

**Indiana Arts Commission  
Quarterly Business Meeting**

Friday, December 10, 2021, 10:00 a.m. – Noon (ET)

The meeting was virtual through Zoom.

Alberta Barker, Chair

**MINUTES**

**Members present via Zoom:** Lisa Abbott, Alberta Barker, Chad Bolser, Libby Chiu, Ruth Ann Cowling, Dave Haist, Greg Hull, Walter Knabe, Laurie McRobbie, Jake Oakman, Kelsey Peaper, Sofia Souto, Dusty Stemer, Anne Valentine

**Members absent:** Allen Platt

**Staff Present via Zoom:** Connie Brahm, Bridget Eckert, Stephanie Haines, Miah Michaelson, Stephanie Pfendler, Deanna Poelsma, Chapin Schnick, Paige Sharp

**Guests:** Ann Fields Monical and Anne McKim (RAP Co-Chairs)

- 1) **Welcome.** Indiana Arts Commission (IAC) Chair Alberta Barker started the meeting at 10:00 am and welcomed everyone.
- 2) **Roll Call.** IAC Executive Assistant Stephanie Pfendler confirmed a quorum by roll call. She noted that because the Governor extended the Emergency Order the Commission could meet virtually. She noted there was a quorum. Ms. Barker welcomed Ms. Michaelson as the agency's new Executive Director.
- 3) **Approval of Agenda and September 10, 2021, Meeting Minutes.** Ms. Barker presented the September 10, 2021, meeting minutes and December 10, 2021, agenda for approval. Commissioner Greg Hull questioned a detail in the Executive Committee section number 5 of the minutes. He noted the minutes read that Commissioners cannot attend virtually more than two times in a row. He thought that this should say Commissioners cannot miss more than two meetings in a row. Ms. Michaelson clarified that the policy noted that Commissioners could not attend more than two meetings virtually in a row once the Governor's Emergency Order ceased. Mr. Hull's noted his concern since the Commission has been meeting virtually over more than 2 meetings. Ms. Michaelson further clarified that the Commission has been able to meet fully virtually because of the Governor's emergency orders. Once the emergency orders cease the Commission will need to adhere to the new electronic meeting policy. Mr. Hull thanked Ms. Michaelson for the clarification. Ms. Barker called to approve the minutes to note the clarification. Commissioner Dusty Stemer motioned. Commissioner Dave Haist seconded the motion. By roll call vote, all were in favor. The motion carried.

**Committee Reports**

**4) Committee on the Future.**

- a. **YTD Financial Report 2021.** IAC Grants Manager Deanna Poelsma presented the Year-to-date financial report for November 2021 (attached) and noted the agency was on track. She brought attention to the National Endowment for the Arts (NEA) and State Match Carry forward payments line item, noting the remainder of the Indiana Economic Development Corporation's (IEDC) federal pandemic funds were returned to the IEDC. She asked for any questions. Hearing none, Ms. Barker called to approve the November financial statement. Commissioner Laurie McRobbie motioned. Commissioner Ruth Ann Cowling seconded the motion. By roll call vote, all were in favor. The motion carried.
- b. **Cultural Trust Report.** IAC Director of Marketing Bridget Eckert presented the Cultural Trust Report with fund information as of September 30, 2021 (attached). She reminded the Commission that for every Arts Plate sold \$25 is donated to the Arts Trust where it is invested, and interest accumulated is available at the Commission's discretion to be utilized to support programs and initiatives. She noted that the Trust currently has investments upwards of \$3M with approx. \$192K

in available interest. She continued that the Commission decided in 2020 to utilize a small amount of available interest for Arts Project Support (APS) grants designated Arts Trust Projects to spark community interest and investment. She noted that since that decision plate sales have ceased their long-term decline and shown a slight uptick in this past year. She noted while the agency is cautiously optimistic that the Trust projects are sparking this uptick, the agency is proposing that we continue to use the Trust to support Arts Project Support projects. Ms. Stemer questioned how plates are marketed to the state. Ms. Eckert noted about 10 years ago the Bureau of Motor Vehicles (BMV) no longer allowed advertising of specialty license plates in their offices, which she contributed to the decline in plate sales. She added, advertising, in part, comes from grantees who run Arts Plate ads in their programs and other materials. She continued that in partnership with the APS projects designated as Arts Trust Plates, of which there is one in each county, we can amplify their stories and availability of the plate in communications. Ms. Barker noted that it looks like the great work the agency is doing in marketing the designated projects and getting the word out about the plate is starting to pay off and hopefully the upward trend will continue.

- c. **2017-2021 Strategic Plan Key Performance Indicators.** Ms. Eckert reminded the agency that it is nearing the end of the 2017-2021 strategic plan. She noted the plan includes big picture goals like strengthening the relationship for artists, art providers and communities and providing pathways to arts learning (arts ed K-12 and for lifelong learners). She noted that in 2019 the Commission supported the staff in hiring a consulting firm to assess achievement of the plan's goals. Staff will be pulling data from final grant reports, webinar registrations, applications received and awarded and cross referencing the data with other criteria. She noted the staff in the initial review is seeing some gaps in meeting goals such as the fact that we do not track board diversity as it relates to protected classes. The staff will continue to evaluate the plan and then come back to the Commission with recommendations which may include possibly extending the current plan to continue working on goals. She noted because the strategic plan is the responsibility of the Commission staff will be leaning on commissioners for input. She noted Commissioner Chad Bolser will be coming alongside staff to help assess where we are currently and make recommendations. Mr. Bolser noted since this plan is set to end by 2021 there is a possibility that we will extend the plan. He questioned if the Commission will wait until March to make that recommendation. Ms. Michaelsen noted that staff is of the mindset currently to extend the plan at least through 2022 to mid-2023 so we can frame up the conversation about future planning, especially since the planning environment is still unsettled. Ms. Michaelsen added that there is plenty of runway left in this plan and areas that could be deepened. Mr. Bolser completely agreed with that assessment. Ms. Michaelsen noted that we want commissioners to weigh in on recommendations since we do this work on your behalf and want to have your feedback and response. Ms. Barker thanked staff for the update.
- d. **Governor's Arts Awards Debrief.** IAC Communications and Community Engagement Manager Connie Brahm presented data on the Governor's Arts Awards (attached) to illicit discussion on where the Commission would like to take the event in the future. She reminded the Commission that the award is a biennial recognition to honor Hoosiers who have made significant contributions in the state. She noted this past year the ceremony was made possible through a virtual live stream event with awardee video from creative agency Tilt23 Studio. She continued while this year's event was a success, we did miss an opportunity to gather with the field and in the future we are looking for a way to marry the virtual and in person event for 2023. Ms. Brahm noted that in considering the future of the awards we would like to move forward with the goals to demonstrate creative diversity; celebrate communities who have incorporated artists, arts and culture into community planning and problem solving; lift up and share learning and practices related to inclusion, diversity, equity and access work; and continue to collaborate with the Office of the Governor. Ms. Brahm noted the agency would like to move forward with these goals in mind. She welcomed any Commissioner who would like to engage with this event. Ms. Brahm

asked for any questions or comments about the future of the awards. Hearing none, Ms. Barker noted that the event video and awardees from the past event were outstanding.

- e. **Federal Funding Policies Development.** Ms. Poelsma noted staff is working on a federal funding policy which will be presented to the Commission for approval. She noted the policy is required by our federal funder the National Endowment for the Arts (NEA) to basically outline how we do what we do, from contracting with grantees and risk mitigation to deciding which grants receive federal funds.

## 5) Programs, Grants and Services

- a. **Cultural District Project funding 2022 Guidelines.** IAC Deputy Director of Programs Paige Sharp presented the CY22 Cultural District Project Funding Guidelines (attached) for Commission approval. She noted these project funds are made available to our 12 state designated Cultural Districts to support specific activities to advance the role of IDEA, non-arts partnerships to cultivate cross-sector work, and consortium goals. Ms. Barker called to approve the guidelines. Ms. McRobbie motioned to approve. Mr. Oakman seconded the motion. By roll call vote all were in favor. The motion carried.
- b. **Arts Organization Support (AOS) & Arts Project Support (APS) Guidelines.** Ms. Sharp presented the FY23 AOSI and APS Guidelines (attached) for Commission approval. Ms. Sharp noted the next cycle of AOS funding is for the smaller funding level category AOS I. She added since most organizations are on a 2-year funding cycle, applicants will largely be new organizations not currently funded. She further noted changes from the past year's guidelines which included clarified language (eligibility questionnaire instead of letter of intent), ineligibility for branches of private schools, updated/clarified expenses eligibility to encourage use of funds for accessibility enhancement, and folding in of the arts education criteria into "artistic quality". Continued from FY22 will be a paneling process without scoring but with a yes, yes with modifications, and no format for approval. Ms. Sharp noted changes for FY23 APS guidelines included emphasis on accessibility (including web-based FAQs), prioritizing applicants who have never received IAC funding, and updated/clarified expenses eligibility that loosens restrictions on capital to encourage public art. She noted that continued from FY22 guidelines will be the no match requirement. In addition, APS applicants that extended their project to FY23 cannot apply for further FY23 funding. The guidelines also put emphasis on supporting Indiana artists. Ms. Sharp asked for any questions. Hearing none, Ms. Barker called to approve the AOSI and APS guidelines. Mr. Haist motioned to approve. Mr. Oakman seconded. By roll call vote, all were in favor. The motion carried.
- c. **Grievance Policy.** Ms. Sharp presented the IAC Grievance Policy (attached) for Commission approval. She noted IAC Arts Education and Accessibility Manager Stephanie Haines has based this policy on guidance from the IAC's accessibility taskforce and the 504 accessibility workbook required by the NEA. She continued that this policy is not punitive but provides a gateway for those with disabilities to contact us if they find an organization we grant is not accessible or does not provide accommodations. This provides a basis for the IAC to reach out to the submitted organization to help them become accessible. She further noted that there is an internal check-list of what to do if the IAC does receive a concern. Ms. Barker asked for any questions. Hearing none. She called to approve the Grievance Policy. Mr. Bolser motioned to approve. Ms. Stemer seconded the motion. By roll call vote, all were in favor. The motion carried.
- d. **Regional Arts Partnership**
  - i. **Consortium Report** (Ann Fields Monical and Anne McKim). Regional Arts Partner (RAP) Co-Chairs Ann Fields Monical from Tippecanoe Arts and Anne McKim from the Arts Council of Southwestern Indiana joined the meeting to provide an update on the consortium. Anne McKim provided a Regional Initiative Grant (RIG) update noting that Partners will be leading a statewide webinar for AOS and APS applications. She noted the webinar will be created collaboratively by the Partners. Ann Fields Monical reported that the RAPs and the IAC will partner to provide webinars for capacity building services followed up with a community conversation for an Arts

for All IDEA series to provide arts organizations with workable strategies for building relationships to better engage their community and underserved audiences. The presentation will be followed by a facilitator lead conversation on the regional level. She noted there will be 3 workshops on zoom. She noted these would be talking specifically about bias and shared humanity, how their work may perpetuate a dominant culture and what it means to be inclusive. She noted evaluation would be through post participation surveys and final grant reports. Ms. Michaelsen reminded the Commission that the 11 Regional Arts Partners across the state act much like an agricultural extension office. They are our boots on the ground and they help provide services in their networks across the state. She noted the guidelines training the Partners are doing used to be done by the IAC and now the Partners will be doing this as a group. She continued that the partners are important to our work as they provide that region by region look to help customize services. Ms. Barker noted she is glad to see that IDEA work is included in these services since it is part of our strategic plan.

- ii. **Region 12 Update.** Ms. Sharp noted that the regional partner in the New Albany/Madison region has been Hanover College. Due to staffing changes, they have decided that it is best for them to not move forward as a partner. Ms. Sharp continued that staff is asking for approval to find a new partner for this region. Ms. Barker called to approve authorizing staff to approve a new partner for region 12. Ms. Valentine motioned to approve. Ms. Cowling seconded the motion. By roll call vote. All were in favor. The motion carried. Ms. Cowling asked to be kept informed on region 12. Ms. Sharp noted she would contact Ms. Cowling to talk about the region and get input.

iii. **Region 7 Update.**

- 1. **Interim Management – Nickel Plate Arts.** Ms. Michaelsen reported on the IAC has been managing Region 7 partnership for several years. She noted that IAC Arts Education and Accessibility manger Stephanie Haines has been managing the region alongside her other responsibilities. Now that Ms. Haines will be working on the next iteration of the Partnering Arts, Communities and Education Program and because the intention of the partnership was not to have the IAC central office be the region 7 partner, the agency is calling to approve Nickel Plate Arts in Noblesville as the region 7 partner. She continued that while this expands the agency's ability to concentrate on other areas, it also provides Nickel Plate with the opportunity to meet their mission more fully. Ms. Barker called to approve. Ms. Abbott motioned to approve. Ms. Cowling seconded the motion. By roll call vote, all were in favor. The motion carried.
- 2. **Study Group.** Ms. Sharp reported that the region 7 study group comprised of staff and commissioners Lisa Abbot, Greg Hull and Anne Valentine has been put together to take a look at this unique part of the state. She noted region 7 is the fastest growing and most populated region in the state and this has resulted in interesting impacts in the current granting system. She noted the team is assessing data to begin the conversation on how to move forward and address complexities. Mr. Hull noted the work is ongoing and that it is great to have an opportunity to work together and dig deeper into some of these topics. Ms. Sharp noted the reality is that change will have to come in some form and some way and we need to navigate that together. She noted the group will report out what they are seeing at the March QBM. She noted in addition, with the agency's equity statement, we need to also find a balance there. Ms. Abbott noted it is a privilege to be a part of the group and to ensure that we consider best practices of change management. She continued that she is excited to see there is a commitment to understanding and a collaborative approach. Ms. Michaelsen added that change is coming, not just in Arts Operation Support but potentially around programs like the Indiana Arts Homecoming and Governor's Arts Awards and how we do that with the field. In addition, engaging

commissioners more in study groups provides insight and creates ownership. Ms. Baker thanked the staff and commissioners for tackling some of these challenges head on.

- e. **Indiana Arts Homecoming 2021 Debrief.** Ms. Brahm provided data on the 2021 Indiana Arts Homecoming (IAH) (attached) to illicit discussion from the Commission on the future of the capacity building event. Ms. Brahm reminded the Commission that the IAH is a capacity building event that gathers IN artists, providers, and creative communities to focus on creativity and learning. Ms. Brahm noted in the past two pandemic years we have held the event virtually. Prior to that the event took place in person. She noted the agency is starting to think about next steps through evaluation of post conference survey data and by monitoring state and nationwide trends. Ms. Brahm added that staff would like to gain input from Commissioners and the field on goals and priorities and where they see the event going in the future. Ms. Cowling noted she attended this past year's online event, noting there were a variety of offerings and the event itself was amazing. Ms. Brahm noted breakout sessions are available to view on the agency's YouTube channel. Ms. Barker seconded Ms. Cowling's praise of the event noting she tuned in to sessions as well.

## **6) Executive Committee.**

- a. **Commissioner Appointments & Reappointments.** Ms. Michaelsen noted we are continuing to work with the Office of the Governor (OOG) to confirm our reappointments and to fill Allen Platt's seat since his term officially ending in June of 2021. She added due to the workload of the OOG we certainly understand that not only our agency but others are also waiting on their confirmations. Ms. Michaelsen further noted we are always accepting nominations to forward to the Governor, who is ultimately responsible for making the appointments. Ms. Barker noted she remembered there was a nomination form commissioners could submit. It was noted the form will be sent to commissioners following the meeting.
- b. **Commissioner Engagement.** Ms. Barker noted she and Ms. Michaelsen have been discussing ways to enhance the Commissioner's experience and provided topics for the Commission to discuss. Ms. Barker noted that she is suggesting the Commission move to a consent agenda. She noted various boards she is on have utilized the consent agenda which allows more room for discussion. Ms. Barker asked for any input. Ms. McRobbie noted it is a sensible way to create more time for discussion and make the meeting time we do have more meaningful. Ms. Barker noted that because we only meet 4 times a year, we would like to make that time as enriching an experience as we can and also we would like to improve the engagement we currently have. She noted that returning to a Thursday evening gathering or cultural event and dinner prior to the Friday Commission quarterly meeting to help Commissioners get to know each other and build relationships. Ms. Barker questioned what experience Commissioners were wanting and opened it up for discussion. Ms. Abbott agreed with what has been said and noted she sees the social pieces as an integral part of gaining trust and building relationships. Ms. Michaelsen noted that the Governor's emergency order is what allows us to do a fully virtual meeting. She continued that once that order expires, we will have to return to in person meetings. She continued that prior to the pandemic it was tradition for the Commission to meet in Indianapolis in June and December and then be on the road in March and September to see the state. She noted the Commission would like to return to that model. Since March 2022 may be precarious, if we needed to meet in person we would schedule that for Indianapolis. We could then try to have a Thursday gathering in June and then by September we could be on the road and then in December we would be back in Indianapolis. She noted each of those in person opportunities would then have a social gathering attached to it. Ms. Stemer noted she felt the Thursday evening social events prior to the Commission meetings really encouraged camaraderie. Ms. Chiu agreed that meeting in person had the benefit of mutual trust. Ms. Michaelsen then confirmed the Commission would meet in Indianapolis in March if the emergency order was lifted. She confirmed that June and December would then be in Indianapolis with the September meeting in a different location. She noted Ms. Cowling has stepped up to host in Jeffersonville. Ms. McRobbie noted that in March we may have

a problem finding hotel rooms since it is during the NCAA basketball tournament. Ms. Michaelsen noted we would look into hotels for March. Ms. Michaelsen further noted she has been having one on one conversations with Commissioners and she is getting an idea of how commissioners want to better be engaged and how much post QBM communications you prefer. Ms. Michaelsen further noted the primary goal is that she wants to make it worthwhile for Commissioners to serve.

#### 6.5) **Staff Briefs.**

- a. **Arts Learning Updates.** Ms. Haines noted the agency is receiving research data to better inform the next iteration of the PACE program. She noted the Indiana Youth Institute and the Department of Education (DOE) studies will inform that through better understanding of what parts of the state have and do not have access to arts education and equity. She further noted the agency is in conversation with the DOE on a possible learning experience for artists and teachers across the state. She noted this is not a confirmed program but is in the discussion phase.
- b. **On-Ramp Central & Local.** Ms. Sharp noted the agency sent out copies of the issue of Pattern Magazine showcasing the On-Ramp program. She continued that the developer of the program, Elaine Grogan Luttrell, has submitted data on the outcomes of the program and creatives having connections with other creatives is an important piece. She further noted 104 individuals went through the program and have applied to receive fellowships. She continued that this has been a great opportunity to partner with the Indiana Small Business Development Corporation who has been pleased with the data outcomes. They would like to continue to find ways to partner with us as we provide expertise to help creative businesses in Indiana. She noted a new cohort will be formed for May of 2022.
- c. **First 90 Days.** Ms. Michaelsen noted she has been having one on one conversations with commissioners, meetings with state agencies and traveling to visit arts organizations. She added that she hoped the Commission could have more conversations and collaboration to advance the work of the agency and noted the importance of pausing to listen to what the field needs. She continued that the agency is also in the process of hiring to fill the Artist Services Director and the Grants Manager positions. Ms. Michaelsen noted Ms. Poelsema would be leaving the agency in early January to begin her creative business.

**7) Old Business and New Business.** Ms. Michaelsen reported that Ms. Poelsma would be leaving the agency at the first of January to begin her creative business.

**8) Adjournment of Quarterly Business Meeting.** Ms. Barker noted she was glad to have Ms. Michaelsen on board and called to adjourn the meeting. Ms. Valentine motioned. Ms. McRobbie seconded the motion. By roll call vote, all were in favor. The meeting was adjourned at 11:36 a.m.