

VANCOUVER POETRY HOUSE BOARD MEETING

Sunday May 26 , 2019

NEXT BOARD MEETING: Tuesday July 2nd, 2019

Action Items:

- 1) Colleen to check availability of 5th floor room availability on both 7th and 14th get back to board (as if possible meeting will be moved to 7th.
- 2) Carol to post policy manual contact info regarding policy manual progress
- 3) CRA must be notified as to status (if in audit etc..) by the 30th
- 4) Tuesday. Colleen to write missive and send to group leads (Frankie, John, Carol) then/and out via Mailchimp to community members
- 5) Members and staff to come up with a list of names for a "direct ask" campaign
- 6) Reports (from AA and AD as well as Financial) will need to be ready for AGM

Motions:

- 1) Motion to approve Minutes of April 14th 2019 meeting. Made by Carol. Sho Seconded. Carried
- 2) To hold AGM at Woodward's. Carol motion, Andrew seconds. Carried.
- 3) Motion to explore availability of the 7th/possibility of moving meeting date to the 7th vs the 14th (information would need to be updated for members) Sho motions seconded by Carol. Carried
- 4) Motion to try to raise \$5000 by direct ask campaign if not successful to use of Canada Council funds. Made by Carol Seconded Amanda. Carried

Board Members Present: Andrew Sutherland (AS, Chair), Carol Shillibeer (CS), Sho Wiley (SW), Amanda Eagleson (AE), Frankie McGee (FG), Holden Wall (HW)

Program/Staff Guests: Johnny M (JM), Colleen B (CB), Chaeyeon Park (CP) -- arrived at 14:00

Community Members Present:

Regrets: Lucia Misch (LM), Rabbit Richards ,
RC Weslowski, Johnny Trinh, Anjalica Soloman

Meeting Began: 12:30

Meeting Ended: 16:10

We Acknowledge that this meeting took place on the the unceded Indigenous land belong to the Musqueam, Skxwú7mesh, and Tsleil-Waututh people.

SW offered points related to Verses/VPH in regards to requests for Indigenous people that settlers do the land acknowledgement. More appropriate requests would be for witnessing and ideally being able to offer a gift.

JM offered the importance of (when inviting someone to speak) not doing so under a strict time frame. Offered examples of the energy of an event shifting (easily worked into event time frame planning)

Agenda Item 1) Approval of Minutes, Action Items, New Members

- Carol motion to approve minutes. Sho Seconds. Carried
- New Members:
 - Desareigh Byers
 - Holden Wall
 - Leslie Stark
 - Static Jam
 - Renewing Member: Sonya Littlejohn
- Action Items:
 1. Colleen to get new member list to read in names at next Board Meeting/Done
 2. Carol to draft flyer to announce upcoming committees/This to take place in item 5-SWOT purpose
 3. Amanda to add business to the AGM 2019 agenda about the fact that we have an auditor/done
 4. When official proposal letter arrives from Accountant (advisor) Carol will get Ander to sign & return to Bernie with \$2500 for the retainer and send copies of the signed letter to colleen and John for Grant purposes/Done letters copies signed

5. Amanda (or Treasurer-alternate) to provide a monthly report to board starting at the next board meeting saying that accounts examined and results of this/Colleen will be treasurer. Monthly report provided later in meeting
6. Carol to draft survey monkey mail-out suggestions from community about committees to be created and involved in June's' planning month then send it to today's attendees and the remainder of the board.//Pushed back much of this starting point provided by SWOT
7. Carol to ask Cohort folks if is OK to bring Sonya Littlejohn (cohort meeting)//It is point moot point as she's unable to attend. However Rabbit Richards, Holden Wal will be present
8. John to ask Holden if safe injection sites, resources (such as coastal health) on resource list//They are
9. Daniyah to ask whether proposed facility is OK with our proposals about a more fluid RSVP list//Admin was emailed by Daniyah who. This was OK'd
10. Andrew to talk to Holden about whether DTES location for AGM problematic/Related to specific issue? Was a non issue.
11. Carol to add innovative financing to Junes' agenda focusing on raising money to send slam teams to competitions / To be discussed somewhat further on in agenda
12. John to speak to Holden about a possible committee to identify processes in community/Done

- Signatures needed from Board members/Done

Agenda (2) AGM Preparation:

- Carol Motions to confirm Woodward's as location. Andrew Seconds. JM question regarding restrooms and accessibility. Confirmed Access. Motion carried.
- Needed for AGM: Membership Report (planning) AD and AA reports/Financial Reports/ Vote. Johnny would have to call in to give report this is based on the the June 14th date. This is fine. Carol also advised call in vote should be fine as is not a "proxy" vote
- Sho Motion to explore availability of the 7th as an alternate date Vs. the 14th. Information would need to be updated for members. Seconded by Carol. Motion Carried.
- Andrew stressed importance of relying what board up to over past year

Agenda (3) Policy Manual - This is in progress doc

- Andrew recommended posting online contact and link availability

Agenda (4) Financial Tasks

- Financial tasks: Shifting jobs policy bones there and committee will be the meat fill in SAT/SUN session (Sho/Amanda)

Agenda (5) Accountant/Audit update:

- 2500\$. Three fourths done. No response back from accountant. To update Mary at Cadac meeting and provide contact info (mary/johnny).
- Andrew: CRA needs to at least know by 30th status
 - Carol: financial report. Re:Verses. Payments done. Income done (in the books) bank books not our books yet \$2200 up over or 22 bulk rest of the year. \$1148.40 Gaming Wordcamp/Play \$1700 EFT. PayPal \$400
 - JM brought up top 4 CIPS payment prize payout money needed 500/250/150/100
 - Venue reps subsidy. Individual poet (reps) basically coded as travel

Agenda (6) Planning Month

- Planning Month
- SWOT (Colleen requested and got permission to record No Objections)
 - Strengths/Weaknesses/Opportunities/Threats : board used with post-its from all meeting participants. Then grouped by similarities.
 - Strong: community (diverse/ members willing to give time/ Young)
 - Crossover with weaknesses/threats: tendency of community to be insular/ conflict/ politicized/ Shaming/ Public Call Outs (primarily online but not only).
 - AS Points: factionalized in the sense that people aren't speaking but not at risk to lose people depending on how conflict dealt with
 - CS Within community, balance between being proud of diversity and fear of it. separateness becomes the focus (sense of stability)
 - JM points: Our difficulty in defining the problem (speaking to the problem(s) is the difficulty in addressing it (community both elevates and can shut down)
 - Trauma and Ideology: another reason strength and weaknesses so tied in. Space gives voice to people often otherwise shutdown
 - SW brought up (regarding staff make-up and vulnerabilities) that people often "boxed in" even with intersectiona background. JM clarification it has to do with perception that there are spots that you do not always catch from a privileged position (also often on an incorrect assumption).
 - Lateral violence you will know your presence isn't welcome and this can extend outside of the community

- CS the “threat” as it relates to community will always be there... the need is to direct it/point it
- Colleen: brought up need for diversity in programming to address insularity (comedy night is a great initiative and example). ALT events... the heavy with the Light.
- JM shift exemplified in fact that there was always the light with the heavy rather than Polemic Classic Slam night after night that type of work had always existed with moments of levity. It can. And hold a safe space for the light and for those taking the stage for the first time.
- Example of how recent shift was (in tone): that concept needed to be introduced of host telling the audience to be quiet (the bullying of judges).
- Strength of community willing to give is also tied into weakness of burnout. Need for a volunteer (or that is to say year round) coordinator. Incentives that could be offered?
- Sponsorship and fundraiser possibilities.
- Chaeyeon Park asked about organizational funding. Was explained primarily Grants (Federal/Provincial/City). She further asked about any university tie-ins? There are not
- AS brought up fact that a lot of financial solutions don't actually address burnout
- CP issues of being understaffed and a need for redistribution of funds and staff resources
- Colleen/Carol importance of funding the programmer's if programming important
- JM mentality has been baked in regard SLAM being the central financial focus. For years everything went towards it all other aspects of organization using only the takings from the door. This is a model based on the past when organization would send reps to tournaments and they would come back highly engaged. There's a lack of understanding of all the organization supports. Need to open up spending. For years BC Arts grant went solely to Verses when it is only a requirement that the organization HAS a festival not that all funding goes towards it. Points like this.
- Volunteers/Growth/Burnout Complicated
- Note: 35000 From Canada Arts Council (same as programming) easily 50-55-60 for coming year (and is insulated from government changes)
- Changes in spending model
- Main benefit of staff (etc) from outside of community people often operate out of a fear of being excommunicated (most people will choose friendships over jobs)
- Opportunities:
 - COL: foster other poetry activities/workshops. Chapbooks Spaces of Community Support
 - JM: need for more community support and not policing
 - COL: host script/Extend Talk the Talk (extend funding with it) beyond Verses

- Andrew: build active listening and meaningful talk the talk topics with Vancouver Foundation ideally. Need for action. Just in terms of how much of boards time is spent on “community fires”
- CP: asked about marketing model (tie ins...other festivals/partnerships
- JM: Indian Summer Festival and a relation with Vancouver Writers Festival which could be taken advantage of much better
- JM: primarily word of mouth. (Youtube and social) but primarily word of mouth. Zoe underutilized for just Verses
 - Carol : we need to promote spoken word for what it is) it’s a field of study

15:30: break for cake

15:50 : Missive via email to be written by Colleen handed to Board. Introduce groups and point person coming from this SWOT person .. Set-up (Date Month)

- 1-Community engagement (Frankie- point person)
- 2- Community Arts Programming (John - point person)
- 3- Capacity Building - (Carol - point person)
- 4- Visioning / developing/outreach (John/colleen point people)

Andrew asked if there’s anything other than group missive for Round Table

- John provides Wordchamp Budget (detailed on drive):
 - 8000-Telus
 - 6000-BC arts council
 - 1148-Gaming
 - 7.7% salary (note Tessa/wordplay pay increase from 250 to 500 in June)
 - Expenses 27,395 (this is generous estimate)
- 1500 from Canada Council (Carol noted here this is based on correct/legal determined amounts
- 1500 independent donations

Conversation regarding previously planned but not yet executed video. Johnny could self commission poem. SW and Coleen brought up bringing in student. John stressed importance of general not specific/bringing in Angelica.

Not viable due to time crunch.

“Direct Ask” campaign decided on.

Motion to try to raise \$5000 by direct ask campaign if not successful to use of Canada Council funds. Made by Carol Seconded Amanda. Carried

Andrew asked if there was any more Round Table Discussion. None.

Meeting was adjourned at 16:10

VANCOUVER POETRY HOUSE BOARD MEETING

Sunday, July 21, 2019

Next Board Meeting: September 1st, 2019

Action Items:

1. Amanda to write a summary of complaints.
2. How do we choose what we fund?—Andrew and Amanda to craft as part of overall work to take place on Basecamp (see 10)
3. Daniyah to reach out to jaye regarding concerns brought up in Agenda item 3
4. Sammy to write a Thank You letter for Hal
5. Colleen to post Hal's Thank You letter on Social Media
6. Frankie to report back on Voices of Today team (if they are feeling supported? If not how can we improve this?)
7. Frankie to bring up reporting avenues and processes with team so they know avenues of communication
8. Holden to speak with Cafe staff regarding door policy/refusal of entry
9. Colleen start process (a digital option) for the 2020 AGM
10. By August 4th. Youth programs and **Three year plan**. What slam is about and where we are going/the reasoning we prioritized youth this year. Board on Basecamp
11. Hal: To email get dates café is closed

12. Daniyah to approach Johnny about -1)If they have an interest in applying again? or 2nd in joining the hiring committee?

Motions:

- 1) Andrew Motion to Approve Agenda (with amendment to speak on Door Policy after first item) Frankie seconded carried
- 2) Carol motion to approve the minutes from July 2nd. Sho seconded. Carried
- 3) Andrew Motion to move Agenda item eight to four. Sammy Seconded. Carried
- 4) Daniyah Shamsi Motion for a Summary of Complaints to be Written. Carol Seconded. Carried.
- 5) Sho Motion to wave. Motion Tabled Carol.
- 6) Andrew Motion to create Financial Coordinator position. Seconded by Sammy. Carried
- 7) Andrew Motion to create Grant Coordinator Position (with option for combining with Financial). Seconded by Sammy. Carried
- 8) Andrew Motion Option for an Interim Financial Coordinator until posted (end of year—Dec). Seconded by Sho. Amanda and Carol and Daniyah Abstain. Carried

Board Members Present: Amanda Eagleson (AE, acting Secretary), Andrew Sutherland (AS, acting Chair), Carol Shillibeer (CS), Frankie McGee (FG), Sho Wiley (SW), Daniyah Shamsi (DS), Sammy Bassam, Holden Wall

Program/Staff Guests: Hal Lackie

Community Members Present:

Regrets: Leslie Stark

Meeting Began: 12:25

Meeting Ended: 17:30

12:25 Andrew meeting called to order

Sho requests we speak briefly on Door Policy but not in “Other Business” as she can’t stay the whole time

- Motion Andrew to Approve Agenda, (with a conversation on door policy after Agenda item 1 and before the AGM recap) Frankie Seconded. Motion Carried

We Acknowledge that this meeting took place on the unceded Indigenous land belong to the Musqueam, Skwxwú7mesh, and Tsleil-Waututh people.

1. AGENDA ITEM

- a. Carol Motion to Approve the Minutes From July 2nd, 2019. Sho Seconded. Some clarification other business (All-AV-permission section to the video consent form conversation on Basecamp) Carried
 - b. Action Item Updates:
 - i. Carol to check John has forwarded Sue Donaldson the information she has sent out to Roxanne Charlebois with CADAC- Done except advisor report back (CADAC is aware of this)
 - ii. **VOICES OF TODAY** (ongoing details later in agenda)
 - iii. Done: Colleen ordered pizza (with thanks from Andrew)
 - iv. Done: Narratives were Crafted for AGM
 - v. Done: Agenda Copies Printed and Handed Out
 - vi. Done: Copies of Last Years’ AGM and EGM and this Years EGM
 - vii. Thank you Letters to Staff. Andrew did this for Johnny (which was the main intent at that point). Sammy: One should be done for Hal and they volunteered to do this (Action Item)
 - viii. Done: Job descriptions
- Signatures given from Board Members

- Financial reports \$8,540 (\$7200 (deferred).

Programs

- 14,000 total deferred
- Andrew asked if the 9600 slam coding question. (Slam Financial coding: 4000=revenue/4100= earned revenue)
- This section is \$4574.30 we have these funds (just not technically yet)

EXPENSES brief breakdown of upcoming expenses/estimated expenses as of July 21

Salary: \$30, 796

Slam \$5,125

Rent \$1,312

Occupational \$500

Avisor (accounting) \$2,500

Tech \$4,400

Training \$751

Prizes \$4,800

Production Expenses \$2,320

Production fees 60 (ad buys) \$400 (estimates)/\$7,000

Voices of Today \$7000 (est. percentage of)

- Mailout: Colleen estimates with printing costs higher
Was noted when looking at Revenue total there's a roll over (\$1,700 really goes into Verses next year)

TOTALS AS STAND

- **\$80,105.57** Revenue (includes org \$45000)
- **\$54,456.50 Expenses**
 - \$25,649.07 if CCA surplus funds are utilized
 - \$8,500 five month full staffing
 - \$7,049.07 Remainder CCA 2020

Sho question 17, 000 in terms of funders . Carol said is deferred amount.

Andrew: Typically has been utilized for festival

- VOICES OF TODAY UPDATE:
 - Frankie has taken time off to go. Has Collected Consent forms (as many as they can).
 - Regarding flight and accommodations.
 - Carol :Do we have a booking plan?
 - Andrew: recommend Fight Centre and get the invoice. Carol can pay (this is easiest)
 - Carol: Frankie can send to treasurer email or use payment register (email just as easy). Frankie has also contact Mariah. Carol thought this wise/respectful though definitely under impression help and suggestions are welcomed.
 - Daniyah: Is the team not feeling support (was mentioned/had come up previously)?
 - Frankie would be meeting with team will hopefully have a better sense of their feeling (if it is the case) and why/and how we can improve this
 - Daniyah: As systems are in place is a good time to bring up feedback
 - Carol: In agreement with Daniyah and Frankie agrees to bring up process with team.
 - Andrew: Going forward (on the subject of communication) we should have contracts and contact information set.

(1a) DOOR POLICY:

- Due to incidents on The Drive Sho wants it stressed everyone has the right to refuse entry to the venue
 - DS: If police are called (due to an incident like those that have occurred, such as Proud Boy run-ins, this should be reported as a hate crime on the call. Insures investigation. What we say and how respond important.
 - Colleen asked for further background info. DS: Cross section of groups really. Grew following tense situation as a result of last years dyke march. Recent incidents are proud boys prowling along the Drive. Most recent involved violence at first and gravely.
 - SB: Stress hate speech warning to host and alert sound and door.
 - Further policy Sammy questions regarding Joe after his feature. There was back and forth on this but clarity was needed as it was evident two separate incidents were being discussed.

- DS Requested a summary of complaints.
- DS: Motion for a summary of complaints Carol: Seconded Carried.
- Daniyah: Also stressed the importance of institutional memory. Examples Buddy Wakefield and Scruffmouth incident given.
- Colleen: And information from other organizations
- DS: Active Listeners having one at the door “the right people in the right places”.
- CS: Put out a question about drafting door policy. We would work on (Basecamp).
- Needs to be general awareness
- Holden: Speak with staff at café regarding refusing entry and expelling people from premises

(2) Agenda: AGM Recap

- Andrew: Went well. There some questions regarding sharing docs.
- Sammy: What about a livestream option (for accessibility)?
- Andrew: We do want to ensure people are motivated to go to these meetings. Perhaps should be phrase as, “if there are accessibility issues to please reach out”...and *then* offer this. Admin Assistant to add to 2020 a digital option.

3) Agenda : Inclusion/Exclusion.

jaye may come at a later date. Have emailed board regarding: lack of trans representation for queer slam. WOWPS rep but there is no competition to send them to.

Andrew: Catching Fire (exclusion) Vs.

Daniyah: This is an issue of exclusion. (Broader than one specific incident).

Carol: In terms of funding we are prioritizing youth this year.

Sammy : Is there some sort of documentation regarding VPH providing funding for WOWPS?

Frankie: Not documented but assumption would have been made based on what’s been done in the past.

Carol: Funding is subject to the discretion of the board. This year we were prioritizing youth after many years of not doing so.

Sho: Complaints at CFSW may have been a legitimate reason to withdraw funding. There is no WOWPS this year, we couldn’t necessarily afford to send them if there was and we do not owe anyone replacement money.

Questions arose over CSFW funding (which was partially funded last year)

DS: Brought up that the concerns raised, while specifically addressing festivals, were more about structural violence and feelings of exclusion (this should be the focus of any conversation with jaye)

Carol: We also need to be clear and transparent about our decision making “why we fund what we do”.

Andrew: Fund Prioritizing team funding. Some \$7000 Youth.

Actions item: How do we choose what we fund?—Andrew and Amanda to work on document.

- DS to meet with Jaye. Have a person to person conversation about what they would like to see. They have had similar experiences can be done with an acknowledgement of imperfections. But there are examples of targeted conflict and it's not just them.

13:40-13:57- Brief in camera session for which Sammy and Daniyah were not present.

13:57: Sammy and Daniyah updated.

14:00-14:05 brief break

- Conversation resumes regarding conflict and Daniyah's meeting with Jaye. The importance of separation of the what is personal and what is professional. Was agreed this (offering a one on one meeting) was a good idea. And important in terms of institutional information and personal understanding.

Sho brought up the staffing budget, the importance of it to her, and that will have to leave early.

Andrew Motion to move Agenda item (8) to (4). Sammy Seconded. Carried.

Carol and Colleen's attendance “The Vantage Point: Operational Bootcamp”

- Rate of Pay scale: 15.00 (20 hour)
- Goal is FTE positions.
- Plan stretched out of a 3 yr period
 - Re:Positions: 2400 a month @ 20.00 an hour

Youth coordinator (Tessa?). Part of Reorganization (Youth coordinator position)

hospitality coordinator/slam master (combined position?)

Focus on Governance

Financial Coordination & Grants

The need for a Financial Coordinator.

A Staff-accountant

Carols example from current audit: 2016- There 17 questions, 5 items of relevance hours to search out.

It took 15 hours to do the reallocating for 2017

There needs to be Accountability and Transparency

STAFF— Personality Accountable. All program finances.

Andrew: Concern regarding deposits specific to logistics (really going to have a finance coordinator there every Monday?)

Carol: They can assign someone to do collection? But all finances unified.

Over programs 3 ½ days

(Taylor skilled CRA and CFO)

Slam Master= Role key Responsibility and Vancouver Foundation funding

- Other Positions:
 - Grant Coordinator
 - Graphic Designer
 - Hospitality Coordinator (Slam Master ? Same person could do both jobs)
 - Volunteer Coordinator

Sho: Discuss what to look for when hiring?

Carol: Slam Master description job-already built

Sho : The Financial and Grants Coordinator Positions?

Sho is back 26th August

Andrew: Seems a good time to get into a pattern of regular meetings (set day of the month).

Board where Sho Motion to create posts for Financial and Grant coordinator

- Sammy: Is there any reason we couldn't post this with option of combining (the job)?
- Andrew: This is a Three Year Plan and have 1/3 money can't commit funds which isn't certain. And AD/ Grant writing needs to be part of "narrative"
 - Involves Finances and the Ability to write these are not necessarily combinable in one person.
- Grant Writer /Admin. Assistant/ AD/ Financial. Are key roles need to be part of the strategic planning of the board

Operational Plan and Staff require willingness to commit to the plan

Sho: Should commit to this..

CB: Is there value-waiting for the hiring of the AD? Again may have crossover skill set.

DS: Not just about that...

Carol Table Sho's motion

Sho Motion to wave hiring process financial coordinator (Carol could be hired for position/has set up all processes)

Carol: Think about it? (expressed concern regarding input)

CB: You would still have input

Andrew Motions:

- 1) Create Financial Coordinator--Seconded by Sammy Carried
- 2) Grant and coordinator (with options for both) – Seconded by Sammy Carried
- 3) Option for an Interim =Financial Coordinator until posted (end of year—Dec)—
Seconded by Sho. Amanda and Carol Abstain. Carried

August is the month to Create narrative for granting

Andrew: Question regarding timelines / salary.

Holden: Salary on Job Posting (amendments)?

Carol: Has none because we didn't have funds at the time

Colleen: The vision conversation lacking

August 4th: Basic Youth programs and Three year plan

Sho: Need someone with slam knowledge (input)

Carol: What slam about where going, reasons we prioritized youth (First could be it's been 3 years since last did)

Craft this on Basecamp

9) Carol Budget VanSlam (Discussion started 3pm with assistance of Hal Lackey)

*Financial codes are in bold underlined

4160-3742.93 (year total)

5115- 250=5115 Royalty

4100 Box Office-20000 (without payouts) estimate

Accommodation – assign or/and stipend?

Travel –Mileage *Current based on Canada council mileage & Ferry cost 5106-2500

Travel this year: 3

Out of town (3) + accommodation

Stipend—Flat rate Pay to Accommodation. Reimburse

Hal: Gave the example Yes- the poet would be (stipend) inclusive. Most likely will have a place.

Per this: **Receipt must be provided for stipend money**

Colleen made point organization shouldn't be in the host finding business (liabilities)

*Commercial – insurance reasons

75\$ Sammy in addition to Travel Only U.S-Canada

18 this year (2 / 3 from island)

Ferry is 17\$ walk-on

PORTLAND/WASHINGTON \$75

\$1500=budget years

Sammy: Applications for funding (context of providing/sharing information)

- Canadian League of American Poets----Touring Poets
- Random House
- CCA (the Poet Applies) = Travel Across Canada

2,500 travel

1500 ACC===30 poets

1500 Flex discovery

\$750 Travel and Accommodation

1500 Discretionary fund/In expenses artists

Carol: Build extra end to pay more?

\$1,500== Dev/ videographer

SHOWCASES :Carol: How does this work (in budgetary sense)

\$125? Artist fee / number of artists

Colleen: And what about Team support money?

For 2020: Is it Just about team?

Carol: Support Over (each) years. This should be Part of 3 years plan. For the Budget is a need to know

Expenses for marketing \$600/600

Andrew: Questioned cost

Colleen: Responded that it's fair (cost ads/printing costs etc.)

1245.36 graphic design

5314 (breakdown)

1000\$

Hal: Wondered about spending money marketing consultant . May be worth looking into CG marketing plans

Admin: tape/tacks etc.

- Prize money : Sammy brought up the possibility of raising and or changing (Toronto model: which they emphasised is bi-monthly) offers \$80 for first second and third gets gifts.
 - Something a bit more generous? 50 for first 30 for second and 20 for third=100

Carol: So a \$40 boost a week (**400 a month//4800 a year**)

Carol: Funders-tix \$ from slam Verses or Admin

Carol: Prizes-Is best place to place money artist fees?

Sammy: \$50-100 (slamapalooza offers 100 for first)

Andrew: Why not distribute to 4th and 5th?

Prize money

Two Month Trials of the Two Methods: See which is better and works better with the season

Carol: The 1st option and then Andrew's second Jan as start the date

Back end year \$8000 box office. \$400. \$8400 rest

Fees **\$125**

Carol: how many artists? (22=\$2750)

Hal: To email get dates café is closed

11) Insurance

Safety Colleen statute: 75 policy

*Is Now 375

Sammy leaves @ 16:26

Break 1635-45

12) List of Committees and notifying membership (skipped from 12 moved on to Hiring Committee

Daniyah:

- Processes: New people. Hiring committee worth a review. Regarding due process : Johnny T.(application) their experiences regarding the process and how the conversation after was handled. We could revisit the application and go through the process again.
*Carol: Do we apply for him and try again?
- Yes, we point it forward. Give process (post hiring committee board). Provide Closure, that was not the way that should have happened (and will not happen again) ***While good to do it differently: make that better. This is Amends. Form of application through again (way hiring went) step of process. There was flexibility granted (example given: Veronica) that went beyond the numbers. This is fair and restorative.
- Carol: We need to let them know. And have permission I'm afraid set up to be hurt if not hired.
- An interview could be offered?
- AE: Fairness. The Top scores were so close for that position. Acknowledge Two indicators management of people and behavior in group situation and these were the cut off points for getting an interview. But Daniyah's point about flexibility within the process is true

Daniyah: Other point. Questions themselves. Need to be more standardized. Also an addition of “do you have any outstanding conflicts” with board or committee members?”

Andrew: Where are we going with that disclosure?

How does this go into scoring and assessment. Lack of symmetry of knowledge. Personal bias is baked into the process.

Conflict resolution, address it, resolve, move forward...

Regarding Matrix: personal conflicts equity in the system as we can. Add into our analysis try to create as diverse a hiring committee as possible

Ask people to come in is the most practical

Currently All we have is the Board: Gigi (*) has indicated an interest.

- Volunteer community (hire) outreach. Committee doesn't need to be members

Do we put it in matrix or interview

Andrew: Regarding Johnny I don't want to decide for someone else what might hurt him. The 'not getting hired' wasn't the 'why' the first time but rather process and feedback or lack of.

DS: Representative of Community toxicity. This is an acknowledgement of mistakes that we made

Carol: In agreement with Andrew on his points. And, of course, a one on one person to person chance for feedback is what should have been offered.

AS: We can ask what didn't you like and specifically how could we respond to make that better?

DS: Would be ideal interview offered.

CB: I would likely think someone was really in my corner if something like that was put forward. Worry it is a bit of a set up if that doesn't happen then?

DS: Framed as can we go with your last application?

AS: or what else would (help him) with healing around incident

CB: Restoration or email –

AS: But what is the goal and is it for him? Feedback and a resolution which should have come earlier or shouldn't be put in the position of begrudgingly acquiescing.

D: Question of prioritization (with interviewees)

Carol: We will side of applicants diversities of applicants. (we err on the side of diversity - e.g. we prioritize people of colour, just as we did in the previous AA hiring / Carol's note to the minutes)

C: What about the option of inviting Johnny on the hiring committee?

RC was going to get someone to apply. We can extend the deadline for this purpose anyway. Also a more diverse candidate group.

DS: Do we agree regarding Johnny about approaching them 1st-If they have an interest in applying again or 2nd in joining the hiring committee?

(this was agreed to)

Community members: Feedback should be offered in the case (Andrew)

Tuesday (by)

CB: So a further extension?

C: Reason I see interested reaching out?

Extend : Carol extension bring us to a hire by date of September 1st...

*More hyperlinks needed within description

Extend the AD application deadline to midnight August 5th

Meeting End 17:30

