

Indiana Arts Commission
Quarterly Business Meeting

Friday, December 8, 2023, 9:00 a.m. (ET)

Heartland Film

8950 Otis Ave, Indianapolis, IN 46216

Anne Penny Valentine, Chair

Members Present: Azizi Arrington Slocum, Chad Bolser, Réna Bradley, Ruth Ann Cowling, Dave Haist, Kelsey Peaper, Renee Thomas, Anne Penny Valentine, Scott Wylie

Members Present via Zoom: Greg Hull, Walter Knabe

Members Absent: Jake Oakman, Sofia Souto

IAC Staff Present: Jordan Adams, Eric Ashby, Stephanie Haines, Miah Michaelsen, Stephanie Pfendler, Paige Sharp, André Zhang Sonera

Guests: Matthew Graham (State Poet Laureate), Kayla Myers (RAP co-chair)

MINUTES

1. Call to Order. Indiana Arts Commission (IAC) Chair Anne Penny Valentine called the meeting to order at 9:00 a.m. Heather Ross Development Director from Heartland Film welcomed the group and gave a brief overview of the organization. New Commissioner Scott Wylie from Evansville was introduced. The outgoing State of Indiana Poet Laureate Matthew Graham joined the meeting, gave a few words regarding his time as Poet Laureate and read his poem entitled Fairmont.

All in attendance as listed above.

2. Approval of Agenda and September 8, 2023 Meeting Minutes. Ms. Valentine presented the agenda and September 8, 2023 minutes. She asked for any additions or edits. Hearing none, Ms. Peaper motioned to approve. Ms. Arrington-Slocum seconded. By roll call vote all were in favor.

3. Consent Agenda (Anne). Ms. Valentine submitted the following consent agenda items for approval and reports for review, noting that all item memos and information were provided in the Commissioner's meeting materials. She asked if any member would like a consent agenda item moved to the full agenda for discussion. Hearing none, she called to approve items for approval and submitted reports. Mr. Haist motioned. Ms. Cowling seconded. By roll call vote all were in favor. The motioned carried for the following items:

a. Items Submitted for Commission Approval

- i. FY24 Year to date Financials
- ii. Code of Conduct Policy (Artists)
- iii. Summer Institute for Creative Teaching Conference Fee
- iv. Lifelong Arts for Organizations Grantee Approval

b. Reports for review:

- i. Arts Trust Report
- ii. Communications Report
- iii. Governor's Arts Awards
- iv. Poet Laureate
- v. Hoosier Women Artists
- vi. Staffing Report
- vii. External Partnership Report
- viii. RAP Review

4. Committee Reports

a. Committee on the Future

i. **2023 Agency Goals.** IAC Deputy Director of Operations and Strategic Partnerships André Zhang Sonera presented the 2023 agency goals and noted successes and impacts for the year. A full report is attached noting how the IAC measured impacts and met goals. Ms. Valentine commented on the great work of the agency and appreciated that staff took guidance from the Commission to make the goals manageable. It was noted calendar year 2024 goals would be presented to the Commission in March.

ii. **Strategic Framework** (Réna, Chad)

a. **Framework Approval.** Commissioner and Strategic Framework Committee co-chair Réna Bradley presented the 2024-2028 Strategic Framework for approval (attached). She provided an overview of where

the process started and landed, noting the Commission is familiar with this process through reports provided to the Commission throughout the quarterly business meetings this past year. It was noted that the process engaged dozens of industry experts to provide input and steer the direction. Vigorous conversations with committee facilitator Sara Peterson were noted to say that the framework has been well vetted. The Commission was reminded that the goal was to produce a framework instead of a plan with the thought to create a document that is concise, clear, and complete to make it accessible and approachable to commissioners, staff and the broader community. The agency's mission, vision and values were presented, and the Commission was given time to reflect on these. Plan priorities, impacts and performance indicators were also presented as stated in the document. Commissioner and committee co-chair Chad Bolser added that 2 things he appreciates about this document is that it is functional and responded to the conditions over the period from 2019 until now. He noted it is also flexible by design per the current Commission discussions and provides the groundwork for future Commissioners who sit on the board during the framework time frame. Ms. Michaelsen thanked everyone who participated in this process including the committee co-chairs and new Commissioner Scott Wylie who was appointed after his service on this committee. She noted the staff have determined 2 core areas we will be paying attention to as a priority which are artist services work and access. Staff will also be focusing on process analysis and implementation as the programs and funding sources become more complex. Ms. Valentine thanked everyone for the presentation and all the work it took to get to this point. She noted the Commission had been briefed on the Framework over the past couple of meetings but entertained any other questions or comments before the approval. Hearing none she called to approve the 2024 – 2028 Strategic Framework. Ms. Cowling motioned to approve. Ms. Arrington Slocum seconded. By roll call vote all were in favor.

iii. Policy

a. **Commissioner Term Policy.** Ms. Michaelsen proposed expanding the current term policy with the agency to be inclusive of those Commissioners who are appointed to serve a vacated term. The impetus being that since these appointees do not serve 2 full terms (8 years in total), she proposed changing the policy to allow Commissioners to serve at maximum 2 successive 4-year terms for a total of 3 total terms (12 years). It was noted the choice to continue would be up to the Commissioner. She noted we recognize from conversations with commissioners the high value of being able to serve on the commission for 2 full terms. It was noted that discussion was had with the Committee on the Future and Executive Committee where discussion was had on extending term years and other options. The committees landed on keeping the change to 2 successive terms beyond the appointment term. Ms. Valentine noted keeping terms in line with the term of the Governor who appointed them is part of this thought process. Ms. Cowling questioned if the Governor is aware of this policy change. Ms. Michaelsen noted she shared this possible policy change with the agency's liaison to the Governor. It was noted that the IAC is not a commission that has a priority commissioner appointment such as that of the Department of Administration. Mr. Haist noted he is glad this policy has been brought forward and things it is a great change. Ms. Valentine called to approve the policy change as presented. Ms. Arrington-Slocum motioned to approve. Ms. Bradley seconded. By roll call vote the motion carried. Ms. Michaelsen noted that for those commissioners who are completing vacated terms, we will be in contact to see if you would like to serve an additional term.

iv. **Funding Dashboards – IAC and NASAA.** Mr. Zhang Sonera and Mr. Ashby provided a presentation of the agency's funding dashboard and the national funding dashboard courtesy of the the National Assembly of State Arts Agencies (NASAA). It was noted that the IAC's funding dashboard has been updated to include the FY24 grantees. It was noted information on the dashboard can be searched via program, county, house and senate districts. Data goes back to FY17. It was noted this is a great tool to reference especially in conversations with elected officials. Ms. Michaelsen thanked Ms. Sharp, who has been suggesting this transparency tool for years and to Mr. Zhang Sonera and Mr. Ashby for getting this dashboard configured. Mr. Zhang Sonera noted he is available for guidance on how to use the tool. It was questioned if the data is updated every year. It was noted that data is updated after the first payments are completed. Mr. Ashby noted that the National dashboard provides further context on where Indiana sits in comparison to other state arts agencies. Context on per capita funding, legislative appropriation, and information on license plate sales by state are possible searches. It was noted these would be linked on the portal.

b. Programs, Grants and Services

i. **FY25 APS Program Guidelines Approval.** Ms. Sharp provided a review of the APS program evaluation and consultant recommendations that inform the changes to the APS program for the FY25 grant cycle. Ms. Sharp thanked Commissioners Haist, Bradley, Arrington-Slocum, and Wylie for volunteering for an advisory committee to follow through on the September QBM discussion on suggested modifications. Ms. Sharp reviewed the consultants' recommendations and noted that one of these was to not make major changes to this program for FY25. Noted changes for Commission approval were noted and included to fund the total request amount with a \$4K maximum ask from applicants. It was noted that the decrease from \$5K maximum ask in the previous years will address the disconnect between the panel and funding, grantee burden to budget revisions, and simplifies the award process. While the matching requirement is being waived. Organizations will have the option to report on in-kind matching information in the application and/or the final grant report. In addition, it is recommended that the agency transition from livestreaming panels to a webinar form to cut down on staff burden in coordinating and provide grantees with what they value most which is panel comments. Since the state does not require that these panels be recorded, it also addresses consideration to those organizations who do not panel well. It was noted that this change is consistent with other state arts agencies. Ms. Sharp noted the program changes will be a slow roll out in a phased approach with these first changes in FY25. It also enables the integration of the RAP review and for the new Community manager to get settled in the agency. It also ensures adequate development time. It was noted that the timeline is to share out a plan in June of 2024. Ms. Cowling noted she was pleased that these changes recognize the challenges of small organizations. Mr. Wylie noted that in reference to the change in panels not being live streamed is respectful to volunteer panelists and giving honest criticism that does not live online beyond the panel. While comment preservation is valuable, he felt this was a much more respectful approach. Ms. Valentine called to approve the FY25 APS guidelines. Mr. Wylie motioned to approve. Mr. Bolser seconded. By roll call vote all were in favor. Ms. Michaelsen noted that next year the Commission will discuss elimination of specifically approving guidelines to a structure of instead overall program approval in general to better use staff and commission time.

ii. **Strengthen & Innovate Program Update.** Ms. Michaelsen reviewed the program noting this program was designed to provide project funding for the 44 organizations who were not approved for AOS funding. It was noted that 35 of the 44 eligible organizations applied and staff will be reviewing applications since the pool of applicants was approved through being unfunded in the grant approval cycle and amounts are prescribed by the approved guidelines. It was noted that this is a 16-month program. An attachment was provided with particulars. Of those that did not apply, they are equally split between smaller and larger orgs. It was further noted that 4 organizations did not request full amount. Of the requests 42% are utilizing a consultant to skill build in IDEA, Fund development and financial/organization management. Other requests for new outreach efforts focused on IDEA and gaining new tech skills (performing arts), etc. It was noted that the whole idea of the program is to support folks who need additional support. It was further noted that we will be taking what we learn from this program and applying it to AOS program review process, APS revision process, and considerations of future capacity building efforts. Ms. Cowling questioned if the AOS organizations are sharing ideas. Ms. Michaelsen noted she reached out to all 10 who needed additional support to connect them with organizations doing similar work. It was noted we will have reviewed all of this by April 2025 and will be able to offer this again to FY26 AOS. Ms. Thomas questioned in the large need identified with consultants, have we identified resources and populations of color to be represented. Ms. Michaelsen noted that we have a group of consultants who are skilled and experienced in IDEA work and we direct organizations to them. While we have a robust group of folks it is something we need to continue to build on. Ms. Michaelsen noted she would like to sidebar with Ms. Thomas on skilled facilitators since we don't want to burn out the small pool we currently utilize and to also offer options in budget sizes.

iii. **Artist Services Needs Assessment.** Ms. Adams and Mr. Ashby provided a progress report for the Artist needs assessment. Ms. Adams noted those who have helped the IAC in these assessments including facilitation trainers The Tamarack Foundation for the Arts; Demographic design by Elaine Grogan Luttrull; Facilitators: Books Caruthers, Eric Salazar, Kyle Darnell, Maddie Miller; and Researcher Natalie Larsen. It was noted that the goal of this assessment was to provide an opportunity for artists to network with peers and voice opinions, concerns and needs that inform and elevate their unique experience as Indiana creatives. It was

noted that this data will be used in part to inform the next iteration of artist services for the IAC. A flow chart of the design with trained facilitator convenings, RAP community organizers, artists, and research. Ms. Jones noted assessment values, one of which was embracing joy as resistance. Ms. Bradley asked for more on this value. Ms. Adams noted that this was intentional to make sure joy was present while expressing needs, so the time together was meaningful and not just a complaining session. Mr. Ashby noted that there were key questions asked of each group that were developed with co-facilitators. He noted that sometimes these just naturally flowed into each other and other times they were blatantly asked. It was noted there were 150 artists who participated in these sessions. The age range was 16 to 97. There were 36% rural and 3% non-reporting. The key themes and finding of these discussions have been Networks and Connections; Marketing support; tension between creativity and financial stability; Local government/organizations playing an outsized role on local artist careers; and Intersection of identity and “career” as an artist framed feedback.

Ms. Bradley questioned, in regard to artists who wanted more local recognition, what effect they wanted to experience that? It was noted that this recognition went beyond award ceremonies and being able to come into a room and talk to power figures and to make sure they are recognized through and through community/economic development planning, not at the end. Ms. Bradley questioned if compensation was a part of this feedback. It was noted that for some artists it was the fact that they were asked to come and participate and be paid for their time. It was noted that if some weren't paid, they wouldn't have come as it shows their time is valued. Mr. Ashby added that a part of this was artists being invited to galas and social events so they can meet people and build social capital. Mr. Ashby added that as we look at the data it is easy to get lost in the numbers and he found these assessments a great recentring experience. In hearing life stories and impact of the IAC on their experiences it reminded him of why he is doing this work. It was a great reminder of the intrinsic value of the arts and about joy, escape and freedom as valuable, full stop. Ms. Bradley added that she felt the way this was executed was beautiful; using artists as facilitators and that the power dynamic in the room was thought about. She felt it was excellent the IAC was not mentioned at the front-end questions since public focus groups often ask what we can do for you. To figure out needs and how we can meet those opens it up for conversation. Mr. Haist questioned what we will be doing with this information. It was noted that the next steps are to finalize transcript analysis and then design, deploy, and analyze the survey. This will be followed by designing and building a final report and program suggestion. Mr. Haist noted that as he listened to the report, he felt there are so many actionable items and getting this information out to other organizations in the state could really make some stuff happen.

iv. 2024 Indiana Educator Fellowship for Creative Teaching Guidelines Approval. Ms. Haines shared a progress report on the program and submitted guidelines for approval. She reminded the commission that the Fellowship for Creative Teaching supports non-arts educators with robust training, funding, and a community of experts to inspire and implement creativity-centered innovation in the classroom. She noted this program is available to K – 12 licensed educators and 20 educators will be selected for the fellowship. The fellows will participate in a series of online trainings and receive a \$1000 honorarium. The teachers are then partnered with a local Arts Organization to plan & implement a week-long experience in arts integration for their students. It was noted that the plan for the program is to maintain the program's successes and expand the summer institute for creative teaching. She submitted 2 guidelines for approval. The teacher eligibility and selection guidelines and the arts partner project proposal guidelines. Ms. Cowling questioned how the information gets to the teachers to apply. She asked if the RAPS do a letter to school corporations to transfer on to the teacher staff or another way? Ms. Michaelsen noted that is a place we are iterating in and the communications staff is thinking about this as well. Mr. Bolser noted that for the teachers who have completed this program, it may be beneficial to go to the school corporations to recognize the teachers doing this type of curriculum in a school board setting which would not only communicate the opportunity to the teachers in that school corporation but also to others. Ms. Haines noted that we do communicate with the schools at the district level and congratulate them on being selected for the program. It was noted the summer institute will be July 10 – 12, 2024. Ms. Valentine called to approve the submitted guidelines as noted. Mr. Bolser motioned. Ms. Peaper seconded. By roll call vote the motion carried.

v. **Announcement of 2024 Indiana Poet Laureate.** It was noted that with Matthew Graham finishing out his term as state poet Laureate, Curtis L. Crisler has been chosen by the selection committee to be the state's next poet laureate. It was noted that a public announcement has not been made yet, but that will come at the first of the year.

5. Regional Arts Partnership Consortium Report. RAP Co-chair Kayla Myers attended the meeting to report on the work of the RAPs. It was noted that partners continue to meet biweekly on zoom with great participation. She noted most current topics have included, APS application formatting, the timeline for application intake and review and panel scheduling and format. It was noted a RAP retreat is scheduled for February 23rd and content areas for discussion will include RAP expectations and requirements, the strategic framework, the value of the partnership, evaluation update and findings on ANA. She noted shared appreciation from the RAPs for the artist needs assessments.

6. Consent Agenda Items Moved to Full Agenda (if any). No items were moved from the consent agenda.

7. Old Business and New Business.

a. Hoosier Women Artists. It was noted the Hoosier Women Artists reception and recognition ceremony will take place with the Lt. Governor and the IAC on February 1, 2024. It was noted that due to the end of Ms. Cowling's 2nd term this would be her last meeting. Ms. Valentine thanked her for her 8 years of service to the Commission. She noted her service has been engaged and thoughtful and has challenged us with fantastic questions. Ms. Cowling noted that she has seen the Commission make major changes over the years and they have all been good. She noted one of her pet peeves has always been getting funding out more equitably in the state and she is so pleased to see that happening now!

8. Adjournment of Quarterly Meeting. Ms. Valentine called to adjourn the meeting. Ms. Cowling motioned. Mr. Haist seconded. The meeting was adjourned at 11:23 AM.