

Appendix: Approved Strategic Plan 2025-2026

2025–2026 Strategic Plan

Mission

Bringing people together to create, learn and solve life's challenges with an amazing array of tools, technology, and education. All in inclusive spaces, serving everybody in Oakland and beyond.

Organizational Context

Ace Monster Toys dba Ace Makerspace is a small organization with limited staffing. Our focus is maintaining a safe, reliable space for making. This plan reflects realistic priorities and capacity. Members play an active role in maintaining the space and supporting one another, contributing to a shared responsibility culture.

Operating Model

Members have 24/7 access to the space. The organization does not maintain staffed open hours due to its small size and reliance on a self-managed membership model. Use of power tools and specialized equipment requires completion of safety training. Paid on-site staff are engaged only as instructors for scheduled classes, while members manage their own tool use and space access, adhering to established safety and operational guidelines.

The organization maintains liability insurance and requires members to agree to shared-use, safety and conduct policies.

Strategic Priorities

1. Maintain Safe, Reliable 24/7 Access

- Actions:
 - Maintain secure access
 - Post safety guidelines
 - Maintain safe operation of tools
- Success Metrics:
 - Continuous member access
 - No serious safety incidents
 - Functional core tools

2. Support Responsible Tool Use

- Actions:
 - Safety training required for power tools
 - Clearly mark which tools require training
 - Encourage a culture of mutual respect and peer accountability
- Success Metrics:
 - Completion of required trainings
 - No tool-related incidents

3. Ensure Financial Stability

- Actions:
 - Focus fundraising for core costs

- Maintain simple financial tracking
- Regular review of the financial health of the organization with the Finance Advisory Committee, identifying any financial risks or opportunities for expansion.
- Success Metrics:
 - Maintain consistent cash flow and meet operational expenses without delays.
 - Predictable monthly expenses: Ensure that all operational costs are planned for and that any unexpected costs are mitigated through reserves or additional fundraising.
 - No unexpected site closures

4. Preserve Access & Inclusion

- Actions:
 - Offer class scholarships and reduced cost memberships to increase accessibility
 - Uphold inclusive norms in programming and community interactions
 - Maintain community partnerships
 - Explore outreach strategies to better reflect local community diversity
- Success Metrics:
 - Number of financial assistance memberships awarded and workshops subsidized
 - Increased rates of retention and active participation of individuals receiving financial assistance or scholarships.
 - Member feedback demonstrates respectful and inclusive environment
 - Number and quality of community partnerships
 - Ongoing efforts to increase membership diversity
 - Active member participation in workshops, classes, and general makerspace use

Evaluation & Board Oversight

Progress is reviewed through member feedback, usage data, and financial reports. The board reviews strategic priorities, safety practices, and finances at least annually to ensure alignment with mission and capacity.

Community Impact

Even at a small scale, the makerspace provides consistent educational, creative, and community value to East Bay residents.

Closing Statement

This strategic plan is intentionally modest. By focusing on safety, shared responsibility, and realistic operations, Ace Makerspace remains a sustainable, accessible, and community-driven resource for the East Bay community.