

**Indiana Arts Commission**  
**Quarterly Business Meeting**

Friday, December 9, 2022, 9:00 a.m. (ET)  
Central Indiana Educational Service Center - Frontier Room and Zoom  
3500 DePauw Blvd. Pyramid 2, Suite 2020  
Indianapolis, IN 46268

Alberta Barker, Chair

MINUTES

**Members present:** Azizi Arrington-Slocum, Alberta Barker, Rëna Bradley, Ruth Ann Cowling, Greg Hull, Sofia Souto, Anne Valentine

**Members present via Zoom:** Dave Haist, Walter Knabe, Jake Oakman

**Members absent:** Chad Bolser, Laurie McRobbie, Dusty Stemer, Renee Thomas

**IAC Staff present:** Jordan Adams, Connie Brahm, Tëa Franco, Stephanie Haines, Miah Michaelsen, Stephanie Pfenkler, Andrè Zhang Sonera

**1. Call to Order.** Indiana Arts Commission Chair Alberta Barker called the meeting to order at 9:00 a.m. All in attendance as listed above. Ms. Barker welcomed new Commissioners Azizi Arrington Slocum and Renee Thomas. Ms. Arrington-Slocum attended the meeting and introduced herself.

**2. Approval of Agenda and September 9, 2022 Meeting Minutes.** Ms. Barker presented the agenda and September 9, 2022, minutes for approval. Commissioner Ruth Ann Cowling motioned. Commissioner Greg Hull seconded. By roll call vote, all were in favor. The motion carried.

**3. Consent Agenda.** Ms. Barker presented the consent agenda for Commission approval. Action items and reports submitted for review are listed below. Ms. Barker asked if any member would like an item removed from the consent agenda for discussion at the end of the meeting. Hearing none, she called to approve the consent agenda. Commissioner Anne Valentine motioned. Commissioner Rëna Bradley seconded. By roll call vote, all were in favor. The motion carried.

**a. Items Submitted for Commission Approval**

- i. FY23 Year to date Financials

**b. Reports for review:**

- i. FY22 Agency Goals
- ii. Arts Trust Report
- iii. Communications Report
- iv. Strategic Framework Update
- v. Commissioner Update
- vi. Cultural District Update
- vii. Executive Director Evaluation
- viii. Poet Laureate Update

**4. Committee Reports**

**a. Committee on the Future.** IAC Executive Director Miah Michaelsen noted all Committee on the Future items were provided in the consent agenda, so no further report was provided.

**b. Programs, Grants and Services.**

**i. FY24 – 25 Arts Organization Support Funding Solution Framework.** Ms. Michaelsen presented the Arts Organization Support (AOS) funding solution framework for Commission discussion and approval. The Commission received detailed handouts delineating the process leading up to the presented funding framework which seeks to make the program more equitable (attached). Ms. Michaelsen noted the great work IAC Deputy Director of Programs Paige Sharp has done on this. Ms. Michaelsen noted that this program has faced challenges with growth in the sector and inequities in the per capita regional funding system for many years. In 2020, in response to the national conversation around inequities, the agency adopted a cultural equity statement. During the same year, the agency's budget was cut 15% due to unknowns surrounding the pandemic. Because of this cut and existing challenges already imposed on this program, the Commission made the strategic decision to prioritize organizations over artist programs considering their importance to the state's infrastructure. It was noted the agency further supported organizations through various pandemic relief funds and by also expediting grant funds ahead of final grant reports. Ms. Michaelsen then reminded the Commission of the report presented at a previous quarterly meeting on the unsustainable model of the AOS program. The Commission further looked at the

inequity of the program by utilizing equity consultants to gather input from the field through statewide surveys, focus groups, zoom convenings and individual interviews. Various organizations in and outside of the program were included, as well as artists and other constituents. The equity consultants then put together a series of recommendations on how we should change the process and structure based on this input which were brought before the Commission in September. The field was asked what the priorities are and the impact this program should make. 85% of the field responded that this program should make meaningful impact to organizations and access to underrepresented organizations should increase. Based on these recommendations the Commission adopted the process changes at the September QBM which included merging the AOS levels into one group and providing greater access and equity by extending the 2-year funding cycle to include those smaller, volunteer run organizations. In addition, changing the \$50K budget threshold to \$20K instead, will allow those smaller and emerging organizations access. Other changes include simplifying grant application language and strengthening the panel adjudication process by providing capacity building and honoraria to panelists. Ms. Michaelsen paused to take any questions regarding the process up to this point. Hearing none she then proceeded on to the funding framework, noting that based on Commission guidance from the September quarterly meeting discussions, the agency brought in data consultants to develop a funding strategy equation that would provide a sustainable model and meaningful awards that do not disadvantaging rural and emerging organizations. She noted the funding strategy is scientific, systematic and reduces error and bias while also allowing flexibility. The framework was presented through tested models based on splitting funding into tiers based on budget size of organizations. It was emphasized that if the agency were to receive an increase or reduction in funding the funding would flow through the framework as presented. It was stressed that for budget increases the agency would not regress to the previous framework. The funding tiers presented put the smallest budget organizations with the greatest percentage of total funding dollars and the largest budget organizations with the smallest percentage of funding dollars. In addition, in the paneling process multipliers would be assigned to those in rural places or those serving or led by people of color, which would bump up their score. It was noted organizations cannot self-select whether they are rural or not; this is determined automatically by the location of the organization. Ms. Arrington-Slocum questioned the multipliers and if organizations could receive both. Ms. Michaelsen noted the organization would only receive one multiplier so it would have to be one or the other. Ms. Bradley questioned the numbers used to model the outcomes in the framework. Ms. Michaelsen noted this framework is modeled on the most recent application data since we had to model it on something and then we added about 30 organizations that we thought might apply in the next grant cycle to model out down streaming impacts. She added the consultants looked at roughly how many organizations would be in each tier. Ms. Michaelsen continued that it was important to build a framework that provided the most dollars to the smallest organizations. She further noted that the agency policy has been that we do not fund more than 20% of an organizations budget. She added that if we were to fund 20% for all organizations that apply, we would need \$27M to accommodate. Ms. Michaelsen further added that, for example, if for the smallest organization category there is money left over then the model circles the funding back into the category to fund as many as we can up to 20%. Ms. Michaelsen then provided the 3 types of equity levels for this framework: Maximum, mid, and entry level equity. Percentages of funding based on these levels were provided. It was noted the Programs, Grants and Services Committee and the Executive Committee all supported the Maximum equity level with the caveat from the Executive Committee that the funding percentage is looked at as a floor and not a ceiling to give flexibility to turn the dial a little bit based on scenarios. Ms. Michaelsen opened the floor for comments and questions. Ms. Valentine expressed her enthusiasm for the Maximum equity level and the prospect of what this will mean for the granting program and state. Mr. Knabe remarked on how well he felt this data and framework were developed. He added he was enthusiastic about getting funding to smaller organizations and the difference this might make for artists. Mr. Haist commented that he applauded the work of the consultants and team and fully supported the direction the Commission is going. He added that his only reservation is regarding communication to potential and past grant recipients and giving them sufficient notice of the change. He added it might make more sense to implement changes to give time for organizations to adjust. Mr. Hull responded that the study group heard his reservations which is why one on one discussions have been scheduled with the larger organizations. He added that he has been included on some of these one on ones and in these conversations, we have heard that organizations support and understand the agency's goals and are thrilled to support it. Ms. Michaelsen added that change management has been important in this process. Ms. Barker noted that there has been a tremendous amount of work put into this with much input from Commissioners. She added the consultants did outstanding work in listening to and gaining input from the field to guide these changes. She noted that initially she was not onboard with the maximum equity model at the beginning of this process, but she is now. She further noted she knows Ms. Michaelsen has been doing a great job of reaching out to people who will be affected by these changes and has also seen many emails going out communicating the changes. Ms. Barker asked for any further questions or comments. Hearing none she called to approve the AOS funding framework. Ms. Valentine motioned to approve. Ms. Cowling seconded the motion. By roll call vote, all were in favor. The motion carried.

ii. **FY24 Guidelines.** Ms. Michaelsen presented the Arts Organization Support and Arts Project Support Guidelines for FY24 (attached). She noted these guidelines are reflective of the conversations had today and the funding framework. Commissioner Jake Oakman motioned to approve. Ms. Valentine seconded. By roll call vote, all were in favor. The motion carried.

Ms. Michaelsen added that there are many moving parts to operationalizing the new framework. She noted in communication efforts the agency will be hosting a statewide webinar on Monday, December 19<sup>th</sup> as well as Regional Arts Partner sessions on what is new with AOS. The agency will continue to have one on one conversations with the larger organizations. She noted Commissioners would also be apprised of the upcoming grant cycle which will culminate in grant approvals at the June quarterly business meeting. Ms. Cowling questioned if the webinars would be held virtually. Ms. Michaelsen confirmed they will be held on zoom.

iii. **FSSA/Division of Aging Lifelong Arts Indiana Program Preview Presentation.** Indiana Arts Commission (IAC) Arts Education and Accessibility manager Stephanie Haines reported on recent developments with the Family Social Services Administration (FSSA) Division of Aging and the continued partnership with them on the Lifelong Arts Program. She reminded the Commission that the agency designed the Lifelong Arts Program pilot with \$23K of funding that was provided by the National Assembly of State Arts Agencies (NASAA) to equip artists and arts organizations to develop programs to meet the unique needs of older adults. She noted that arts experiences designed for the specific age group of adults 65 and over harnesses the rich wisdom and experiences of adults who are in post work life. She noted the pilot program trained artists and then provided funding to get these projects started in their communities. She noted the pilot program began in February of 2021 and the agency is leading the field in this evidence based and rigorously researched work that shows positive impacts for older adults through participation in arts programming. She noted in this pilot program the agency partnered with the Family Social Services Administration (FSSA) and their division of aging and in the process the IAC has developed a great relationship with them. The agency submitted a proposal to the FSSA Division of Aging to expand this pilot program and now has a \$1.2M investment. It was noted this is the first state agency partnership focused on creative aging. Ms. Haines noted a portion of this investment will go into research and program evaluation to show the field and other states how they can model this program. She noted outcomes which include more access to the arts, having 200 people in the state trained in this work, and long-term hope of creating a culture shift that utilizes arts as a tool for older adults. Ms. Haines noted we have a state asset in Jon Kay with Traditional Arts Indiana who is a national expert on creative aging and has been in this space for many years. Ms. Haines noted we are in the development phase with hope to give out 130 grants of \$5K to serve older adults in community and senior centers as well as other places older adults gather.

a. **Lifelong Arts Guidelines.** Ms. Haines presented the 2023 Lifelong Arts Guidelines for approval (attached) noting the only difference from the previous year's guidelines is the inclusion of non-profits as potential eligible entities. Ms. Cowling asked if organizations that apply for APS can also apply for this opportunity. Ms. Haines noted APS grantees can also apply for this grant. Ms. Cowling added she was curious because many arts organizations already have elderly programs in place. Ms. Haines noted since we are partnering with the FSSA Division of Aging our priority is to meet their community of aging service providers under their umbrella. She further noted that Jon Kay will be providing training to organizations in this work. Mr. Haist noted this is a great step forward. Ms. Barker called to approve the guidelines. Ms. Cowling motioned. Mr. Oakman seconded. By roll call vote, all were in favor. The motion carried.

iv. **IAC Financial Dashboard Preview.** IAC Deputy Director of Operations and Strategic Partnerships Andre Zhang Sonera provided a preview of the grant financial dashboard that will roll out the first quarter of the year and will provide not only information for Commissioners and staff but for tracking progress in communities and by legislators. He noted grant data can be gleaned by fiscal year, county and region. He noted with redistricting, the previous grantee data does not currently match by region, so this will be updated by the 1<sup>st</sup> quarter of the year. Ms. Barker noted she appreciated the work on this and Mr. Hull noted this will be a great tool to use.

## **5. Regional Arts Partnership**

a. **Consortium Report.** Regional Arts Partner (RAP) Co-Chair Anne Fields Monical reported out on the December 8, 2022, RAP meeting. She noted that partners continue to meet virtually bi-weekly. The partners discussed corresponding opportunities and ways to better engage for programs such as On-Ramp and capacity building opportunities based on constituent needs. She noted the RAPs have participated in the equity conversations since many are grantees as well and they applaud how transparent this process has been and appreciate feeling like they are being heard by making grants more meaningful. She added the funding framework has been well explained to partners and has prepared them to educate their grantees. She noted in concern to organizations who may be surprised by these changes, the RAPs have been part of the change management process and are ready to swing into action to help. She further noted she is excited to see how this new framework will benefit smaller organizations. She noted the partners already utilize workshops for

grants and will take time to look at the retooled AOS application. The Partners are also looking at capacity building opportunities and how to leverage existing programs in our regions and promotion of resource sharing especially for those smaller, volunteer run organizations. Ms. Barker noted it was good to hear the feedback from the Partner perspective regarding the framework and guidelines the Commission just passed. Ms. Cowling questioned if the RAPs have reached out to all towns and communities to see who should be communicated with. Ms. Monical noted that is a regular question because some of the partners are very rural regions and we realize that some counties don't have a culturally adjacent organization. Ms. Monical added that an older requirement for the partners was to have an advisory council. While that is not a requirement now, some RAPs such as her organization try to have a representative on their council from every county they serve. Ms. Cowling noted having RAP updates outside of the quarterly meeting would be beneficial. Ms. Michaelsen added that since Commissioners represent the entire state making sure there is a strong connection with the Partners is important since this is a critical piece to our state network.

**6. Traditional Arts Indiana.** Jon Kay Executive Director of Traditional Arts Indiana (TAI) joined the meeting and spoke to the Commission about the National Heritage Fellowship and TAI Apprenticeship Program. He noted TAI was able to nominate Michael Cleveland, bluegrass fiddler, for the National Endowment for the Arts (NEA) National Heritage Fellowship which is the nation's highest honor in traditional and folk arts. He noted Indiana has had only 4 awardees since the program began in 1981. Mr. Cleveland received the award. He further spoke about the TAI Apprenticeship Program which supports the continuation of cultural practices in Indiana communities by funding up to six apprenticeship pairs each year, enabling apprentices to learn essential knowledge and skills in traditional art forms from master artists. He provided a brief history of the program and past apprenticeships which have included Miami traditional plant use, gospel piano, blacksmithing, and washboard musicians to name a few. Ms. Michaelsen noted that a portion of the NEA funds the agency receives is earmarked for folk and traditional arts of which TAI is the recipient. It was noted that many state arts agencies work with partners such as TAI. Ms. Barker thanked Mr. Kay for the presentation and for seeding the arts for the future.

**7. Consent Agenda Items moved to full agenda (if any).** No items were moved from the consent agenda to the full agenda.

**8. FY22 Agency Goals Presentation.** Ms. Michaelsen presented the FY22 Agency Goals and noted highlights which included the adoption of the bridge plan and establishment of the strategic framework advisory committee that will be chaired by Commissioners Bolser and Bradley for the next plan that will span 2024 to 2028. She further noted the IN Department of Education, IN Small Business Development Center (ISBDC), IN Destination Development Corporation (IDDC), Indiana Tourism Association and Accelerate Indiana Municipalities (AIM) showcase agency, non-profit and for-profit sector partnerships to advance programming. In addition, the agency has increased diversity amongst staff, commissioners, and partners. Commissioner engagement has been increased through the adoption of the consent agenda and study groups. Ms. Michaelsen noted we are currently setting 2023 goals. Ms. Valentine noted the great work of the past year and encouraged the agency to come up with fewer goals considering the size of the team. She noted that staff should be mindful that you don't have to have 9 goals considering that is as many team members as are currently staffed. Ms. Barker agreed with Ms. Valentine.

**9. FY22 summary of learnings (If time allows.)** Ms. Michaelsen presented findings from the FY22 final grant reports (attached) and noted that across APS and AOS programs approx. 7M Hoosiers participated in in person activities as reported by 384 organizations, which shows that people are attending multiple events. It was further noted the impact these programs have had on artists considering that the agency paused the Individual Advancement Program and the Arts in the Parks and Historic Sites program during the pandemic. She further noted that the agency prioritized APS programs that benefited artists we can see that in almost 2k artists directly benefited from that prioritization. It was further noted that in the AOS program approx. \$29M was paid to 15K artists. Further information on how the AOS and APS programs impacted underserved communities was also provided. It was noted that only 21 of 92 counties did not have direct funding. Ms. Bradley questioned for the artists we directly supported; do we have a median amount for which we directly supported them. Ms. Michaelsen noted although she didn't have the number off hand, we do have those numbers and she would send those out post meeting. Ms. Barker noted it has been a great year and she thanked the Partners and Commission for all of the work done this past year.

**10. Old Business and New Business.** None Discussed.

**11. Adjournment of Quarterly Meeting.** Ms. Barker called to adjourn the meeting. Ms. Cowling motioned. Mr. Oakman seconded. By roll call vote the meeting was adjourned at 11:30 a.m.