29,307.50	39,450.00
Gross Profit	35,482.50	29,307.50	39,450.00
Operating Expenses			
Bank Charges & Credit Card Discounts	1,221.00	1,185.80	75.36
Conference Expense	10,443.59	3,379.73	39,502.11
Conference SWAG	3,308.09	3,278.50	-
Conference travel	5,254.09	2,298.70	-
Conference Venue and Food	1,543.20	849.02	-
Professional Fees	-	-	850.00
Total Operating Expenses	21,769.97	10,991.75	40,427.47
Operating Income	13,712.53	18,315.75	(977.47)
Net Income	13,712.53	18,315.75	(977.47)

Balance Sheet

Techlahoma Foundation As of February 8, 2020

FEB 8, 2020

Assets

Current Assets

Cash and Cash Equivalents

Bank of Oklahoma	43,250.74
PayPal	195.30
Stripe	2,993.64
Total Cash and Cash Equivalents	46,439.68

Accounts Receivable	2,320.00
Total Current Assets	48,759.68

Total Assets	48,759.68
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Liabilities and Equity

Liabilities

Current Liabilities

Grants Payable	3,327.07
Total Current Liabilities	3,327.07
Total Liabilities	3,327.07

Equity

Current Year Earnings	2,390.13
Retained Earnings	(4,370.31)
Unrestricted Net Assets	47,412.79
Total Equity	45,432.61
Total Liabilities and Equity	48,759.68

Balance Sheet

Techlahoma Foundation As of December 31, 2019

	DEC 31, 2019	DEC 31, 2018	DEC 31, 2017
Assets			
Current Assets			
Cash and Cash Equivalents			
Bank of Oklahoma	48,235.41	25,753.33	12,807.46
PayPal	195.30	-	-
Stripe	678.60	310.23	-
Total Cash and Cash Equivalents	49,109.31	26,063.56	12,807.46
Accounts Receivable	432.00	250.00	1,000.00
Total Current Assets	49,541.31	26,313.56	13,807.46
Total Assets	49,541.31	26,313.56	13,807.46
Liabilities and Equity			
Liabilities			
Current Liabilities			
Grants Payable	6,498.83	2,231.62	-
Total Current Liabilities	6,498.83	2,231.62	-
Total Liabilities	6,498.83	2,231.62	-
Equity			
Current Year Earnings	18,960.54	10,274.48	(6,216.90)
Retained Earnings	(23,330.85)	(33,605.33)	(27,388.43)
Unrestricted Net Assets	47,412.79	47,412.79	47,412.79
Total Equity	43,042.48	24,081.94	13,807.46
Total Liabilities and Equity	49,541.31	26,313.56	13,807.46

Income Statement

Techlahoma Foundation For the year ended December 31, 2020

	2020	2019	2018	2017
Income				
Conference corporate sponsorship	6,600.00	27,335.00	17,014.00	26,350.00
Conference recruiter sponsorship	-	2,600.00	2,000.00	2,000.00
Conference Ticket Sales	-	40,282.50	33,697.50	26,917.61
Corporate Contribution	500.00	7,243.28	5,870.03	1,250.00
Gifts in Kind, Goods	-	-	-	6,000.00
Goods Sold	31.60	117.25	357.43	622.92
Individual Donation	1,272.00	20,670.36	9,632.08	15,952.70
Miscellaneous Revenue	-	144.55	122.33	-
Nonprofit Organization Grant	-	(2,000.00)	1,500.00	-
Recruiter contribution	-	500.00	-	500.00
User Group corporate sponsorship	-	-	890.00	-
User Group nonprofit sponsorship	-	-	500.00	7,000.00
User Group recruiter sponsorship	-	1,000.00	1,750.00	2,874.80
Total Income	8,403.60	97,892.94	73,333.37	89,468.03
Cost of Goods Sold				
Cost of Goods Sold	-	101.61	724.35	401.50
Total Cost of Goods Sold	-	101.61	724.35	401.50
Gross Profit	8,403.60	97,791.33	72,609.02	89,066.53
Operating Expenses				
Accounting Fees	-	1,195.75	1,000.00	1,030.00
Advertising Expense	-	1,445.94	50.00	-
Bank Charges & Credit Card Discounts	62.41	2,307.05	2,212.41	1,397.18
Conference Expense	499.00	12,012.59	7,017.47	54,039.54
Conference SWAG	-	6,739.88	6,691.93	-
Conference travel	-	9,962.11	4,317.67	-
Conference Venue and Food	-	4,935.46	4,923.64	-
Dues & Subscriptions	241.63	2,791.39	9,435.84	7,355.38
Fundraising expenses	-	4,000.00	4,736.49	40.00
Insurance, Non-Employee	-	5,271.50	5,172.86	-
Legal Fees	-	-	-	52.00
PayPal Fees	-	27.00	-	-
Professional Fees	-	-	-	1,962.50
Program Expense	2,738.64	10,918.58	2,606.21	-
Techlahoma Expenses (Op + Cap)	90.57	3,198.57	2,257.51	13,105.14
User Group Food, Drink	581.22	9,798.97	10,995.51	16,301.69

Income Statement

	2020	2019	2018	2017
User Group Venue fees	1,800.00	4,226.00	917.00	-
Total Operating Expenses	6,013.47	78,830.79	62,334.54	95,283.43
Operating Income	2,390.13	18,960.54	10,274.48	(6,216.90)
Net Income	2,390.13	18,960.54	10,274.48	(6,216.90)