

BCA Board of Directors Meeting Minutes  
January 18, 2022  
3:00-5:00 pm  
Via Zoom

Advisory Board of Directors Voting Members in attendance: Lori Rowe, Lisa Lillibridge, Billi Gosh, Mildred Beltre Martinez, Laura McDonough, Dana vanderHeyden, Bryan Parmelee, Patrick Shank, Jeffery Harkness, Barbara Perry, Rachel Kahn-Fogel, Milton Rosa-Ortiz, Taylor Gamache

Staff present: Doreen Kraft, Sara Katz, Joyce Cellars, John Flanagan, Zach Williamson, Melissa Steady, Meara McGinniss

Meeting called to order at 3:07

1. Consent Agenda—Rachel Kahn-Fogel moved to accept, Billi Gosh seconded. All were in favor.
  - a. Approved Agenda
  - b. Approved Minutes of November
2. Public Forum – No public was present
3. Lori Rowe presented a set of community agreements to the board, produced by the Racial Equity, Inclusion, and Belonging department of the City of Burlington used in trainings and meetings of city department heads. After discussion, some changes were made and the following was presented for a vote to be adopted and added to the board manual.
  - We agree to respect one another – no shaming, attacking or dismissing.
  - We agree to remain honest and open-minded
  - We agree to avoid passing any judgment
  - We agree to remain humble and remember that making mistakes is okay
  - We agree to maintain a supportive environment
  - We agree to step up and step back, creating and taking space appropriately
  - We agree to allow everyone time to process
  - We agree to be as present and demonstrate active listening as much as possible

Barbara Perry moved to accept, seconded by Billi Gosh. All were in favor.

4. Board Matrix-Lori Rowe reminded everyone to fill out their Board Skills Matrix. A discussion was had about adding self-reported demographic

information to the matrix. The Nominating and Executive Committees will discuss and report.

5. Financial Report-Board treasurer Billi Gosh shared the latest financial report with the board. Increased staffing needs have caused us to go over budget and some areas of fundraising are down. It is planned that staff will work to keep expenses down and make up the difference that way.
6. **Director's Report**- Doreen Kraft invited Zach Williamson to present on Highlight. He talked about the ways that he and other staff had to pivot at the last minute to ensure a safe experience for the community by doubling virtual programming and moving remaining live programming outdoors. Doreen then spoke about the challenges facing non-profits right now and trusts that the board will continue to be strong in the face of them.

## 7. Committee Reports:

- a. Development Committee (Billi Gosh)- Board Giving has already exceeded our goal. Corporate gifts have been very strong due to Highlight and our partnership with Higher Ground on Backside 405. Both the Major Gift and Special Event categories are down, but the year-end appeal letter is our most successful yet. An Art from the Heart challenge and campaign and an online art auction are the next things on the horizon.
- b. Education Committee (Dana vanderHeyden)-Art from the Heart is serving an enormous number of people at the hospital, mainly through art kits created by volunteers working from home and at the BCA Center. Gallery Education is going well, though challenged by Covid. A new camp this past summer, Gallery Explorers, was a great success. See Think Do programs continue to reach many in our community including young adults living with disabilities through the Bridging Program, to preschoolers and high schoolers. Clay studio membership is back to pre-pandemic numbers, plus a new lottery system has increased access. Adult Winter and Spring classes are filling up, with 71% of seats filled. Summer camp registration goes on sale on February 7<sup>th</sup>.
- c. Equity and Belonging Committee(Lisa Lillibridge)- The committee spent their January 4<sup>th</sup> meeting acknowledging and discussing a letter from Jacq Posey regarding thoughts and ideas she has for the committee moving forward. We were all grateful for the time and energy she put into her letter...it sparked a lot of discussion.

The committee noted Jacq's frustrations that agendas did not move forward. Questions that emerged included: What is the mission? What exactly is an advisory role? Is adding more voices the goal? What about leadership? The committee decided to table that discussion until our next meeting. The committee decided that narrowing our scope and clarifying our purpose would be helpful. A discussion was had about the many ways Equity and Belonging is already being addressed by the staff within BCA, and the work the city is doing as well. John Flanagan mentioned that there is a new list of partner organizations that came from the CEDO office that could be a useful tool for board outreach. The committee **discussed ways to further BCA's** mission of equity and outreach by making connections. Mildred made a statement that greatly informed all of our thinking about the charge of the committee and the path forward regarding **new voices on the board**, "Instead of extracting labor, how can we reframe so we can genuinely tell an organization that we see the work they are doing and we as an institution would like to be **supportive?**" We talked about how some of the organic discussion or just reaching out to have coffee with someone has been hindered by the pandemic when we're all ZOOMED OUT. We then created a **draft charge for our committee**: "The charge of the Equity and Belonging Committee is to support, expand and bolster equity and belonging efforts in the work of BCA and the **community it serves.**" This will be refined by the committee and formally presented to the full board for a vote by the next meeting. Links for reference:

[https://yodisabledproud.org/organize/docs/PRIDE/2\\_Instructor\\_Guide/IG8\\_Resc\\_Orgs\\_VT.pdf](https://yodisabledproud.org/organize/docs/PRIDE/2_Instructor_Guide/IG8_Resc_Orgs_VT.pdf)

[https://www.dropbox.com/s/tikc2c0o7cgg1zi/audio\\_only.m4a?dl=0](https://www.dropbox.com/s/tikc2c0o7cgg1zi/audio_only.m4a?dl=0)

- d. Exhibitions Committee (Barbara Perry) Barbara introduced herself as the new chair of the exhibitions committee. She highlighted upcoming exhibitions, featuring Eric Aho and Sarah Trad, both opening February 18. There will be no opening reception but we are planning on a closing reception in May. Applications for the Diane Gabriel Award are open. Art sales are going great- in Dec and Jan BCA installed 5 new offsite exhibits, featuring 10 artists. Art sales from the same period were \$6,200. The Holiday Artist Market was a success according to attendees and artists alike.

Despite windy conditions, about 3,400 people attended over two days. Gallery education tours for groups are currently paused because of the pandemic, but the program is flourishing in general with many strong partners in the community, including a new important one with Burlington High School.

8. Lori Rowe announced that the Board Manual is being updated and reminded everyone to send an up-to-date bio of themselves (or any questions) to Meara McGinniss at their earliest convenience.
9. 5:14pm Billi Gosh moved to adjourn, seconded by Jeff Harkness. All were in favor.

BCA's mission is to nurture a dynamic environment through the arts that makes quality experiences accessible regardless of economic, social or physical constraints. We do this by:

- Supporting and promoting Vermont artists and advancing the creation of new work
- Offering a wide spectrum of arts education and engagement opportunities
- Presenting exhibitions and events that place Burlington in a global context, promote critical dialogue and encourage local participation
- Serving as the City of Burlington's cultural planner by making the arts integral to the area's economic and civic development, urban design, and livability.