

MNTIC Annual Meeting  
April 25, 2025 2:00-4:30

The meeting was called to order at 2:33 by board chair, Jenny Finden.

Present: Cate Qu, Beatrice Laizer, Marj Evans-de-Carpio, Sally Nichols, Jenny Finden, Maria Cabrera, Marianne McEvoy, Vivian, Saddic,

A quorum was established with members present

Agenda was approved, motion by Maria, seconded by Vivian.

Last annual meeting minutes were approved, motion by Maria, seconded by Vivian.

#### Board Presentation

We have graduated from a startup to a profitable business

#### Highlights from 2024

Increases in overall business, a fater increase in translation, than interpretation, but interpretation \$117,000 more income for our members this year than the year prior. Profit in 2024 was \$34,666!

Rates increase explanation: we were paying 80% across the board at the beginning. That did not cover all of the coop's expenses. We changed the percentages, using care to make sure no category fell lower than the rate already being paid. Now we pay 88% on the lowest tier clients, 75% for middle tier clients, and 70% for highest tier clients. Because we raised our rates, we were able to keep or increase rate to members while decreasing the percent paid. (An exception was made for the USCIS percent in order to keep the interpreter at the \$96). This (along with growth in business) enabled us to cover our bills and turn a profit.

This will be revised every year to make sure we remain competitive. We established a travel time of one hour for assignments near our Minneapolis address. Margaret worked through the numbers and proportions of each tier to project the result.—Sally and Maria

The board meets monthly, sometimes more, and had an annual retreat with our consultant, Margaret.

#### Clients

We reviewed who our clients are and heard a little about each of them. We have niche in legal and agriculture. Andres explained how the agriculture niche came about: he works through the U of M extension, and they told him about the food group, which he joined, and another group in Northfield, urban farmers in Mpls. Andres was working for all of these groups and he has been referring them to the coop. This has led to referrals to additional agricultural groups, which includes some big conferences. Thank you, Andres!

Language Justice/Language Equity was a cooperative goal at the founding of the coop. This year, we made strides by receiving a training on LJ/LE from Tilde, a NC cooperative. Sally and Jenny gave the first LJ/LE presentation at the Synod last month! Looking forward to educating others.

## Financial Report

### Membership

Marj welcomed new members

What our success has enabled: Mary made an employee, reduced board member hours spent on administration and paid taxes.

Question raised by Sally: when will we be able to pay patronage (profits paid out to members)—what is our goal? This will be a question we can bring to Margaret.

Clients, members and board are all pleased to work with Mary and we are pleased to have her officially on board as an employee with some benefits.

### Community Involvement

#### Mentoring

Jenny shared the mentoring that we have done and opportunities for the future.

Community: We have worked with other cooperatives in other states and have our monthly social gatherings.

#### Advocacy

#### Questions

Ethalow was elected unanimously to the Board of Directors with \_ votes.

Formal Business Meeting adjourned at 3:33.

Yoga break with Maria followed by a refreshment, visiting and writing of thank you notes to clients and start-up funders.

Informal Meeting rejoined at 3:53.

Goals for upcoming year (see slide) reach minimum of \$271,440 to stay with admin hours and hire executive director. How to increase our revenue?

Workshops for next year: USCIS best practices.

Strategies for new work:

Current lines—keep our current clients

Use of ChatGPT to tailor letters to potential new clients.

Members can refer their clients to the cooperative and they will be given “first dibs” on those clients that they have referred. How to refer: give them the [contact@minticoop.com](mailto:contact@minticoop.com) email address.

Brainstorming session for marketing blitz

Restaurant groups;

DFL—consult with them on how to organize interpretation, we offered to do a debrief with them to help them grow capacity, offer project management was suggested; suggestion to establish a committee for this service and other aspects of client education. Vivian

expressed interest in being on this committee. Tilde charges for something similar to this, so we could seek training from them and train some of our members.

Pre-natal/post-partem collectives (childbirth, lactation...)

Psych evaluations arranged by private individuals.

Mediators

Professional guardians and conservators

Workplace trainers

People who consult with childproofing homes (referred by court)

Child forensic interviewers, using care not to infringe on other agencies' contracts. For example, in Hastings.

Insurance companies, for depositions...

Expert witnesses—example, an interpreter who was brought in to question the validity of the Miranda rights for a defendant who was given them by a bilingual police officer.

Anybody willing to work on making lists of such clients?

Vivian offered to work with others on exploring consulting for the DFL.

Electronic glossary—create on the drive so that when we do a job for a repeat client we can consult and use the same terminology. There is an interpreter's tool called Tech Forward that allows for the creation of a glossary and further allows to upload a document and pull previously used terms.

Closed at 4:35.

Government procurement pursuit was not discussed other than to say that Gemechu expressed interest in pursuing this for the Coop.